1. Basic Information

1.1 CRIS Number (Year 1):
1.2 Title: Civil Society Dialogue – Bringing together workers from Turkey and European Union through a "shared culture of work"
1.3 Sector: Civil Society Dialogue
1.4 Location: Turkey, Germany, Austria, France, Italy, Sweden, Greece and Slovakia.
1.5 Duration: 24 months

2. Objectives

2.1 Overall Objective(s):
The overall objective of the project is to strengthen contacts and mutual exchange of experience between the trade unions of Turkey and trade unions of EU Member States with a view to ensure a better knowledge and understanding of one another, and an awareness of the opportunities and challenges of future enlargement.

2.2 Project purpose:
The purpose of the project is to create and/or enhance sustainable dialogue between the workers of Turkey and EU member states.

2.3 Communication from the Commission on Civil Society Dialogue between the EU and the Candidate Countries (COM[2005]290 Final, 29 June 2005)
The Civil Society Dialogue Communication states that “Social partners and social NGOs play a key role in the elaboration and implementation of EU legislation in the areas of labour law, health and safety at work, gender equality and non-discrimination. They are also active in designing, implementing and monitoring employment, social inclusion and social protection strategies and policies. The Commission has as a result always paid great attention to developing contacts with social partners and civil society organisations involved in social fields in Turkey, in particular with a view to bringing them closer to EU standards and ensuring full respect for trade union rights as defined by the International Labour Organisation (ILO).”

Furthermore, The Communication envisages that “the civil society dialogue will also extensively involve the business community, professional organisations and social partners from both sides. In this regard, the Commission will support long-term partnerships between Turkish organisations and their EU counterparts. Partnerships will also be encouraged between sectoral organisations from both sides and between Turkish national organisations and their partners based in EU Member States.”
3. Description

3.1 Background and justification

If Turkish accession to the EU is to be successful, prejudices among citizens of both Turkey and the European Union in respect of the other are one of the major obstacles to be surmounted. That is why the activities to be presented in this project will all aim to bring together different peoples and cultures through the widest possible contacts, while remaining as close as possible to workers' social reality. The activities will also facilitate greater familiarity with the different social, economic and political realities of the EU countries and Turkey.

Cooperation between workers' organizations at national and confederal level already exists in Europe taken in the broad sense. The idea here is therefore to extend such cooperation to the grass-roots level, to make communication, comprehension and mutual respect more effective and to influence choices for the future.

The contacts that will be created between workers' representatives will favour ongoing communication based on networks, with the aim of overcoming existing prejudices.

The concerns of EU workers in terms of conditions and standards in Turkey will thus be lessened and gradually eliminated as the process of meeting EU standards evolves, especially with the functioning of the networks put in place.

Based on this background, European Trade Unions Confederation (ETUC) and its 4 member confederations from Turkey decided to work together to foster the dialogue between their individual members.

The European Trade Union Confederation has contacted its members, who agree with the principle of the proposed project, as do the national and European federations in the occupational sectors.

Therefore, it was decided that the partners in this project will be the national trade union confederations from Turkey (Türk-İş, Hak-İş, Disk, Kesk) and from seven EU countries (France, Germany, Austria, Italy, Slovakia, Sweden and Greece). These include national confederations, regional organizations as well as national and European trade union federations from the occupational sectors.

3.2 Results

- Existing prejudices between Turkish and EU citizens that could hamper Turkey’s EU accession process have been identified and addressed.
- Awareness visits to Turkey for European workers and to Europe for Turkish workers have been carried out in order to create the conditions for the acceptance, on both sides, of the realities experienced by the other.
- Communication about “culture of work” among workers of both sides has been strengthened
- The level of expertise of workers’ representatives in Turkey on workers’ rights and their implementations has been increased.
• Simple and easy-to-understand brochures to inform people on the workers issues, to promote a better acceptance of cultural, social and political differences as well as to increase awareness of European workers on Turkey’s accession and the opportunities that this would offer to the people of Europe have been produced and widely distributed.

3.4 Activities

All the activities will be based on the following dynamics:

1. Identifying existing prejudices on both sides (EU and Turkey) through surveys;
2. Planning awareness visits by European workers to Turkey and by Turkish workers to Europe. These visits should create the conditions allowing participants to grasp the realities of the other side;
3. Creating communication networks between the European and Turkish workers;
4. Increasing the theoretical and technical capacities of trade union leaders, representatives and activists so that they can intervene in the process of Turkish accession to the EU;
5. Developing communication between workers on the theme of the 'culture of work' (the functioning of trade union representatives in companies; participation; organization of work; health and safety; health and safety inspections; improvement of health and safety measures; parental leave; social security; stress at the workplace; flexibility; etc.);
6. Familiarising on the type of worker participation in social, economic and political life (how they organise outside the workplace; their tools and methods);
7. Emphasising women's role in civil society and especially among social partners;
8. Analysing how the trade union organizations in the EU treat legal immigration;
9. Finding common grounds for actions related to working life and carrying out common activities (e.g. visits to companies);
10. Developing brochures providing information on the EU for Turkish workers and on Turkey for European workers;
11. Promoting contacts between representatives of employees of the Economic and Social Committees/Councils of EU member states and Turkey.

The activities will be implemented in the following Turkish regions:
Southeast: Diyarbakır (Gaziantep, Urfa, etc.)
Black Sea: Trabzon (Samsun, Ordu, etc)
Aegean: İzmir (Muğla, Manisa, Balıkesir, etc)
Centre and east: Ankara (Çorum, Kastamounu, Konya, etc)
South: Antalya (Mersin, Adana, etc)
Marmara: İstanbul (Kocaeli, Tekirdağ, etc).

and in the following EU countries:
France, Germany, Austria, Italy, Slovakia, Sweden and Greece.

Besides European Trade Union Confederation, its member confederations from Turkey and selected EU member states (please see part 4) and the sectoral federations, other civil society
organisations, especially the other public employees confederations will be invited and encouraged to participate in the project activities.

3.4.1. Survey
A preliminary survey of the opinions of European Union and Turkish workers on Turkish membership of the European Union will be carried out. The idea will be to identify prejudices, lack of information, and the images of each other.

The survey will be conducted in Turkey with 8,000 questionnaires being distributed to workers in companies, and in 7 EU countries: France (2,000 questionnaires), Germany (1,000), Austria (500), Italy (3,000), Slovakia (500), Sweden (500) and Greece (500).

The analysis of the questionnaires will be used to improve and re-design the planned themes and activities.

A second survey on the same subject will be carried out ahead of the activities aimed at the target public that will participate in the different seminars and actions.

A third survey for this same public will be conducted towards the end of the project to identify the progress achieved through the activities and to assess the change of mentality in both the EU and Turkish populations.

Special attention will be given in the surveys to immigration policy, because it is well known that this element unfortunately gives rise to prejudices and xenophobic discourse in all segments of society in Europe.

3.4.2. Kick-off Conference
The kick-off conference will bring together 300 participants in Istanbul, including 30 representatives from the EU countries involved in the project. The aim of the three-day conference will be to review the survey results, to determine the main themes to be developed and addressed in the implementation of the action, and discuss how to increase the participants' level of knowledge on the following areas, among others,

- the effects of collective bargaining on Turkish society;
- detailed information on the Community acquis;
- means of action for civil society organizations and trade unions in the development of economic and social policies.

Participants invited to the conference will include representatives of the Turkish Government, civil society, employees, employers, NGOs and local authorities.

3.4.3. Exchange and mutual understanding seminars
These seminars will be the cornerstone of the project because they will bring together workers from different backgrounds and cultures and with different lives, with the aim of enabling them to understand each other, to become familiar with and to understand each other's culture, way of life and the importance of their respective histories. To achieve this, the following seminars will be organised:

- Six four-day seminars will be organised in Turkey in the following six regions:
Southeast: Diyarbakir (Gaziantep, Urfa, etc)
Black Sea: Trabzon (Samsun, Ordu, etc.)
Aegean: Izmir (Muğla, Manisa, Balıkesir, etc.)
Centre and East: Ankara (Çorum, Kastamonu, Konya, etc)
South: Antalya (Mersin, Adana, etc)
Marmara: Istanbul (Kocaeli, Tekirdag, etc).

They will bring together 30 Turkish and 30 EU participants. Participation from at least two EU member states will be ensured at each of these seminars.

- Six four-day seminars in six EU countries (France, Italy, Germany, Austria, Slovakia and Sweden). They will bring together 50 participants from Turkey and 50 representatives of each EU country. In choosing the seminar locations in the EU countries, precedence will be given to regions where there is a high level of misgivings over Turkish membership of the EU, rather than to capitals.

The seminars will concentrate on getting to know each other, exchange of best practices in trade union activities, the role of trade unions in political, economic and social life. The seminars will also include activities designed to enhance understanding of the social life of the host countries, through
- factory visits;
- meetings with civil society organizations;
- meetings with local authorities;
- meetings with and visits to vocational schools.

In each of the countries, these seminars will also identify the themes to be addressed in the publications to be developed as part of the project.

Concerning the participants, special attention will be paid to the presence of women in the national delegations.

3.4.4. Training seminars

The objective of these training sessions will be to use the achievements and knowledge gained at the 12 exchange and mutual understanding seminars (see item 3), and to build the expertise of workers' representatives in the different occupational groups. These will address various themes like the functioning of trade union representatives in companies, concepts of participation, organization of work, working hours, health and safety measures and inspections, parental leave, social security, stress at the workplace and flexibility.

The idea is not copying the EU systems as a whole but to identify their strengths that can help the occupational sectors to be in a better position to submit proposals, to be players in the development of companies and in participatory democracy.

Finally, the specific problems of each sector (in Europe and Turkey) will be discussed with the participation of representatives of European trade union federations.

The public concerned by these training seminars will be Turkish workers' representatives from the nine occupational groups, namely:

* Education (Kesk) – 20 participants
This part of the project will take place in two phases.

- First, the EU social policy and social achievements in the Union will be presented and a debate on the lessons learnt from the 12 seminars of activity three will be organised. This will be done through 4 three-day seminars with 45 participants from different sectors. Four participants from EU member states will be in charge of organisation and training. The seminars will be organised in such a way as to decentralise the initiatives as far as possible and to enable workers’ representatives to be in close contact with each other.

- Second, 9 three-days seminars for the 9 occupational sectors listed above will bring together 20 representatives of Turkish workers from these sectors, a representative of the European industry federations and two members of the steering group. The objective of these branch seminars will be to integrate the achievements of activity three of the project and to draw conclusions on orientations and implementing actions in companies in the sector. On this point too, each of the branch meetings will work on the type of publications and their subject matter, for subsequent dissemination.

3.4.5. Publications as a toolbox
The aim of these publications is first and foremost educational. The main intention will not be to publish books, but simple brochures comprehensible to all. These should help workers from both the EU and Turkey to understand the challenges ahead and to accept cultural, social and political differences more readily, and to present to the workers of the member states the opportunities of Turkey’s EU membership, which is based on the concepts of solidarity and the development of democracy.

The publications will be earmarked for both Turkish workers and those of EU member states.

The subjects to be covered will not be limited to work-related issues. It is essential also to take into account questions of history, culture, religion and knowledge of differences. The different brochures will be developed in terms of the debates and needs identified in activity one (survey), three (exchange and mutual understanding seminars) and four (training seminars).

Those educational brochures would be on the following subjects:
- History, culture and philosophy of the participant countries;
- Turkish trade unionism, its environment and capacity to act in Turkish society;
- EU social policy by theme;
- Charter of Fundamental Social Rights
- Women's role in society and in working life
- The role of civil society in each of the countries
• Directives related to social policy and the Community acquis
• The different types of economic and social committees across Europe
• European trade union movement
• etc.

Depending on the themes, these publications (around 8 pages in length to make them accessible to as many workers as possible) will be published either in Turkish or in the language of one of the seven EU member states. It is essential that these publications are distributed as widely as possible.

For the EU member states, the same number of copies as for the survey (8,000 copies in each language) will be published, and for Turkey, in order to have the widest possible distribution, around 300,000 copies for each subject is planned to be published.

It is also obvious that in terms of the prejudices and reflection and analysis carried out during the survey (Activity 1), exchange and mutual understanding seminars (Activity 3) and training seminars (Activity 4), there may be different publications between the EU countries so as to be as close to the national realities as possible. To facilitate the wide dissemination of these products, a website will be created at European level.

3.4.6. Website

The project cannot overlook the importance of the circulation of information throughout Europe. Accordingly, in liaison with Turkish national trade union confederations, the Turkish Trade Union Coordination Commission and the European Trade Union Confederation will develop a website in EU languages and in Turkish, to share with the members and with workers throughout Europe the tools and references developed as part of the project.

All reports and documents used in the framework of the different activities will be placed on the website as they are developed so that all participants and actors can monitor the evolution of the project.

In this connection, it is planned that at least 234 pages of downloadable documents will be in 23 languages: German, French, Dutch, Bulgarian, Croatian, Greek, Czech, Danish, Estonian, Finnish, Hungarian, English, Italian, Lithuanian, Latvian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Spanish, Swedish and Turkish.

These communication tools will be produced by the ETUC Communication Department and the communication departments of the four Turkish national confederations in liaison with the Turkish Trade Union Coordination Commission.

3.4.7. Assessment conference

This conference will bring together 300 participants in Ankara, including 50 participants from the EU member states involved in the project. The aim of the two-day conference will be to assess the different activities carried out and to inform on the results of the surveys conducted prior and after the activities. This will provide a picture of the progress achieved through the activities and allow for an evaluation of the change of mentalities among EU and Turkish workers. Based on the results, the project leaders will determine the orientation of future actions to be planned for the European trade union movement.
Representatives of the Turkish Government, civil society, employees, employers, NGOs and local authorities will be invited to the conference.

3.5 Linked Activities

The European Trade Union Confederation, in collaboration with Turkish national trade union confederations, has carried out a programme entitled “Turkey MEDA for civil society – Trade unions and democracy” over a period of 3 years, from 2001 to 2003. This work has enabled Turkish national confederation leaders to achieve the following objectives:

- train trade union executives in collective bargaining and social dialogue;
- create a Turkish national trade union coordination committee that brings together all four national confederations;
- assist Turkish trade unions in carrying out training actions that meet the specific needs of each trade union.

Another project titled “Strengthening Social Dialogue for Innovation and Change in Turkey” is being implemented in the area of social dialogue. The aim of the project is to strengthen social dialogue in Turkey as a force for economic and social development. Within the framework of the project, assistance is provided to the Ministry of Labour and Social Security and social partners to promote social dialogue at all levels and help prepare these parties to fulfil their future responsibilities in the framework of EU social policies.

3.6 Lessons learned

At the end of the 3-year MEDA project, it was agreed that follow-up activities were to be foreseen, both from ETUC, including through financial support to the National Integration Commission set up within the project, but also from other stakeholders such as the EC (when designing a project on “improving social dialogue in Turkey” within the EC assistance to Turkey) or ILO which will take into account the existing initiatives linked to the project (such as the existence of the National Integration Commission).

The Civil Society Dialogue finally proposed a relevant framework to allow for an increased dialogue between the European and Turkish member confederations of ETUC and to enlarge it to the workers level.

4. Institutional Framework

The project will be jointly managed by ETUC and its four member confederations in Turkey (Türk-İş, Hak-İş, Disk, Kesk).

Besides these main partners, the following confederations from the EU member states and the sectoral federations will participate in the action:

- France (CGT, CFDT), Germany (DGB), Austria (OGB), Italy (CGIL, CISL, UIL), Slovakia (KOZ SR), Sweden (LOs and TCO) and Greece (GSEE), the European trade union industry federations (European Metalworkers' Federation (EMF), European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), European Trade Union Federation of
Textiles, Clothing and Leather (ETUF-TCL), European Federation of Public Service Unions (EPSU) and UNI-Europa).

The management structure will be composed of the following bodies:

**Steering Committee**
A Steering Committee will be established to evaluate the project strategy and for monitoring the project milestones. The Committee members will consist of representatives of ETUC, Türk-İş, Hak-İş, Disk, Kesk and the CFCU. The EC Delegation and the EUSG (Secretariat General for EU Affairs) will participate as observers. Other related institutions will be consulted or may be invited to the meetings, when relevant.

The Committee will meet at least twice a year and will make strategic recommendations on annual work plans, identify synergies with related programmes, etc.

**Project Management Team (PMT)**
Project coordination and management of activities will be held by the Project Management Team which will be located both at ETUC premises in Brussels, and at the EU-Turkey Trade Union Coordination Commission office in Ankara. The team will be jointly responsible for implementation of all the project activities. The responsibilities will also include

- Preparing the work programme of the project,
- Designing the seminars and their content,
- Coordinating the activities at the Turkish and European level,
- Organising regular management and coordination meetings
- Coordinating the communication between ETUC and national confederations taking part in the action
- Promoting the project at national media,
- Reporting to the Steering Committee and relevant DIS institutions

During the preparation of the Description of the Action, a detailed division of tasks will be established between ETUC and the four confederations, optimising know-how and physical location of both.

The Team will be composed of two co-team leaders based in the offices in Brussels and in Ankara. Other full-time experts will include Financial and Procurement manager, Training Coordinator, office assistants, etc. Furthermore, 2 experts from each four confederations will assist the project management as short-term trade union experts. This team composition is indicative only and could be modify at the contracting stage. The details of the composition of the team and qualifications of the project management staff will be identified in the Description of the Action.

**Monthly Management Meetings**
The representatives of the ETUC, of the four confederations, the project team and the CFCU will come together on a monthly basis to discuss about the project progress and contractual and management issues. The EC Delegation and the EUSG (Secretariat General for EU Affairs) will participate as observers.
5. Detailed Budget

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6. Implementation Arrangements

6.1 Implementing Agency

The Implementing Agency of the project will be the Central Finance and Contracts Unit (CFCU). The contact details of the CFCU are

Central Finance and Contracts Unit
Mr. Muhsin Altun
Eskişehir Yolu 4.km. 2 cad.
Halk Bankası Kampusu
No: 63 C-Blok 06520
Söğütözü - Ankara TÜRKİYE
Phone: ++90.312.295 49 00
Fax: ++90.312.286 70 72
e-mail: muhsin.altun@cfcu.gov.tr

Even if the ETUC and four member confederations are closely linked through a membership system, a co-operation agreement will be signed for the purpose of this project in order for all parties to commit themselves for the successful implementation of the project. The agreement will detail the tasks of each party, establish lines of communication and reporting, etc.

Contact details of ETUC:
Mr. John Monks, Secretary General
Address: 5, Boulevard du Roi Albert II
6.2 Non-standard aspects
The contracting party is the European Trade Union Confederation, in partnership with Turkish affiliated organizations and with the support of German, Austrian, French, Italian, Greek, Swedish and Slovakian affiliates. The European Trade Union Confederation (ETUC) is recognized as an EU social partner by article 138 of the EC Treaty. Therefore, it is acknowledged that the ETUC is the only EU-level organisation that can implement a project involving trade unions under the framework of the civil society dialogue.

For the implementation of the project, PRAG rules will be followed.

6.3 Contracts
A direct grant contract will be signed between the CFCU and the ETUC for the purposes of this project.

7. Implementation Schedule
A Description of Action, detailing the activities, methodology and means of implementation will be prepared by ETUC and the partner confederations as an annex of the grant contract. The Description of Action will be finalised in the first quarter of 2007.

7.1 Start of project activity
It is expected that the contract will be signed and implementation will be started in mid-2007.

7.2 Project completion
The project will be carried out in 24 months after the signature date of the contract.

8. Equal Opportunity
Special attention will be paid to the presence of women within the workers’ delegations. The goal is to have an average of 40% female participants. This is the overall average because in certain seminars and trainings, the vast majority of the working population may consist only of men, particularly in certain industrial sectors.

9. Environment
N/A

10. Rates of return
N/A
11. **Investment criteria** (applicable to all investments)

N/A

12. **Conditionality and sequencing**

The project duration will be 24-months, and it will be implemented in the following way:

Year 1 will focus on activities 1, 2, 3 and part of 5 and 6, featuring:

- Survey
- Inaugural conference
- Seminar for exchanges and mutual understanding
- Publications as a toolbox
- Website

Year 2 will focus on activities 4 and 7 and part of activities 5 and 6, featuring:

- Seminar for training and broader understanding
- Assessment conference
- Publications as a toolbox
- Website

**ANNEXES TO PROJECT FICHE**

1. Logframe in standard format (compulsory) for each project - see Annex 6 of this Guide for guidance – plus (optional) sector monitoring sheet for sector programmes

2. Detailed implementation chart (compulsory for year 1, optional for future years)

3. Contracting and disbursement schedule, by quarter, for full duration of project (including disbursement period) (compulsory for year 1)
Annex 1: Logical Framework Matrix
(please see attached Excel table)
Annex 2: Implementation Chart

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P: Preparation of the contract and the Description of the Action
I: Implementation
## ANNEX 3: Contracting and Disbursement Schedule (in quarters/Euro)

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## Logical Framework

Bringing together workers from Turkey and European Union countries through a 'shared culture of work'.

<table>
<thead>
<tr>
<th>Overall objectives</th>
<th>Intervention logic</th>
<th>Objectively verifiable indicators of achievement</th>
<th>Sources and means of verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are the overall broader objectives to which the action will contribute?</td>
<td>What are the key indicators related to the overall objectives?</td>
<td>What are the sources of information for these indicators?</td>
<td>- Which factors and conditions outside the Beneficiary's responsibility are necessary to achieve that objective? (external conditions)</td>
<td></td>
</tr>
<tr>
<td>Under the Framework of the Civil Society Dialogue</td>
<td>* Number of fora created</td>
<td>- ETUC websites on the project and website of Turkish Trade Union</td>
<td>- * Coordination Commission</td>
<td></td>
</tr>
<tr>
<td>Strengthened contacts and mutual exchange of experience between the trade unions of Turkey and trade unions of EU Member States with a view to ensure a better knowledge and understanding of one another, and an awareness of the opportunities and challenges of future enlargement</td>
<td>* Number of study visits</td>
<td>- * Workers' surveys</td>
<td>-</td>
<td></td>
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<tr>
<td>* Number and quality of the topics covered in the EU-Turkish union dialogues</td>
<td>* Degree of knowledge on enlargement, Turkey's accession, etc.</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Specific objective</td>
<td>What specific objective is the action intended to achieve to contribute to the overall objectives?</td>
<td>Which indicators clearly show that the objective of the action has been achieved?</td>
<td>What are the methods required to get this information?</td>
<td></td>
</tr>
<tr>
<td>A created and/or enhanced sustainable dialogue between the workers of Turkey and EU member states Developing communication between workers on the theme of the 'culture of work'.</td>
<td>* Number of seminars' participants</td>
<td>- Suveys results (preliminary; intermediary and final)</td>
<td>- * Suveys results (preliminary; intermediary and final)</td>
<td></td>
</tr>
<tr>
<td>* Number of themes addressed</td>
<td>* Quality of the discussions and debates in seminars</td>
<td>- Participants' evaluation sheets after each activities</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>* Satisfaction in terms of knowledge and awareness of participants (increased expertise)</td>
<td></td>
<td>* Activities' evaluation reports</td>
<td>- * Full involvement of national trade union confederations concerned by the project</td>
<td></td>
</tr>
<tr>
<td>* Number of visitors of the website</td>
<td>* Number of documents distributed</td>
<td>* Project steering committee meeting's minutes</td>
<td>- * Reminders to be sent out in terms of rate of return of surveys</td>
<td></td>
</tr>
<tr>
<td>* Project's final evaluation report</td>
<td></td>
<td>* Project's final evaluation report</td>
<td>- * Good visibility of the project</td>
<td></td>
</tr>
<tr>
<td>* ETUC websites on the project and website of Turkish Trade Union Coordination Commission</td>
<td></td>
<td>* ETUC websites on the project and website of Turkish Trade Union Coordination Commission</td>
<td>- * Involvement of local trade union structures in</td>
<td></td>
</tr>
</tbody>
</table>
## Logical Framework

### Expected results

The results are the outputs envisaged to achieve the specific objective. What are the expected results?

- Existing prejudices between Turkish and EU citizens that could hamper Turkey’s EU accession process have been identified and addressed.
- Awareness visits to Turkey for European workers and to Europe for Turkish workers have been carried out in order to create the conditions for the acceptance on both sides, of the realities experienced by the other.
- The level of expertise of workers’ representatives in Turkey on workers’ rights and their implementation has been increased.
- Simple and easy-to-understand brochures to inform people on the workers issues, to promote a better acceptance of cultural, social and political differences as well as to increase awareness of European workers on Turkey’s accession and the opportunities that this would offer to the people of Europe have been produced and widely distributed.

What are the indicators to measure whether and to what extent the action achieves the expected results?

- Number of participants in the trainings, seminars and study visits
- Number of responses to surveys from Turkish and EU workers
- Active participation of workers in debates, visits and meetings
- Active participation of workers in training seminars
- Volume of documentation distributed
- Number of publications
- Diversity of themes addressed

What are the sources of information for these indicators?

- Project’s final evaluation report
- Reports on each activity
- Reports on each seminar
- Steering committee meeting’s minutes
- Content of responses to surveys (comparison preliminary; intermediary and final)
- Content of brochures and their dissemination
- Individual and group evaluations by seminar participants
- Content of brochures and their dissemination
- Content of the websites of partner organisations

What external conditions must be met to obtain the expected results on schedule?

- Involvement of national trade union confederations (European and Turkish)
- Good communication between the training coordinator, the project manager and the steering committee

### Activities

What are the key activities to be carried out and in what sequence in order to achieve the specific objective?

- What are the means required to implement?
- What are the sources of information about action progress?
- What pre-conditions are required before the action starts?
### Logical Framework

<table>
<thead>
<tr>
<th>produce the expected results? (group the activities by result)</th>
<th>these activities, e.g. personnel, equipment, training, studies, supplies, operational facilities, etc.?</th>
<th>What conditions outside the Beneficiary's direct control have to be met for the implementation of the planned activities?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Survey</td>
<td>* Three-day meeting of steering and training committees on project implementation. Responsibilities of each, work method, work programme, follow-up method. Venue: Ankara</td>
<td>* Three pre-conditions are required before the action starts: &gt; A written commitment from the Turkish and EU national trade union confederations &gt; A competent and diverse steering committee &gt; A professional team (coordinator, trainers, communication officials) that makes a written commitment</td>
</tr>
<tr>
<td>&gt;Preliminary survey of the opinions of EU and Turkish workers on accession 8,000 questionnaires distributed to Turkish workers and 8,000 distributed to workers in Germany, Austria, France, Italy, Sweden, Greece and Slovakia</td>
<td>* Drafting of questionnaire in collaboration with ETUC and Turkish confederations’ communication departments.</td>
<td>* The conditions for implementation of the planned activities are: &gt; the written commitment of the local structures charged with implementing activities &gt; respect for the project schedule &gt; respect for deadlines by service providers (particularly printing of publications)</td>
</tr>
<tr>
<td>&gt;Survey of workers who will participate in the different seminars of activities 2, 3 and 4 on the opinions of EU and Turkish workers on accession</td>
<td>* Translation of questionnaires into seven languages * Sending of 16,000 questionnaires in liaison with all national confederations concerned by the project.</td>
<td>&gt; respect by participants in activities for deadlines and for their commitments</td>
</tr>
<tr>
<td>2. Kick-off Conference</td>
<td>* Drafting of questionnaire in collaboration with ETUC and Turkish confederations’ communication departments.</td>
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<td></td>
<td>* Translation of questionnaires into seven languages</td>
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<td></td>
<td>* Sending of questionnaires in liaison with all national confederations concerned by the project.</td>
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<tr>
<td></td>
<td>* Development of a computer program for management of survey analysis</td>
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<td></td>
<td>* Analysis of the surveys</td>
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### Logical Framework

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<tr>
<th>Launching conference with a dual aim:</th>
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<tr>
<td>to review the results of the preliminary survey and to determine the themes to be developed so as to achieve the main objective</td>
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</table>

- Meeting of steering committee charged with agenda and organisation of the launching conference (2 days).  
  Venue: Istanbul
- Sending of invitations, management of registrations.
- Drafting of conference evaluation sheet and translation
- Technical organisation: interpretation, rental of conference room seating 300 persons
- Management of travel and hotels/meals, etc.
- Publication of results of both surveys in seven languages
- Presentation of all activities and definition of priority themes
- Analysis of individual evaluations and reports in all languages
- Drafting of conference report and publication in the languages concerned on the website

3. Exchange and mutual understanding seminars

- Meeting of steering and training committees to establish schedule of seminars, agenda and organisation in liaison with national confederations concerned (2 days).  
  Venue: Ankara
- Development of questionnaire for participants in all the languages concerned
- Drafting of evaluation sheet for each seminar and translations
Logical Framework

* Contacts with national trade union confederations concerned
* Sending of invitations, management of registrations
* Technical organisation: interpretation,

> Organisation of six four-day seminars in six regions of Turkey (Southeast, Black Sea, Aegean; Centre and East, South, Marmara) with the participation of 30 Turkish delegates and 30 EU delegates. 360 workers concerned.

> Organisation of six four-day seminars in six EU countries (Germany, Austria, France, Italy, Sweden and Slovakia) with the participation of 50 Turkish delegates and 20 delegates from each EU country. 420 workers concerned

* Management of travel and hotels/meals, etc.
* Conducting of 12 seminars

4. Training seminars

* Meeting of steering and training committees to establish schedule of seminars, agenda and organisation in liaison with the national federations concerned (2 days).
Venue: Istanbul
* Drafting of evaluation sheet for each seminar and translations

* Analysis of individual evaluations and reports in all languages
* Drafting of report for each seminar, publication in each language on website.
* Drafting of eight eight-page brochures translated into seven languages
* Dissemination of 18,000 paper copies in terms of languages and publication on website

* Rental of conference rooms for 12 seminars
* Practical organisation of meetings, visits, debates with the confederations concerned
Logical Framework

| Organisation of four three-day seminars for 45 participants each. They will be held in Istanbul, Ankara, Izmir and Antalya. The aim is to present EU social policy and achievements and to debate the lessons learned from the 12 seminars held during phase three. | * Sending of invitations, management of registrations  
* Technical organisation: interpretation, rental of conference rooms for 13 seminars  
* Practical organisation of meetings, visits, debates with the federations concerned  
* Management of travel and hotels/meals, etc.  
* Conducting of 13 seminars  
* Management of 13 seminars  
* Analysis of individual evaluations and reports in all languages  
* Drafting of report for each seminar, publication in each language on the website  
* Drafting of nine eight-page brochures (one per industrial sector in terms of their priorities) translated into seven languages  
* Publication on the website and on sites of Turkish national federations and European federations. |
| Nine sector seminars bringing together 20 Turkish participants, one representative of the European industry federation concerned and two members of the steering committee. Objectives: to integrate the achievements of phase three and to draw conclusions on orientations and actions to be undertaken in companies in the sector concerned. Each seminar will last three days. | * Meeting of steering and training committees to conduct review following activities 1, 2, 3 and 4 of the additional publications to be developed in terms of an activity assessment taking account of the six-monthly interim assessments.  
Venue: Ankara  
* Drafting of 10 eight-page brochures translated into seven languages  
* Dissemination of 18,000 paper copies in terms of languages and publication on website |

5. Publications as a toolbox

| Brochures will be prepared following the phase three seminars on themes related to the survey results and the work of the 12 seminars. | * Brochures will be prepared as part of the work of phase four.  
* Brochures will be prepared after the decisions adopted at the final conference. |
### Logical Framework

#### 6. Website

- A special window will be opened on the site of the European Trade Union Confederation to provide information on all the project activities. Special windows will also be opened on the site of the Turkish Trade Union Coordination Commission and those of the four Turkish trade union confederations. All publications released in connection with the project will be translated into the 22 EU languages and into Turkish. They will be available on the ETUC site.

**Translations**
- Translation of 216 pages of publications for EU trade union organisations that have not participated directly in the project, i.e. 16 languages
- Sending to all confederations for publication on their website, and on the sites of the ETUC, the Turkish Trade Union Coordination Commission and the four Turkish trade union confederations.
- No written publications have to be assumed by the organisations.

#### 7. Assessment Conference

- Assessment of the different activities carried out as part of the project.
- Results between the survey conducted before the project and the survey upon completion of the activities.

**Analysis**
- Analysis of final survey of participants in the different project activities
- Development of report on expectations at start of project and results for participants in the training process
- Meeting of steering and training committees to develop content of final conference, analyse survey results, main themes of conference, and ideas for future work
- Sending of invitations, management of registrations.
- Drafting of evaluation sheet for conference and translation
- Technical organisation: interpretation.
<table>
<thead>
<tr>
<th><strong>Logical Framework</strong></th>
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<tbody>
<tr>
<td>rental of conference room seating 300 persons</td>
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</tbody>
</table>
| * Management of travel and hotels/meals, etc.  
  * Drafting of final report presented at conference. Translation into seven languages |
| * Presentation of all activities carried out from start of project  
  * Sending of invitations, management of registrations.  
  * Presentation of final report and of guidelines to be put in place for the future  
  * Analysis of individual evaluations and reports in all languages  
  * Drafting of conference report and publication in the languages concerned on the website |
| * Meeting of steering and training committees committees to analyse the action process and the project results  
  * Drafting of final report presented.  
  * Consultation of national confederations on final report.  
  * Meeting of steering committee to approve final report. |