



## GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2018/002

### Information and training measures for workers' organisations

Budget line : 04.03 01 05

Program(s) : Prerogatives - Signature: Yes

Action title	EU grant (€)	Application reference
ETUC Standing Committees and preparatory meetings for the Social Dialogue Committee	428.710	VP/2018/002/0015

#### Summary of the action

La partie A de ce programme de travail concerne les réunions des Comités de la Confédération Européenne des Syndicats (CES), regroupés sous 9 thématiques principales - à savoir :

- Formation professionnelle ;
- Situation économique ;
- Environnement ;
- Retraités - Pensionnés ;
- Conditions de travail ;
- Marché intérieur - Espace social ;
- Politique régionale ;
- Action Femmes ;
- Migrants et Inclusion.

La partie B concerne les réunions préparatoires du dialogue social européen et des groupes thématiques ad-hoc. Elle concerne les réunions du Comité du dialogue social, des groupes chargés de la mise en oeuvre du programme de travail des partenaires sociaux européens et ceux enfin qui pourraient être mis en place en fonction des orientations définies par les partenaires sociaux européens.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Donner aux syndicats de l'industrie les outils pour agir face aux conséquences sociales des transformations numériques de l'entreprise sur la relation d'emploi et sur l'organisation du travail	385.262,28	VP/2018/002/0019

#### Summary of the action

L'action consiste à identifier les enjeux sociaux des transformations numériques des entreprises industrielles, sur un plan qualitatif portant sur la relation d'emploi et l'organisation du travail, puis à en déduire des recommandations pour soutenir l'action des syndicats face aux employeurs, dans les instances d'information – consultation des salariés, de dialogue social et de négociation collective.

En première analyse, les enjeux majeurs porteraient sur :

- Les investissements dans de nouveaux équipements, logiciels et réseaux, et leurs conséquences sur la formation continue des salariés
- La nouvelle articulation entre les secteurs industriels et les services à l'industrie (y compris sous la forme de plateformes numériques) et son impact sur la chaîne de valeur comme sur l'organisation du travail et les modes de rémunération
- La qualité et la réalité du dialogue social dans la transformation numérique
- La collecte et le traitement des données liées aux salariés, dans leur supervision, dans leur métier et dans l'organisation de leur travail.

L'action s'appuie sur un questionnaire auprès des organisations syndicales affiliées d'industriAll Europe, puis sur une enquête de terrain et sur un ensemble de trois ateliers régionaux portant sur les enjeux majeurs identifiés à la suite du questionnaire. Les conclusions seront présentées et diffusées lors d'une conférence finale, puis disséminées dans des documents traduits en 7 langues.

Beneficiary organisation/Coordinator	Address	Country
INDUSTRIALL EUROPEAN TRADE UNION ASSOCIATION DE FAIT	BOULEVARD DU ROI ALBERT II 5 B 10 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
YOUR TURN! Teachers for Trade Union Renewal	499.878,57	VP/2018/002/0021

#### Summary of the action

With a view to implement the first principle of the European Pillar of Social rights on quality and inclusive education, ETUCE seeks to strengthen the capacity of education trade unions to address changes in employment and work in education, at EU and transnational level, and the social dialogue related challenges, at times when changes in the context and organisation of work of teachers and other education personnel are increasingly challenging their working lives and undermining the quality of education and the attractiveness of the profession. ETUCE seeks, through this project, to further improve national education unions' understanding of main patterns of employment, including the emergence of precarious work among new and young teachers, their status and security, and to promote unions' capacity to address labour market changes through trade union renewal. Continuing sustainably on the work that ETUCE member organisations have achieved regarding the impact of the economic crisis and the European Semester, job quality, professional issues, and recruitment and retention through an enhanced social dialogue in education, this project provides the opportunity to identify aims and targets for an ETUCE Action Plan on trade union renewal and organising, looking in particular at precarious and/or underrepresented teachers. An Advisory Group of education trade unions from 7 EU countries will lead the project. An expert will analyse employment trends as well as education trade union membership composition. Main challenges to be addressed are to be identified by a kick-off conference, while good practices and actions at national/regional level will be identified through three training workshops. In parallel, digital communication tools for awareness raising will be developed with the help of an external expert, and will serve the purpose of strategic online dissemination of the main project findings. Outcomes will be disseminated and discussed during a final conference.

Beneficiary organisation/Coordinator	Address	Country

Beneficiary organisation/Coordinator	Address	Country
ETUCE-CSEE STICHTING	AVENUE ROI ALBERT II 5/9 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Contributions of Social Dialogue and of the Collective Bargaining to improve the quality of employment and for more attractive industries for qualified young people	205.982,4	VP/2018/002/0025

#### Summary of the action

To strengthen the capacity of workers' organizations by collecting information, promoting the sharing and exchange of experiences of the sectoral partners of the Textile, Clothing, Footwear and Leather Industries with the aim of promoting the reinforcement of the Social Dialogue and the sectoral and company Collective Bargaining improving the quality of employment, flexibility of the organization of working time and workers' health and safety, reconcile work, private and family life and attracting qualified young people. The project intends to act in the Collecting, Sharing and Exchange of Information and Dissemination of good practices of the Trade Union Organizations.

Beneficiary organisation/Coordinator	Address	Country
FESETE FEDERACAO DOS SINDICATOS TECXTEIS	AVENIDA DA BOAVISTA 583 4100-127 PORTO	PT - Portugal
Co-Beneficiary organisation	Address	Country
TEKSTIL ISCILERI SENDIKASI	MEHMET AKIF CAD 2 6 SIRINEVLER BAHCELIEVLER 34188 ISTANBUL	TR - Turkey
BANYA ES ENERGIAPARI DOLGOZOK SZAKSZERVEZETE	VAROSLIGETI FASOR 46-48 1068 BUDAPEST	HU - Hungary
GENERAL WORKERS UNION TRADE UNION	WORKERS MEMORIAL BLD SOUTH ST VLT11 VALLETTA	MT - Malta

Action title	EU grant (€)	Application reference
Whistleblowing in European workplaces	247.240	VP/2018/002/0027

#### Summary of the action

Every company, public or private, faces the risk that something will go badly wrong in their organisation and ought to welcome the opportunity to address it as early as possible. Whenever such a situation arises, the first people to know of such a risk will usually be employees who work in the organisation. Thus, this issue of whistleblowing in workplaces is a genuine trade union issue and the project will train workers' representatives in Europe to better assume their responsibilities. In addition, the EU (draft) directive on whistleblower protection will be presented and discussed. The project will be an occasion to promote the directive and to call trade unions in Europe to engage in its implementation and enforcement on national level.

Four training seminars will take place (each seminar with 20 participants) and a final European conference will be organized for 100 participants. The final product of the project will be a practice guide addressed to European workers' representatives.

Beneficiary organisation/Coordinator	Address	Country
EUROCADRES ASSOCIATION DE FAIT	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Building Social Dialogue in a Changing Labour Market: Peer-learning and Capacity building for Central and Eastern European Workers' Organisations representing Performers	126.010	VP/2018/002/0029

#### Summary of the action

This project will be led by European social partner organization FIA (The International Federation of Actors) whose membership represents performers across the EU and beyond. This project follows on the creation in 2016 of a sub-group within the EuroFIA group of unions in Central and Eastern Europe (CEE Group). Though these unions vary greatly in their size and experience, as well as their national context, they nevertheless share a number of common challenges - some related to accession, some arising directly from their shared socialist past and some stretching back further still in their common history. The creation of the group was a reflection of their wish to have a forum to exchange views on these challenges and to share experience.

The group would now like to engage in a joint project, within the framework of FIA, in order to undertake a series of study visits to sister unions outside of this group and from across the EU in order to develop mutual learning and capacity-building, drawing on successful strategies and approaches in other countries. This would target unions with a strong track record on organising, bargaining and adapting to change.

Many of the CEE group unions are wrestling with shared challenges and obstacles and they strongly identify the still ongoing lack of social dialogue and collective bargaining as a major hurdle. Growing union representativeness and developing engagement of employer counterparts are seen as the baseline for the development of meaningful social dialogue to underpin work in the sector, across live performance and audiovisual.

Beneficiary organisation/Coordinator	Address	Country
FEDERATION INTERNATIONALE DES ACTEURS	1 RUE JANSSEN 75019 PARIS	FR - France
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Precarious work - empowering trade unions to address new challenges -	222.376	VP/2018/002/0032

#### Summary of the action

The project addresses the growing issue of precarious work across Europe, examining it from different perspectives –policies, politics, research, and, most importantly, social actors representing workers– and structuring it along 4 types of actions :

1. awareness raising;
2. expertise & capacity building;
3. representation of workers before national and European instances;
4. advocacy at the EU & national levels.

The project consists of a series of opening/ closing events and an online platform for communication and training for CESI trade union members and EU workers in general to gain knowledge, express concerns, raise issues, and reflect on possible synergies to address together challenges related to precarious forms of work contracts in the EU. Precarious work takes different forms across Europe; the main problems reported to date by CESI's member organisations include the following: frequent uses of zero hour work contracts, an insufficient recognition of 'on-call time' as paid working time, and a lack of sufficient and meaningful collective bargaining agreements. One of the major challenges is related to abusive uses of fixed-term contracts.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS INDEPENDANTS	AVENUE DE LA JOYEUSE ENTREE 1-5 1040 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Les syndicats pour une tolérance zéro face à la violence externe au travail : protégeons les travailleurs du secteur public en Europe !	217.537,68	VP/2018/002/0038

#### Summary of the action

En déposant ce projet, la CESI vise à :

-Promouvoir le rôle-clé des syndicats et de l'Union européenne dans la protection des travailleurs, notamment dans la prévention et dans la lutte à tous les niveaux contre la violence des tiers au travail dans le secteur public

-Informier et consulter, via un colloque européen et des rencontres régionales, les organisations membres de la CESI ainsi que leurs affiliés en vue de renforcer la problématique aux niveaux national et européen

A l'heure où un grand nombre de métiers s'exercent en contact avec le public, le risque de subir la violence des tiers sur le lieu de travail (dite aussi « externe ») est très élevé. Les effets des mesures d'austérité menacent également la qualité des services publics, ce qui augmente les risques de violence commise par des tiers. Cette dernière peut prendre plusieurs formes : agressions verbales ou physiques, incivilités contre une personne dans l'exercice de ses fonctions. Certains secteurs sont particulièrement exposés à ce type de risques : transports en commun, milieux médico-sociaux, forces de l'ordre, personnel de l'éducation, etc.

La CESI, en tant que partenaire social européen, propose donc ce projet de formation afin de former et de fournir des outils à ses membres ainsi que d'approfondir certains volets spécifiques à la violence commise par les tiers en vue d'une meilleure prévention et d'un meilleur accompagnement des victimes. De plus, ces rencontres seront l'occasion d'avoir une approche « bottom-up » pour créer des solutions innovantes et les porter aux niveaux national et européen. Enfin, l'implication concrète des travailleurs dans ce projet permet de mettre en lumière l'action européenne dans le cadre du Socle européen des droits sociaux.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS INDEPENDANTS	AVENUE DE LA JOYEUSE ENTREE 1-5 1040 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Shaping the future of work in a digitalised services industry through social dialogue	445.236,6	VP/2018/002/0045

## Summary of the action

The key rationale of the project is to look in-depth at 3 specific topics on the future of work with a high level of relevance for social dialogue and collective bargaining at national and European level. It is about identifying for each topic current cutting-edge practices and thinking that can serve as signposts for social partners in developing their respective policies and approaches. The project is a further step for UNI Europa to develop a forward-looking policy platform on how industrial relations and public policy as well as trade union action can work towards a fairer and more sustainable European services industry.

To this end, the project will bring together trade union experts in 3 thematic workshops to formulate policy-orientated framework guidelines on the selected topics with the aim to set out concrete elements to be addressed in collective bargaining and social dialogue against the background of a digitalising services economy.

The work of the 3 workshops will be informed by a research report based on a survey of European services unions on the selected topics. The project outcomes will be discussed at a 2-day conference with participants from trade unions and employers' associations from UNI Europa's 13 sectoral social dialogues and other stakeholders (EU, OECD, ILO).

The project will also include 2 workshops of sector social partners to discuss the project outcomes in the context of sectoral social dialogue covering services.

Because of the project, social partners and industrial relations stakeholders will have at their disposal a policy framework to use for developing social dialogue and collective bargaining policies on the 3 key topics at European, national and company level. Thus, the project will enhance the capability of industrial relations stakeholders for informed and evidence-based strategies to address concretely the challenges facing the services industry and industrial relations - or more broadly the future of work.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Promoting Dignity and Preventing Violence at Work Behind Screen & Set	197.822	VP/2018/002/0050

## Summary of the action

The project aims at strengthening the capacity of trade unions to address the challenges workers and unions face due to the internationalisation production in the media and entertainment sector on the working conditions and violence at work. Further, the action seeks to facilitate establishing EU-wide minimum standards to guarantee a floor of rights and conditions and to promote the implementation of coherent and effective policies to ensure decent work and to prevent violence and sexual harassment at work across the EU.

A Working Group on violence and sexual harassment at work will elaborate a trade union guide on addressing violence and sexual harassment in film and TV production. The group will conduct, with the support of an external expert, a peer-to-peer training seminar for trade union representatives from EU Member States to increase their capacity and expertise. The guide will be presented during the training seminar and be disseminated widely to member organisations from across Europe, as well as to employers' associations.

A Working Group on working conditions will coordinate EURO-MEI unions on how to engage in sustainable and constructive dialogue with employer's federations on working conditions and minimum standards in film and TV production across Europe.

Two formal dialogue meetings will be set up with the European associations of producers (CEPI and FIAPF), as well as with European Film Agencies Directors (EFADS) and the European Commission to discuss how to ensure that publicly funded productions and co-productions promote dignity and ban violence and sexual harassment at work.

EURO-MEI will prepare a draft code of conduct on dignity and prevention of violence in European film and TV productions establishing minimum standards as basis for the dialogue with CEPI and FIAPF. A jointly adopted code of conduct will be a first step for negotiating a framework for action within the EU social dialogue process of the audiovisual sector.

Beneficiary organisation/Coordinator	Address	Country
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Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Bargaining on digitalisation in the public services	313.918,66	VP/2018/002/0059

#### Summary of the action

The aim of this project is to provide training and information to EPSU affiliates across Europe to help them tackle the challenges that arise from the digitalisation of public services. This process may deliver benefits in terms of job quality and productivity but it also poses threats to jobs and job content. EPSU has already commissioned research on digitalisation in two sub-sectors (home care and public employment services) and it will be useful to see how this experience compares with the other sectors in which EPSU affiliates operate. There will be five regional seminars at which experienced trainers will help EPSU affiliates develop their skills and knowledge with a view to improving how they use collective bargaining and social dialogue to cope with the many issues raised by digitalisation. The trainers will develop a toolkit for use by EPSU affiliates which will be discussed at the final conference, distributed to all EPSU affiliates and will be made publicly available on the EPSU website. This will provide a concrete output from the project that can be used and adapted by EPSU affiliates to develop new training initiatives or revise and improve upon existing training.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS	RUE JOSEPH II 40/5 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
"Anytime, anywhere, at any cost " ? Strengthening workers organisations to tackle the deterioration of working conditions in e-commerce, and foster innovative practises for quality jobs in Europe.	351.690,33	VP/2018/002/0064

#### Summary of the action

E-Commerce is increasing enforced by the Digital Single Market. The focus of the pure players on productivity and market-share results in very poor working conditions and the refusal of Social partnership. Trade unions cannot cope with the emerging work organisation of these actors by traditional means and methods. They must innovate to address the changes in employment structures (precarious employment) and workers' profiles (migrants, refugees).

The project proposes to implement innovative practises by training and information sessions:

- A coordinated workers survey on European level will structure relationship with the workers.

-Elaboration and dissemination of guidelines will enforce trade unions to represent the workers effectively and act on different level and with various stakeholders to obtain the respect of fair working conditions.

A report on employment and working conditions, guidelines and recommendations will support the activities and in particular the dissemination.

The stakeholder conference will use the new knowledge and competences of the trade union representatives to engage in initiatives with social partners and public authorities on European and National level

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium

Co-Beneficiary organisation	Address	Country
CENTRUM ORGANIZOWANIA ZWIĄZKÓW ZAWODOWYCH	UL. SZPITALNA 5-5 00 031 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
Involving Trade Unions into adaptation to climate change	415.215	VP/2018/002/0071

#### Summary of the action

The consequences of climate change will impact the world of work in many ways. In regions struck by desertification, agriculture is at risk of being hardly hit given the consequences of rising temperature on harvests. Intense and frequent heat waves will exacerbate workers exposure to occupational health risks. In sectors dealing with emergency situations (wildfires, flooding, drought), workers will experience a dramatic intensification of risks and workload. In short, the consequences of climate change will create new risks for workers or exacerbate existing ones, while impacting the content and intensity of work in many sectors.

These impacts make of climate change consequences a crucial issue to deal with for social partners and trade unions in particular. As far as climate change is concerned, trade unions have mainly focused their attention on the impact of decarbonisation on employment (see previous projects), stressing the job creation potential, highlighting the disruptive impact for specific sectors and raising awareness on the need to better anticipate those changes through policy planning, active labour market policies (skills), and workers participation.

So far, adaptation has not been at the core of trade unions attention. Given the accumulation of scientific evidence that climate change consequences will impact our way of life, it becomes urgent to better involve trade unions in that debate. First, to allow them to have their say in related policy debates at member state level, and then to make of adaptation a topic for social dialogue and industrial relations. In a symmetric way, workers and labour issues do not have a prominent position in adaptation discussions and policies.

This project will be made of a questionnaire and 5 thematic workshops to discuss and collect the key issues in that field. The main results and deliverables will be a Guide for trade unions and 5 background documents setting out the trade union priorities for adaptation.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
ETUC SociALL - Social protection for all	393.153,85	VP/2018/002/0072



## Summary of the action

The project aims at providing trade unions, both at national and European level, with knowledge-based and strategic tools to contribute to the implementation of the Pillar Principles 12 and 15. It targets the “EC proposal for a Council Recommendation on access to social protection for workers and self-employed” in each of its objectives focusing on the branch of old-age benefits/pensions.

The project will explore the paths that in the trade unions views are suitable to achieve those objectives. Against the national economic, social and legislative backgrounds, challenges and obstacles, good practices and policy drivers, relevant data will be identified, to elaborate policy proposals. After an EU kick-off conference, 12 countries will be targeted for in-depth analysis. Thematic workshops will further feed the analysis in a cross-border dimension: 1. formal coverage and effective coverage of social protection 2. adequacy 3. transferability and transparency. The contribution of social partners to shape and governance of pension policy at national level will be strategically tackled.

The research action will result in trade union recommendations to Member states and EU institutions.

Guidelines will be addressed to social partners both at national and European level, to support them in playing a coordinated role in influencing pension policy design, and/or to define areas for capacity building and further enabling actions.

Analysed challenges and elaborated proposals will also feed consistent trade union inputs to the European Semester, via the ETUC Semester Toolkit. The ETUC permanent social protection committee will be involved in the process.

A European conference will launch the final outputs: 1 paper on EU challenges for social protection; 12 national studies, 4 thematic reports; guidelines for social partners at national and EU level, Recommendations to national and EU institutions; 1 paper on pension policy between European economic governance and EPSR.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country
SCUOLA SUPERIORE DI STUDI UNIVERSITARI E DI PERFEZIONAMENTO S ANNA	PIAZZA MARTIRI DELLA LIBERTA 33 56127 PISA	IT - Italy
FONDAZIONE GIACOMO BRODOLINI	VIA SOLFERINO 32 00185 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
ETUC NETLEX 2019	224.434	VP/2018/002/0073

## Summary of the action

The main action of this project is the organisation of the ETUC NETLEX conference, due to take place in Bucharest, Romania, in early 2019. This conference will provide a forum to the members of this network (we expect a hundred legal experts from the ETUC affiliates), where they will be informed on European developments of relevance to the European trade union movement and where they can voice (pro)actively their concerns and interests in relation to foreseen and/or ongoing legal developments at European level. The national legal experts will be better informed about, and more aware of, the impact of EU social law on EU and national level and the ETUC positions related to it.

A meeting of the ETUC Fundamental Rights and Litigation Advisory Group (formerly know as the Litigation Network) will take place in Bucharest one day before the NETLEX conference.

Another meeting of this advisory group will take place in Brussels towards the end of the project, in the Autumn of 2019. This network is composed of 36 legal experts, responsible for monitoring and analysing case law at national and European level with regard to trade union and workers rights as well as managing an “ETUC litigation early-warning system”. These meetings will provide a good opportunity to fine-tune the preparation and the contributions for the NETLEX conference as well as its follow-up.

The ETUC also intends to start a new working group, on Data Protection (given the entry into force of the GDPR), which will give its affiliates a forum where they can build expertise in this field. Another novelty of this project will be the organisation of a meeting on the working time developments. Many different aspects of working time will be discussed, such as general working time reduction, working time reduction for specific groups, search for protection for workers with very low number of working hours or very flexible contracts.

Both of these new meetings will take place in Brussels.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Getting young workers on board the European Pillar of Social Rights	258.400	VP/2018/002/0074

#### Summary of the action

The following levels of trade union action will be explored. The improvement of the situation of young women and migrants in the labour market and in their transition to the labour market will be addressed in all the actions envisaged:

- Collective bargaining. The effective conclusions of collective agreements at company and sectoral level has proven to be an effective tool for improving the working conditions of women in the labour market and the same can be said for young workers. Provisions on youth employment and transitions included in the collective agreements throughout EU industrial systems will be tracked and best practices identified.

- Social Dialogue. Bipartite or tripartite negotiations between social partners and (when applicable) Governments to establish policies and legislation to ease the integration in the labour market for any of the target groups will be tracked throughout the EU. Best practices will be selected based on the impact assessment of said initiatives and common denominators will be identified.

These results will be used by the members of the Steering Committee in two directions: a) monitoring the role of trade unions as social partners in putting forward the youth agenda of EU2020 and the European Pillar of Social Rights (with special focus on two already-mentioned policies: The Quality Framework for Traineeships and the coming EC Initiative to Support Work-Life Balance for Working Parents and Carers) and b) providing the basis for a trade union proposal for the coming EU youth employment policy framework.

- Outreach to the most vulnerable youth (including building up alliances with civil society organisations).

These findings will be used to create a toolbox for mainstreaming a youth approach to collective bargaining, social dialogue and strategic approaches of trade unions throughout Europe.

A more extensive explanation of the action is provided in the annex.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
ETF Automation & Digitalisation Toolkit (EADT)	335.860,46	VP/2018/002/0077

#### Summary of the action

Industry 4.0 is here to stay. Automation, digitalisation and new technologies bring on the one hand significant improvements in terms of efficiency and lower cost. On the other hand, transport workers often have to pay the price in terms of casualisation of their work, excessive pressure on flexibility and pressure on their wages. It is therefore important to ensure a just and fair transition based on the premise that EVERYONE has to benefit from the introduction of new technologies.

The aim of the project is to give the ETF-affiliated transport unions concrete tools to address the challenges caused by automation and digitalisation for European transport workers. This will be achieved by compiling an ETF Automation & Digitalisation Toolkit (EADT) which will focus at collective bargaining, policy and lobbying and organising and trade union representation.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN TRANSPORT WORKERS FEDERATION	RUE MARCHE AUX HERBES 105/11 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country
EVA-EUROPAISCHE AKADEMIE FUR UMWELTORIENTIERTEN VERKEHR GGMBH	REINHARDTSTRASSE 23 10117 BERLIN	DE - Germany

Action title	EU grant (€)	Application reference
Moving the CEE Transport Trade Unions forward	329.654,25	VP/2018/002/0078

#### Summary of the action

The overall aim of the project is to increase the capacity of ETF affiliates in a number of CEE countries that have been identified as a priority: Bulgaria, Croatia, Hungary, Poland and Turkey. This will enable them to interact in social dialogue at national and European level. Better knowledge of the EU decision-making process and the Institutions will also help to mitigate the anti-European sentiments that are prevailing in the civil society in these countries.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN TRANSPORT WORKERS FEDERATION	RUE MARCHE AUX HERBES 105/11 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country