

PROJECT APPRAISAL REPORT (PAR) PD-AAN-409

PAGE 1

| | | | | | | | |
|---|--|---|------------------------------------|-----------------------------------|--|-------------------|------------------------------|
| 1. PROJECT NO. 518-15-995-096.3 | | 2. PAR FOR PERIOD: 4-1-77 TO 3-31-78 | | 3. COUNTRY Ecuador | | 4. PAR SERIAL NO. | |
| 5. PROJECT TITLE AIFLD - American Institute for Free Labor Development | | | | | | | |
| 6. PROJECT DURATION: Began FY _____ Ends FY _____ | | | 7. DATE LATEST PROP | | 8. DATE LATEST PIP | | 9. DATE PRIOR PAR 2-20-76 |
| 10. U.S. FUNDING | a. Cumulative Obligation Thru Prior FY: \$ | | b. Current FY Estimated Budget: \$ | | c. Estimated Budget to completion After Current FY: \$ | | |
| 11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency) | | | | | | | |
| a. NAME | | | | b. CONTRACT, PASA OR VOL. AG. NO. | | | |
| | | | | | | | |
| | | | | | | | |

I. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

| A. ACTION (X) | | | B. LIST OF ACTIONS | C. PROPOSED ACTION COMPLETION DATE |
|---------------|-------|------|---|------------------------------------|
| USAID | AID/W | HOST | | |
| | X | | Reemphasize in-country educational program to strengthen diminished democratic unionism ideology. | |
| X | X | | Complete review of AIFLD program following completion of Ecuador's transition to civilian government. | |

D. REPLANNING REQUIRES
 REVISED OR NEW: PROP PIP PRO AG PRO/T PIO/C PIO/P

E. DATE OF MISSION REVIEW

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE
 Arlen Wilson LAB ATT 6-20-78

MISSION MANAGER: TYPED NAME, SIGNED INITIALS AND DATE
 Joe J. Scorce, AID Affairs Officer

Handwritten signature

1

| | | | | |
|-----------------------------------|---------------------------------|-------------------------------|--------------------|----------------|
| AID 1020-25 (10-70) PAGE 2 PAR | PROJECT NO. 518-15-995-096.3 | PAR FOR PERIOD: TO 3-31-78 | COUNTRY Ecuador | PAR SERIAL NO. |
|-----------------------------------|---------------------------------|-------------------------------|--------------------|----------------|

II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

| A. INPUT OR ACTION AGENT CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY | B. PERFORMANCE AGAINST PLAN | | | | | | | C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X) | | | | | |
|--|-----------------------------|---|--------------|---|---|--------------|---|---|---|--------|---|------|---|
| | UNSATISFACTORY | | SATISFACTORY | | | OUT-STANDING | | LOW | | MEDIUM | | HIGH | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 | |
| 1. AIFLD | | | | | X | | | | | | | | X |
| 2. | | | | | | | | | | | | | |
| 3. | | | | | | | | | | | | | |

Comment on key factors determining rating

AIFLD continued to play a key role in the progress of the democratic labor confederation CEOSL. CEOSL's very survival as a viable institution remained dependent on AIFLD activities. AIFLD remained a moderating influence, slowing the pace of CEOSL cooperation with unions of non-democratic ideology.

| | | | | | | | | | | | | |
|-------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 4. PARTICIPANT TRAINING | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 |
| | | | B | | A | | | | | | | |

Comment on key factors determining rating

A. Participant training at Front Royal continues to be successful.

B. PAR period saw diminution of local education level in favor of other program elements. Reduced program less effective than earlier higher levels.

| | | | | | | | | | | | | |
|----------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 5. COMMODITIES | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 |
| | | | | | | | | | | | | |

Comment on key factors determining rating

| | | | | | | | | | | | | | |
|------------------------|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 6. COOPERATING COUNTRY | a. PERSONNEL | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 |
| | b. OTHER Lost time payments | | | | | X | | | | | | X | |

Comment on key factors determining rating

Contract period saw small but significant increase over earlier periods in local payment for lost time for attendance at union training courses.

| | | | | | | | | | | | | |
|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. OTHER DONORS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 |
| None | | | | | | | | | | | | |

(See Next Page for Comments on Other Donors)

II. 7. Continued: Comment on key factors determining rating of Other Donors

III. KEY OUTPUT INDICATORS AND TARGETS

| A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS | | TARGETS (Percentage/Rate/Amount) | | | | | |
|--|---|----------------------------------|------------|--------|---------|---------|----------------|
| | | CUMULATIVE PRIOR FY | CURRENT FY | | FY ____ | FY ____ | END OF PROJECT |
| | | | TO DATE | TO END | | | |
| 1. A significant increase in dues collection at the confederation level. | PLANNED | | 20% | | | | |
| | ACTUAL PERFORMANCE | | -20% | | | | |
| | REPLANNED | | | | | | |
| 2. Increase trade union membership affiliated with CEOSL. | PLANNED | | 5% | | | | |
| | ACTUAL PERFORMANCE | | 2.5% | | | | |
| | REPLANNED | | | | | | |
| 3. Quantitative increase in CEOSL collective bargaining agreements. | PLANNED | 20 | 11% | | | | |
| | ACTUAL PERFORMANCE | 12 | 6% | | | | |
| | REPLANNED | | | | | | |
| Five new cooperatives | PLANNED | 5 | | | | | |
| | ACTUAL PERFORMANCE | 2 | | | | | |
| | REPLANNED | | | | | | |
| B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS | COMMENT: | | | | | | |
| 1. Improve CEOSL's services to affiliates. | No improvement. Difficult and unprecedented situation noted in Embassy reporting made progress impossible on almost all program objectives. | | | | | | |
| 2. Qualitative increase in collective agreements. | COMMENT: In spite of situation noted directly above, quality of contracts improved. | | | | | | |
| 3. | COMMENT: | | | | | | |

II. 7. Continued: Comment on key factors determining rating of Other Donors

III. KEY OUTPUT INDICATORS AND TARGETS

| A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS | | TARGETS (Percentage/Rate/Amount) | | | | | |
|--|--------------------|----------------------------------|------------|--------|---------|---------|----------------|
| | | CUMULATIVE PRIOR FY | CURRENT FY | | FY ____ | FY ____ | END OF PROJECT |
| | | | TO DATE | TO END | | | |
| 2. New unions formed | PLANNED | | 15 | | | | |
| | ACTUAL PERFORMANCE | | 7 | | | | |
| | REPLANNED | | | | | | |
| 2. Seven Federation offices | PLANNED | | 7 | | | | |
| | ACTUAL PERFORMANCE | | 0 | | | | |
| | REPLANNED | | | | | | |
| 3. New AIFLD graduates in collective bargaining. | PLANNED | | 10 | | | | |
| | ACTUAL PERFORMANCE | | 5 | | | | |
| | REPLANNED | | | | | | |
| | PLANNED | | | | | | |
| | ACTUAL PERFORMANCE | | | | | | |
| | REPLANNED | | | | | | |
| B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS | | COMMENT: | | | | | |
| 1. | | | | | | | |
| 2. | | COMMENT: | | | | | |
| 3. | | COMMENT: | | | | | |

IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

Strengthen the democratic trade union movement so that it is economically self-sufficient and effective in promoting its members' participation in economic and social development.

| B. 1. Conditions which will exist when above purpose is achieved. | 2. Evidence to date of progress toward these conditions. |
|--|---|
| <p>The democratic trade union movement will:</p> <p>a) Be economically self-sufficient;</p> <p>b) Have effective trade union leadership;</p> <p>c) Have effective union organizational capabilities;</p> <p>d) Be capable of managing its own education program.</p> | <p>CEOSL (during PAR year)</p> <p>a) None</p> <p>b) Survival as a viable organization in spite of pressures and imprisonment of key leaders.</p> <p>c) None</p> <p>c) None (but maintains capacity noted in last PAR)</p> |

V. PROGRAMMING GOAL

A. Statement of Programming Goal

Increase popular participation in the task of economic development, leading to a more equitable distribution of income within the framework of a pluralistic society and based on democratic institutions.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

Yes, the historical pattern in Latin America has indicated that in countries that have viable and democratic trade union movements there exists a more equitable income distribution. Moreover, it logically follows that as a greater proportion of workers becomes organized, and their organization thereby give economic self-sufficiency and political strength that they not only have greater participation in the economy but also have the political and economic force necessary to cause a more equitable distribution of income. Coincidentally, as democratic unions gain in strength, the more likely is the survival of democratic government in the face of serious political threats and challenges. Also, the development of democratic and effective labor organizations is particularly important in advancing the economic and social welfare of the working classes as Ecuador experiences its present transition from Military to civilian government.