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RIO DE JANEIRO

SUBJECT - Evaluation of Contractor Performance (Report U-397) -  
AIFLD Contract AID/La-259 - Project 512-13-410-028, 2

REFERENCE - M.O. 1429. 10

Evaluation of Contractor Performance Report

I. Administrative Data

Director  
Dpty. D.  
Ast. D.  
Dpty. C.  
Dpty. B.  
Dpty. A.  
Asst. P.  
Res. O.  
Invlp. O.

- A. American Institute for Free Labor Development (AIFLD)
- B. Contract number AID/La-259
- C. Trade Union Development (AIFLD) Project 512-13-410-028. 2
- D. Cooperating Country: Brazil
- E. Cooperating country institution: -
- F. Contract period: January 1, 1970 to December 31, 1970
- G. Contract Representative: Labor Attaché/LTO John J. Snyder
- H. Report prepared by: Stephanie Mayfield, Asst. Labor Attaché

II. Evaluation

A. Technical Performance

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Action

The contractor continues to evidence a clear understanding of the scope and nature of the contract objectives and has established realistic intermediate goals. AIFLD's general approach is to organize a greater proportion of the work force through leadership training and simultaneous development of opportunities for such leaders to render more and better social services through the unions. The CY 1969 activities in the fields

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| DRAFTED BY<br>S Mayfield:lb | OFFICE<br>LTO | PHONE NO.<br>435 | DATE<br>3/11/70 | APPROVED BY<br>LTO: J J Snyder |
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of trade union education, social projects, and special cooperative/rural education programs have been completed and AIFLD has embarked on its program for CY 1970. The work is on schedule and the quality of performance has been satisfactory.

Education: With regard to trade union education, AIFLD is continuing its contractual arrangement for labor education services with the Instituto Cultural do Trabalho (ICT) in São Paulo. In CY-69 three residential courses were conducted by the ICT at its São Paulo headquarters for 90 trade unionists from all parts of Brazil. One hundred and thirty-nine regional courses were conducted in various localities by eight ICT instructors with an approximate participation of 3,700 workers. In addition the ICT started a correspondence course in August 1969 in connection with the Electrical Workers Union of São Paulo. The ICT provides the union with educational material which is then used by the union's own instructors. To date 274 students have enrolled.

In CY-70 the ICT plans to increase its residential programming and will offer four courses for approximately 100 students. The first of these is presently underway (January 19 to March 20-- 24 students). Regionally the ICT will offer approximately one hundred seminars for some 3,500 students. These too are currently in operation.

During CY-69 AIFLD sent 24 trade union officials for advanced training at the AIFLD school in Front Royal, Virginia, and plans are to send approximately 25 this year. There are presently three trade unionists participating in the AIFLD-sponsored nine-month Labor Economics Course at Georgetown University.

Also in 1969 AIFLD conducted three special rural education courses for 83 students (in the States of São Paulo, Paraná and Alagoas), and also conducted agricultural demonstration courses, emphasizing in particular the use of fertilizers. This project was developed in Northeast Brazil.

Social Projects: AIFLD has a loan and grant program designed to develop social projects and enable unions to provide greater social services to their membership. There are three categories of social projects:

- 1) Impact projects funded by AFL-CIO;
- 2) Alliance for Progress (AFP) projects funded by AID/B;
- 3) Regional Revolving Loan Fund (RRLF) funded by contract between AID/W and AIFLD/W.

During 1969 42 AFP loans were approved and disbursed for approximately \$116,000. Four loans were awaiting disbursement at the end of the year. Two AFL-CIO impact loans (total \$7,997) were disbursed and nine grants were awaiting disbursement. One RRLEF loan was approved and disbursed in the amount of \$23,363. The level of repayment on AFP loans during 1969 was \$17,296.

In 1970 it is anticipated that at least an equal number of social project loans and grants will be developed since the response of the Brazilian trade union movement has been favorable and AIFLD has received more requests than it has funds available.

Community Development: AIFLD has officially assumed its community development role in the Vila Compers Housing Project in São Paulo. On December 11, 1969 AIFLD signed an agreement with COOPESP (the trade union housing cooperative) and the National Housing Bank (BNH) to provide community development assistance. USAID/B auditors have reported that Vila Compers occupants seem to hold AIFLD in high esteem and that a spirit of cooperativeness has been established among COOPESP, BNH, and AIFLD-- so that this program should move ahead.

Also in the realm of community development is AIFLD's program of providing technical assistance to the "mini-centers" in Northeast Brazil. In late August 1969 funds were released by CONTAP for the operation of the three centers located in Pernambuco and for construction of two more centers in Alagoas and Sergipe. There are sufficient CONTAP funds to operate the Pernambuco centers through CY-70. In addition, the financial difficulties which had been experienced with the Pernambuco Federation of Rural Workers have improved and the Federation is attempting to meet its financial and programming responsibilities for the operation of the centers. Construction of the Alagoas center is expected to be completed in May 1970 and the construction of the Sergipe center will be started soon after that.

#### B. Personnel

The contractor's personnel continued to function competently during this reporting period. Most of the U.S. staff and several of the top Brazilian staff have had previous experience in the areas of trade union education and community development. Areas of responsibility have been more clearly defined as job descriptions have been written for every position. Audit Report No 34/69 prepared by USAID/B and dated January 20, 1970 noted a marked degree of organizational improvement since the last examination. It was noted that the

request Mission permission for this employee's international travel prior to his departure and the Mission, therefore, became aware of the problem only after the employee had left the country. After a period of consideration, the Mission decided to approve the employee's international travel and home leave since Task Order 46 failed to define the length of time of his services and his position is to be retained in Task Order 51. The terminology of Task Order 51 has been changed in order to avoid a recurrence of this problem. It states that "tours of duty for U.S. and TCN personnel normally are for two years, subject to continuation of the position beyond the period of the task order" (i. e., twelve months).

#### F. Reports

Reports generally were submitted on time. The quality of reporting has gradually improved as a greater emphasis has been placed on evaluating student performance and assessing the effects of individual social projects.

#### G. Source of Information

This evaluation is based on on-site inspections as well as on a day-to-day working relationship with AIFLD personnel. It is also based on USAID/B audit reports and AIFLD quarterly Status and Progress Reports.

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