

AID 1020-25 (10-70)	PROJECT NO.	PAR FOR PERIOD: 1/1/75	COUNTRY	PAR SERIAL NO.
PAGE 2 PAR		TO 12/31/75	Ecuador	76-03

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

Country director has been persuasive, tactful and essential to the reunification and subsequent progress of the free labor federation, CEOSL.

4. PARTICIPANT TRAINING	1	2	3	4	5	6	7	1	2	3	4	5
				L	I					I		L

Comment on key factors determining rating

- 1: Participant training at Front Royal continues to be meaningful and well carried out.
- L: Local training courses were reduced in number because of dislocations caused by split in CEOSL. By end of year activity was at a normal rate.

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

Comment on key factors determining rating

none

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

Lost time is being covered by certain employees when such provision is included in the labor-management contract. Some 45% of participants are covered.

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

(See Next Page for Comments on Other Donors)

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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)					
		CUMU- LATIVE PRIOR FY	CURRENT FY		76-77 FY	77-78 FY	END OF PROJECT
			TO DATE	TO END			
1. A significant increase in dues collection at the union level (percent increase) *estimate)	PLANNED						
	ACTUAL PERFORMANCE		10%*				
	REPLANNED			-	15%		
2. A significant increase in dues collection at the confederation level (thousands of sucres/percent increase)	PLANNED						
	ACTUAL PERFORMANCE	50,000	3500/7%				
	REPLANNED			-	5350/10%		
3. Increase trade union membership affiliated with GEOSL (number/percent increase)	PLANNED						
	ACTUAL PERFORMANCE	240	12/5%				
	REPLANNED			-	25/10%		
4. Quantitative increase in GEOSL collective bargaining agreements (number/percent increase)	PLANNED						
	ACTUAL PERFORMANCE	40	150/400%				
	REPLANNED			-	180/20%		
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT: Progress is being made on the basic seminar level. In 75, the confederation held 20 such seminars, up from 5 the previous year. INESE held 30 basic seminars. Confederations thus accounts for 40% of total.					
1. Transfer INLSE's basic education responsibilities to the confederated democratic labor organizations							
2. Qualitative increase in collective agreements		COMMENT: Because of legislation and government attitude attempting to restrain inflation, wages and benefits aspects of contracts improved only slightly. A significant increase in contracts with the "educational clause" were signed.					
3. Increase comprehension on part of the union leadership of national issues affecting worker's social and economic development		COMMENT: Special seminars offered in 1975 for first time dealing with this subject, and our judgement is that the seminars were successful in increasing comprehension of these issues.					

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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)					
	CUMU- LATIVE PRIOR FY	CURRENT FY		FY ____	FY ____	END OF PROJECT
		TO DATE	TO END			
PLANNED						
ACTUAL PERFORM- ANCE						
REPLANNED						
PLANNED						
ACTUAL PERFORM- ANCE						
REPLANNED						
PLANNED						
ACTUAL PERFORM- ANCE						
REPLANNED						
PLANNED						
ACTUAL PERFORM- ANCE						
REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:					
4.1. Improve the quality of trade union leadership	Ninety-nine percent of "democratic" trade union have attended AIFLD seminars.					
4.2. Increase the participation of the membership in the democratic labor movement	COMMENT: The one-day general strike (November 13, 1975) demonstrat increased solidarity of democratic union membership. Als observed an increase in applications for basic seminars.					
4.3. Achieve greater cooperation among leaders of different labor organizations on common problems	COMMENT: CROSL groups working together better. Democratic unions not affiliated with CROSL have very distinct interests and thus cooperation on strikes was absent.					

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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 educational program</p>	<p>CEOSL:</p> <p>a) 4% self sufficiency in 1975 (1% in 74) and 400% increase in dues receipts in 1975.</p> <p>b) Increased effectiveness in rating period was demonstrated by increase in quantity and quality of agreements, by unions general adhesion to general strike, and by recognition of need to work together through confederation by increased dues support.</p> <p>c) Before CEOSL split (Feb. 74) the percentage of unions affiliated was increasing. The split caused a temporary set back, but recently the upward trend was resumed.</p> <p>d) Now able to manage 40% of basic education program.</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.