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1. PROJECT NO. 598-101 526-13-410-098	2. PAR FOR PERIOD: 1 Jan. 1973 TO 31 Dec. 1973	3. COUNTRY PARAGUAY	4. PAR SERIAL NO. 74-8
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LABOR DEVELOPMENT

6. PROJECT DURATION: Began FY 72 Ends FY 76	7. DATE LATEST PROP -	8. DATE LATEST PIP -	9. DATE PRIOR PAR 7 May 1973
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 172,000 1/	b. Current FY Estimated Budget: \$ 100,000 2/	c. Estimated Budget to completion After Current FY: \$ 200,000 2/
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, FASA OR VOL. AG. NO.
American Institute for Free Labor Development (AIFLD)	T.O. 526-1 to BOA AID/1a-671
	AID/CM/1a-C-73-10

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			AIFLD should assist the individual unions, federations and CPT to improve their labor statistics.	30 June 1974

1/ USAID funding.
2/ Regional funding.

D. REPLANNING REQUIRES						E. DATE OF MISSION REVIEW	
REVISED OR NEW	<input type="checkbox"/> PROP	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO I.S.	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P	4 January 1974
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			
Joseph L. Smith				Oliver L. Sause			

II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

A. INPUT OR ACTION AGENT	B. PERFORMANCE AGAINST PLAN							C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X)					
	UNSATISFACTORY		SATISFACTORY			OUTSTANDING		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

The CPD has been able to adhere satisfactorily to the contract work schedule and continues to maintain excellent working relations with host country nationals. Because of the political situation, the CPD has been required to focus his efforts on urban training activities. The CPD has successfully formed an Ex-Alumnos Association of top National Course graduates which have presented 23 basic evening courses for a total of 52 weeks of training, with the attendance of 690 participants. The Ex-Alumnos courses represent an important self-help input to the program and have permitted the CPD to phase out the basic training courses called for in the contract and to concentrate on more advanced courses and seminars on such subjects as collective bargaining.

4. PARTICIPANT TRAINING					X								X
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Comment on key factors determining rating A new method of participant selection has been implemented by the CPD, under which the candidates are selected from among top National Course graduates. This new system solved past selection problems. During this PAR period, 8 union leaders were trained at Front Royal and 12 others were sent to participate in various congresses and ITS activities. All participants returned to their former position and are now active in the process of entering higher elected positions.

5. COMMODITIES			X							X			
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Comment on key factors determining rating

The commodity input to this project was minimal and consisted mainly of one vehicle for use by the CPD and some office equipment and supplies. There was a very long delay on the part of AIFLD/W in procuring and shipping this vehicle, which caused some difficulties.

C. COOPERATING COUNTRY	PERFORMANCE												
	1	2	3	4	5	6	7	1	2	3	4	5	
a. PERSONNEL			X							X			
b. OTHER			X							X			

Comment on key factors determining rating

The CPT and the Ministry of Labor, the two cooperating agents, continue to be the weakest links in the program.

Despite the difficulties emerging from a highly politicized environment, the GOP has accepted the project and there has been a minimum of interference.

No GOP financial contributions were planned for this project. Given the weak financial condition of the Ministry of Labor, it is unrealistic to expect a GOP financial contribution.

The several labor organizations have not been adequately recording data which would facilitate, inter alia, measurement of project accomplishments. AIFLD should assist the individual unions, federations and CPT to improve their labor statistics.

7. OTHER DONORS													
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(See Next Page for Comments on Other Donors)

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

There are no other donors.

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount) *					
		CUMU- LATIVE PRIOR FY	CURRENT FY 74		FY 75	FY 76	END OF PROJECT
			TO DATE	TO END			
Four week national resident training courses (No. of courses/No. of graduates)	PLANNED	**		3/75	3/75	3/75	11/304
	ACTUAL PERFORM- ANCE	2/79	1/26				
	REPLANNED						
One week full time seminars (No. of courses/No. of graduates)	PLANNED	0		1/25	1/25	1/25	3/75
	ACTUAL PERFORM- ANCE	0	0				
	REPLANNED						
Three week basic evening seminars local and regional (No. of seminars/No. of graduates)	PLANNED	*		8/240	8/240	8/240	34/1023
	ACTUAL PERFORM- ANCE	10/303	8/266				
	REPLANNED						
Three day conferences	PLANNED	*		5	5	5	15
	ACTUAL PERFORM- ANCE		2				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT:					
1.		* Contract year (April 1 to March 31)					
		** Not specified.					
2.		COMMENT:					
3.		COMMENT:					

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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)					
		CUMULATIVE PRIOR FY	CURRENT FY 74		FY 75	FY 76	END OF PROJECT
			TO DATE	TO END			
Union staff trained in U.S. and third countries	PLANNED	**		7	7	7	26
	ACTUAL PERFORMANCE	5	8				
	REPLANNED						
ITS training courses	PLANNED	*		4	4	4	12
	ACTUAL PERFORMANCE	0	3				
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1.	* Contract year (April 1 to March 31)						
	** Not specified						
2.	COMMENT:						
3.	COMMENT:						

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

A stronger and more democratic trade union movement in the urban areas.

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>1. Total union membership in the industrial sector from a 1972 estimate of 16,000 to a total of 35,000 by 1976.</p> <p>2. Dues paying members will climb from 7,000 in 1972 to 15,500 in 1976.</p> <p>3. Two new Federations will have been formed between 1972 and 1976 for a total of eight.</p> <p>4. Federations affiliated to a Confederation.</p> <p>5. Freely elected union leadership.</p> <p>6. The Confederation and Federations sponsor 50 basic and 15 intermediate educational activities a year for from 1,200 to 1,500 participants.</p>	<p>1. There was an increase of approximately 1,500 new members in the industrial sector during CY 1973 (CPD estimate).</p> <p>2. Dues paying members increased by approximately 2,000 during CY 1973 (CPD estimate).</p> <p>3. One new Federation was formed and affiliated to the CPT during 1973. Another new Federation, formed during 1973, is still in the process of obtaining legal recognition by the Government.</p> <p>4. 7 Federations are presently affiliated to the Confederation. Another will be added in 1974.</p> <p>5. Limited progress has been achieved to date.</p> <p>6. The CPT and Federations are both sponsoring educational activities for their members through the Ex-Alumnos Association. During CY 1973, a total of 23 basic evening courses were given for a total of 690 participants.</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To foster pluralistic economic and social development through the evolution of 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.

An underlying project assumption is that training people and exposing them to examples of modern democratic trade unionism will, in the long run, have a positive effect on the evolution of democratic institutions.

It is still too early to judge the impact of the project's activities on achievement of the project's goal.