

PD AAB 52 - DI

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 W F E S  
 REPORT U-446

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PROJECT APPRAISAL REPORT (PAR)

1. PROJECT NO. 598-15-410-101.12	2. PAR FOR PERIOD: 3/31/72 TO 3/31/74	3. COUNTRY Nicaragua	4. PAR SERIAL NO. 74-
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5. PROJECT TITLE  
 Development of Free and Democratic Labor Organizations in Latin American countries (Manpower Planning, Development and Utilization)

6. PROJECT DURATION: Began FY 64 Ends FY 79	7. DATE LATEST PROP 10/15/73*	8. DATE LATEST PIP	9. DATE PRIOR PAR May 25, 1972
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 1175,000 <sup>1/</sup>	b. Current FY Estimated Budget: \$ 118,000 <sup>2/</sup>	c. Estimated Budget to completion After Current FY: \$ 855,000 <sup>2/</sup>
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME American Institute for Free Labor Development (AIFLD)	b. CONTRACT, PASA OR VOL. AG. NO. AID/CM/la-C-73-10
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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		
			<p><u>1/</u> USAID/Nicaragua has record of obligations in the amount of \$982,000 through FY 72, and has no record thereafter either of additional obligations or <u>2/</u> estimated budgets.</p> <p>*Date of Mission submission.</p>	

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

E. DATE OF MISSION REVIEW: 4/22/74

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE  
 Ronald D. Godard

MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE  
 Robert E. Culbertson, USAID Director

**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			OUTSTANDING		LOW		MEDIUM			HIGH
	1	2	3	4	5	6	7	1	2	3	4	5	
1. <b>AIFLD</b>						<b>X</b>						<b>X</b>	
2.													
3.													

*Comment on key factors determining rating*  
**As predicted in the previous PAR, the contractor has maintained a high level of performance during appraisal period. Almost all objectives for contract year 1973 were attained, and essential groundwork was laid for continued high performance during coming years.**

4. PARTICIPANT TRAINING	1	2	3	4	5	<b>X</b>	7	1	2	3	<b>X</b>	5
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*Comment on key factors determining rating*

5. COMMODITIES	1	2	3	4	5	<b>X</b>	7	1	2	3	<b>X</b>	5
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*Comment on key factors determining rating*

6. COOPERATING COUNTRY	a. PERSONNEL	<b>N.A.</b>	1	2	3	4	5	6	7	1	2	3	4	5
	b. OTHER	<b>N.A.</b>												

*Comment on key factors determining rating*

7. OTHER DONORS	<b>N.A.</b>	1	2	3	4	5	6	7	1	2	3	4	5
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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

### III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY 73		FY 74	FY 75	
			TO DATE	TO END			
Basic courses for union members	PLANNED	Unk.	250	-	375	400	5,797
	ACTUAL PERFORM- ANCE	3,456	351				
	REPLANNED						
Special course-work seminars for union members	PLANNED	Unk.	86	-	175	200	3,091
	ACTUAL PERFORM- ANCE	1,975	171				
	REPLANNED						
Residential courses for union members	PLANNED	Unk.	31	-	60	70	780
	ACTUAL PERFORM- ANCE	409	31				
	REPLANNED						
Carapeseño program	PLANNED	Unk.	125	-	275	300	1,718
	ACTUAL PERFORM- ANCE	205	73				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT:					
1.		All data as of 3/31/74 with complete figures for FY 1973.					
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

To educate and motivate a substantial number of labor leaders in the principles and practices of current democratic labor relations and similarly prepare the rank and file for effective participation in trade union activities.

<p>B. 1. Conditions which will exist when above purpose is achieved.</p>	<p>2. Evidence to date of progress toward these conditions.</p>
<p>1. Union officers trained by AIFLD will have incorporated approximately 15% of organizable workers in Nicaragua into free democratic labor organizations.</p> <p>2. 90% of workers belonging to free democratic unions will be covered by contracts.</p> <p>3. Union members will support trade union movement through increased dues payments and participation through democratic process making it possible for unions to function effectively on their own resources.</p>	<p>1. During FY 73 six new urban unions were organized. Membership increased in campesino sector and a campesino federation was formed.</p> <p>2. Objective of three new collective bargaining agreements for FY 73 was fulfilled.</p> <p>3. Dues payment to CUS increased 20%. Collective bargaining contracts were approved by democratic vote and union officials in AIFLD assisted unions were democratically elected including new leadership for CUS and teachers' confederation.</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To support private sector participation in the development process and increase the access to financial and technical resources of the lower income groups. (This specific project will concern itself with the development of a free, democratic and effective trade union movement in Nicaragua.)

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.

During the appraisal period especially over the past year, organized labor in general in Nicaragua and especially in Managua has become increasingly effective in obtaining better salaries and working conditions. The free, democratic trade union movement has made important strides in winning such advantages for its membership. The business community in particular has demonstrated increased willingness to accord free, democratic unions an expanded role in the development process and as capable union leadership supported by an active membership emerges there have been signs that the government is more willing to take them into account.