

PD-AAB-528-G1

PROJECT APPRAISAL REPORT (PAR)

INTEREST
3/6/75

REPORT 11-244 ✓
No PEN

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1. PROJECT NO. 500-15-410-101.10	2. PAR FOR PERIOD 3/31/74 TO 1/15/75	3. COUNTRY Nicaragua	4. PAR SERIAL NO. 75-
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5980101 - (14)

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 70	7. DATE LATEST PROPOSAL 10/15/73	8. DATE LATEST PIP	9. DATE PRIOR PAR April 22, 1974
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 1,203,000	b. Current FY Estimated Budget: \$ 116,000	c. Estimated Budget to completion After Current FY: \$ 700,000
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.
American Institute for Free Labor Development (AIFLD)	AID/CM/1a-C-73-10

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

A. ACTION TX			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		

*Date of Mission submission.

D. REPLANNING REQUIRES						E. DATE OF MISSION REVIEW	
REVISED OR NEW:	<input type="checkbox"/> PROPOS	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PRO/T	<input type="checkbox"/> PRO/C	<input type="checkbox"/> PRO/P	
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			
Ronald D. Godard				Robert E. Culbertson, USAID Director			

B. 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			DUTY 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

Contractor has shown considerable initiative in making AIFLD assistance available to wider variety of workers and almost all objectives for project should be met by end of contract year. Training courses are on schedule, and most organization and collective bargaining objectives have either been met (number of new urban unions already exceed goal) or will be met. Dues collection and social services objectives, however, will probably not be fully achieved.

4. PARTICIPANT TRAINING					X							X	
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Comment on key factors determining rating

5. COMMODITIES					X							X	
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Comment on key factors determining rating

6. COOPERATING COUNTRY	a. PERSONNEL	N.A.											
	b. OTHER	N.A.											

Comment on key factors determining rating

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

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H. 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
		CUM- LATIVE PRIOR FY	CURRENT FY		FY-76	FY-76-	
			TO DATE	TO END			
Basic courses for union members	PLANNED	Unk.	375	-	500	400	5,500
	ACTUAL PERFORM- ANCE	3,001	445				
	REPLANNED						
Intermediate course-work seminars for union members	PLANNED	Unk.	100	-	120	210	3,000
	ACTUAL PERFORM- ANCE	2,125	150				
	REPLANNED						
Advanced courses for union members	PLANNED	Unk.	30	-	30	60	750
	ACTUAL PERFORM- ANCE	400	-				
	REPLANNED						
Campesino program	PLANNED	Unk.	275	-	310	300	1,700
	ACTUAL PERFORM- ANCE	421	216				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT:					
1.		All data as of 12/31/74 with complete figures for Calendar Year 1974.					
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 assist them to similarly prepare their rank and file for effective participation in trade union activities.

D. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
1. Approximately 10% of labor force will belong to democratic labor organizations with majority of union officers having completed advanced AIFLD training.	1. During the FALL period 7 urban and teachers unions and 1 campesino union organized; 2 urban and 2 campesino unions reactivated. Managua Federation (FOM) reorganized with new officers elected. AIFLD assisted unions account for 3% of labor force with about 300 union officers who have received advanced training.
2. 90% of AIFLD assisted unions will be covered by collective bargaining contracts.	2. Approximately 80% of AIFLD assisted unions covered by contracts. Three new collective bargaining contracts presently being negotiated and another shortly to begin negotiation.
3. Dues payments will have increased to point that democratic trade unions can function effectively on their own resources.	3. At present estimated 20% of members of AIFLD assisted unions pay dues; 60% of members of 5 new unions paying dues. Dues check-off provided for in two new contracts.

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.)

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

In a highly inflationary period, low income workers in Nicaragua continue to exhibit increased interest in joining labor unions as a means of assuring equitable wages and working conditions. Taking the new strength of labor organizations into account, government entities and private enterprise are more responsive to workers' needs, and the non-unionized majority benefit from gains made by the trade union movement. Contributing to this trend, project by completion will have provided trade union training to some 10,000 workers. This will represent a substantial segment of a trade union movement which should double in membership over the next few years. (Union members now number approximately 35,000, 5% of the work force).