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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. AIFLD					X						X	
2.												
3.												

Comment on key factors determining rating

Contractor has had a fair degree of success in making AIFLD assistance available to a greater number of unions. Almost all objectives should be met by end of contract year. Training courses are on schedule, all organizational objectives have already been met or exceeded, and collective bargaining objectives will be met. Dues collection objectives for all unions receiving AIFLD assistance will probably be met (the objective with regard to CUS has been exceeded) but social services objectives will 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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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 75		FY 76	FY 77	END OF PROJECT *
			TO DATE	TO END			
Basic courses for union members	PLANNED	Unk.	600	900	450	300	6,500
	ACTUAL PERFORMANCE	4,364	747				
	REPLANNED						
Intermediate course-work seminars for union members	PLANNED	Unk.	180	180	300	210	3,500
	ACTUAL PERFORMANCE	2,310	310				
	REPLANNED						
Advanced courses for union members	PLANNED	Unk.	30	30	0	30	600
	ACTUAL PERFORMANCE	437	-				
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1.	All data as of 1/15/76 with complete figures for Calendar Year 1975.						
2.	COMMENT:						
3.	COMMENT: *Figures based on continuation of project through 1980.						

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IV. PROJECT PURPOSE

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.

<p>B. 1. Conditions which will exist when above purpose is achieved.</p> <p>1. Approximately 10% of labor force will belong to democratic labor organizations with majority of union officers having completed advanced AIFLD training.</p> <p>2. 90% of AIFLD assisted unions will be covered by collective bargaining contracts.</p> <p>3. Dues payments will have increased to point that democratic trade unions can function effectively on their own resources.</p>	<p>2. Evidence to date of progress toward these conditions.</p> <p>1. During the PAR period 2 construction unions, 11 urban unions, 7 teachers' unions and 3 rural unions were organized. The Esteli Workers' Federation was reactivated and the Confederacion de Unificacion Sindical (CUS) was reactivated with new officers elected. AIFLD assisted unions account for about 3% of the labor force, with over 400 union officers who have received advanced training.</p> <p>2. Approximately 75% of AIFLD unions covered by contracts. Four new collective bargaining contracts have been negotiated, with three others presently under negotiation. Percentage is slightly lower than last year due to increase in number of unions AIFLD assists.</p> <p>3. At present 70% of CUS affiliates are current in dues to the confederation with approximately 30% of members of all AIFLD assisted unions paying dues. Dues check-off clause is a goal in all collective bar-</p>
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V. PROGRAMMING GOAL gaining contracts, and is included
in 3 of the new contracts.

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.

The organization of effective unions has helped low income workers in Nicaragua secure better wages and working conditions. Government entities and private enterprises are somewhat more sensitive to the demands of unions and more responsive to the needs of workers. This extends to the nonunion majority who benefit from the gains made by the trade union movement. Contributing to this trend, project by completion will have provided trade union training to more than 10,000 workers. This will represent a sizeable segment of the trade union movement which currently numbers approximately 37,000, almost 6% of the total work force.