

PROJECT APPRAISAL REPORT (PAR)

PAGE 1

4p.

1. PROJECT NO 598-13-410-101a <i>06</i>	2. PAR FOR PERIOD 4/1/76 TO 3/31/77	3. COUNTRY Costa Rica	4. PAR SERIAL NO.
--	--	--------------------------	-------------------

5. PROJECT TITLE  
Free Labor Development (AIFLD)

6. PROJECT DURATION: Began FY <u>64</u> Ends FY <u>81</u>	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR Unknown
---	---------------------	--------------------	------------------------------

10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ Unknown	b. Current FY Estimated Budget: \$ 125,300	c. Estimated Budget to completion After Current FY: \$ 610,000
------------------	--	--	--

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	AID/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 Development Program Grant covering credit programs for lower income group (Ref: AIDTO Circular A-144).	85??

D. REPLANNING REQUIRES	E. DATE OF MISSION REVIEW
REVISED OR NEW: <input type="checkbox"/> PROP <input type="checkbox"/> PIP <input type="checkbox"/> PRO AG <input type="checkbox"/> PIO/T <input type="checkbox"/> PIO/C <input type="checkbox"/> PIO/P	April 29, 1977

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE: William M. Pollack *W.M. Pollack* MISSION DIRECTOR: TYPED NAME/ SIGNED INITIALS AND DATE: Joe J. Sconce *J. Sconce*

AID 1020-28 (10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
PAGE 2 PAR	598-15-410-101	TO 3/31/77	Costa Rica	

**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

In addition to doing a superb job carrying out the program delineated in the Contract, the Contractor assumed additional responsibilities when a Mission-sponsored augmentation was approved after the inception of the contract year. The Contractor did an excellent job in accommodating the new requirements and seeing to it that they were carried out in exceptional fashion.

4. PARTICIPANT TRAINING							X							
-------------------------	--	--	--	--	--	--	---	--	--	--	--	--	--	--

Comment on key factors determining rating

5. COMMODITIES								X						X
----------------	--	--	--	--	--	--	--	---	--	--	--	--	--	---

Comment on key factors determining rating

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

Comment on key factors determining rating

The GOCR exonerated commodities donated to recipient organization from customs duties. Program not government-to-government and no direct GOCR participation involved. Supplementary GOCR assistance expected by recipient organization did not fulfill expectations.

7. OTHER DONORS	N/A													
-----------------	-----	--	--	--	--	--	--	--	--	--	--	--	--	--

(See Next Page for Comments on Other Donors)

AID 1980-28(10-70) PAGE 3 PAR	PROJECT NO. 598-15-410-101	PAR FOR PERIOD: 4/1/76 - 3/31/77	COUNTRY Costa Rica	PAR SERIAL NO.
----------------------------------	-------------------------------	-------------------------------------	-----------------------	----------------

H. F. 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 77		FY 78	FY 79	END OF PROJECT
			TO DATE	TO END			
Educational Seminars conducted by instructors.	PLANNED	Unknown	45	45	36	36	180
	ACTUAL PERFORMANCE	Unknown	47				
	REPLANNED			50	-	-	-
Education Seminars by graduates of above training course.	PLANNED	Unknown	3	3	5	6	25
	ACTUAL PERFORMANCE	Unknown	3				
	REPLANNED			-	-	-	-
Functioning AIFLD-sponsored Coops.	PLANNED	4	4	4	5	6	10
	ACTUAL PERFORMANCE	4	4				
	REPLANNED			-	-	-	-
Union-sponsored social projects.	PLANNED	0	0	0	2	3	13
	ACTUAL PERFORMANCE	0	1				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT:					
1.		All data reflects end of AIFLD Fiscal Year 1977 (3/31/77) and not USG FY 1977 (9/30/77).					
2.		COMMENT:					
3.		COMMENT:					

AID 1020-28 (10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR/SERIAL NO.
PAGE 4 PAR	598-15-410-101	4/1/76 - 3/31/77	Costa Rica	

IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP?  YES  NO

To build a structurally sound and responsible democratic union movement which can successfully defend the economic, political, and social interests of its members.

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<ol style="list-style-type: none"> <li>1. Increased number of organized workers in both urban and rural areas.</li> <li>2. Increased number of collective contracts and qualitatively improved.</li> <li>3. Professional, financial and administrative control of unions.</li> <li>4. Financial self-sufficiency.</li> <li>5. Independent system of producer and consumer co-ops.</li> <li>6. Increased solidarity and cooperation among democratic labor organizations particularly mutual assistance at the local level.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase of union membership by 5,397 during FY 1977.</li> <li>2. Two new contracts signed as of March 31, 1977.</li> <li>3. No progress noted.</li> <li>4. Additional dues-paying members added (see #1).</li> <li>5. Existing co-ops strengthened during the year through training of personnel.</li> <li>6. Independent National Teacher's Association (INTA) provided Costa Rican Confederation of Democratic Workers (CCTD) space to hold ideological seminar free of charge. Other instances of mutual cooperation evident during year and in some cases led to merger of independent unions with CCTD (Atlantic Railroad Workers, School Guidance Counselors).</li> </ol>

V. PROGRAMMING GOAL

A. Statement of Programming Goal  
 To improve the economic and social lot of the working class through the development of a Free and Independent Democratic Trade Union Movement, to increase the participation of working class groups in the political, social, and economic life of Costa Rica.

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. Democratic unionists have access to President, members of Executive Branch and legislators and can influence policy decisions. Increased strength and cohesiveness of movement increases influence wielded by democratic labor leaders on direction and content of social welfare program. Wages and fringe benefits (housing, coops, children's education, medical care) obtained through collective agreements are greater for trade unionists than non-union laborers. In addition, trade union members, through their unions, wield greater political power in influencing GOCR social welfare programs than unorganized workers. Examples of these two points -- the Petroleum Workers Union obtained educational scholarships for its members' children and sports and school subsidies in its last collective agreement. The National Teachers Association and the Turrialba Agricultural Workers Union secured GOCR sponsorship and financing for low cost housing projects for their members.