

TABLE OF CONTENTS

	<u>Page</u>
Part I.	Summary and Recommendations 2
	A. Face Sheet Data 2
	B. Recommendations 2
	C. Description of Project. 2
	D. Summary Findings and Project Issues 3
Part II.	Project Background and Detailed Description
	A. Background. 5
	B. Detailed Description. 9
Part III.	Project Analysis
	A. Technical Analysis. 9
	B. Financial Analysis and Plan 15
	C. Social Analysis 16
	D. Economic Analysis 16
Part IV.	Implementation Arrangements
	A. Administrative Arrangements 18
	B. Implementation Plan 19
	C. Evaluation Plan 19
Part V.	Annexes

PROJECT PAPER
OFFICE OF LABOR AFFAIRS
MAY 1976

Project Title: Labor Force Integration
Project Number: 907-11-490-003
Project Officer: M. M. Simchak
Project Duration: FY 1977 through FY 1979*
Project Funding: \$ 850,000

*This project was previously funded under Project Number 907-11-490-001 titled Labor/Manpower Development, which was a "basket project" containing three discrete activities. As a result of a Project Appraisal Report (PAR) completed in FY 76, it was decided to separate these discrete activities into their legitimate project components beginning in FY 1977. Funding levels of these three projects fall within the previously approved limits of their predecessor project.

Part I. Summary and Recommendations

A. Face Sheet Data

(See face sheet)

B. Recommendations

<u>Year</u>	<u>Type of Funding</u>	<u>Amount</u>	<u>Cummulative Amount</u>
FY77	Grants	200	200
FY78	Grants	310	510
FY79	Grants	340	850
Life of Project Funding by AID			<u>\$ 850,000</u>

The length and amount of funding projected above is predicated on the assumption that projects aimed at implementing the Percy Amendment within the AID Regional Bureaus and Missions will progress as currently programmed. If subsequent evaluations of those programs indicates they are not performing as planned, or if additional project inputs are allocated -- particularly as they apply to the training and employment aspects of women in the labor force, alterations may have to be made in the input levels of this project.

C. Description of Project

Although many of the program activities incorporated within this project antedate the Percy Amendment, the earlier activities (as does this project) had as their objective the integration of women into the socio-economic development processes of their countries. Adoption of the Percy Amendment in 1973 established the urgency of this objective. Similarly, implementation of the objectives of International Women's Year, 1975, and the newly created United Nations Decade for Women, 1976-1985, further emphasize the importance of projects to enhance the participation of women in development.

Recognizing that one of the major impediments to the integration of women in socio-economic development has been the lack of equal treatment in education, training and employment opportunities throughout the developing world, programs supported by this project place particular emphasis on informal education and skills training aimed at equipping women and girls with

the skills and knowledge needed for more effective participation on an equal basis with men and boys in their communities and in the labor forces of their nations.

In furtherance of this goal, the project also provides technical assistance, along with other donors, through international, regional private and voluntary organizations for establishment of national machineries (or strengthening existing ones) which serve to encourage and promote increased participation by women in the development process.

Project activities are currently underway in Africa, Asia and Latin America on both regional and national levels. Although various AID offices and bureaus are now involved in certain "women in development" projects, expertise in skills training and in the relatively new field of employment generation rests primarily within the technical competence of the Office of Labor Affairs. It is therefore necessary to continue development of technical methodology for promoting employment and training opportunities through this pilot project.

Currently, program activities are being carried out by regional institutes affiliated with the AFL-CIO in Africa, Asia and Latin America; by the Inter-American Commission of Women of the Organization of American States (IACW-OAS); and by the Inter American Centre for Research and Documentation on Vocational Training (CINTERFOR), a protege organization of the International Labor Office (ILO).

Other projects within the Office of Labor Affairs are designed to complement the efforts of this project in integrating women in socio-economic development.

While it is anticipated that a substantial degree of operational effectiveness will be achieved through this project, it should be noted at the outset that the primary purpose is to develop, package and disseminate an operational process for providing training, with men and boys in the labor force, and to support national machineries and other appropriate organizations working toward this end.

D. Summary Findings and Project Issues

This project is conceptually applicable to the implementation of the Percy Amendment -- Section No. 113 of the Foreign Assistance Act of 1973 and subsequent amendments -- and is specifically applicable to the Office of Labor Affairs in that it seeks to develop the technical methodology by which AID bureaus and missions may most effectively implement the Percy Amendment, particularly

as it applies to employment, training and work standards.

Two main issues exist: first, whether the Office of Labor Affairs will continue to have the staff competence necessary to design, implement and analyze the pilot and experimental activities being developed herein after the termination of its incumbent Women's Activities Advisor's detail from the Department of Labor; and second, whether the progress of Women In Development projects being developed by the various regional bureaus and elsewhere in AID will proceed as planned.

If technically competent personnel cannot be recruited to manage this project (and this relates in large part to SER/PM's willingness to assign grade classifications adequate to attract such competence), or if other AID bureaus and offices progress much faster than planned, particularly in the area of employment generation and developing training opportunities for women, then it may be prudent at some point during the life of this project to integrate it within another on-going AID project relating to the Percy Amendment.

Part II. Project Background and Detailed Description

A. Background

Historically, women have been (and generally still are) invisible in the development process. In some instances this is because economic and social indicators are insufficiently detailed and are not broken out by sex; in others because data are unreliable or not readily available; in others because women are not counted as part of the development process; and in still others, because attitudes, traditions and legal barriers have a serious effect on efforts to enhance the status of women in the integration process.

Women constitute 50 per cent or more of the human resources available for development. Aside from ethical and moral considerations, a waste of that resource retards development and deprives the developing world of the positive contribution of at least half of its people.

Cultural sensitivities and attitudes regarding the role and status of women in any society are rooted deep in history and are held by women as well as by men. That some of these sensitivities and attitudes are born of superstition rather than fact and have no place in modern times does not dispel the controversies they provoke.

Societal lethargy, combined with a reluctance to face realistically the complex issues involved in achieving equal opportunity and treatment for women, have been key barriers to resolution of these and other problems.

Over a period of many years, one of the principal goals of the Office of Labor Affairs of AID has been the improvement of the living, training and working standards in the developing nations, with particular emphasis on informal education, skills training, and the opening of employment opportunities for men and women alike.

From its earliest days, the goal of the women's program in OLAB has been to bring about the full integration of women into the economic and social development processes in Africa, Latin America and Asia. Pilot programs to this end were under way several years prior to enactment of the Percy Amendment, but passage of this amendment has provided not only renewed emphasis and impetus to these programs, but also has greatly increased demands for them.

It should be noted that the activities being carried out under this project (as well as under the predecessor labor sector "basket project" from which this project was born, and the pre-project era activities carried out by OLAB staff) are aimed at accomplishing three main objectives:

1. To identify the most effective means of stimulating increased participation of women in the development process and in the benefits derived from development (i.e., improved living and working conditions, training and employment opportunities, and equal treatment in working standards);
2. To increase the participation of international organizations, host countries, other donors and AID missions and bureaus in implementing programs aimed at promoting the socio-economic integration of women; and
3. To assist the parties identified in No. 2 above in adapting the technology to be identified and developed in No. 1 above to their country- or regionally-specific needs.

Following is a summary of activities currently or previously implemented under this or the predecessor project.

Africa

- a) -U.N. Economic Commission for Africa (ECA)
 - African Training and Research Center for Women (ATROW)

Through the end of FY 75, OLAB's contributions to ECA's Women's Program, the forerunner of the ATROW, totaled \$96,800 in a three-phase project over a two-year period. A number of other donors, including Sweden, West Germany, Belgium, Netherlands, UNDP, UNICEF, AID's Africa Bureau and other private sources have provided assistance to or through ECA. The newly established ATROW is the result of such assistance.

OLAB assistance has also been utilized by ECA and its member nations in establishing national machineries to promote the integration of women in development. Seven such instruments have already been established in Egypt, Gabon, Kenya, Madagascar, Sudan and Togo, with participation coming from men as well as women.

Requests for assistance in establishing similar institutional machineries have come from 12 additional African countries. In FY 76 OLAB provided \$25,000 to ECA to continue the work of a technical expert in the field of skills training for women.

b) African-American Labor Center (AALC) --
Regional Workshop for Trade Union Women

Agreement has been reached with the AALC for the establishment of a new regional program involving in-depth training for English-speaking trade union women from six countries -- Ghana, Liberia, Nigeria, Sierra Leone, Kenya and Zambia -- to be held in the Fall of 1976. Purpose of the program is to identify priority areas and needs for action by trade union women; to increase the involvement of women in the labor movement and in specific programs; and to discuss such programs and plan future activities.

The workshop will include training in leadership techniques, development of skills, the role of women in cooperatives, labor relations, and the special needs of working mothers, such as child care centers, etc.

OLAB provided \$25,000 in FY 76 for the implementation of the regional workshop by AALC. Follow-up national workshops and seminars will be conducted in subsequent years by AALC from its regular project funds. These workshops and seminars will stress the training of trainers and will maximize leadership utilization of those trained at the Accra regional workshop.

Asia

a) U.N. Economic and Social Commission for Asia and the Pacific (ESCAP)

Several requests have been made by U.N. officials, albeit informally, for OLAB assistance to ESCAP in the development of a women's program. Using the experience gained in establishing the women's program in Africa as a benchmark, OLAB has programmed a minimal level of funding to replicate that type of program with ESCAP.

b) Asian-American Free Labor Institute (AAFLI)

A pilot program was implemented in FY 76 (with FY 75 funds provided by OLAB) to bring Asian trade union women to the United States for 30-day visits, during which

time they were sponsored by their counterpart U.S. trade unions. The participants were exposed to all aspects of the trade union movement in the United States, including both cities and small towns and union organizations from the local level up to the international headquarters. The first four women participants were from Thailand (two), Indonesia and Korea (the latter being an AAFLI local staff person). U.S. counterparts were the retail clerks, electrical workers, timberworkers and teachers unions.

OLAB funds of \$20,000 were supplemented by AAFLI funds of \$10,000 for this project. More than two-thirds of this remains unexpended because of the low number of participants in the first program, but this will be utilized in subsequent programs to be implemented following completion of AAFLI's evaluation of the first program. The reaction of U.S. sponsoring unions was extremely enthusiastic and offers have been made to sponsor additional groups, not only from Asia but from other regions as well.

Latin America

a) Organization of American States (OAS)

A three-phase women's program coordinated with the OAS and its Inter-American Commission of Women (IACW) was initiated in FY 75. OLAB provided technical assistance to seven OAS member nations which had requested assistance in setting up national machineries to advance the status of women in their respective countries (Bolivia, Colombia, Ecuador, El Salvador, Nicaragua, Uruguay and Venezuela). The two-person team which provided this assistance completed its activities -- Phase One of the program -- in December 1974.

Phase Two, consisting of an in-depth workshop for women officials of the seven countries visited under Phase One, was completed in November 1975. OLAB contributed \$45,000 to OAS for Phases one and Two and \$30,000 in FY 76 for implementation of Phase Three, which involves on-site technical assistance to the participating countries.

b) Inter-American Centre for Research and Documentation on Vocational Training (CINTERFOR)

OLAB has provided assistance on a matching-fund basis with OAS to CINTERFOR for the addition of a woman professional to the previously all-male staff of CINTERFOR at its headquarters in Montevideo, Uruguay. OLAB provided \$7,500 in FY 75 and \$12,600 in FY 76 for this purpose.

c) American Institute for Free Labor Development
(AIFLD)

Preliminary agreement has been reached by OLAB and AIFLD for the implementation of a training project for rural women to provide supplementary employment. This program will be carried on under the auspices of agrarian unions in El Salvador, Colombia and Honduras. OLAB funding of \$25,000 is to be matched by AIFLD.

B. Detailed Description

The use of a sub-goal level of program hierarchy has been initiated in this project paper to link the purpose of this project to the goal of the predecessor project from which the Labor Force Integration Project was established. In this way it more clearly related this project to the overall labor sector goals and objectives.

1. Project Goal -- Labor Force Integration

a) Goal Statement:

To improve the living and working standards of the poorest majority of the labor forces in developing countries.

b) Measurement of Achievement:

Basic socio-economic data available through AID's Country Data Banks, the World Bank, IBRD, ILO, U.N., and other international development organizations will provide some basis for measurement. It should be noted, however, that while both economists and social scientists have been engaged in intensive efforts in recent years to discover or develop a new and more accurate index of socio-economic welfare than is provided by per capita GNP or GDP, no such index is as yet available. Thus, a certain degree of subjective analysis will have to be used in conjunction with these economic data.

c) Assumptions:

It must be assumed that the objectives of the Congressional Mandate promulgated in the Foreign Assistance Act of 1973 and later amendments will continue to be supported by the Congress and given high priority by AID.

2. Project Sub-Goal

a) Sub-Goal Statement:

To integrate women in the socio-economic processes and benefits of development.

b) Measurements of Sub-Goal Achievement:

The measurements indicated at the goal level will also apply at the sup-goal level. Additionally, data on participation of women in the labor forces will be available through national labor statistical agencies and through the national institutional machineries being established to promote socio-economic integration of women.

c) Assumptions:

The objectives of the Percy Amendment (Sec. 113 of the FAA of 1973) will receive high priority in AID and will be recognized as development objectives by developing countries and other donors, both at home and abroad.

3. Project Purpose

a) Purpose Statement:

To develop, package and disseminate an operational process for providing training, employment and work standards to women and girls on an equal basis with men and boys.

b) End-of-Project Status

1) Results of pilot programs carried out in selected LDCs in Asia, Africa and Latin America have been analyzed and integrated into an informational package for dissemination to field missions, developing countries and other international development agencies.

2) Package containing legislative, policy, program and technological elements published by AID and distributed.

3) AID Missions and Bureaus have implemented projects based on the Labor Force Integration "package"

Verification of these indicators will be made from project files.

c) Assumptions:

1) AID Missions and Bureaus, host countries, and international organizations will cooperate in pilot programs.

2) World-wide efforts to increase the awareness of the importance of women as a development resource will not diminish.

4. Project Outputs

a) Statement of Outputs:

1) Established national institutional capability to promote and encourage integration of women in the socio-economic affairs of their countries.

2) Women trained in leadership and administrative techniques for national machineries and trade union organizations.

3) Workshops held on developing skills, training opportunities and developing trainers for women.

4) Regional status reports on pilot project programs.

b) Magnitude of Outputs:

	FY77	FY78	FY79
1) Machineries established	6	6	6
2) Women trained	40	60	65
3) Number of work-shops & trainers trained	8/40	8/50	8/55
4) Reports from Africa, Asia & Latin America	3	3	3

c) Assumption:

1) Men will participate in efforts to promote the integration of women.

2) Cooperation of other donors in development of staff capabilities and in conducting workshops on training.

3) International Women's Year World Plan of Action and U.N. Decade for Women will be successful in generating positive attitudes and actions in promotion of integration of women.

5. Project Inputs

a) Statement of Inputs:

1) AID Funding

(a) "Matching fund" grants to AFL-CIO regional labor institutes:

	(000s)		
	FY77	FY78	FY79
(1) AIFLD	25	40	50
(2) AALC	25	40	50
(3) AAFLI	25	40	50

(b) Grants to regional international organizations:

	(000s)		
	FY77	FY78	FY79
(1) ECA	30	30	30
(2) OAS	45	85	85
(3) ESCAP	30	50	50

(c) Participant training

	(000s)		
	FY77	FY78	FY79
	20	25	25

2) Technical assistance will be provided by OLAB staff; no cost to project.

3) Host-country or other donor inputs will be determined as required by specific pilot program design.

b) Summary of Funding Requirements:

	(000s)		
	FY77	FY78	FY79
	200	310	340

Total life of the project
funding requirements -- \$850,000

c) Assumptions:

- 1) Cooperation of AFL-CIO institutes and appropriate budgetary allocations to institutes by AID regional bureaus for institute programs.
- 2) Cooperative relationships will continue to exist between AID and participating international organizations.

PART III. Project Analysis

A. Technical Analysis

This project seeks to identify processes through which women can be integrated into the socio-economic mainstreams of their nations. Constraints to the achievement of this project's purpose are not technological. Thus, the significant analytical areas to be addressed are, and should be, the social and economic functions.

Attitudinal variations stemming from cultural or economic factorial differences from country to country will require somewhat different approaches to the development of technical packages aimed at promoting the socio-economic integration of women on a country-specific basis.

In Jordan, for example, a critical shortage in the skilled labor supply has resulted in a shift in policy toward a position encouraging women to enter the labor force, in spite of existing religious and cultural constraints.

There may be limitations on the types of jobs for which women in a given society can be trained, but, again, these limitations are cultural or economic -- not technical. Skills training experts and occupational analysts agree that women can--and do--perform any job performed by a man, from flying a commercial jet airliner to carrying 100 kilo sacks of rice from the hold of a ship to operating heavy equipment to producing the entire food supply of a nation.

The types of institutional machineries to be established will also vary from country to country, depending on the existence of a variety of factors, not the least of which is political climate. These machineries may be National Commissions on Women, enjoying either a semi- or fully-autonomous status; women's bureaus established within the governmental framework; or some other form of institution. To be effective, however, the national machineries must include men along with women in their representation, and must be established at the highest levels of government, preferably directly responsible to the chief executive.

One aspect of the methodological research to be performed through this project will be to identify the conditions which make one or the other of these approaches more desirable on a country-specific basis.

Further technical analysis will be applied at the pilot program level where the regionally- or country-specific technical factors can be directly addressed.

No environmental impact is anticipated.

B. Financial Analysis and Plan

The overall project contains a number of sub-project pilot programs, several of which are already under way through funding provided by this project's predecessor project (Labor/Manpower Development, Project No. 907-11-490-001).

A field appraisal of the pilot programs currently under way in Africa was completed during FY 76. Cost effectiveness was deemed to be highly satisfactory and project inputs by other donors indicated the probability of financial viability beyond the term of this project. The establishment of institutional machineries to promote women in development in six African countries is another indication of the financial viability of these programs.

It should be noted, however, that the purpose of this project is not simply to establish such machineries, but to identify appropriate means and develop the methodology by which training, employment and work standards opportunities may be provided to girls and women on an equal basis with boys and men.

The variety of developmental projects currently under way or being planned -- both within AID and externally -- have no such guidance at present. Successful completion of this project will provide such guidance and will contribute toward an improved cost effectiveness in the design and implementation of operational projects, as well as toward an improved benefit/cost ratio.

The beneficiaries of this project at the sub-goal level are the women of the developing world. To attempt at this time and on the basis of the inadequate statistical data available the degree to which women will benefit by being integrated into the social and economic mainstreams of their nations would be ludicrous. In some cultures of the world women are totally isolated socially and economically. Any degree of socio-economic integration in such cultures would represent a statistically phenomenal advance.

In other areas women bear almost total responsibility for the production of their nation's food supply, but are statistically hidden and reap meager if any benefits from their economic activity.

The grants to the various international organizations

over the three years of this project (\$90,000 to ECA, \$215,000 to OAS and \$130,000 to ESCAP) are one major element of this project. Grants (of \$115,000 total over three years to each, to the labor institutes will be supplemented from institute project funds. The remaining \$70,000 is for participant training.

C. Social Analysis

The raison d'etre for this project, among others, is to promote a social change -- a change in attitudes which will result in economic change. The determination to pursue such change is not an issue for debate. It has been legislated in the Foreign Assistance Act. There may well be social conflict within host-countries as a result of the efforts of women to obtain equal socio-economic status (even as there has been in the United States).

However, since this project is aimed primarily at developing the technical assistance "package" it is not anticipated that the social impact will be as significant as the later impact resulting from utilization of this "package". Since this project will utilize the pilot program approach to fulfill its purpose, there will, obviously be some social impact as a result of the pilot program activities.

Because these programs are carried out by the host-countries and/or their international organizations, or through host-country organizations, they are being implemented with complete awareness of the social impact and with a cognizance of the benefit/risk ratio.

D. Economic Analysis

As with the social impact, it is not expected or intended that the immediate economic impact of this project (as related to the project purpose) will be a major factor. However, utilization of the results of this product will have a significant economic impact in developing countries.

For some it will mean the opening of a previously untapped source of human resources to meet labor supply demands. For others it will mean a drastic redistribution of employment and wealth. For some it will mean the establishment of an awareness of existing economic realities (i.e., that women are participating economically in a contributory but not beneficiary sense) which will be changed.

Economic growth depends on a variety of factors, not the least of which is the availability of an adequate supply of qualified human resources. To the extent that the integration of women into the labor forces of the world will provide those resources, this project will contribute significantly at the macro-economic level.

In fostering the redistribution of employment opportunities and income, it will certainly have a significant economic effect on an element of the population of the developing world which falls within the definition, "the poorest majority."

PART IV. Implementation Arrangements

A. Administrative Arrangements

Although all of the pilot programs and other activities included within this project will be monitored by the Office of Labor Affairs, actual management of those programs and activities will be under the control of the grantees which will be the action agent intermediaries.

All of these action agents except ESCAP have been involved in activities under this project's predecessor (Project No. 907-11-490-001) and have acceptable to outstanding records of competence.

1. Recipients

The International Labor Affairs Bureau of the Department of Labor has been used mainly as a conduit for the transfer of funds through the OAS to the Inter-American Commission of Women and the Inter-American Centre for Research and Documentation of Vocational Training (CINTERFOR).

The OAS, likewise, serves primarily as a conduit for funds, although it does provide some matching funds from its own sources for the CINTERFOR program.

While the philosophical commitment of the OAS to the project purpose and sub-goal is not as firm as would be desired (possibly because of deep-rooted cultural constraints), the end-recipients, IACW and CINTERFOR, make up for this and are, after all, the action agents.

The IACW and CINTERFOR have both performed in a satisfactory manner under the predecessor project, although more information is expected, particularly regarding the latter organization, from a field evaluation to be conducted prior to the beginning of FY 77.

The ECA's history of cooperation with OLAB in implementing women's programs pre-dates even the predecessor project. Operational and administrative performance has been very satisfactory.

The ESCAP pilot program has not yet been designed and it is impossible to comment on administrative arrangements at this time. However, when such program

is being planned with ESCAP, consideration will be given to this aspect.

The three labor institutes, AIFLD, AALC and AAFLI all have long histories of project implementation with AID. Improvements made during the past year in their project planning, implementation and evaluation systems will vastly improve their effectiveness in project operations. OLAB maintains close contacts with all three institutes and is confident of their operational and administrative capabilities.

2. A.I.D.

No AID personnel commitments above present levels will be required for implementation of this project. However, it is important that present staff levels be maintained during the life of this project.

Cooperation of the regional bureaus and other concerned AID offices will continue to be necessary. No problems have been encountered or are anticipated in this regard.

B. Implementation Plan

Implementation of programs initiated under the predecessor project will continue as described in Parts I and II of this project paper. Due to the tentative nature of the pilot programs to be initiated during the course of this project, it is not possible at this time to detail the implementation plan of any specific project.

It should be born in mind that the purpose of this project relates to the analysis, evaluation and formulation of experience gained in the pilot programs rather than to the specific implementation of activities. Therefore, the important phases of the implementation plan to be noted here relate to the evaluation plan which follows, to the field appraisals to be conducted and to the actual analysis and development, packaging and dissemination of an operational process for providing training, employment and work standards to girls and women on an equal basis with boys and men.

C. Evaluation Plan

Two types of evaluation will be conducted in conjunction with this project. Formal Project Appraisal Reports will be prepared as a result of evaluations conducted by OLAB during the second year of the project and upon completion of the project.

More meaningful in terms of achieving the project's purpose, however, will be the periodic appraisals of the pilot programs and other activities included within the project. These will be performed throughout the life of the project in cooperation with the implementing organizations.

Such appraisals will be conducted by OLAB staff and by special consultants working for OLAB, as well as by the implementing organizations themselves, or their evaluation sub-grantees (as in the case of the AFL-CIO institutes).

These periodic appraisals will be conducted at least once annually for each pilot program. They will also be used to gather the necessary data on which the formal evaluations (PARs) will be based. Participation of implementing action agents and host countries will be included as appropriate.

PART V. Annexes

"A Plan of Action for AID Implementation of the Percy Amendment Working Committee in FY 1974 is cited as an annex to this project paper. The size of that paper makes it impractical to attach hereto. It can be made available by the Office of Labor Affairs on request.

CRITICAL PERFORMANCE INDICATOR NETWORK

country:	project no.:	project title:	date:
Interregional	907-11-490-003	Labor Force Integration	May 1976

Original
CPI

Fiscal Year Quarter	FY 76	FY 1977			FY 1978			FY 1979												
	T.Q.	T.Q.	T.Q.	T.Q.	T.Q.	T.Q.	T.Q.	T.Q.	T.Q.											
Prior Actions Predecessor Project	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	
Financial	Planned	FY 77: \$200,000			FY 78: \$310,000			FY 79: \$340,000			Life of Project Total \$850,000									
	Actual																			
Evaluation Schedule	(Pilot program appraisals throughout life of project)										X									X

CRITICAL PERFORMANCE INDICATOR NETWORK

country:	project no.:	project title:	date:
Interregional	907-11-490-003	Labor Force Integration	May 1976

PROJECT PURPOSE:

To develop, package and disseminate an operational process for providing training, employment and work standards to women and girls on an equal basis with men and boys.

6. Grant issued to ESCAP.
7. Review of labor institute pilot programs completed.
8. FY 78 grants issued to labor institutes.
9. Review of ECA, OAS and ESCAP programs completed.
10. Completion of PAR and project redesign (if necessary).
11. FY 78 grants issued to ECA, OAS and ESCAP.
12. Second review of labor institute programs completed.
13. FY 79 grants issued to labor institutes.
14. Second review of ECA, OAS and ESCAP programs completed.
15. FY 79 grants issued to ECA, OAS and ESCAP.
16. Analysis of pilot programs and preparation of the technical "package" on training, employment and work standards for women.
17. Dissemination of technical package to AID missions and bureaux and other donors.
18. Completion of project.
19. Post-project evaluation.

GPI DESCRIPTION:

Prior Actions--Pilot programs under grants to the three AFL-CIO labor institutes and to ECA and OAS will continue under this project following termination of the predecessor project, No. 907-11-490-001, on Sept. 30, 1976 (contingent on approval of this project paper).

1. Approval of the Labor Force Integration project paper...prior to 6/30/76.
2. Termination of Labor/Manpower Development Proj.
3. Implementation of grant agreements with all three labor institutes completed.
4. Implementation of grant agreements with ECA and OAS.
- . Negotiation of pilot program for ESCAP complete

LOGICAL FRAMEWORK MATRIX - PROP WORKSHEET

Summary	Objectively Verifiable Indicators	Important Assumptions																																								
A.1. Goal To improve the living and working standards of the poorest majority of the labor forces in developing countries.	A.2. Measurement of Goal Achievement Basic socio-economic data available through AID's Country Data Banks, World Bank, IBRD, ILO, UN, and other international development organizations.	A.3. (as related to goal) The objectives of the Congressional Mandate of the FAA of 1973 will continue to receive high priority in AID.																																								
A.2. Sub-Goal: To integrate women in the socio-economic processes and benefits of development.	Same as above plus data provided by national women's bureaus, commissions, or other machineries promoting the socio-economic integration of women.	The objectives of the Percy Amendment (Sec. 113 of the FAA of 1973) will receive high priority in AID and will be recognized as a development objective abroad.																																								
B.1. Purpose To develop, package and disseminate an operational process for providing training, employment and work standards to women and girls on an equal basis with men and boys.	B.2. End of Project Status 1. Results of pilot programs carried out in selected LDCs in Asia, Africa and Latin America have been analyzed and integrated into an informational package for dissemination to field missions, developing countries and international development agencies. 2. Package, containing legislative, policy, program and technological elements, published by AID and distributed. 3. AID Missions and Bureaus have implemented projects based on the Labor Force Integration "package".	B.3. (as related to purpose) 1. AID Missions and Bureaus and host countries will cooperate in pilot programs. 2. World-wide efforts to increase the awareness of the importance of women as a development resource will not diminish.																																								
C.1. Outputs 1. Established institutional capability to promote and encourage integration of women in the socio-economic affairs of their countries. 2. Women trained in leadership and administrative techniques for national machineries and trade union organizations. 3. Workshops held on developing skills training opportunities and developing trainers for women. 4. Regional status reports on pilot project programs.	C.2. Output Indicators <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">FY 77</th> <th style="text-align: center;">FY 78</th> <th style="text-align: center;">FY 79</th> </tr> </thead> <tbody> <tr> <td>1. Machineries established</td> <td style="text-align: center;">6</td> <td style="text-align: center;">6</td> <td style="text-align: center;">6</td> </tr> <tr> <td>2. Women trained</td> <td style="text-align: center;">40</td> <td style="text-align: center;">60</td> <td style="text-align: center;">65</td> </tr> <tr> <td>3. Number of workshops/- trainers trained</td> <td style="text-align: center;">8/40</td> <td style="text-align: center;">8/50</td> <td style="text-align: center;">8/55</td> </tr> <tr> <td>4. Reports from AFR, ASIA and LA</td> <td style="text-align: center;">3</td> <td style="text-align: center;">3</td> <td style="text-align: center;">3</td> </tr> </tbody> </table>		FY 77	FY 78	FY 79	1. Machineries established	6	6	6	2. Women trained	40	60	65	3. Number of workshops/- trainers trained	8/40	8/50	8/55	4. Reports from AFR, ASIA and LA	3	3	3	C.3. (as related to outputs) 1. Men will participate in efforts to promote the integration of women. 2. Cooperation of other donors in development of staff capabilities and conducting workshops on training. 3. Int'l Women's Year World Plan of Action & UN Decade for Women will be successful in generating positive attitudes & actions in promotion of integration of women.																				
	FY 77	FY 78	FY 79																																							
1. Machineries established	6	6	6																																							
2. Women trained	40	60	65																																							
3. Number of workshops/- trainers trained	8/40	8/50	8/55																																							
4. Reports from AFR, ASIA and LA	3	3	3																																							
D.1. Inputs 1. AID Grants a. "Matching fund" grants to AFL-CIO labor institutes (1) AIFLD (2) AALC (3) AAFLI b. Grants to regional international organizations: (1) ECA (2) OAS (3) ESCAP c. Participant training 2. Technical Assistance 3. Host country or international organizations staff and support for pilot project implementation.	D.2. Budget/Schedule <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">FY 77</th> <th style="text-align: center;">FY 78</th> <th style="text-align: center;">FY 79</th> </tr> </thead> <tbody> <tr> <td>1.a. (1)</td> <td style="text-align: center;">25</td> <td style="text-align: center;">40</td> <td style="text-align: center;">50</td> </tr> <tr> <td> (2)</td> <td style="text-align: center;">25</td> <td style="text-align: center;">40</td> <td style="text-align: center;">50</td> </tr> <tr> <td> (3)</td> <td style="text-align: center;">25</td> <td style="text-align: center;">40</td> <td style="text-align: center;">50</td> </tr> <tr> <td>b. (1)</td> <td style="text-align: center;">30</td> <td style="text-align: center;">30</td> <td style="text-align: center;">30</td> </tr> <tr> <td> (2)</td> <td style="text-align: center;">45</td> <td style="text-align: center;">85</td> <td style="text-align: center;">85</td> </tr> <tr> <td> (3)</td> <td style="text-align: center;">30</td> <td style="text-align: center;">50</td> <td style="text-align: center;">50</td> </tr> <tr> <td>c.</td> <td style="text-align: center;">20</td> <td style="text-align: center;">25</td> <td style="text-align: center;">25</td> </tr> <tr> <td>2. OLAB staff; no cost to project.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>3. As required by specific pilot projects.</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		FY 77	FY 78	FY 79	1.a. (1)	25	40	50	(2)	25	40	50	(3)	25	40	50	b. (1)	30	30	30	(2)	45	85	85	(3)	30	50	50	c.	20	25	25	2. OLAB staff; no cost to project.				3. As required by specific pilot projects.				D.3. (as related to inputs) 1. Cooperation of AFL-CIO institutes and budgetary allocations by regional bureaus for institute programs. 2. Cooperative relationships continues to exist between AID and international organizations
	FY 77	FY 78	FY 79																																							
1.a. (1)	25	40	50																																							
(2)	25	40	50																																							
(3)	25	40	50																																							
b. (1)	30	30	30																																							
(2)	45	85	85																																							
(3)	30	50	50																																							
c.	20	25	25																																							
2. OLAB staff; no cost to project.																																										
3. As required by specific pilot projects.																																										