

PROJECT EVALUATION SUMMARY (PES) – PART I

1. PROJECT TITLE AIFLD/American Institute for Free Labor Development			2. PROJECT NUMBER 538-15-401-101	3. MISSION/AID/W OFFICE RDO/C
5. KEY PROJECT IMPLEMENTATION DATES <u>7/1/79-06/30/80</u>			4. EVALUATION NUMBER (Enter the number maintained by the reporting unit e.g., Country or AID/W Administrative Code, Fiscal Year, Serial No. beginning with No. 1 each FY) <u>538-80-05</u>	
A. First PRO-AG or Equivalent FY _____ B. Final Obligation Expected FY <u>81</u> C. Final Input Delivery FY _____			<input checked="" type="checkbox"/> REGULAR EVALUATION <input type="checkbox"/> SPECIAL EVALUATION	
ESTIMATED PROJECT FUNDING			7. PERIOD COVERED BY EVALUATION	
A. Total \$ <u>235,000.00</u>			From (month/yr.) <u>06/30/79</u>	
B. U.S. \$ <u>235,000.00</u>			To (month/yr.) <u>06/30/80</u>	
			Date of Evaluation Review <u>06/25/80</u>	

8. ACTION DECISIONS APPROVED BY MISSION OR AID/W OFFICE DIRECTOR

A. List decisions and/or unresolved issues; cite those items needing further study. (NOTE: Mission decisions which anticipate AID/W or regional office action should specify type of document, e.g., airgram, SPAR, PIO, which will present detailed request.)	B. NAME OF OFFICER RESPONSIBLE FOR ACTION	C. DATE ACTION TO BE COMPLETED
1. Given the fact that increased support has recently been given this project but it is too soon to evaluate results, the project manager will review activities quarterly to provide interim progress reports.	Donald Knight	On-going
2. The activists recently assigned to the project at various island locations should be required to submit semi-annual activity reports to the Labor Attache and RDO/C, through the Caribbean Congress of Labor (CCL) Secretariat.	Donald Knight	On-going

9. INVENTORY OF DOCUMENTS TO BE REVISED PER ABOVE DECISIONS			10. ALTERNATIVE DECISIONS ON FUTURE OF PROJECT	
<input type="checkbox"/> Project Paper	<input type="checkbox"/> Implementation Plan e.g., CPI Network	<input type="checkbox"/> Other (Specify) _____	A. <input checked="" type="checkbox"/> Continue Project Without Change	
<input type="checkbox"/> Financial Plan	<input type="checkbox"/> PIO/T	_____	B. <input type="checkbox"/> Change Project Design and/or	
<input type="checkbox"/> Logical Framework	<input type="checkbox"/> PIO/C	<input type="checkbox"/> Other (Specify) _____	<input type="checkbox"/> Change Implementation Plan	
<input type="checkbox"/> Project Agreement	<input type="checkbox"/> PIO/P	_____	C. <input type="checkbox"/> Discontinue Project	

11. PROJECT OFFICER AND HOST COUNTRY OR OTHER RANKING PARTICIPANTS AS APPROPRIATE (Names and Titles)		12. Mission/AID/W Office Director Approval	
Donald Knight	- Labor Attache/Project Manager	Signature	
Terrence Liercke	- Evaluation Officer	Typed Name <u>Robert B. Meighan</u>	
Blaine Jensen	- Assistant Program Officer	Date	

13. SUMMARY - AIFLD's assistance to the Caribbean Congress of Labor (CCL), and its affiliated unions, appears to be bearing fruit, as measured by the CCL's ability in 1979 to successfully counter, with one exception, the efforts of several governments to weaken or subvert the democratic trade unions. The exception was in Grenada, where the People Revolutionary Government was able to bring the democratic unions, which had withstood numerous attempts by the previous government to control their actions, under the Government's wing. The political turmoil which marked 1979 in the Caribbean had its effects on the labor movements, with AIFLD and the CCL able to modify their approaches so as to help meet the challenges generated by political unrest and change. The CCL still lacks sufficient manpower to provide the services necessary to strengthen the affiliated unions, but the supplemental budget provided to the AIFLD/Caribbean office in late 1979 should alleviate this problem.

14. EVALUATION METHODOLOGY - This is an annual evaluation based on the AID/AIFLD Cooperative Agreement and the current Country Logical Framework Matrix.

15. EXTERNAL FACTORS - Socio-economic problems, particularly high unemployment, and the desire by all of the governments in the area to find rapid solutions to these problems, have put increased pressures on the democratic labor unions to protect their independence from governmental controls while attempting to help solve the frustrating problems facing their nations. The recent rise to power of new political leaders, who have reduced dependence on organized labor for their political successes, and who appear to share fewer common goals and aspirations with organized labor, presents differing conditions to the CCL and its affiliates. The basic assumptions, however, remain valid.

16. INPUTS - There is a continuing need for increased activity on the part of the CCL to meet the needs for services to its affiliates. New emphasis is being given to providing training for younger union members, and to assisting the new leaders of the unions. The supplemental budget granted in late 1979 should go a long way during 1980 to helping the CCL provide the necessary services, but will also create the expectation for continuation of such services.

17. OUTPUTS - Output targets were, in general, accomplished. Given the extremely large area covered by the AIFLD/Caribbean office, and the rapid political changes which occurred in 1979, it is not surprising that more targets were not accomplished. The cause for targets not being met appears to be related to the inability of CCL affiliates to follow through on commitments to arrange seminars, and do not reflect on the ability of either the AIFLD/Caribbean office or the CCL (although it could be argued that more effective staff work in the CCL office might allow that office to monitor more closely the preliminary planning of seminars).
18. PURPOSE - The purpose of this project is to utilize the technical resources of the AIFLD to assist free democratic labor organizations and unions in Caribbean countries to develop effective, enlightened, and responsible trade union leadership. Due to the continuing nature of this program, i.e. the training of trade union leaders, there are no know End of Project Status (EOPS) conditions.
19. GOAL - The goal of this project is to assist the Caribbean Congress of Labor in the expansion and maintenance of an effective and cohesive regional democratic trade union movement. The CCL has become more of a regional focal point for protecting human and trade union rights, and as the recognized coordinator of regional trade union education programs. It now has twenty-five (25) affiliates in eighteen (18) countries, with fees received during 1979 up by thirty-one percent (31%) over the fees received during the previous year. The affiliated unions contributed approximately thirty-nine percent (39%) of the total costs of the sixteen (16) seminars held by the CCL/AIFLD during the year.
20. BENEFICIARIES - Not pertinent at this time.
21. UNPLANNED EFFECTS - Not pertinent at this time.
22. LESSONS LEARNED - Not pertinent at this time.
23. SPECIAL COMMENTS OR REMARKS - This program was reviewed in late 1979 by Ambassador P. Habib, who recommended increased assistance be given by AIFLD to the CCL and its affiliated

unions. It is too early to effectively evaluate this supplemental program; however, initial reports indicate that the employment of "activists" by the CCL has served to increase that organization's visability and acceptance as the regional voice of labor, and to rejuvenate several affiliates which had sustained loss of membership interest due to the lack of full-time leadership.

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

(INSTRUCTION: THIS IS AN OPTIONAL FORM WHICH CAN BE USED AS AN AID TO ORGANIZING DATA FOR THE PAR REPORT. IT NEED NOT BE RETAINED OR SUBMITTED.)

Life of Project:
From FY _____ to FY _____
Total U.S. Funding _____
Date Prepared: _____

Project Title & Number: _____

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Program or Sector Goal: The broader objective to which this project contributes: (A-1)</p> <p>TO ASSIST THE CARIBBEAN CONGRESS OF LABOR (CCL) IN THE EXPANSION AND MAINTENANCE OF AN EFFECTIVE AND COHESIVE REGIONAL DEMOCRATIC TRADE UNION MOVEMENT.</p>	<p>Measures of Goal Achievement: (A-2)</p> <p>A. Percent of region's workers actively participating in labor unions.</p> <p>B. Increase of skilled trained union administrators in region.</p> <p>C. Participation by regional labor organizations (CCL) in regional policy-making (CARICOM).</p> <p>D. Improvements in union initiated working conditions and social services.</p>	<p>(A-3)</p> <p>Caribbean Employers Association, CCL Reports</p> <p>CCL/AIFLD Reports, plus personal observations.</p> <p>Survey, and personal observations.</p> <p>CCL/AIFLD reports, plus personal observations.</p>	<p>Assumptions for achieving goal targets: (A-4)</p> <ol style="list-style-type: none"> 1. Relatively stable political situation and minimal labor unrest. 2. Caribbean governments continue to favor the development of free and democratic labor organizations. 3. The regional continues to receive adequate levels of aid and investment to sustain economic growth.

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NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Purpose: (B-1)	Conditions that will indicate purpose has been achieved: End-of-Project status. (B-2)	(B-3)	Assumptions for achieving purpose: (B-4)
I. Strengthen the CCL and its affiliates.	<p>I.a. An additional country or territory will form a national trade union center, and affiliate to the CCL. (The CCL had 24 affiliates in 17 countries.)</p> <p>b. CCL income from affiliates fees will increase. (In 1978 it was \$11,000 US.)</p> <p>c. The Caribbean Labor Economic Research Training Center will publish a special study on agricultural workers.</p> <p>d. CCL will sponsor 15 brief mid-level seminars, 2 high-level regional conferences, and one specialized sub-regional seminar.</p> <p>e. Administrative support and scholarships will be provided to the Barbados Workers Union Labor College.</p> <p>f. Educational support will be provided to the Surinam affiliate.</p> <p>g. Twenty (20) scholarships will be provided for study at the George Meany Labor studies center.</p>	<p>CCL/AIFLD Reports, plus personal observations.</p> <p>CCL/AIFLD Reports.</p> <p>CCL/AIFLD Reports, plus personal observations.</p> <p>CCL/AIFLD Reports.</p> <p>AIFLD reports, plus personal observations.</p> <p>AIFLD reports, plus personal observations.</p> <p>CCL/AIFLD reports, plus personal observations.</p>	<p>XXXXXXXX</p> <p>1. Caribbean governments will pose no objections to AIFLD's continued assistance to local trade unions.</p> <p>2/ CCL continues to function as a viable and effective recipient of AIFLD assistance provided to the Caribbean labor movements.</p> <p>3. Trade Union organizations affiliated to the CCL, ORIT, ICFTU, and the ITSs are presumed to remain free from totalitarian influences.</p>
II. Intensify CCL's Regional leadership role while fortifying International Relations.	II.a. An additional ITS will initiate activity in the Caribbean area. (Four are currently active.)	CCL/AIFLD reports, plus personal observations.	

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<p>Project Purpose: (B-1)</p> <p>III. Establishment of a Trade Union Developmental Services.</p>	<p>Conditions that will indicate purpose has been achieved: End-of-Project status. (B-2)</p> <p>II.b. Establish framework for an in-service training program.</p> <p>EX</p> <p>III. a. CCL affiliates in 5 countries will begin community development and/or cooperative projects.</p>	<p>(B-3)</p> <p>CCL/AIFLD reports.</p> <p>CCL/AIFLD reports, plus personal observations.</p>	<p>Assumptions for achieving purpose: (B-4)</p>

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NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Outputs: (C-1)	Magnitude of Outputs: (C-2)	(C-3)	Assumptions for achieving outputs: (C-4)
<p>4. Trade union Development Services (Continued)</p>	<p>4.b. Barbados NUPW purchased new headquarters facilities, which will allow it to increase its services to its members.</p> <p>c. An AIFLD RRLF loan assisted a Trinidad union in extending credit facilities to its members.</p> <p>d. Barbados Workers Union, expanding on an original AIFLD loan, increased its housing complex to 82 houses.</p> <p>e. Bermuda Industrial Union purchased a building to house its coop supermarket, with coop manager being trained through assistance of an AIFLD grant.</p> <p>f. Special assistance was given to the Dominica affiliate to assist that union in recovering from the devastation of Hurricane David.</p>	<p>AIFLD reports, plus personal observations and contact.</p> <p>AIFLD reports.</p> <p>BWU/AIFLD reports, plus personal observations.</p> <p>AIFLD reports.</p> <p>CCL/AIFLD reports, plus personal observations.</p>	
<p>5. Intensification of CCL's Regional Leadership role.</p>	<p>5.a. CCL and AIFLD officials visited all of the affiliates during the course of the year.</p> <p>b. Four (4) ITSs provided assistance to CCL affiliates.</p> <p>c. CCL leaders attended one ITS congress.</p> <p>d. ORIT sponsored a meeting of the CCL General Council, and a meeting of the CCL Administrative Committee.</p> <p>e. CCL protested possible human rights violations in three (?) Caribbean countries.</p>	<p>CCL/AIFLD reports.</p>	

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NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Inputs: (D-1) USAID/AIFLD/Caribbean 1. Cost of Program 2. Manpower 3. Seminars and Courses. 4. Administrative costs. 5. Program costs costs.	Implementation Target (Type and Quantity) (D-2) 1. Total cost of program \$282,175.00 235,000.00 2.a. Two (2) US advisors 2/22 b. Local Technicians 1/16 * c. Local staff. 3/12 3. Nineteen (19), covering 429 participants, of whom 34% were women. 4. \$141,000.00 60% 5. \$94,000.00 40%	(D-3) AIFLD Budget Reports. AIFLD Vouchers and documents. *	Assumptions for providing inputs: (D-4) 1. The CCL will continue to require some AIFLD assistance beyond the five-year time period of the project. 2. For the foreseeable xxx future the bulk of AIFLD financing will continue to come from AID. 3. The US labor Movement will continue continue to support ORIT, the ITSs, AFL-CIO impact projects and other AIFLD activities. 4. ORIT and other international labor organizations will continue to provide inputs into the project. 5. CCL and its affiliates will devote increased sums from their own resources for education and social impact projects.
AIFLD/W 1. Social projects.	?		

* CCL Research Center (CERT) was closed in mid-1979 and the local technicians ~~at~~ were no longer employed.