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A A L C S U B M I S S I O N

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ACTIVITY PLAN SUMMARIES 1980 - 1982



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

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A A L C S U B M I S S I O N

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ACTIVITY PLAN SUMMARIES 1980 - 1982

A C T I V I T Y P L A N S U M M A R I E S 1 9 8 0 -- 1 9 8 2

B U D G E T P R O J E C T I O N S *

<u>ACTIVITY</u>	<u>1980</u>		<u>1981</u>		<u>1982</u>	
01-01	656.0		666.7		733.4	
01-02	<u>255.0</u>	911.0	<u>333.3</u>	1,000.0	<u>366.6</u>	1,100.0
02	<u>275.0</u>	275.0	<u>295.0</u>	295.0	310.0	310.0
05-19-Personnel	45.3		49.3		53.0	
05-19-01	<u>165.3</u>	210.6	<u>177.7</u>	<u>227.0</u>	190.7	243.7
05-22-Personnel	38.6		43.0		44.2	
05-22-01	9.0		7.5		-	
05-22-02	39.0		35.0		28.0	
05-22-03	31.0		26.0		21.0	
05-22-04	13.5		17.0		23.0	
05-22-05	19.0		19.5		19.5	
05-22-06	25.7		14.7		16.7	
New Programs	<u>---</u>	175.8	<u>20.0</u>	182.7	<u>50.0</u>	202.4
05-28-Personnel	148.4		150.9		165.5	
05-28-01	<u>148.9</u>	297.3	<u>198.8</u>	349.7	<u>197.6</u>	363.1
09	<u>271.0</u>	271.0	<u>240.0</u>	240.0	<u>275.0</u>	275.0
15-Personnel	39.6		41.3		43.0	
15-01	52.0		65.0		46.0	
15-02	---		---		---	
15-03	<u>---</u>	91.6	<u>20.0</u>	126.3	<u>35.0</u>	124.0

* in US\$ 1,000

(Continued)

(Budget Projections continued -- 2)

<u>ACTIVITY</u>	<u>1980</u>		<u>1981</u>		<u>1982</u>	
16-Personnel	128.1		131.4		133.2	
16-01	20.0		---		---	
16-02	25.0		60.0		66.0	
16-03	<u>115.0</u>	288.1	<u>55.0</u>	245.4	<u>77.0</u>	276.2
26-Personnel	15.9		17.9		19.1	
26-01	55.3		---		---	
26-02	<u>--</u>	71.2	<u>42.0</u>	59.9	<u>50.0</u>	69.1
27-Personnel	65.8		72.3		76.1	
27-01	44.7		58.0		80.0	
27-02	9.0		3.5		---	
27-0	<u>18.0</u>	137.5	<u>9.0</u>	142.8	<u>---</u>	156.1
29-Personnel	62.4		65.7		68.5	
29-01	30.0		---		---	
29-02	15.0		---		---	
29-03	<u>32.0</u>	139.4	<u>80.0</u>	145.7	<u>90.0</u>	158.5
30-Personnel	63.1		65.8		69.2	
30-01	38.0		24.0		16.0	
30-02	6.0		6.0		6.0	
30-03	<u>25.0</u>	132.1	<u>35.0</u>	130.8	<u>60.0</u>	151.2
31-Personnel	60.0		57.2		61.2	
31-01	<u>40.0</u>	100.0	<u>69.0</u>	126.2	<u>69.0</u>	130.2
	--					

(Budget Projections continued -- 3)

<u>ACTIVITY</u>	<u>1980</u>		<u>1981</u>		<u>1982</u>	
32-Personnel	---		---		---	
32-01	---		---		---	
32-02	---		---		---	
32-03	---		---		---	
32-04	47.5		32.0		25.0	
32-05	---		6.0		18.0	
32-06	<u>12.5</u>	60.0	<u>27.5</u>	65.5	<u>36.0</u>	79.0
34-Personnel	55.0		48.3		61.3	
34-01	<u>90.5</u>	145.5	<u>99.0</u>	147.3	<u>109.0</u>	170.3
39-Personnel	80.2		85.4		84.9	
39-01	114.8		73.2		---	
39-02	42.6		63.6		86.4	
39-03	60.0		15.0		15.0	
39-04	<u>40.0</u>	337.6	<u>105.0</u>	342.2	<u>105.0</u>	291.3
40-Personnel	72.5		68.2		74.3	
40-01	150.0	222.5	91.0		---	
40-02	<u>---</u>		<u>50.0</u>	209.2	<u>150.0</u>	224.3
TOTALS:	3,866.2		4,036.7		4,324.4	

ACTIVITY # 01-01	TITLE: Headquarters and Administration	AALC Representative: NA
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Purpose:

This Activity covers AALC direction and all headquarters based support, administration, etc.

Initiation Date: NA
Phase-over Date: NA

Description:

No attempt is made to divide the time of any one person between administration and implementation roles; it is felt that any distortion resulting from this decision would not be sufficiently important to justify the cost accounting procedures that would be required.

The duties and responsibilities of all headquarters based personnel are set forth in the AALC Personnel Policies and Procedures Handbook, a copy of which has been submitted previously.

01-01

HEADQUARTERS + ADMINISTRATION

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 7 9 - 1 9 8 3.

Activity # 01-01

Schedule 1

Executive

Man/months

Executive Director	12
Deputy Executive Director	12
Assistant to the Director - Program Development	12
Assistant Director	12
Controller	12
Evaluation and Reports Officer	12
Publications Officer	12
Program Officer I	12
Program Officer III	12
Executive Secretary	12
Bi-lingual Secretary	24
Secretary	12
Bookkeeper	12
Receptionist	12

204 180

Schedule 2

Payroll Taxes	19,300
Life, Health, and Medical Insurance	21,800
Bond	1,500
Workmen's Compensation	1,100
Flight Insurance	500
Pension and Retirement Plan	86,600
	<u>130,800</u>

01-01

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 7 9 - 1 9 8 3.

Activity # 01-01

Schedule 3

U.S. Travel	5,000
U.S. Per Diem	1,000
Foreign Travel	30,000
Foreign Per Diem	<u>16,000</u>
	52,000

Schedule 4

Visas, permits, inoculations	1,500
Communications	12,500
Supplies	8,300
Books and Publications	5,000
Professional fees	4,500
Seminars and meetings	3,600
Medical examinations	2,500
Liability Insurance	1,000
Consultants	12,600
Miscellaneous	<u>1,500</u>
	53,000

INPUTS

INPUT ITEMS	Actual to end 1978	Estimated 1979 769	Planned 1979 1920	Planned 1980	Planned 1981	Planned 1992	Planned Total
Salaries - Administrative and Support Personnel (Schedule #1) Fringe Benefits (Schedule #2) Travel (Schedule #3) Other Direct Costs (Schedule #4)				420.0 131.0 52.0 53.0			
Sub-total:							
TOTAL:		Est. 3,692.9	139.5	600.0	656.0	666.7	733.4

ACTIVITY =
01-01

Title:
HEADQUARTERS - ADMINISTRATION & PROGRAM SUPPORT

Dates (of submission & revisions):
June 1978 - May 1979 - November 1979

01-01

ACTIVITY # 01-02	TITLE: FIELD OFFICES ADMINISTRATION & SUPPORT	AALC Representative: N/A
Purpose: This Activity covers program planning and implementation through the Regional Representatives and their offices.		Initiation Date: N/A Phase-over Date: N/A

Comments:

No attempt is made to divide the time of any one person between administration and implementation; it is felt that any distortion resulting from this decision would not be sufficiently important to justify the cost accounting procedures that would be required. It is worthy of note that most of a Regional Representative's time is used in program planning and in program implementation; very little is used in supervision or administration.

Job descriptions of the Regional Representatives, and descriptions of the kind of operations carried out by Program Development Specialists, are given in the AALC Personnel Policies and Procedures Handbook. A copy of this document has been submitted previously.

01-02

FIELD OFFICES - ADMINISTRATION + SUPPORT

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 7 9 - 1 9 8 3.

Activity # 01-02

Schedule 5

PROFESSIONAL	Man/months	Amount
Regional Representatives	24	72,000 ✓
Program Development Specialists	12	24,000 ✓
LOCAL HIRE	12	12,000 ✓

5,400
6,500
6,400
19,700
1,200
800
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40,000

Schedule 7

Housing	20,000
Utilities	3,000
Cost of Living	17,000
Post Differential	10,000
Guard Services	3,000
Education	3,000
	<hr style="width: 100%;"/>
	56,000

01-02

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 7 9 - 1 9 8 3.

Activity # 01-02

Schedule 8

Travel - International	17,000
Per Diem	9,000
Transport of personal effects	<u>5,000</u>
	31,000

Schedule 9

Local travel	2,500
Rent and utilities	9,000
Equipment and supplies	3,500
Maintenance	1,000
Visas, permits, etc.	500
Communications	2,500
Books and publications	1,000
Consultants	<u>-</u>
	20,000

INPUTS

INPUT ITEMS	Actual to end '78	Estimated 1979 769	1526	Planned 1980	planned 1981	Planned 1982	Planned Total <small>under 1980</small>
Salaries - Professional Staff (Schedule #5)				96.0			
- Local Hire				12.0			
Fringe Benefits (Schedule #6)				40.0			
Allowances (Schedule #7)				56.0			
Travel (Schedule #8)				31.0			
Other Direct Costs (Schedule #9)				20.0			
Sub-total:							
TOTAL:		Est. 1,900.0	30.4	190.6	255.0	333.3	366.6 1,445.5

ACTIVITY # 01-02	Title: FIELD OFFICES - ADMINISTRATION & PROGRAM SUPPORT	Dates (of submission & revisions): June 1978 - May 1979 - November 1979
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01-02

ACTIVITY # 02	TITLE: Impact Fund Activities	AALC Representative: as assigned
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Purpose:

To establish and to strengthen relationships with African trade unions.

To respond rapidly to new opportunities to develop free and democratic trade unions.

Initiation Date: NA

Phase-over Date: NA

Description:

Impact activities are self-contained units that are modest in cost (rarely exceeding \$50,000) and planned for completion in less than twelve months.

02-

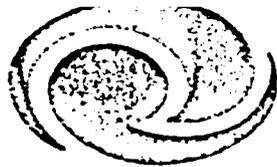
IMPACT FUND ACTIVITIES

INPUTS

INPUT ITEMS	Actual to end '78	Estimated 1979 769	1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total
Impact Fund Activities	1,658.9	20.4	258.6	275.0	295.0	310.0	
Sub-total:							
TOTAL:	1,658.9	20.4	258.6	275.0	295.0	310.0	1,138.6
ACTIVITY # 02	Title: IMPACT FUND ACTIVITIES			Dates (of submission & revisions):			

Country Program for:

REGIONAL
C. R. E. D. E.
05-19-



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Organisation of African Trade Union Unity (OATUU)

AALC Representative: Nancy Winston

Activity Title: #	Cum. to 12/31/78	1979 Estimated under		Submitted for 1980			Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence: 05-19-00	436.0	16.9	52.8	45.3				49.3	53.0	
05-19-01 C R E D E	337.1	17.8	67.8	165.3				177.7	190.7	
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New Activities										
Totals	773.1	34.7	120.6	210.6				227.0	243.7	

05-19-

155.3

REGIONAL

C. R. E. D. E.

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: Regional
C. R. E. D. E. Identification #
05 - 19 - 00

PERSONNEL COSTS

Prepared by: CONNOR Date: OCT 79

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	6	12	12	12	12			48
Salary	9,307	22,200	21,000	23,000	25,000			91,200
F. I. C. A.	585	1,360	1,287	1,975	1,975			6,597
Allowances:								
Housing	104	8,000	6,500	7,000	7,500			29,000
Education	/	/	/	/	/			/
Post Differential	1,860	4,440	4,200	4,600	5,000			18,240
Cost-of-living	1,179	850	2,050	2,050	2,050			7,000
Pension & Retirement	1,908	4,551	4,305	4,715	5,125			18,696
Workmen's Compensation	814	3,500	2,700	2,700	2,700			11,600
Bond	/	600	310	310	310			1,530
Flight Insurance	/	400	200	200	200			1,000
Medical & Life Insurances	681	1,095	840	840	840			3,615
Home Leave or R & R	/	/	900	700	900			2,500
Transport to & from Post	/	5,000	/	/	/			5,000
Sub-total	16,439	51,996	44,292	48,090	51,600			195,978
Local Travel	289	600	700	800	900			3,000
AALC Office & Communications	160	200	300	450	500			1,450
Sub-total	449	800	1,000	1,250	1,400			4,450
TOTAL	16,888	52,796	45,292	49,340	53,000			200,428

Total carried forward in \$000 16.9 52.8 45.3 49.3 53.0 200.4

05-19-00

PERSONNEL

REGIONAL (CREDE)

ACTIVITY # 05-19-01	TITLE: C. R. E. D. E.	AALC Representative: Winston
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Purpose:

To create an information center which will provide a base for increasing communication within and between African trade unions, and increasing the collection and use of socio-economic data in Central and West Africa by the trade unions in order to deal more effectively and objectively with matters concerning labor.

Initiation Date: 1972

Phase-over Date: 1982

Description:

An agreement with the Organisation of African Trade Union Unity (OATUU) calls for the transfer from AALC to OATUU of all financial and managerial control of CREDE by 1982. The transfer process, however, will probably take a bit longer, possibly until 1985, due to staffing and recruitment problems and the financial constraints currently faced by OATUU.

At the present time, CREDE publishes "African Trade Union News", a fortnightly report of African trade union activities, "Labor and Development", a monthly analysis of the role of labor in national development, and a series of special research studies on a variety of trade union and development topics. It has organized a clipping service and reference library and runs seminars for publications and research personnel of African trade union federations.

In 1978, OATUU appointed a Co-Director to CREDE: he is sharing the management responsibilities of the Directorship with the person appointed by the AALC.

05-19-01

C. R. E. D. E.

Activity # 05-19-01	To end 1978	1979		1980		1981		1982		Total	
		Planned	Actual								
		713	1526								
Labor news service established: "African Trade Union News" -- No. of issues: -- Circulation:	1			-		-		-		1	
Forum for exchange of socio-economic information established: "Labor and Development" -- No. of issues: -- Circulation:	1			20		20		20			
Research studies completed and published:				1200		1300		1300			
Library and documentation resource established: Periodicals, books and documents acquired -- No.: Cataloging and classification system installed:	1			-		-		-		1	
Trade union researchers trained in special areas of research -- No. of seminars (one week): -- No. of participants: -- On-the-job training (1 to 3 months) No. of persons:				8		8		8			
Trade union research needs assessed -- No. of countries:				1200		1300		1300			
CREDE executive staff Africanized -- Asst. Director: -- Director:				6		6		6			
CREDE managed and financed by an African institution -- Basic agreement signed: -- Phase-over plan approved: -- Phase-over accomplished:	1			-		1		-			

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979	Planned	planned	Planned	Planned	
	to end '78	769	1526	1980	1981	1992	Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Office equipment (furniture, files, etc.)		-	1.5	4.4	4.8	5.1	
Sub-total:		-	1.5	4.4	4.8	5.1	15.8
Local Hire: Co-Director (OATUU Counterpart) (1) Assistant Director/Office Manager (1) Bilingual Secretaries (2) Machine Operator (1) Messenger (1) Medical overtime, & translation services Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Seminars (1 week, 10 participants) OJT (transport and per diem)		8.6	30.0	26.5 11.4 6.4 2.3 1.8 10.1 0.6	29.0 12.6 7.0 2.5 2.0 11.1 0.6	31.9 13.8 7.9 2.8 2.2 12.2 0.6	190.1 33.2 1.8
Other Costs: Publication Postage Subscriptions and books Supplies Maintenance Sub Total LESS OATUU SHARE (Because a phase-over plan has not yet been agreed to, AALC must be prepared to cover the full cost)		4.9 2.4 .2 .5 1.2 - -	17.0 12.0 3.5 1.0 2.0 - -	53.0 31.0 2.8 1.6 4.6 - -	56.3 23.3 2.9 1.7 4.7 - -	60.0 24.6 3.0 1.8 4.8 - -	186.3 110.9 12.2 6.1 16.1 - -
Sub-total:	Y	178	66.3	160.9	172.9	185.6	584.7
TOTAL:	EST.	178	67.8	165.3	177.7	190.7	600.5
ACTIVITY =		Title:			Dates (of submission & revisions):		
05-19-01		C. R. E. D. E.			May '78 - May '79 Oct. 79		

05-19-01



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: National Labor Centers as appropriate

AALC Representative: Glenn Lesak

Activity Title: #	Cum. to 12/31/78	1979 Estimated		Submitted for 1980				Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.	Rev.		1981	1982	
AALC Presence: 05-22-00	194.6	14.2	45.6	38.6					43.0	44.2	
05-22-01 C.U. & CO-OP DEV. - KENYA	73.8	4.2	6.3	9.0					7.5	-	
05-22-02 CO-OP HOUSING -KENYA	-	-	26.2	39.0					35.0	28.0	
05-22-03 C.U. & CO-OP DEV. - ZAMBIA	100.0	-	22.0	31.0					26.0	21.0	
05-22-04 C.U. & CO-OP DEV. - MAURITIUS	-	-	-	13.5					17.0	23.0	
LESOTHO	-	-	-	19.0					19.5	19.5	
REGIONAL	30.0	-	2.8	25.7					14.7	16.7	
ETHIOPIA	37.0										
New Activities									20.0	50.0	
Totals	435.4	18.4	102.9	175.8					182.7	202.4	

05-22-

121.3

REGIONAL

CREDIT UNION AND
 CO-OPERATIVE DEV'T

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
REGIONAL
Credit Union

Identification #
05 - 22 - 00

PERSONNEL COSTS

Prepared by:
CONNOR

Date:
OCT 79

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	12	12	12			45
Salary	6,048	24,000	21,000	22,000	23,000			90,000
F. I. C. A.	381	1,023	1,287	1,349	1,410			5,069
Allowances:								
Housing	3,120	3,120	4,000	4,500	5,000			16,620
Education	/	500	/	/	/			500
Post Differential	/	/	/	/	/			/
Cost-of-living	/	/	/	/	/			/
Pension & Retirement	1,240	4,920	4,305	4,510	4,715			18,450
Workmen's Compensation	675	2,025	2,700	2,700	2,700			10,125
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	474	1,422	840	840	840			3,942
Home Leave or R & R	/	/	/	1,600	/			1,600
Transport to & from Post	/	5,000	/	/	/			5,000
Sub-total	11,938	42,520	34,642	38,009	38,175			153,346
Local Travel	662	1,600	2,000	2,500	3,000			9,100
AALC Office & Communications	1,600	1,500	2,000	2,500	3,000			9,000
Sub-total	2,262	3,100	4,000	5,000	6,000			18,100
TOTAL	14,200	45,620	38,642	43,009	44,175			171,446

Total carried forward in \$000

14.2 45.6 38.6 43.0 44.2

171.4

05-22-00

CREDIT UNION + CO-OP DEVT

REGIONAL

ACTIVITY # 05-22-01	TITLE: CREDIT UNION AND CO-OPERATIVE DEVELOPMENT - KENYA	AALC Representative: O'LAUGHLIN
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Purpose:

To create a capacity within the Central Organisation of Trade Unions (COTU) to assist with the development of credit unions and co-operatives among trade union members, and to establish collaboration among trade unions, co-operatives, and the appropriate Government departments dealing with co-operatives in order to serve better the trade union members through their co-operative organisations.

Initiation Date: 1975

Phase-over Date: 1981

Description:

This program is co-ordinated with the Kenya Union of Savings and Credit Co-operatives (KUSCCO) and the Government of Kenya Department of Co-operatives.

The trade union component developed by COTU and the AALC Representative is designed to strengthen the labor movement by promoting workplace credit unions and co-operatives, to broaden the national structure of credit unions and co-operatives, and to train managerial personnel in the administration of these organizations.

COTU is playing an active role in the national development of credit unions and co-operatives. Workshops and other educational activities on organizing and running workplace credit unions and co-operatives are conducted on a regular basis. Two trade union field workers are being trained (along with other credit union staff members of KUSCCO). COTU will continue a promotional and educational program, but the phaseover of the field workers will be to KUSCCO.

Please note that credit union and co-operative societies are regulated and monitored by the Ministry of Co-operative Development and by CUSCCO; they are not the responsibility of COTU. Thus this Activity is concerned with education, training, and promotion of workplace credit unions and co-operatives. It is not directly involved in auditing procedures, supervision of societies, or management of co-operatives. Its major focus is COTU's role in co-operative organizations such as KUSCCO, thus raising the working and living conditions of workers, and strengthening free, democratic trade unions.

05-22-01

CREDIT UNION - CO-OPERATIVE DEVELOPMENT

KENYA

INPUTS

INPUT ITEMS	Actual	Estimated 1979		Planned	planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
							<i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Office equipment (calculators etc.)		-	-	0.5	0.5		1.0
Sub-total:		-	-	0.5	0.5		1.0
Local Hire: Credit Union/COTU Representatives (2)		3.5	4.3	6.0	4.0		14.3
Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Workshop (one-week, 25 participants) Seminars (one-week, 20 to 40 participants)		-	.5	-	-		.5
		.7	1.5	2.5	3.0		7.0
Other Costs:							
Sub-total:	V	4.2	6.3	8.5	7.0		21.8
TOTAL:	EST. 73.8	4.2	6.3	9.0	7.5		22.8

ACTIVITY # 05-22-01	Title: CREDIT UNION & CO-OPERATIVE DEVELOPMENT - KENYA	Dates (of submission & revisions): May '78, May '79 Oct. 79
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05-22-01

05-22-02

CO-OPERATIVE HOUSING

KENYA.

ACTIVITY = 05-22-02	TITLE: CO-OPERATIVE HOUSING - KENYA	AALC Representative: O'LAUGHLIN
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Purpose:

To enable COTU to be fully involved in the creation of a national co-operative housing organization through which workers may participate in the provision of adequate housing for their families, at a reasonable cost.

Initiation Date: 1979

Phase-over Date: 1983

Description:

Based on the recommendations of the November, 1977, Workshop, organized by AALC and COTU on Housing for Low Income Workers in Kenya, COTU has been working with the Ministry of Co-op Development and the Ministry of Housing to prepare the way for the development of low-cost housing projects for trade union members. A study in 1978 prepared by the Foundation for Co-operative Housing (FCH) with the assistance of the AALC, outlined a major role that COTU could play in the development of Co-op housing projects through the creation of a national co-op housing agency in Kenya. This report was accepted by the Government of Kenya (GOK) and used as the basis for their co-op housing policy for the Five Year Plan (1979-1983) which in part reads as follows:

"A National Cooperative Housing Agency (NCHA) will be formed to administer the co-op housing programme . . . which will be co-ordinated by the Ministry of Cooperative Development working in conjunction with the Central Organisation of Trade Unions."

The GOK has agreed to use national social security funding to help finance the co-op housing schemes, through the National Co-operative Housing Union (NACHU).

With the assistance of a trained co-op officer of COTU, the Ministry of Co-op Development has prepared draft by-laws for NACHU and a draft request for technical assistance from FCH through AID. These documents were scrutinized at a workshop organised by COTU and the Ministry of Co-op Development held in May, 1979. The Workshop created an interim committee consisting of representatives of several ministries, COTU, and others

Activity #05-22-02
Co-operative Housing - Kenya
(Continued)

in the private sector. COTU's co-op officer was appointed as the coordinator of that committee, which will work for the registration of NACHU. The draft request from the GOK to AID to assist NACHU describes the role of COTU as follows: "Programmes will be launched in close collaboration with the COTU Co-operative Department, COTU affiliated trade unions and other unions, who will initiate the identification of prospective co-operators and the establishment of pre-co-operative savings societies."

05-22-02

A. A. L. C. A C T I V I T Y ' P L A N S U M M A R Y 1980 - 1982

OUTPUTS

OUTPUTS

Activity # 05-22-02	To end 1978	1979		1980		1981		1982		Total	
		EST.	ACTUAL								
		Planned	Actual								
Educational groups of persons interested in co-op housing identified and organized -- No. of seminars:					5		10		10		
-- No. of participants:					50		100		100		
Housing co-operatives established:					2		3		4		
COTU housing policy developed:	1				-		-		-		1
COTU guidelines for co-op housing issues in collective bargaining completed and issued;					1		-		-		
National Co-operative Housing Union (NACHU) established (by Government of Kenya) with the full co-operation and support of COTU:					1		-		-		
Financial resources for the building of co-operative housing arranged with Govt. of Kenya and NSS Fund:					1		-		-		
COTU's capacity to provide guidance for co-operative housing groups and societies established:					1		-		-		
An interim committee established to facilitate the registration of NACHU:			1		-		-		-		
By-laws and plan for technical assistance for NACHU drafted and approved:			1		-		-		-		
Statement of the role of COTU in NACHU drafted and approved:			1		-		-		-		

INPUTS IN \$000

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1526	Planned 1980	planned 1981	Planned 1982	Planned Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.):	X	-	-	4.0	-	-	4.0
U.S. or 3rd Country Training:		-	.5	-	-	-	.5
Commodities: Vehicle overhaul		-	-	-	10.0	-	10.0
Vehicle		-	-	5.0	-	8.0	13.0
Equipment (adding machines, typewriters, etc)		-	-	-	-	-	-
Sub-total:			.5	9.0	10.0	8.0	27.5
Local Hire: COTU Co-op Officer	X	-	6.0	7.5	8.0	4.5	26.0
Local Staff Transport (Fares, P.D., Vehicle Op.)		-	3.2	5.5	6.0	6.0	20.7
Training: Series of one-day seminars and one-week seminars - 10 to 35 participants		-	16.5	17.0	11.0	9.5	54.0
Other Costs:							
Program development costs (estimated)							
Sub-total:		-	25.7	30.0	25.0	20.0	100.7
TOTAL:		-	26.2	39.0	35.0	28.0	128.2

Activity # 05-22-02	Title: CO-OPERATIVE HOUSING - KENYA	Dates (of submission & revisions): May '78 - May '79 Oct. 79
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05-22-02

ACTIVITY = 05-22-03	TITLE: CREDIT UNION & CO-OPERATIVE DEVELOPMENT - ZAMBIA	AALC Representative: O'LAUGHLIN
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Purpose:

To create a capacity within the Zambia Congress of Trade Unions to assist with the development of credit unions and co-operatives among trade union members, and to establish collaboration among trade unions, co-operatives, and the appropriate government departments dealing with co-operatives, in order to better serve the trade union members through their co-operative organizations.

Initiation Date: 1976

Phase-over Date: 1982

Description:

At the present time the ZCTU has an effective nucleus of strong and effective volunteer leadership and staff, but considerable additional training will be required to bring the full complement of officers and staff to an acceptable level. A reassignment of responsibilities among ZCTU staff has increased the need for advice and support. A younger, less experienced man has the responsibility of promotion, education and supervision. Staffing problems in 1978 also precluded the appointment of field staff to assist in the supervision of credit unions and cooperatives. The administrative and accounting practices and procedures are adequate, but the supervision processes need to be strengthened. This program has strong potential for strengthening the ZCTU's role in national development, and successful workplace credit unions and co-operatives will have a beneficial effect on the living standards of workers.

05-22-03 CREDIT UNION AND CO-OPERATIVE DEVELOPMENTZAMBIA

Activity # 05-22-03	To end		1979		1980		1981		1982		Total	
	1978		EST.	ACTUAL								
	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.
Capacity of ZCTU to organize and supervise affiliated unions in the development and operation of credit unions and co-operatives established:												
ZCTU Co-op Dept. staff -- employed:					-		-		-			
-- trained:					-		-		3			
Accounting and administrative procedures in place:					1		-		-			
ZCTU field staff trained in credit union and co-op matters -- No. of seminars:												
-- No. of participants:												
Work place credit unions and co-ops established												
Credit union staffs and volunteer workers trained -- No. of seminars (week-end to 1 week duration 10 to 45 participants):												
Centralized accounting services provided:					1							
Promotion materials and reports issued -- No. of items:					2		2		2			

INPUTS

IN 3000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Equipment (adding machines, typewriters, calculators, etc.)		-	-	1.0	1.0	1.0	3.0
Sub-total:		-	-	1.0	1.0	1.0	3.0
Local Hire: ZCTU Co-op Officers		-	-	5.0	5.5	3.0	13.5
Local Staff Transport (Fares, P.D., Vehicle Op.)		-	-	2.6	2.8	2.0	7.4
Training: Seminars		-	22.0	21.4	15.7	15.0	74.1
Other Costs: Publication (reports and promotion materials)		-	-	1.0	1.0	-	2.0
Sub-total:		-	22.0	30.0	25.0	20.0	97.0
TOTAL:	EST. 100.0	-	22.0	31.0	26.0	21.0	100.0
ACTIVITY = 05-22-03	Title: ZAMBIA CREDIT UNION & CO-OPERATIVE DEVELOPMENT			Dates (of submission & revisions): May '78, Sept '78, May '79			

05-22-03

ACTIVITY = 05-22-04	TITLE: CREDIT UNION AND CO-OPERATIVE DEVELOPMENT - MAURITIUS	AALC Representative: O'LAUGHLIN
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Purpose:

To create within the Mauritius Labor Movement the capability of developing credit unions and co-operatives for trade union members.

To establish collaboration among trade unions, co-operatives and the appropriate government departments dealing with co-operatives in order to better serve trade union members through their co-operative organizations.

Initiation Date: 1980

Phase-over Date: 1984

Description:

The trade unions in Mauritius are interested in developing a strong co-operative program as a key way of meeting workers' economic and social needs. Such a program, successfully implemented, would have a significant impact on their standard of living, and would most probably provide a common beneficial experience, on the basis of which progress towards trade union unity could be achieved.

The AALC has been ready to begin a program with the Mauritius Labour Congress since 1978, but has not been able to initiate it due to a lack of funds. Further delay will lose the benefit of initiatives already taken and reduce the credibility of American aid programs.

This Activity will begin with a major workshop, at which a basic co-operative policy will be articulated and a trade union committee for work-place credit unions and co-operatives will be established. Working with this committee, and the appropriate co-operative organizations, AALC will assist with the recruitment and training of a trade union co-op officer who will develop a co-op education campaign and will help to promote, organize, supervise trade union-related credit unions and co-operatives.

05-22-04

CREDIT UNION AND CO-OPERATIVE DEVELOPMENT MAURITIUS

Activity = 05-22-04	1979		1980		1981		1982		Total	
	729		1526							
	Planned	Actual								
Committee dealing with trade union-related credit unions and co-operatives supplied with equipment for their office				-		-		1		
Staff -- employed:				1		-		-		
-- trained:				-		-		1		
Credit Union and co-op staff and volunteer officials trained										
-- No. of seminars:				1		2		4		
-- No. of participants:				20		35		80		
Promotion materials prepared, published and distributed:										
				-		-		1		

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Office equipment (adding machines, etc.)				4.0	3.0	3.0	10.0
Sub-total:				4.0	3.0	3.0	10.0
Local Hire:				4.8	5.0	5.3	15.1
Local Staff Transport (Fares, P.D., Vehicle Op.)				1.2	1.5	1.6	4.3
Training: Seminars				3.0	7.0	12.5	22.5
Other Costs: supplies				0.5	0.5	0.6	1.6
Sub-total:				9.5	14.0	20.0	43.5
TOTAL:				13.5	17.0	23.0	53.5

unde-1526

ACTIVITY #
-05-22-04

Title: CREDIT UNION & CO-OPERATIVE
DEVELOPMENT - MAURITIUS

Dates (of submission & revisions):
May '79 Oct. 79

05-22-04

05-22-05

CREDIT UNION AND CO-OPERATIVE DEVELOPMENT

LESOTHO

A.A.L.C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

ACTIVITY # 05-22-05	TITLE: CREDIT UNION AND CO-OPERATIVE DEVELOPMENT - LESOTHO	AALC Representative: O'LAUGHLIN
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Purpose:

To develop a capacity, within the Lesotho Council of Workers (LCW), to develop and support credit union and co-operative activities among trade union members.

Initiation Date: 1980
Phase-over Date: 1984

Description:

The credit union idea was introduced to Lesotho in 1960 by the Extension Department of the University of Botswana, Lesotho and Swaziland. The Lesotho Cooperative Credit Union League was formed in 1968 by 30 credit unions with 10,000 members, all of which lived in the rural areas. In 1978 there were 52 credit unions (two in urban areas) in Lesotho with 21,700 members, and combined assets of \$964,000.

In early 1978 the league began work on a strategy for developing urban credit unions and had discussions with the Lesotho Council of Workers (LCW) and the AALC on how trade unions could be involved. In August, 1978 trade union, government and league officials from Lesotho were invited to Kenya by the AALC and COTU to study the promotion of credit unions by trade unions. The delegation returned to Lesotho and requested that the AALC assist in conducting a "planning workshop" which would recommend the role of trade unions in the development of credit unions in Lesotho. This workshop was held from 5 - 7 June, 1979 and was opened by the Minister of Labour and closed by the Minister of Co-operatives. The recommendations of the workshop welcomed the involvement of trade unions, and established a "co-ordinating national trade union/credit union committee" with members from LCW, BFL, the League, Department of Labour, Department of Co-ops and the University of Lesotho.

The Government of Lesotho fully supports the development of credit unions and welcomes the involvement of the LCW. At the tenth anniversary of the League held in January, 1979, the Prime Minister, Dr. Leabua Jorathan, delivered the main address and stated the support of his Government for credit unions, "which have played a very significant part in national development, by way of marshalling local savings to complement government financing of development projects."

Activity # 05-22-05
Credit Union and Co-operative Development
Lesotho
(Continued)

It is proposed that AALC support the development of LCW involvement in the national credit union program by training a credit union field worker attached to the League, by training an LCW staff person to promote workplace credit unions, and by supporting an LCW credit-union/co-operative organizational campaign.

05-22-05

OUTPUTS

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

Activity # 05-22-05	To end 1978	1979		1980		1981		1982		Total	
		EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL	EST.	ACTUAL
		769	1526								
L.C.W. Co-op Office equipped:				-		1		-			
Staff-employed (See 05-22-06 for 1979):				2		-		-			
trained:				-		-		2			
Credit Union and Co-op Staff and Volunteer officials trained											
-- No. of Seminars:				1		2		4			
-- No. of Participants:				20		35		80			
Promotion materials prepared, published and distributed:				-		-		1			
LCW policy statement drafted and adopted:				1		-		-			
A system devised and installed whereby trade union members in small workplaces (less than 75 employees) may join community credit unions and avail themselves of regular payroll deductions:				1		-		-			
Administrative and accounting procedures for urban credit unions established:				1							
Workplace credit unions established:				2		2		2			
Trade union members join credit unions:				100		200		300			

INPUTS

INPUT ITEMS	Actual to end '79	Estimated 1979 769	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>	
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Trainings: Commodities: Equipment				1.0	1.0	1.0	3.0
Sub-total:				1.0	1.0	1.0	3.0
Local Hire: Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Other Costs: publication; training and promo- tion materials				11.0	8.5	8.5	28.0
				4.0	4.0	4.0	12.0
				2.5	5.5	5.5	13.5
				0.5	0.5	0.6	1.5
Sub-total:				18.0	18.5	18.5	55.0
TOTAL:				19.0	19.5	19.5	58.0
ACTIVITY # 05-22-05	Title: CREDIT UNION AND CO-OPERATIVE DEVELOPMENT - LESOTHO			Dates (of submission & revisions): May '79 Oct. 79			

05-22-05

05-22-06

CREDIT UNION AND CO-OPERATIVE DEVELOPMENT

REGIONAL

A.A.L.C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

ACTIVITY # 05-22-06	TITLE: CREDIT UNION & CO-OPERATIVE DEVELOPMENT REGIONAL	AALC Representative: O'LAUGHLIN
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Purpose:

To assist national trade union centers in developing sound policies for the development of credit unions and co-operatives, and for worker and trade union participation in them.

Initiation Date:

Phase-over Date: NA

Description:

The AALC Representative responsible for credit union and co-operative programs has received requests for information and assistance to the national labor federations in Mauritius, Lesotho, Botswana, Sierra Leone, Togo, and Gabon. Representatives of many of these federations have attended conferences sponsored by the Africa Co-operative Savings and Credit Association (ACOSCA) and have visited the co-operative facilities organized by COTU in Kenya.

In Mauritius, discussions have been held with the Government Servants' Association, the National Teachers' Union, the Mauritius Labour Congress and the Mauritius Registrar of Cooperatives. Credit unions and co-operative needs have been surveyed, and assistance has been sought by the Mauritians for the purpose of promoting credit unions and co-operatives.

The Botswana Federation of Trade Union has also expressed interest in credit union programs. AALC and ACOSCA have prepared a report outlining steps which can be taken to develop credit unions with trade union participation.

In Lesotho, the Credit Union League is interested in establishing urban credit unions and has welcomed the participation of the Lesotho Council of Workers. The LCW has requested AALC assistance.

In Sierra Leone, the Sierra Leone Labour Congress (SLLC) has requested assistance from the AALC to develop credit unions among trade union members. The Sierra Leone Teachers Union conducted a seminar in 1979 that was attended by the AALC Representative.

Activity # 05-22-06
Credit Union & Co-operative Development
Regional
(Continued)

In Togo, credit union and co-operative needs were surveyed in 1977 on behalf of the CNTT; a more substantial program is being developed.

In Gabon, the national labor federation has also expressed an interest in credit unions and co-operatives. A survey of their needs is under consideration.

The thrust of all these programs, modest as they are, is to bring the trade unions into the development of credit unions and co-operatives at the workplace, working with the established credit union and co-operative authorities on the national level in order to strengthen the trade unions and increase their contribution to national development.

05-22-06

INPUTS

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:		—	—	4.0	4.0	4.0	12.0
Sub-total:		—	—	4.0	4.0	4.0	12.0
Local Hire: Field worker - Uganda		—	—	5.0	—	—	5.0
Local Staff Transport (Fares, P.D., Vehicle Op.)		—	—	3.0	1.2	1.5	5.7
Training: Seminars (transportation, per diems, room rentals, supplies, etc.)		—	2.8	12.5	8.0	9.3	32.6
Other Costs: Publication of reports and promotion materials		—	—	1.2	1.5	1.7	4.4
Sub-total:	↓	—	2.8	21.1	10.7	12.5	47.7
TOTAL:	EST. 30.0	—	2.8	25.7	14.7	16.7	59.7

under 1526

ACTIVITY #
05-22-06

Title: REGIONAL
CREDIT UNION & CO-OPERATIVE DEVELOPMENT

Dates (of submission & revisions):
May '78, May '79 Oct. 79

05-22-06

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: REGIONAL Inst. Higher T. U. Studies	Identification # 05-28-00	PERSONNEL COSTS	Prepared by: CONNOR	Date: OCT 79
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Representative	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	12	12	12			45
Salary	6,233	24,767	32,000	33,000	34,000			123,767
F.T.C.A.	393	1,011	1,583	1,975	1,975			6,549
Allowances:								
Housing	11,508	14,520	15,000	16,000	17,000			62,520
Education	/	3,000	3,100	3,200	3,300			12,600
Post Differential	935	4,953	6,400	6,600	6,800			24,753
Cost-of-living	1,150	950	2,175	2,175	2,250			7,550
Pension & Retirement	1,278	5,077	6,560	6,765	6,970			25,372
Workmen's Compensation	675	2,025	2,700	2,700	2,700			10,125
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	474	1,422	1,900	1,900	1,900			7,122
Home Leave or R & R	/	3,500	1,800	3,500	1,800			10,600
Transport to & from Post	/	/	/	/	/			/
Sub-total	22,646	61,735	73,733	78,325	79,205			292,998
Local Travel	899	1,500	2,000	3,000	4,000			10,500
AALC Office & Communications	14,064	4,500	10,000	12,000	15,000			41,500
Sub-total	14,963	6,000	12,000	15,000	19,000			52,000
TOTAL	37,609	67,735	85,733	93,325	98,205			344,998

Total carried forward in \$000 37.6 67.8 85.7 93.3 98.2 345.0

05-28-00 PERSONNEL (REPRESENTATIVE) REGIONAL INST. FOR T.U. STUDIES

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: Regional
 Identification = 05 - 28 - 00
 Inst. of Higher Education

Prepared by: CONNOR
 Date: OCT 79

PERSONNEL COSTS

Specialist for Institute	1979		1980 Sub-mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months			12	12	12			
Salary			24,000	24,700	25,400			74,100
F.T.C.A.			1,588	1,975	1,975			5,538
Allowances:			8,000	9,000	10,000			27,000
Housing								
Education			1,650	1,650	7,900			11,200
Post Differential			3,600	3,705	3,810			11,115
Cost-of-living			3,450	3,450	3,450			10,350
Pension & Retirement			4,940	5,064	5,207			15,211
Workmen's Compensation			2,700	2,700	2,700			8,100
Bond			310	310	310			930
Flight Insurance			200	200	200			600
Medical & Life Insurances			1,900	1,900	1,900			5,700
Home Leave or R & R			/	2,500	4,000			6,500
Transport to & from Post			10,000	/	/			10,000
Sub-total			62,338	57,154	66,852			186,374
Local Travel			400	400	400			1,200
AALC Office & Communications			/	/	/			
Sub-total			400	400	400			1,200
TOTAL			62,738	57,554	67,252			187,574

Total carried forward in \$000

62.7 57.6 67.3

187.6

05-28-00

PERSONNEL (SPECIALIST)

REGIONAL INST. FOR T.U. STUDIES

ACTIVITY # 05-28-01	TITLE: REGIONAL INSTITUTE FOR HIGHER TRADE UNION STUDIES - DAKAR SENEGAL	AALC Representative: MARTENS
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Purpose:

To create a trade union educational institution in Franco-phone Africa capable of providing (either on a permanent or four-year basis): (a) leadership training in specific technical subjects required by trade union cadres; (b) training and review sessions for union education specialists and instructors; and (c) developing standardized curricula and model educational programs with related course materials, which can be adapted to local country programs.

Initiation Date: 1979
Phase-over Date: 1983

Description:

The program has importance and relevance for the trade union organizations in a number of French-speaking West African countries where the AALC Representative has already organized a number of seminars. The projected budget assumes a four-year project without any funding phase-in by any other group, although it operates with the advice and consent of the Confédération Nationale des Travailleurs du Sénégal, the Senegalese Government, and the Organisation of African Trade Union Unity. Negotiations have begun with the latter organization to provide for the eventual transfer of management and financial responsibility. Should OATUU be unable to assume such responsibility when no further AALC assistance is available, it is felt that the institute will have served a worthwhile purpose for the effective development of workers education and leadership training in Francophone Africa.

The upward revision in budget totals in the 1980-82 period is due to the priority interest of both the Senegalese CNTS and the Pan-African OATUU expressed during the recent signing of the institute agreement. Thus, there is proposed an expansion of both the local staff (including a Senegalese director) and the seminar program.

05-28-01 INSTITUTE FOR HIGHER TRADE UNION STUDIES REGIONAL (Fr.)

OUTPUTS

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

Activity #	05-28-01	1979		1980		1981		1982		Total	
		1978		1979		1980		1981		1982	
		Planned	Actual								
Staff employed--											
Director:					1						1
Administrator:					1						1
Secretary:			1		1						2
Records Officer:					1						1
Driver:					1						1
Guard:					1						1
Messenger/Machine Operator:			1								1
Offices and conference room fully equipped:	-	-		1							1
Model courses designed and published--											
Instructors handbooks:				2		2		2			11
Pan-African courses:				3		3		3			14
Leadership courses:				2		2		2			9
A quarterly magazine on African trade union education published -- No. of issues:							4		4		12
-- Circulation:							65		100		150
Trade union education instructors trained											
-- No. of intermediate seminars (1 to 4 wks)				2		5		5			17
-- No. of participants:				40		75		75			205
-- No. of advanced seminars:				1		4		4			9
-- No. of participants:				15		50		50			115
Top trade union leaders informed with respect to trade union education issues (at advanced level)											
-- No. of basic and intermediate seminars (three days to one week):				2		2		2			9
-- No. of participants:				50		50		50			225
-- No. of advanced seminars:				1		4		4			9
-- No. of participants:				20		80		80			180

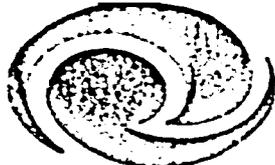
INPUTS

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1976</i>	
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Furnishings and equipment		4.5	—	6.0	2.0	2.0	10.0	
Books and subscriptions		—	—	3.0	3.0	3.0	9.0	
Sub-total:		4.5	—	9.0	5.0	5.0	19.0	
Local Hire:								
Director		1.3	2.0	12.0	13.0	14.0	127.8	
Administrator				7.0	7.7	8.4		
Secretary (2)				7.1	7.4	7.9		
Records Officer				5.0	5.5	6.0		
Driver				2.5	2.7	2.9		
Guard				2.5	2.6	2.8		
Messenger/Machine Operator				2.8	2.9	3.1		
Local Staff Transport (Fares, P.D., Vehicle Op.)		.9	4.0	2.0	3.0	3.0	12.0	
Training:								
Seminars (Transport, P.D., supplies, rental)		6.1	30.0	80.0	115.0	120.0		
Instructors				1.5	3.0	3.0	7.5	
Other Costs: Publication (course outlines, lesson helps, and periodical)		8.7	2.5	10.5	10.5	10.5	34.0	
Materials, supplies, and postage				5.0	5.5	6.0	18.5	
Building and equipment maintenance				2.0	15.0*	5.0*	23.0	
				* if building renovation is needed in 1981				
Sub-total:	✓	20.7	41.5	139.9	193.8	192.6	567.8	
TOTAL:		EST. 57.4	25.2	41.5	148.9	198.8	197.6	586.8

ACTIVITY # 05-28-01	Title: REGIONAL INSTITUTE FOR HIGHER TRADE UNION STUDIES - DAKAR SENEGAL	Dates (of submission & revisions): Feb '78 - May '79 Oct. 79
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05-28-01

Country Program for:
Pan-African International
Trade Secretariats



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: National Labor Centers as Appropriate

AALC Representative: Nate Gould

Activity Title: #	Cum. to 12/31/79	1979 Estimated under		Submitted for 1980			Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence:										
09-01 USWA/IME				25.0				35.0	40.0	
09-02 IAM/ITF				25.0				40.0	45.0	
09-03 UFCW/FLET				63.0				86.0	91.0	
09-04 AFT/IFFTU				84.0				52.0	57.0	
09-06 CMA/PTTI				42.0				65.0	70.0	
09-07 ILGWU/ITGLWU				32.0				37.0	42.0	
New Activities	V	V	V							
Totals	1,025.9	6.2	175.0	271.0				315.0	345.0	

181.2

INTERNATIONAL TRADE SECRETARIATS

09-

ACTIVITY # 09-	TITLE: International Trade Secretariats	AALC Representative: John N. Gould
Purpose: To encourage American trade unions and their respective ITS's to involve themselves in effective technical assistance to the African unions within the appropriate jurisdiction.		Initiation Date:
		Phase-over Date:

Description:

International Trade Secretariats are organizations which gather trade unions of similar jurisdictions into a world-wide forum for discussions of, and making recommendations for, situations within their industry. These ITS's often provide programs of fraternal assistance to their affiliates in the developing countries.

Each subordinate Activity undertaken by an American union and its ITS, and STET funded by the AALC, will conform in intent and purpose to the goals and policy guidelines of the AALC.

The program is functioning smoothly at the present time -- the US affiliates, the AFL-CIO, the ITS Executive Bureaus and the ITS headquarters staffs are co-operating. The further development of the ITS program is crucial to the increased efficiency of African trade unions at the federation/occupational level. In this connection, close consultation is maintained between the AALC and its Board members, the majority of whom are presidents of US trade union affiliates to the ITS organizations.

Over the years the AALC has worked to develop its programs through administrative guidance and financial control. The program continues to be the direct responsibility of an AALC headquarters staff person.

09-

INTERNATIONAL TRADE SECRETARIATS

09-01

USAW/IMF

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-01

USWA/IMF

The United Steelworkers of America is seeking to develop training programs in Africa, in co-operation with the International Metal Workers' Federation, that will build upon the experience of a pilot program conducted as an AALC Impact Activity during 1977. Under this program the research director from the Mineworkers' Union of Zambia spent three months training in the research section of the USWA in Pittsburgh.

In 1978 the USWA and the IMF, in a contractual arrangement with the AALC, provided a six week internship training program on collective bargaining and industrial relations for two African trade unionists; and a one-week workshop for bauxite/aluminum workers from Africa and the Caribbean.

The 1979 program met a series of set-backs which were beyond the control of the USWA/IMF. A Workshop for African unions in the copper industry, scheduled for Botswana, had to be postponed to early 1980 due to the priority of some internal problems in the Botswana Federation of Trade Unions. A program in job evaluation, urgently required in Kenya, had to be postponed due to the national elections just concluded.

Both of these activities will be completed during 1980, and further work will be undertaken to provide technical training for African trade unionists and union technicians.

Continued

Activity # 09-01

USWA/IMF

The IMF is planning a 1980 Pan-African Womens Trade Union Conference which will involve the International Association of Machinists as well.

Detailed plans and budgets are not yet ready. The following is our best guess as to the requirements for 1980.

The budget for this program is as follows:

Internship Training	\$ 10,000
Workshop for Copper Workers	10,000
Pan-African Women's Seminar	5,000
	<hr/>
TOTAL	\$ 25,000

09-01

USAW/IMF

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-02

BRAC/IAM/ITF

For several years the International Association of Machinists and the International Transport Workers' Federation have conducted a series of successful programs in Africa. IAM/ITF organized the first regional conference on the air transport industry for trade unionists from Sierra Leone, Nigeria, Kenya, Ghana, Zambia, Botswana, and the Ivory Coast.

Because of growing interest within the ITF and its American affiliates (which is leading to increased activity), the ITF will hold its 1980 Congress in the United States for the first time. It is desirable that Africa be well represented by delegates and observers. The need for exchange of information and co-ordination of efforts of African unions in the transport industry remains; specialized seminars on relevant subjects will provide a forum in which there is an exchange of information leading to a co-ordination of the efforts of African unions in the transport industry.

The detailed plans for 1980 of the ITF are not yet available. The following budget anticipates the attendance of several Africans at the 1980/ITF Congress and the holding of three specialized workshops/seminars.

Budget:

Seminars: Three (3)	\$15,000
Delegation to ITF Congress	10,000
	<hr/>
TOTAL	\$25,000

09-02

BRAC/IAM/ITF

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-03

UFCW/FIET

The Retail Clerks had operated a variety of programs in Africa in collaboration with the International Federation of Commercial, Clerical and Technical Employees (the second largest International Trade Secretariat) and the AALC over the past several years. In 1978 the assistant to the director of international affairs of RCIA conducted a study tour in Tunisia, Senegal, Ghana, Togo, Liberia, and South Africa to plan a trade union education program in the US for African trade unionists.

The 1979 program, included seminars in a number of countries an assistance program for the Commercial, Catering and Allied Workers of South Africa, and study tours to the US and attendance at the FIET Congress for leaders of African FIET affiliates.

In 1979, RCIA merged with the Amalgamated Meat Cutters Union to form the United Food and Commercial Workers International Union (UFCW) which will continue the program. 1980 plans include four labor education seminars, a Pan-African Front Youth Seminar, and a limited assistance program to enable the Commercial, Catering and Allied Workers Union of the Republic of South Africa to maintain a woman organizer on its staff.

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-03

The budget for the program is as follows:

Labor Education Seminars (4)

U.S. Coordinator & Instructors Travel and per diem	\$ 23,000
Participant transport & per diem	17,800
Administration (including local travel, rent, honoraria & materials)	5,200
Assistance program for Commercial, Catering and Allied Workers of South Africa	5,000
Pan-African FIET Youth Seminar (Per diem & travel to permit a larger number of participants)	12,000
	<hr/>
TOTAL	\$ 63,000

09-03

UFCW/FIET

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-04

AFT/IFFTU

The American Federation of Teachers and the International Federation of Free Teachers' Unions have developed a comprehensive five-year program for Africa, (1979-1983) in cooperation with the AALC, as part of their larger program for the developing world. It calls for the creation of a strong regional program serving the teachers unions in Kenya, Zambia, Tanzania, Malawi, Botswana, Lesotho, Swaziland, Niger, Upper Volta, Ghana, Ivory Coast, Togo, Senegal, Mali, and Mauritania. To carry out this program, and similar programs in other continents, the AFT is supplying an assistant to the Secretary General of the IFFTU. He co-ordinates all the Secretariats' activities in the developing nations.

The 1980 program envisions a series of four (4) National Seminars, two (2) Regional Seminars (training for labor educators) and a regional conference. In addition the AFT, in close co-operation with the IFFTU, will visit Egypt and South Africa to initiate strong African-American relationships and to develop Exchange Programs under which unionists from these countries could spend periods (as long as a month) working in individual AFT locals.

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-04

The budget for this program is as follows:

IFFTU Headquarters Representative	\$ 17,500
Zambia Seminar	10,800
Kenya Seminar	11,300
Botswana & Lesotho Seminars (AALC share)	3,500
Regional Seminars	5,000
Regional Conference (Provision of one AFT instructor of trade union trainers)	2,300
AFT representatives participating in the above programs	8,700
AFT Exploratory and Developmental Missions	15,000
African Delegation to AFT Convention	9,900
	<hr/>
TOTAL	\$ 64,000

09-04

AFT/IFFTU

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-06

CWA/PTTI

The Communications Workers of America (CWA) and the Postal, Telegraph and Telephone International (PTTI) have conducted a series of regional and country seminars over the past several years in Africa. They have been widely attended and, from all points of view, been successful, thanks to the strong network and reputation of the PTTI and the growing interest in Africa on the part of the CWA. The 1979 Pan-African Conference held in Mauritius increased the interest of African unions in co-operative efforts to meet the needs of communication workers as they face the challenges of modern innovations. Three (3) country seminars enabled more local union officers to increase their knowledge and skills. The 1980 program calls for:

- a) a Pan-African seminar in Lagos, Nigeria for about 35 participants from 21 countries,
- b) Country seminars for about 30 participants each, in ten countries selected from the following: Nigeria, Senegal, Niger, Upper Volta, Central African Republic, Gambia, Ivory Coast, Ghana, Zambia, Mauritius, Seychelles, Benin, Mali, Sierra Leone, Kenya, Uganda, Botswana.

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-06

The budget for the 1980 program is as follows:

a) Pan-African Seminar in Lagos, Nigeria (8 days)	\$ 18,000	
Travel and per diem for 30 participants		
Administration (including local travel, visas, etc.)	2,000	
Interpreters: fees, per diem and travel	<u>5,000</u>	\$ 25,000
b) Country Seminar		
Transportation & per diem for 30 participants	1,900	
Administration (including local transport, rent, honoraria, etc.)	<u>400</u>	2,300
c) Regional Seminar (French-speaking) Ouagadougou (Upper Volta)		
Travel and per diem for 24 participants	13,300	
Administration (including local transport, rent, honoraria, etc.)	<u>1,400</u>	<u>14,700</u>
TOTAL		\$ 42,000

09-06

CWA/PTTI

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y --- 1 9 8 0 - 1 9 8 2

Activity # 09-07

ILGWU/ITGLWF

The International Textile, Garment and Leather Workers' Federation (ITGLWF) is an International Trade Secretariat with affiliated unions in Africa embracing a membership of over 250,000. It has established a regional headquarters in Nigeria and is developing new programs. Over the years it has co-operated with the International Ladies' Garment Workers' Union (ILGWU) in planning African programs and has arranged for the participation of representatives from its African affiliates in the ILGWU conventions.

The 1980 program has not yet been determined in detail. AALC proposes to assist the educational aspects of the program by making 3 seminars possible.

Budget

Three (3) seminars	\$32,000
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09-07

ILGWU/ITGLWF

INPUTS

INPUT ITEMS		Actual to end '78	Estimated 1979 769	1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total
09 - 01	USWA/IMF		-	20.0	25.0	35.0	40.0	120.0
09 - 02	BRAC/IAM/ITF		-	10.0	25.0	40.0	45.0	120.0
09 - 03	UFCW/FIET		3.8	9.0	63.0	86.0	91.0	249.0
09 - 04	AFT/IFFTU		2.4	50.0	84.0	52.0	57.0	243.0
09 - 05	ANG/IFJ		-	11.0	-	-	-	11.0
09 - 06	CWA/PTTI		-	45.0	42.0	65.0	70.0	222.0
09 - 07	ILCWU/ITGLWU		-	30.0	32.0	37.0	42.0	141.0
Sub-total:								
TOTAL:		1,025.9	6.2	175.0	271.0	315.0	345.0	1,106.0
ACTIVITY #	Title:	Dates (of submission & revisions):						
09	INTERNATIONAL TRADE SECRETARIATS	Nov. 1979						

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: BOTSWANA	Identification # 15-00	<u>PERSONNEL COSTS</u>				Prepared by: CONNOR	Date: OCT 79
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	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	9	9	9	9		36
Salary	7,022	21,300	29,500	30,500	31,200			112,500
F. I. C. A.	430	974	1,588	1,975	1,975			6,512
Allowances:								
Housing	/	4,000	4,500	5,000	5,500			19,000
Education	/	/	/	/	/			/
Post Differential	/	/	/	/	/			/
Cost-of-living	702	1,150	/	/	/			1,150
Pension & Retirement	1,440	4,366	6,048	6,253	6,396			23,063
Workmen's Compensation	525	2,175	2,700	2,700	2,700			10,275
Bond	/	220	310	310	310			1,150
Flight Insurance	/	160	200	200	200			760
Medical & Life Insurances	474	1,426	1,900	1,900	1,900			7,126
Home Leave or R & R	/	1,700	2,300	2,000	2,400			8,400
Transport to & from Post	/	/	/	/	/			/
SUB-TOTAL	10,593	37,471	49,046	50,838	52,581			189,936
BOTSWANA - 75%	7,945	28,103	36,785	38,129	39,436			142,453
Local Travel	75	100	450	600	750			1,900
AALC Office & Communications	4,030	1,500	2,400	2,600	2,800			9,300
Sub-total	5,105	1,600	2,850	3,200	3,550			11,200
TOTAL	13,050	29,703	39,635	41,329	42,986			153,653

15-00

13.1 29.7 39.6 41.3 43.0

153.6

PERSONNEL

BOTSWANA

ACTIVITY = 15-01	TITLE: TRADE UNION DEVELOPMENT - BOTSWANA	AALC Representative: JOHNSON
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Purpose:

To facilitate the creation of a central labor body that will foster an effective labor movement, strengthen the affiliated unions, provide for the trade union education of the workers, and represent the workers before the government, management and other bodies.

Initiation Date: 1974

Phase-over Date: 1982

Description:

The Botswana Federation of Trade Unions (BFTU), established in 1977, and late beset by dissension, personal rivalries and internal political issues, has resolved the basic problems and is now working out its new programs. The building which served as a center of the earlier Trade Union Education Committee, and which was held in the name of the AALC staff person, has been turned over to the BFTU to be used as its headquarters offices. A new addition increased its capacity to cope with the greater demands.

This Activity will: 1) assist the BFTU and its constituent unions to strengthen both their organizational and dues structures to assure efficient management and financing, 2) equip a cadre of volunteer trade union officers with the knowledge and skills required to discharge their responsibilities effectively, 3) provide training in the techniques of collective bargaining and union organizing, and 4) increase the acceptance of unions by Government and management as the workers' legitimate instrument for representing their interests.

The Activity will provide trade union training at three levels:

- a) Basic - local membership,
- b) Intermediate - branch officers,
- c) Advanced - executive members and national officers.

A newsletter will be published and distributed on a regular basis to union members and interested persons in government, management and the general public. Advisory services will be provided in response to requests from BFTU.

15-01

TRADE UNION DEVELOPMENT

BOTSWANA

INPUTS

IN 5000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1991	1992	Total
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
Construction (Francistown or Selebe-Pikwe)		-	-	-	20.0	-	20.0
Furnishings and equipment		-	8.0	-	-	10.0	18.0
Sub-total:		-	8.0		20.0	10.0	38.0
Local Hire:							
Trade union instructors		-	-	12.0	9.0	6.0	27.0
Local Staff Transport (Fares, P.D., Vehicle Op.)		1.2	1.7	5.0	4.0	2.0	12.7
Training:		-	4.0	29.0	28.0	26.0	87.0
Other Costs:							
Publications (newsletter, course outlines, lesson helps, etc.)		-	-	6.0	4.0	2.0	12.0
Sub-total:		1.2	5.7	52.0	45.0	36.0	138.7
TOTAL:	EST. 212.9	1.2	13.7	52.0	65.0	46.0	176.7

under 1526

ACTIVITY # 15-01	Title: TRADE UNION DEVELOPMENT - BOTSWANA	Dates (of submission & revisions): June '78 October '79
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15-01

ACTIVITY # 15-03	TITLE: TRADE UNION ADMINISTRATION AND EDUCATION - BOTSWANA	AALC Representative: JOHNSON
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Purpose:

To foster the development of the BFTU as a free and democratic national labor center for the trade unions of Botswana.

Initiation Date: 1981
Phase-over Date: 1984

Description:

Within the newly formed (1977) Botswana Federation of Trade Unions (BFTU) there is a continuing need for developing a carefully planned administration and trade union education program for the officers who emerge as the elected officials of the BFTU. There will remain a need for the presence and advice of a seasoned trade union advisor, with sufficient status to command respect.

While the strategic emphases and operations of the program cannot be worked out in detail at the present time, the general outlines are apparent. As the new Federation begins to solidify, there will be a need for establishing traditions of free and democratic ways of coping with problems in a strong and efficient manner. Educational courses on the duties of office, and training programs in the skills required, will be needed to develop an effective administrative structure. Training will be required at intermediate and local union officer levels to provide a base of understanding, knowledge and acceptance. Grass roots membership will need a wide-spread campaign of familiarization with trade union principles and practices. A detailed program will be designed to meet these needs. The following is a preliminary estimate of the kind of assistance that will be required.

15-03

TRADE UNION ADMINISTRATION AND EDUCATION

BOTSWANA

Activity # 15-03	To end		1979		1980		1981		1982		Total	
	1978		729	1526								
	Planned	Actual										
Chief administrative officer trained:												
Office equipment provided:							1		-			
BFTU Executive Council and national union officers trained (1 week)							-		1			
-- No. of seminars:							2		2			
-- No. of participants:							20		20			
Regional and local union officers trained												
-- No. of seminars (1 week):							2		4			
-- No. of participants:							30		60			
Grass roots membership informed concerning trade union principles and practices												
-- No. of seminars (1 day):							4		10			
-- No. of participants:							200		500			
T.U. promotion materials and course materials developed and published:												
							-		1			

INPUTS

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Trainings: Commodities: Equipment				X	8.0	—	8.0
Sub-total:				X	8.0	5.0	13.0
Local Hire: Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Other Costs: Publication				X	10.0	28.0	38.0
Sub-total:				X	12.0	30.0	42.0
TOTAL:				X	20.0	35.0	55.0
ACTIVITY # 15-03	Title: TRADE UNION ADMINISTRATION AND EDUCATION - BOTSWANA			Dates (of submission & revisions): May '79 Oct. 79			

15-03

Country Program for:

KENYA

16



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Central Organization of Trade Unions (COTU)

AALC Representative: Peter Cannon

Activity Title	Cum. to 12/31/78	1979 Estimated		Submitted for 1980			Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence: 16-00 Country Rep. Economist	201.4	11.0	38.7	64.8 63.3				69.6 61.8	71.2 62.0	
16-01 Workers' Ed. Inst.	317.6	13.1	29.5	20.0				-	-	
16-02 Area Offices for COTU	-	-	45.0	25.0				60.0	66.0	
16-03 COTU Labour College	-	-	-	115.0				55.0	27.0	
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New Activities										
Totals	519.0	24.1	113.2	288.1				246.4	276.2	

137.3

16-

KENYA

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
KENYA

Identification #
16- 00

PERSONNEL COSTS

Prepared by:
CONNOR

Date:
OCT 79

Country Representative	1979		1980 Sub-mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	1	6	12	12	12			42
Salary	2,362	17,500	30,280	31,000	33,000			111,780
F. I. C. A.	149	1,255	1,588	1,975	1,975			6,793
Allowances:								
Housing	/	1,200	3,600	4,000	4,500			13,300
Education	/	300	1,000	1,500	2,000			4,800
Post Differential	/	/	3,028	3,100	3,300			9,428
Cost-of-living	/	1,000	/	/	/			1,000
Pension & Retirement	484	2,050	6,207	6,400	6,800			21,457
Workmen's Compensation	201	900	2,700	2,700	2,700			9,000
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	474	440	1,900	1,900	1,900			6,140
Home Leave or R & R	/	/	2,000	4,000	1,500			7,500
Transport to & from Post	4,398	6,000	/	/	/			6,000
Sub-total	8,068	31,155	52,813	57,085	58,195			199,238
Local Travel	808	1,500	4,000	4,500	5,000			15,000
AALC Office & Communications	2,120	6,000	8,000	8,000	8,000			30,000
Sub-total	2,928	7,500	12,000	12,500	13,000			45,000
TOTAL	10,996	38,655	64,813	69,585	71,185			244,238

11.0 38.7 64.8 69.6 71.2 244.2

Total carried forward in \$000

PERSONNEL (REPRESENTATIVE)

KENYA

A.A.L.C. ACTIVITY PLAN SUMMARY

ACTIVITY = 16-01	TITLE: WORKERS' EDUCATION INSTITUTE - KENYA	AALC Representative: TO BE APPOINTED
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Purpose:

To create within COTU a self-sufficient Workers Education Institute capable of effectively training trade unionists for leadership and staff roles within the unions.

Initiation Date: 1974

Phase-over Date: 1982

Description:

COTU's Workers Education Institute is now running at a highly professional level. The educational plan is fully developed and functioning to the satisfaction of COTU's Executive Council, the GOK and employer groups. Curricula, syllabi and lesson plans for all levels are available and under constant review. A full-time staff of four professionals and one secretary comprise the staff. Six Area Secretaries have received training; a seventh will be appointed soon. Office and library facilities are situated in the COTU headquarters building, and classrooms across the country are rented for provincial courses.

COTU makes important contributions in kind to the Institute, but substantial funding of the program by COTU has been delayed by its heavy investment in the construction of the Labour College in Kisumu. The Workers Education Institute bears a special and important relationship to the Labour College in that it provides the recruiting ground for candidates for the Labour College courses. (See Activity 16-03).

It is anticipated that the work of the Institute will be continued within the program of the Labour College. If this is realized, Activity 16-01 will be phased-over to the Labour College during 1980.

16-01

WORKERS EDUCATION INSTITUTE

KENYA

Activity = 16-01	To end 1978	1979				1980		1981		1982		Total	
		748		1526		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
		Planned	Actual	Planned	Actual								
Local staff recruited and trained --													
Director:						-							
Deputy Director:						-							
Trade Union Education Instructors:						-							
Secretary:						-							
Area Secretaries trained as basic trade union educators:						1							
Workers Education Institute facility established --													
Offices at COTU HQ reserved for Institute & equipped:													
Library established -- No. of volumes acquired:						-							
COTU & its affiliated union leadership trained --													
Stage I -- No. of seminars:						1							
-- No. of participants:						30							
Stage II -- No. of seminars:						1							
-- No. of participants:						30							
Stage III -- No. of seminars:						1							
-- No. of participants:						30							

INPUTS

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>(under 1526)</i>
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Trainings:							
Commodities:							
Sub-total:							
Local Hire: Director		} 5.9	} 12.0	4.6	 	 	} 27.0
Deputy Director				3.5			
Instructors (2)				5.8			
Secretary				1.1			
Local Staff Transport (Fares, P.D., Vehicle Op.)		.8	4.5	-			4.5
Training:							
Seminars (Transport, P.D., supplies, rentals, etc.)		6.4	13.0	5.0			18.0
Other Costs:							
Publication (Newsletter, course outlines, lesson helps)							
Sub-total:	✓	13.1	29.5	20.0	 	 	49.5
TOTAL:		EST. 317.6	13.1	29.5	20.0	 	49.5

ACTIVITY = 16-01 Title: WORKERS' EDUCATION INSTITUTE - KENYA Dates (of submission & revisions): June '78 - May '79 Oct. 79.

16-01

A.A.L.C. ACTIVITY PLAN SUMMARY

ACTIVITY = 16-02	TITLE: AREA OFFICES FOR COTU - KENYA	AALC Representative: TO BE APPOINTED
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Purpose:

To provide each province of Kenya with an office facility for the COTU Area Officer, and a meeting room adequate for the needs of the affiliated unions and educational seminars.

Initiation Date: 1977
Phase-over Date: 1981

Description:

Apart from the Mombasa Regional Office, acquired under Impact Activity No. 277 in 1978, difficulties in acquiring clear titles to properties under consideration have delayed the construction of the proposed Area Offices. The Mombasa facility has been renovated, and plans for other Area Offices are in the following locations: Kakamega, Nakuru, Kisumu, Thika, Machakos, and Nairobi.

Each Area office will provide office facilities for the Area Secretary, and a meeting room suitable for branch meetings, education seminars, etc.

16-02

AREA OFFICES FOR COTU

KENYA

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Construction	—	—	45.0	25.0	60.0	66.0	196.0
Sub-total:	—	—	45.0	25.0	60.0	66.0	196.0
Local Hire: Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Other Costs:							
Sub-total:	—	—					
TOTAL:	—	—	45.0	25.0	60.0	66.0	196.0

ACTIVITY =
16-02

Title: AREA OFFICES FOR COTU - KENYA

Dates (of submission & revisions):
June '78, May '79 Oct. 79

16-02

ACTIVITY = 16-03	TITLE: COTU LABOUR COLLEGE - KENYA	AALC Representative: TO BE APPOINTED
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Purpose:

To create the capacity of the COTU Labour College, by December 31, 1984, to provide a three-year college level trade union education program for 30 senior labor union officials per year, enabling them to represent union members more effectively in relations with management and the government.

Initiation Date: 1980
Phase-over Date: 1984

Description:

The Labour College program will incorporate, the Workers Education Institute, which will continue to provide training for 300 to 500 branch officials annually. The WEI will be a major source of candidates.

(See LABOUR COLLEGE - PLAN OF OPERATION for full description and detailed implementation plan)

16-03

COTU LABOUR COLLEGE

KENYA

Activity =	16-03	1979		1980		1981		1982		Total	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
		739,615.26								G 1526	
This statement of "Outputs" covers only those directly provided by AALC financial support. For a full picture of the college program, see <u>LABOUR COLLEGE PLAN OF OPERATION</u>											
Labour College furnishing and equipment (to degree required for opening) provided:					1	-	-	-	-		1
Additional required furnishing and equipment provided:					-	-	-	1	-		1
Library established:					-	-	-	1	-		1
Initial instructors (expatriate) provided --											
Education advisor to Labour College and COTU					1	-	-	-	-		1
Trade Union specialist:					1	-	-	-	-		1
Specialized trade union training offered					1	-	-	-	-		1

INPUTS

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.):				10.0	20.0	22.0	52.0
U.S. or 3rd Country Training:							
Commodities: Furnishings and equipment				85.0	12.0	30.0	127.0
Library				-	1.0	1.2	2.2
Teaching aids and audio-visual equipment							
Sub-total:				95.0	33.0	53.2	181.2
Local Hire: Director							
Deputy Director							
Finance officer/Accountant							
Secretary:							
Teacher/Specialist I							
Teacher/Specialist II							
Local Staff Transport (Fares, P.D., Vehicle Op.)							
Training:							
Regular classes and specialized seminars (Transport, board and room, supplies, etc.)				20.0	22.0	24.5	66.5
Other Costs:							
Publication (Course outlines, lesson helps, and promotional materials)							
Materials and supplies							
Sub-total:				20.0	22.0	24.5	66.5
TOTAL:				115.0	55.0	77.7	247.7

ACTIVITY =
16-03

Title:
COTU LABOR COLLEGE - KENYA

Dates (of submission & revisions):
June '78, May '79 Oct. 79

16-03

Country Program for:
LESOTHO
26-



**AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL**

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Lesotho Council of Workers (LCW)

AALC Representative: Nat Johnson

Activity #	Title	Cum. t 12/31/78	1979 Estimated under		Submitted for 1980		Budget		Planned		Total under 1526
			759	1526	Original Rev.	Rev.	1980	Rev.	1981	1982	
<u>AALC Presence: 26-00</u>											
		-	2.9	10.6	15.9				17.9	19.1	
26-01	Labor Education	106.0	1.2	15.0	55.3				-	-	
26-02	L.C.W. Administrat.	-	-	-	-				42.0	50.0	
-	-	-	-	-	-				-	-	
-	-	-	-	-	-				-	-	
-	-	-	-	-	-				-	-	
-	-	-	-	-	-				-	-	
<u>New Activities</u>											
<u>Totals</u>		106.0	4.1	25.6	71.2				59.9	69.1	

29.7

26-

LESOTHO

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
LESOTHO

Identification #
26-00

PERSONNEL COSTS

Prepared by:
CONNOR

Date:
OCT 79

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months			3	3	3			
Salary								
F. I. C. A.								
Allowances:								
Housing								
Education								
Post Differential								
Cost-of-living								
Pension & Retirement								
Workmen's Compensation								
Bond								
Flight Insurance								
Medical & Life Insurances								
Home Leave or R & R								
Transport to & from Post								
LESOTHO SHARE 25%	2,648	9,368	12,261	12,709	13,145			47,483
Local Travel	115	1,000	3,000	4,500	5,000			13,500
AALC Office & Communications	139	250	600	700	1,000			2,550
Sub-total	254	1,250	3,600	5,200	6,000			16,050
TOTAL	2,902	10,618	15,861	17,909	19,145			63,533

SEE ACTIVITY 15-00
(BOTSWANA)
Lesotho's share is 25% of total personnel
cost exclusive of Botswana office
and local travel

2.9 10.6 15.9 17.9 19.1

63.5

26-00

PERSONNEL

LESOTHO

ACTIVITY = 26-01	TITLE: LABOR EDUCATION - LESOTHO	AALC Representative: JOHNSON
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Purpose:

To develop the capability of the Lesotho Council of Workers and its affiliated unions to function effectively in all areas of trade union responsibility.

Initiation Date: 1976
Phase-over Date: 1980

Description:

At the present time three LCW staff members are trained to a basic level in administration and trade union education procedures. The AALC Representative has performed advisory services, and the LCW has offered on-the-job training to volunteers who have joined forces with the LCW staff in settling about 50 major grievances. Collective agreements have been signed for all LCW affiliates, and the construction of a headquarters building is nearing completion. Course outlines are being prepared. An expanded program is envisioned over the next two years.

The program in 1980 will complete the basic training of the LCW staff and develop detailed plans for the restructuring of the LCW and the training of personnel for the development of national unions.

26-01

LABOR EDUCATION

LESOTHO

OUTPUTS

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

Activity =	To. end	1979				1980		1981		1982		Total	
		753 G 1526										G 1526	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
Activity = 26-01	978	753 G 1526										G 1526	
Local staff -- employed:	3				-		-		-				3
-- trained:	-	-	-	-	3		-		-		-		3
Hq office in place, with transport equipment, etc:					1		-		-		-		1
Rank and file membership informed													
-- (Evening & weekend classes):					8		10		12				
-- No. of participants:					500		770		850				
Local union officers trained in their regular duties													
-- No. of seminars (AASC supported):					8		4		4				
-- No. of participants:					200		100		100				
National union leaders and LCN officers trained													
-- No. of seminars:					2		1		1				
-- No. of participants:					50		25		25				
Trade Union Newspaper Published													
-- No. of issues					2		6		6				
-- Circulation					200		350		500				
Trade Union Curriculum Materials Distributed	-	-	-	-	1		-		-		-		1

INPUTS

IN 3000

INPUT ITEMS	Actual	Estimated 1979		Planned	planned	Planned	Planned		
	to end '78	769	1526	1980	1981	1982	Total		
Consultants (Fees, Per Diems, Transport, etc.):				10.0	X				
U.S. or 3rd Country Training:									
Commodities:									
Equipment			—	12.0					
Sub-total:			—	22.0				22.0	
Local Hire:					X				
Instructors (3)		} 1.2	} 8.0	9.2				} 19.2	
Secretary (1)				2.0					
Local Staff Transport (Fares, P.D., Vehicle Op.)			3.0	2.5					5.5
Training: Seminars (Transport, P.D., supplies, rentals)			4.0	14.0					18.0
Other Costs: Supplies, etc. (including news-letter)				3.6					3.6
T.U. Course Curricula & materials				2.0					2.0
Sub-total:	Y	1.2	15.0	33.3					48.3
TOTAL:	EST. 106.0	1.2	15.0	55.3	X		70.3		

ACTIVITY #	Title:	Dates (of submission & revisions):
26-01	LABOR EDUCATION - LESOTHO	June '78, May '79

26-01

ACTIVITY # 26-02	TITLE: LCW ADMINISTRATION LESOTHO	AALC Representative: JOHNSON
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Purpose:

To enable the Lesotho Council of Workers (LCW) to develop as a national labor center co-ordinating the activities of national trade unions.

Initiation Date: 1981

Phase-over Date: 1985

Description:

The LCW has played a very useful role in the development of the trade union movement of Lesotho. It has operated almost as if it were a general workers union -- organizing, negotiating contracts, and processing grievances. In a country with a small population and a limited constituency for union organization this has been natural and useful.

The future development of free and democratic trade unionism will be better served as the concept of one union for each industry takes root and union leaders are identified and trained. The LCW would then be able to devote its attention to matters relevant to a national labor center.

It is expected that the new headquarters building will be completed during 1979/80. The LCW will have adequate facilities to expand its operations, and rental of part of the new building will provide a small income in place of paying out rent for current office space. Thus it is timely that a development plan be devised for the LCW and its constituent unions. This will be prepared in 1980 for implementation from 1981 to 1985.

26-02

L.C.W. ADMINISTRATION

LESOTHO

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

OUTPUTS

Activity # 26-02	To end 1978	1979		1980		1981		1982		Total	
		61526								61526	
		Planned	Actual								
New HQ facility equipped (including transport facility):						1		-		1	
Local staff -- employed (LCW):						2		-		2	
-- trained (LCW):						-		-		-	
-- National union staff persons trained:						-		4		4	
Local and national officers trained											
-- No. of seminars:						4		4		8	
-- No. of participants:						100		100		200	
Educational materials published:						2		2		4	
Rank and file membership informed											
-- Evening and weekend classes:						14		16		30	
-- No. of participants:						700		800		1500	
National union leaders and LCW officers trained						1		1		2	
-- No. of seminars:						25		25		50	
Formation of Effective National Unions (Rationalization of LCW structure):					2	1		-		3	
News dues structure fully implemented:						-		1		1	
Trade Union Newspaper published											
-- No. of issues published circulation:						10		10		20	
L.C.W. Field Offices Established:						3		3		6	
L.C.W. Education Department Established:						-		1		1	
L.C.W. T.U. Education Library Established:						-		1		1	

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	789	1526	1980	1981	1992	Total
Consultants (Fees, Per Diems, Transport, etc.): C.O. or 3rd Country Training: Commodities:				 	10.0	10.0	20.0
Sub-total:				 	10.0	10.0	20.0
Local Hire:				 	8.0	8.8	16.8
Local Staff Transport (Fares, P.D., Vehicle Op.) Training:				 	- 20.0	- 28.0	- 48.0
Other Costs:				 	4.0	3.2	7.2
Sub-total:				 	32.0	40.0	72.0
TOTAL:				 	42.0	50.0	92.0

Activity =
26-02

Title:
L.C.M. ADMINISTRATION - LESOTHO

Dates (of submission & revisions):
May '79 Oct. 79

26-02



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Sierra Leone Labour Congress (SLLC)

AALC Representative: John Kilhefner .

Activity #	Title:	Cum. to 12/31/78	1979 Estimated under		Submitted for 1980			Budget 1980	Planned		Total under 1978
			769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence: 27-00		133.6	20.2	41.7	65.8				72.3	76.1	
27-01	Trade Union Education	63.2	6.0	15.3	44.7				58.0	80.0	
27-02	Literacy	30.0	-	3.5	9.0				3.5		
27-03	Co-Operative Develop.	42.0	4.5	12.5	18.0				9.0		
New Activities											
Totals		268.8	30.7	73.0	137.5				142.8	156.1	

103.7

27-

SIERRA LEONE

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
SIERRA LEONE

Identification #
27-00

Prepared by:
CONNOR

Date:
OCT 79

PERSONNEL COSTS

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	12	12	12			45
Salary	7,080	21,230	30,310	33,000	35,000			119,540
F. I. C. A.	434	970	1,588	1,975	1,975			6,508
Allowances:								
Housing	8,000	/	9,000	9,500	10,000			28,500
Education	/	/	/	/	/			/
Post Differential	1,770	5,308	7,578	8,250	8,750			29,886
Cost-of-living	285	855	1,200	1,240	1,290			4,585
Pension & Retirement	1,451	4,352	6,214	6,765	7,175			24,506
Workmen's Compensation	675	2,025	2,700	2,700	2,700			10,125
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	474	1,422	1,900	1,900	1,900			7,122
Home Leave or R & R	/	1,500	800	1,500	800			4,600
Transport to & from Post	/	/	/	/	/			/
Sub-total	20,169	38,172	61,800	67,340	70,100			237,412
Local Travel	/	1,000	1,500	2,000	2,500			7,000
AALC Office & Communications	/	2,500	2,500	3,000	3,500			11,500
Sub-total	/	3,500	4,000	5,000	6,000			18,500
TOTAL	20,169	41,672	65,800	72,340	76,100			255,912

Total carried forward in \$000

20.2 41.7 65.8 72.3 76.1

255.9

27-00

PERSONNEL

SIERRA LEONE

ACTIVITY = 27-01	TITLE: TRADE UNION EDUCATION - SIERRA LEONE	AALC Representative: KILHEFNER
Purpose:		Initiation Date: 1975
To develop an effective trade union education capability.		Phase-over Date: 1981

Description:

The trade union education program originally planned ran into difficulty in 1978 due to national and trade union political problems. Differences have been resolved within the SLIC and with the GOSL, allowing the program to take clearer shape in 1979. Some basic trade union education materials have been prepared and published, which made possible a small education program on Collective Bargaining, Administration, Finance and the Role of the Shop Steward.

The emphasis of the 1980 program will be on the training of local union officers and shop stewards. Attention will be given to the development of effective leadership from the new trade union education department of the SLIC.

27-01

TRADE UNION EDUCATION

SIERRA LEONE

OUTPUTS

A. A. L. C. A C T I V I T Y ' P L A N S U M M A R Y 1980 - 1982

OUTPUTS

Activity # 27-01	To end:		1979		1980		1981		1982		Total	
	1978		729 1526									
	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
SLLC Education Department reorganized												
-- Objectives, staffing levels, job descriptions agreed					-	-	-	-	-	-	-	-
-- New staff -- employed or confirmed:					-	-	-	-	-	-	-	-
-- trained:					2	-	-	-	1	-	-	-
-- Transport provided:					1	-	-	-	-	-	-	-
Course outlines, curricula, and lesson helps published:					2	-	-	-	-	-	-	-
Trade union newsletter published -- No. of issues:						10		10		10		
-- circulation:												
Union leaders and officers trained -- No. of seminars :						12		24		24		
-- No. of participants:						240		480		480		

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
<i>under 1526</i>							
Consultants (Fees, Per Diems, Transport, etc.):		-	-	-		18.0	18.0
U.S. or 3rd Country Training:							
Commodities:							
Office equipment		-	-	-	1.0	1.0	2.0
Audio-visual and educational equipment		-	-	-	2.0	2.0	4.0
Vehicle		-	-	14.0	-	-	14.0
Sub-total:		-	-	14.0	3.0	21.0	38.0
Local Hire:							
Director of trade union education		} 5.5	} 6.0	4.2	5.7	5.7	} 38.7
Deputy directors (2)	3.0			6.3	6.3		
Accountant	1.5			-	-		
Local Staff Transport (Fares, P.D., Vehicle Op.)		.5	1.8	3.0	3.0	3.0	10.8
Training:							
Seminars (Transport P.D., supplies, rentals etc.)		-	6.0	15.0	36.0	40.0	97.0
Other Costs:							
Publication (Newsletter, lesson helps, etc)		-	1.5	4.0	4.0	4.0	13.5
Sub-total:		↓	6.0	15.3	30.7	55.0	160.0
TOTAL:		EST. 63.2	6.0	15.3	44.7	58.0	198.0

ACTIVITY #
27-01

Title: TRADE UNION EDUCATION PROGRAM
SIERRA - LEONE

Dates (of submission & revisions):
May '78, May '79 Oct. 79

27-01

ACTIVITY # 27-02	TITLE: LITERACY PROGRAM - SIERRA LEONE	AALC Representative: KILHEFNER
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Purpose:

To create within SLLC the capability of providing literacy instruction for trade union members.

Initiation Date: 1975

Phase-over Date: 1981

Description:

Literacy training classes have been extremely popular. Four classes have met regularly throughout the year with 40 participants. There is a long waiting list of workers who wish to participate in future courses.

27-02

LITERACY PROGRAM

SIERRA LEONE

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

OUTPUTS

Activity # 27-02	To end 978	1979		1980		1981		1982		Total	
		769		1526							
		Planned	Actual								
Trade unionists trained in literacy (English)											
-- No. of classes				4		4					
-- No. of participants				40		40					
Instruction booklet and lesson helps published				1		-					
Instructors trained -- No. of workshops				1		1					
-- No. of participants				20		20					

INPUTS

13 3000

INPUT ITEMS	Actual	Estimated 1979		Planned	planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.):							11.0
U.S. or 3rd Country Training:							
Commodities:							
Sub-total:		-	-	-	-		-
Local Hire:							16.0
Supervisors (2)		-	} 1.5	3.9	-	} 11.0	
Instructors (part time) (4)				3.6	2.0		
Local Staff Transport (Fares, P.D., Vehicle Op.)		-	.5	-	-	.5	
Training:							
Classes (Local transport, supplies)		-	1.5	1.5	1.5	4.5	
Other Costs:							
Sub-total:	V	-	3.5	9.0	3.5		16.0
TOTAL:	EST. 30.0	-	3.5	9.0	3.5		16.0

ACTIVITY #
27-02

Title:
LITERACY PROGRAM - SIERRA LEONE

Dates (of submission & revisions):
May '78, May '79

27-02

ACTIVITY # 27-03	TITLE: CO-OPERATIVE DEVELOPMENT - SIERRA LEONE	AALC Representative: KILHEFNER
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Purpose:

To create within the SLLC a Co-operative Department and to foster the development of trade union-related cooperative enterprises.

Initiation Date: 1975

Phase-over Date: 1981

Description:

With the new national emphasis on co-operatives and credit unions, the need for the SLLC to expand its program remains urgent. The CLLC HQ co-operative store has been operating effectively, competing without the advantage of quantity purchasing. An expanded program is envisioned, including the provision of storage capacity, the initiation of an educational and promotional campaign, and the creation of co-operative societies.

*27-03**CO-OPERATIVE DEVELOPMENT**SIERRA LEONE*

OUTPUTS

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS

Activity = 27-03	No. and 978	1979				1980		1981		1982		Total	
		7,981,526				Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual
		Budget	Actual	Budget	Actual								
SLIC Co-operative Department established:					-		-						
SLIC Co-op Dept. staff -- employed:					-		-						
-- trained:					-		1						
Facility for SLIC HQ co-op store provided and equipped:					-		-						
-- Storage room renovated:					1		-						
Co-op education materials provided and distributed:					1		1						
Co-op societies organized:					1		1						
Co-op members and officers trained -- No. of seminars :					2		3						
-- No. of participants:					30		45						

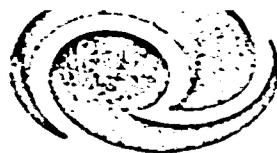
INPUT ITEMS	Actual to end '78	Estimated 1979		Planned 1980	Planned 1981	Planned 1982	Planned Total
		769	1526				
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:							
Construction (renovation) of warehouse for SLLC HQ co-op store Equipment		.5	1.5	12.0	—		13.5
Sub-total:		.5	1.5	12.0	5.0		18.5
Local Hire:							
SLLC Co-op Officer		2.5	5.0	3.0	—		8.0
Local Staff Transport (Fares, P.D., Vehicle Op.) Training:		1.5	6.0	—	—		6.0
Seminars. (Transport, P.D., supplies, etc.)		—	—	3.0	4.0		7.0
Other Costs:							
Sub-total:	✓	4.0	11.0	6.0	4.0		21.0
TOTAL:	EST. 42.0	4.5	12.5	18.0	9.0		39.5

ACTIVITY # 27-03 Title: CO-OPERATIVE DEVELOPMENT - SIERRA LEONE
 Dates (of submission & revisions): May '78, May '79

Country Program For:

GHANA

29-



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Ghana Trade Union Congress (GTUC)

AALC Representative: Don Jones

Activity Title:	Cum. to 12/31/78	1979 Estimated under		Submitted for 1980				Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.	Rev.		1981	1982	
AALC Presence: 29-00	128.3	11.0	47.7	62.4					65.7	68.5	
29-01 Labor Education	101.2	-	30.0	30.0					-	-	
29-02 Labour College Build.	-	-	3.3	15.0					-	-	
29-03 Special Trade Un. Ed.	-	-	-	32.0					30.0	90.0	
- - - - -	-	-	-	-					-	-	
- - - - -	-	-	-	-					-	-	
New Activities											
Totals	229.5	11.0	81.0	139.4					145.7	158.5	

92.0

29-

GHANA

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
GHANA

Identification #
29 - 00

PERSONNEL COSTS

Prepared by:

CONNOR

Date:

OCT 79

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	12	12	12			45
Salary	6,580	22,605	30,000	31,000	32,000			115,605
F. I. C. A.	415	989	1,588	1,975	1,975			6,527
Allowances:								
Housing	/	6,000	6,500	7,500	8,000			28,000
Education	/	/	/	/	/			/
Post Differential	1,317	4,521	6,000	6,200	6,400			23,121
Cost-of-living	504	2,781	3,710	3,710	3,710			13,911
Pension & Retirement	1,349	4,634	6,150	6,355	6,500			23,699
Workmen's Compensation	675	2,025	2,700	2,700	2,700			10,125
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	207	621	828	828	828			3,105
Home Leave or R & R	/	950	950	950	950			3,800
Transport to & from Post	/	/	/	/	/			/
Sub-total	11,047	45,636	58,936	61,728	63,633			229,933
Local Travel	/	1,600	2,500	2,600	2,700			9,400
AALC Office & Communications	/	500	1,000	1,500	2,000			5,000
Sub-total	/	2,100	3,500	4,100	4,900			14,400
TOTAL	11,047	47,736	62,436	65,828	68,533			244,333

Total carried forward in \$000

11.0 47.7 62.4 65.7 68.5

244.3

29-00

PERSONNEL

GHANA

ACTIVITY = 29-01	TITLE: LABOR EDUCATION - GHANA	AALC Representative: JONES
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Purpose:

To develop the capacity of the Ghana Labour College to provide effective training to trade union officers and members at elementary, intermediate, and advanced levels in specialized areas of trade union concern.

Initiation Date: 1976

Phase-over Date: 1980

Description:

Economic and political instability in Ghana has prevented the Labour College from operating at full capacity, but it has been able to maintain its position as well as respect of the GCG and employer groups. A trade union structure exists throughout the Ghanaian industry, led by a dedicated and experienced nucleus of elected officers and shop stewards. This nucleus will be expanded as the trade unions grow; the program of the Labour College will provide for their training through residential and non-residential seminars, and improved library facilities in the College.

29-01

LABOR EDUCATION

GHANA

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

OUTPUTS

Activity =	No. Org.	1979				1980		1981		1982		Total	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
29-01	978	720/6526										61526	
Labour College staff -- Advanced training provided													
-- Adult education techniques - (No. of seminars):						2							
-- Curriculum development - (No. of seminars):						3							
Labour College transport capability increased:						1							
Visual aids and teaching equipment provided:						1							
Library enlarged - (No. of acquisitions):													
Curriculum: Course outlines and lesson helps reviewed and revised as required - (No. of courses):						4							
Trade union leaders trained (Basic level will be covered by the normal college program)													
-- Intermediate level - (No. of seminars):						8							
- (No. of participants):						180							
-- Advanced level - (No. of seminars):						3							
- (No. of participants):						60							
-- Special- - Methods and procedures for Credit													
ized Union audits-No. of seminars:						1							
seminars - (No. of participants)						20							
- Leadership training for women trade unionists - (No. of seminars):						1							
- Occupational health and workers' safety - (No. of seminars):						1							
- (No. of participants):						20							

INPUTS		IN \$000					
		Actual to end '78	Estimated 1979	Planned 1980	Planned 1981	Planned 1982	Planned Total
INPUT ITEMS							
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
	Vehicles	-	-	9.0			9.0
	Equipment	-	-	3.0			3.0
	Sub-total:			12.0			12.0
Local Hire:							
	Local Staff Transport (Fares, P.D., Vehicle Op.)						
	Training: Seminars (P.D., transport, supplies, etc.)		30.0	18.0			48.0
Other Costs:							
	Supplies						
	Sub-total:		30.0	18.0			48.0
TOTAL:		EST. 101.2	30.0	30.0			60.0
ACTIVITY #		Title:					Dates (of submission & revisions):
29-01		LABOR EDUCATION - GHANA					1976 Feb. 79

29-01

ACTIVITY = 29-02	TITLE: LABOUR COLLEGE BUILDING - GHANA	AALC Representative: JONES
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Purpose:

To assist the GTUC in providing new facilities for the Ghana Labour College.

Initiation Date: 1976

Phase-over Date: 1980

Description:

The Government of Ghana has issued a building code for the area in which the Ghana Labour College is situated. The present buildings cannot be modified to conform to the new code, and it is therefore necessary for the GTUC to provide a new building if it is to maintain its lease on the property. Plans that meet the new zoning requirements have been drawn up for the design and structure. Construction is scheduled to begin in 1979 and to be completed by the end of 1980, but inflation and the priority of other concerns have delayed a start of construction.

AALC provided the services of an architect to develop the design, and proposes to assist with the furnishing and equipping of the new facility. The GTUC will be responsible for the construction of the building.

29-02

LABOUR COLLEGE BUILDING

GHANA

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	Planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.):	-	-	3.3	2.7	 	 	6.0
U.S. or 3rd Country Training:					 	 	
Commodities:					 	 	
Furnishings (dormitories, offices, classrooms)	-	-	-	12.0	 	 	12.0
Equipment (audio-visual, duplicating, water coolers)					 	 	
Sub-total:	-	-	3.3	14.7	 	 	18.0
Local Hire:					 	 	
Local Staff Transport (Fares, P.D., Vehicle Op.)					 	 	
Training:					 	 	
Other Costs:					 	 	
Supplies	-	-	-	0.3	 	 	.3
Sub-total:	-	-	-	0.3	 	 	.3
TOTAL:	-	-	3.3	15.0	 	 	18.3

under: 1526

ACTIVITY #
29-02

Title:
LABOUR COLLEGE BUILDING - GHANA

Dates (of submission & revisions):
May '78, June '79

ACTIVITY # 29-03	TITLE: SPECIAL TU ED. - GHANA	AALC Representative: JONES
Purpose: To develop advanced specialized curricula for the Ghana Labour College.		Initiation Date: 1980
		Phase-over Date: 1984

Description:

The Ghana Labour College (which was established with AALC assistance) is continuing to provide a good basic trade union education for the current and new generations of Ghanaian trade union leaders. But Ghana's social, political and economic affairs are making difficult demands of these leaders; they require increased knowledge and skills to cope with their expanded responsibilities, which in turn requires the College to design new courses and to develop new competencies.

AALC proposes to help in this on-going process through staff training and special curriculum developmental seminars. Some of the current basic subjects will be presented in programmed learning form for correspondence courses, thus freeing college staff personnel for more advanced areas of instruction. Staff workshops, to which national trade union leaders will be invited, will identify areas to be covered in the specialized courses, will develop the course outlines, and will begin the preparation of study materials.

29-03

SPECIAL TRADE UNION EDUCATION

GHANA

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS												OUTPUTS	
Activity #	To end	1979				1980		1981		1982		Total	
29-03	978	749	1526										
		Planned	Actual										
Facility for publication of curriculum materials renovated and enlarged:													
Special courses -- researched:													
-- developed						2		3		3			
-- published						1		2		2			
								2		3			

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979	Planned	Planned	Planned	Planned	
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:							
Renovations and replacement of equipment				-	25.0	30.0	55.0
Sub-total:				-	25.0	30.0	55.0
Local Hire:							
Local Staff Transport (Fares, P.D., Vehicle Op.) Training:				2.0 20.0	- 40.0	- 40.0	2.0 100.0
Other Costs: Publication				10.0	15.0	20.0	45.0
Sub-total:				32.0	55.0	60.0	147.0
TOTAL:				32.0	80.0	90.0	202.0

under 1526

ACTIVITY #
29-03

Title:
SPECIAL TRADE UNION EDUCATION - GHANA

Dates (of submission & revisions):
May '79

29-03



AFRICAN-AMERICAN LABOR CENTER
CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Liberian Federation of Trade Unions (LFTU) and United Workers' Congress (UWC)

AALC Representative: John Timothy Smith

Activity #	Title:	Cum. to 12/31/78	1979 Estimated under		Submitted for 1980			Budget 1980	Planned		Total under 1526
			769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence:	30-00	120.8	10.7	50.6	63.1				65.8	69.2	248.7
30-01	Trade Union Educat.	34.8	-	3.8	38.0	-	-	-	24.0	16.0	81.8
30-02	Literacy Training	7.0	-	-	6.0	-	-	-	6.0	6.0	18.0
30-03	(Withdrawn)	-	-	-	-	-	-	-	-	-	-
30-04	Administration Prog.	-	-	-	25.0	-	-	-	35.0	60.0	110.0
-	-	-	-	-	-	-	-	-	-	-	-
New Activities											
Totals		162.6	10.7	54.4	132.1				130.8	151.2	468.5

65.1

30-

LIBERIA

A. A. L. C. ACTIVITY PLAN SUMMARY - - - 1980-1982

Country: LIBERIA
 Identification # 30-00

Prepared by: CONNOR
 Date: OCT 79

PERSONNEL COSTS

	1979		1980 Sub-mission	Estimates of Future Budgets		Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982	
Man-months	3	9	12	12	12	45
Salary	6,378	22,822	30,000	32,000	34,000	118,822
F.I. C.A.	402	1,002	1,588	1,975	1,975	6,540
Allowances:						
Housing	/	6,000	6,000	6,000	6,000	24,000
Education	/	/	/	/	/	/
Post Differential	1,275	4,564	6,000	6,400	6,800	23,764
Cost-of-living	504	1,593	2,120	2,120	2,120	7,953
Pension & Retirement	1,307	4,679	6,150	6,560	6,970	24,359
Workmen's Compensation	675	2,025	2,700	2,700	2,700	10,125
Bond	/	310	310	310	310	1,240
Flight Insurance	/	200	200	200	200	800
Medical & Life Insurances	207	621	621	621	621	2,484
Home Leave or R & R	/	1,500	2,000	1,500	2,000	7,000
Transport to & from Post	/	/	/	/	/	/
Sub-total	10,748	45,316	57,689	60,386	63,696	227,087
Local Travel	/	300	400	450	500	1,650
AALC Office & Communications	/	5,000	5,000	5,000	5,000	20,000
Sub-total	/	5,300	5,400	5,450	5,500	21,650
TOTAL	10,748	50,616	63,089	65,836	69,196	248,737

Total carried forward in \$000 10.7 50.6 63.1 65.8 69.2 248.7

LIBERIA

PERSONNEL

30-00

ACTIVITY = 30-01	TITLE: TRADE UNION EDUCATION - LIBERIA	AALC Representative: SMITH
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Purpose:

To foster unity within the Liberian labor movement ; to assist in the creation of effective headquarters staff, especially in the field of trade union education and to promote the overall development of the Liberian labor movement.

Initiation Date: 1977

Phase-over Date: 1982

Description:

Pending a merger of the United Workers Congress and the Liberian Federation of Trade Unions, the AALC is offering a modest training program to both centers based on their numerical size. A fully coordinated program will not be possible until the merger takes place. The GOL supports the merger.

30-01TRADE UNION EDUCATIONLIBERIA

OUTPUTS

A. A. L. C. A C T I V I T Y ' P L A N S U M M A R Y 1980 - 1982

OUTPUTS

Activity # 30-01	To end 1978	1979		1980		1981		1982		Total	
		Planned	Actual								
		749	1526								
Labor education staff -- employed:				-		-		-			
-- trained - (No. of workshops)				2		1		1			
Trade union members, officers, & leaders trained:				-		-		-			
-- No. of seminars:				4		5		4			
-- No. of participants:				60		75		60			
Headquarters offices for merged national labor center equipped, including provisions for Trade Union Education Department:				1							

INPUTS		Actual to end '78	Estimated 1979 769 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>		
Consultants (Fees, Per Diems, Transport, etc.):									
U.S. or 3rd Country Training:									
Commodities:									
	Equipment (offices)		-	-	4.0	3.6	-	7.6	
	Furnishings (offices)		-	-	12.0	-	-	12.0	
Sub-total:					16.0	3.6		19.6	
Local Hire:									
	Instructors (2)		-	-	8.0	8.0	6.0	22.0	
Local Staff Transport (Fares, P.D., Vehicle Op.)									
Training:									
	Seminars (P.D., transport, supplies, rentals, etc.)		-	1.0	2.0	1.4	--	4.4	
			-	2.8	12.0	11.0	10.0	35.8	
Other Costs:									
Sub-total:			✓	-	3.8	22.0	20.4	16.0	62.2
TOTAL:			EST. 34.8	-	3.8	38.0	24.0	16.0	81.8
ACTIVITY # 30-01	Title: TRADE UNION EDUCATION - LIBERIA	Dates (of submission & revisions): June '78, May '79							

30-01

ACTIVITY # 30-02	TITLE: LITERACY TRAINING - LIBERIA	AALC Representative: SMITH
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Purpose:

To promote overall development of the Liberian labor movement enable present and potential trade union officers to better serve the workers and union members by improving their skills in reading and writing English.

Initiation Date: 1978

Phase-over Date: 1983

Description:

Members of the two competing trade union federations are eligible to take the literacy courses, which, to date, have been widely popular. Waiting lists for the courses indicate that interest in the program is growing. Until the merger of the two existing national labor centers take place the program helps maintain members' interest in the trade union.

30-02

LITERACY TRAINING.

LIBERIA

A. A. L. C. A C T I V I T Y ' P L A N S U M M A R Y 1980 - 1982

OUTPUTS

OUTPUTS

Activity # 30-02	To end 1978		1979		1980		1981		1982		Total	
	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
Literacy courses provided - (No. of courses)					4		4		4			
- (No. of participants)					120		120		120			
UWC and LFTU Education Directors trained in the administration and design of trade union literacy programs - advisory services:					1		1		1			
- No. of workshops :					2		2		2			

INPUTS

INPUT ITEMS	Actual	Estimated	Planned	Planned	Planned	Planned	Planned	Planned
	to end '78	769	1979	1980	1981	1982	1982	Total
		152%						under BZL
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:								
Sub-total:								
Local Hire: Instructors (4) (Peace Corps volunteers, part-time) Administration and supervisory oversight supplied by UWC and LFTU personnel charged under A# 30-01 Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Local transport for participants, plus supplies	--	--	--	--	--	--	--	--
Other Costs:								
Classroom rentals	--	--	--	1.0	1.1	1.1	1.1	3.2
Publication of instruction materials	--	--	--	0.4	0.4	0.4	0.4	1.2
Sub-total:	Y	--	--	6.0	6.0	6.0	6.0	18.0
TOTAL:	EST. 7.0	--	--	6.0	6.0	6.0	6.0	18.0
ACTIVITY # 30-02	Title: LITERACY TRAINING - LIBERIA		Dates (of submission & revisions): June '78, May '79					

30-02

ACTIVITY # 30-04	TITLE: ADMINISTRATION PROGRAM - LIBERIA	AALC Representative: SMITH
Initiation Date: 1980		Phase-over Date: 1984

Purpose:

To assist the newly formed unified national labor center of Liberia to develop a viable strong infrastructure for the effective co-ordination of the efforts of free democratic trade unions in Liberia.

Description:

For many years the labor movement of Liberia has been disorganized and weakened by a series of dissensions. This Activity is proposed on the assumption that a merger agreement will be consummated during 1979 and that the process of consolidating the national organization will in fact begin. There will be need to work closely with the elected leadership, and to provide training for full-time staff. This will require the continued presence of an AALC Representative and a viable means of keeping close touch with staff developments through assuming employer responsibility for key administrative personnel. During the initial stages attention will have to be given to the establishment of a viable management structure and to developing the membership knowledge and support which is the base of a democratic organization. In the second and third years considerable attention must be given to the training of local union officers.

The detailed plan of operation cannot be developed until the merger has been consummated and an executive elected who can speak on behalf of the unions. If the current situation of two rival national labor centers persists, it will not be possible to proceed according to the following program - but the needs of the trade union will still be there, in intensified form. Another strategy will then have to be developed. We are trusting that current efforts toward the merger will be successful.

OUTPUTS

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

Activity = 30-04	To end		1979		1980		1981		1982		Total	
	1978		1526									
	Planned	Actual										
Office facilities for merged national labor center furnished and equipped:					-	-			1		1	
Transport capability of new central labor body improved:					-	-			1		1	
Administrative staff of merged national labor center - employed:					2	-			-		2	
- trained:					-	-			-			
Local, regional, and national officers of merged national labor center and its constituent unions trained - No. of seminars:					3	6			12		21	
- No. of participants:					50	120			240		410	

INPUTS		IN \$000						
INPUT ITEMS		Actual to end '78	Estimated 1979 769	1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under-1980</i>
Consultants (Fees, Per Diems, Transport, etc.):								
U.S. or 3rd Country Training:								
Commodities:								
Office equipment					3.6	3.6	—	7.2
Furnishings					5.0	5.0	—	5.0
Vehicle					-	—	12.0	12.0
Sub-total:					8.6	8.6	12.0	24.2
Local Hire: National Labor Center staff personnel (2)					8.0	8.0	8.0	24.0
Local Staff Transport (Fares, P.D., Vehicle Op.)					1.4	1.4	1.4	4.2
Training:					7.0	17.0	29.0	48.0
Other Costs: Training manuals and books					-	—	9.6	9.6
Sub-total:					16.4	26.4	48.0	85.8
TOTAL:					25.0	35.0	60.0	110.0
ACTIVITY # 30-04	Title: ADMINISTRATION PROGRAM - LIBERIA	Dates (of submission & revisions): May '79						

30-04

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: ZAMBIA
 Identification #: 31-00

PERSONNEL COSTS

Prepared by: CONNOR
 Date: OCT 79

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months			12	12	12			36
Salary			24,000	24,800	25,500			74,300
F.I.C.A.			1,588	1,975	1,975			5,538
Allowances:								
Housing			6,000	6,500	7,000			19,500
Education			1,150	1,150	1,300			3,600
Post Differential			6,000	6,200	6,375			18,575
Cost-of-living			1,725	1,725	1,725			5,175
Pension & Retirement			4,920	5,084	5,228			15,232
Workmen's Compensation			2,700	2,700	2,700			8,100
Bond			310	310	310			930
Flight Insurance			200	200	200			600
Medical & Life Insurances			1,900	1,900	1,900			5,700
Home Leave or R & R			/	2,400	4,000			6,400
Transport to & from Post			8,000	/	/			8,000
Sub-total			58,493	54,994	58,213			171,650
Local Travel			1,000	1,500	2,000			4,500
AALC Office & Communications			500	750	1,000			2,250
Sub-total			1,500	2,250	3,000			6,750
TOTAL			59,993	57,194	61,213			178,400

Total carried forward in \$000

60.0 57.2 61.2

178.4

31-00

PERSONNEL

ZAMBIA

31-01

COLLECTIVE BARGAINING

ZAMBIA

A.A.L.C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

ACTIVITY # 31-01	TITLE: COLLECTIVE BARGAINING - ZAMBIA	AALC Representative:
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Purpose:

To establish within the Zambia Congress of Trade Unions (ZCTU) and its affiliated unions, by 1984, a capability of engaging in effective collective bargaining covering a comprehensive range of issues which concern workers' interests.

Initiation Date: 1980

Phase-over Date: 1984

Description:

The Zambia Congress of Trade Unions remains as one of our closest friends in Africa. They also represent about the strongest paradox in Africa - a strong and truly democratic and independent trade union movement in a country whose ideology would not be expected to allow such a thing.

The ZCTU has its full share of problems. The economy of the country is bankrupt and the organization is constantly under attack by strong elements in the party who want to have a trade union movement like that in Tanzania, or, as they openly state, like North Korea or Cuba. First, party committees were set up by the Government in each workplace in an attempt to weaken the role of the trade union. When this didn't succeed a new law created "works councils" which would have the same effect. These too, seem to be largely unworkable and are not appreciably weakening the trade union role. The attack on the independence of the ZCTU however, is constant. Last year a proposal was made for the party to vet any proposed candidates for trade union offices. This was rejected by the ZCTU and has temporarily been put on the back-burner - but it remains a threat. The 1979 situation, in the country and with the ZCTU, is critical. There are supposed to be national elections within the trade union movement before 1980.

Generally the ZCTU does not discuss with us their problems with the Government or the Party and they are very careful that our assistance does not become a political issue. But these problems do affect what we can do in Zambia. In 1978 we ran a highly successful symposium for the General Secretaries of all of the national unions on the state of the Zambian economy.

Activity #31-01

Page Two

We were lucky to get an extremely able person to direct the symposium and the ZCTU was overjoyed about the outcome. Moreover, ZCTU officials have stated their desire to have a resident AALC man in Zambia to advise them and to assist in their educational program, especially in the areas of collective bargaining and economic issues.

The program would emphasize training for ZCTU and affiliate national union staffs and the improvement of design and curricula of the programs they run.

31-01

Activity =	31-01	ZAMBIA	1979		1980		1981		1982		Total	
			61526								61526	
			Planned	Actual								
ZCTU staff trained in collective bargaining techniques -- No. of participants:												4
National union staffs trained in collective bargaining (constituency is approximately 30 persons) and industrial relations matters: -- No. of seminars:					2		2		2			6
Above staff members trained in adult education Techniques and running collective bargaining Courses for their respective constituencies -- No. of seminars:					-		2		2			4
Executive committee members of ZCTU and affiliated national unions informed re the processes of collective bargaining and skilled in their various roles: -- No. of workshops: -- No. of participants:					1		1		2			4
					30		30		60			120
Local union officers knowledgeable and skilled in all aspects of collective bargaining applicable to their level of responsibility: -- No. of seminars: -- No. of participants:					4		4		8			13
					100		100		200			330
A majority of active union members knowledgeable about and supportive of the collective bargaining process					-		-		1			1
Curricula and lesson helps for the above training seminars developed:					1		1		1			3

INPUTS		Actual to end '78	Estimated 1979 769 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <small>under 1980</small>	
INPUT ITEMS								
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: 2 persons 3 mos. Commodities: each Vehicle					-	15.0 12.0	16.5 -	31.5 12.0
Sub-total:					-	27.0	16.5	43.5
Local Hire:								
Local Staff Transport (Fares, P.D., Vehicle Op.)								
Training: Seminars					23.5	26.0	36.0	85.5
Workshops					13.0	13.0	13.0	39.0
Other Costs: Production of course outlines and lesson helps					3.5	3.0	3.5	10.0
Sub-total:					40.0	42.0	52.5	134.5
TOTAL:					40.0	69.0	69.0	178.0
Activity # 31-01	Title: COLLECTIVE BARGAINING - ZAMBIA	Dates (of submission & revisions): Oct. 79						

31-01

Country Program for:

TOGO

32-



AFRICAN-AMERICAN LABOR CENTER

CENTRE AFRO-AMERICAIN DU TRAVAIL

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Confédération Nationale des Travailleurs du Togo (CNTT)

AALC Representative: Supplied from Regional Office

Activity Title: #	Cum. to 12/31/73	1979 Estimated Budget		Submitted for 1980.			Budget 1980	Planned		Total under 1526
		769	1526	Original	Rev.	Rev.		1981	1982	
AALC Presence:	-	-	-	-	-	-	-	-	-	-
32-01 Trade Union Education	16.6	-	1.0	-	-	-	-	-	-	-
32-02 Co-op Program	17.4	5.1	20.5	-	-	-	-	-	-	-
32-03 FR. LIT. & Eng. Lang.	8.0	-	1.0	-	-	-	-	-	-	-
32-04 Co-op Enterprises Feasibility Study for	-	-	-	47.5	-	-	-	32.0	25.0	-
32-05 T.U. Medical Program	-	-	-	-	-	-	-	6.0	18.0	-
32-06 Advanced T.U. Train.	-	-	-	12.5	-	-	-	27.5	36.0	-
New Activities										
Totals	42.0	5.1	22.5	60.0				65.5	79.0	

27.6

32-

Togo

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
TOGO

Identification #
32-00

Prepared by:

Date:
Nov. 79

PERSONNEL COSTS

	1979		1980 Sub- mission	Estimates of Future Budgets					Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982				
Man-months									
Salary									
F. I. C. A.									
Allowances:									
Housing									
Education									
Post Differential									
Cost-of-living									
Pension & Retirement									
Workmen's Compensation									
Bond									
Flight Insurance									
Medical & Life Insurances									
Home Leave or R & R									
Transport to & from Post									
Sub-total									
Local Travel									
AALC Office & Communications									
Sub-total									
TOTAL	-	-	-	-	-	-	-	-	-

Covered by West Africa Regional Office.

32-00

PERSONNEL

Togo

ACTIVITY # 32-04	TITLE: CO-OPERATIVE ENTERPRISES - TOGO	AALC Representative: REGIONAL OFFICE (LOEBARTH)
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Purpose:

To enable the Confederation Nationale des Travailleurs du Togo (CNTT) to develop a network of co-op retail stores to serve trade union members, their families, workers, and friends.

Initiation Date: 1980

Phase-over Date: 1984

Description:

The CNTT has adopted the policy of promoting co-operative enterprises as the most effective way of serving the interests of the workers within the constraints of the current political and economic situation.

Having embarked on the course, the CNTT sought help and advice from several donors, chief among them being the AALC. On the CNTT's invitation, our credit union/co-op representative surveyed the situation and recommended that they seek the advisory services of Volunteer Development Corps. As a result, over the past two years other donors have provided intensive training for co-op staff members, as well as some equipment, vehicles, and construction. There is now a resident advisor provided by the UNDP. The CNTT has now requested further help from the AALC.

It is proposed that the AALC work closely with the CNTT to develop an integrated approach which, still welcoming the assistance of other donors, will seek to plan the timely co-ordination of training, construction, and equipment. The plan calls for equipping stores under construction, training for officers of the local co-operative organizations and for required staff, and development of an informed co-op membership.

32-04

CO-OPERATIVE ENTERPRISES

Togo

A. A. L. C. ACTIVITY PLAN SUMMARY 1980 - 1982

OUTPUTS

Activity #	To end 1978	1979		1980		1981		1982		Total
		Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	
32-04 Equipment for co-op stores provided -- Mango and Kandé: Construction co-op store - Amlamé: Trade union membership educated with respect to co-op principles -- No. of workshops for seminar leaders: Local co-op officers trained - No. of seminars: - No. of participants: Co-op staff trained:	978	763	1526	-	-	2	-	1	-	-
				-	-	-	-	1	-	-
				1	1	2	2	3	-	-
				8	16	16	16	24	-	-
				24	48	48	48	72	-	-
			2	2	2	2	2	-	-	

INPUTS

INPUT ITEMS	Actual	Estimated 1979	Planned 1980	Planned 1981	Planned 1982	Planned
	to end '78	769 1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:						
Equipment (Mango and Kandé) Construction 1982 (Amlamé) (assistance only)			17.5	16.0	—	33.5
Sub-total:			17.5	16.0	15.0	48.5
Local Hire:						
Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Co-op training seminars for members } " " " officers } " " " staff }			30.0	16.0	10.0	56.0
Other Costs:						
Sub-total:			30.0	16.0	10.0	56.0
TOTAL:			47.5	32.0	25.0	104.5

ACTIVITY # 32-04 Title: CO-OPERATIVE ENTERPRISES - TOGO

Dates (of submission & revisions): May '79

32-04

ACTIVITY # 32-05	TITLE: FEASIBILITY STUDY FOR TRADE UNION MEDICAL PROGRAM - TOGO	AALC Representative: REGIONAL OFFICE (LOEBARTH)
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Purpose:

To assist Confederation Nationale des Travailleurs du Togo (CNTT) in obtaining the appropriate information from UNTZA (Zaire) so that it may develop and adopt basic policies and draw up viable plans for a trade union medical program similar to CASOP (Caisse de Solidarité Ouvrière et Paysanne).

Initiation Date: 1981

Phase-over Date: 1982

Description:

CNTT has discussed its interest in developing a medical aid and dispensary system similar to CASOP in Zaire. Activity 32-05 would make possible a high-level fact-finding tour of CASOP during 1981 and, assuming a positive decision, an intensive training period with CASOP of two senior CNTT staff persons who would be responsible for planning and initiating the Togo program.

32-05FEASIBILITY STUDY FOR T.U. MEDICAL PROGRAMTOGO

A. A. L. C. A C T I V I T Y ' P L A N S U M M A R Y 1980 - 1982

OUTPUTS

OUTPUTS

Activity # 32-05	No. end 1978	1979		1980		1981		1982		Total	
		ACTUAL	PLANNED								
		763	1526								
Policy with respect to CNTT CASOP-type program developed and adopted							-		1		
Staff responsible for initiation of Togo program adequately informed of the operation and administration of UNTZA's CASOP program:							-		2		

ACTIVITY # 32-06	TITLE: ADVANCED TRADE UNION TRAINING - TOGO	AALC Representative: REGIONAL OFFICE (LOEBARTH)
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Purpose:

To provide advanced trade union training opportunities to the national-level leaders of the CNTT and its professional unions.

Initiation Date: 1980

Phase-over Date: 1984

Description:

Through the co-operation of Friedrich Naumann Foundation, the CNTT is now able to run its basic and middle-level trade union education program. Through Activity 32-06, AALC will co-ordinate its efforts with the CNTT, enabling the top-level national leaders to participate in education programs which focus on their special needs and to give leadership in the ongoing education programs. Attention will also be given to the needs of the trade union education program instructors, both in terms of course content and of adult education techniques.

32-06

ADVANCED TRADE UNION TRAINING

Togo

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS

OUTPUTS

Activity = 32-06	To end	1979		1980		1981		1982		Total		
	1978	61526								61526		
	Planned	Actual										
National trade union leadership trained												
-- No. of seminars:				1		1		2				
-- No. of participants:				10		10		20				
Trade union instructors trained												
-- No. of seminars:				2		2		2				
-- No. of participants per seminar:				15		15		15				
Trade union education handbooks developed and published						2		2				

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
Sub-total:							
Local Hire:							
Local Staff Transport (Fares, P.D., Vehicle Op.)				2.5	3.0	11.0	16.5
Training: National leadership				10.0	12.0	12.5	34.5
Trade union instructor training							
Other Costs:							
Editing and publication of TU Ed. Handbooks					12.5	12.5	25.0
Sub-total:				12.5	27.5	36.0	76.0
TOTAL:				12.5	27.5	36.0	76.0

ACTIVITY #
32-06

Title:
ADVANCED TRADE UNION TRAINING - TOGO

Dates (of submission & revisions):
May '79

32-06

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: MAURITIUS
 Identification #: 34 - 00

Prepared by: CONNOR
 Date: OCT 79

PERSONNEL COSTS

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months			12	12	12			36
Salary			25,000	27,000	29,000			81,000
F. I. C. A.			1,588	1,975	1,975			5,538
Allowances:								
Housing			6,000	6,500	7,000			19,500
Education			/	/	/			/
Post Differential			/	/	/			/
Cost-of-living			665	665	665			1,995
Pension & Retirement			5,125	5,535	5,945			16,605
Workmen's Compensation			2,700	2,700	2,700			8,100
Bond			310	310	310			930
Flight Insurance			200	200	200			600
Medical & Life Insurances			1,900	1,900	1,900			5,700
Home Leave or R & R			/	/	/			/
Transport to & from Post			10,000	/	10,000			20,000
Sub-total			53,488	46,785	59,695			159,968
Local Travel			1,000	1,000	1,000			3,000
AALC Office & Communications			500	550	600			1,650
Sub-total			1,500	1,550	1,600			4,650
TOTAL			54,988	48,335	61,295			164,618

Total carried forward in \$000

55.0 48.3 61.3 164.6

34-00

PERSONNEL

MAURITIUS

34-01

TOWNS UNION DEVELOPMENT

MAINTENANCE

A.A.L.C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

ACTIVITY # 34-01	TITLE: TRADE UNION DEVELOPMENT -- MAURITIUS	AALC Representative:
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Purpose:

To assist in the development of a unified national labor center for those unions in Mauritius that espouse the principles of freedom and democracy, and to create a Workers Education Program under the aegis of a trade union education committee that will prepare the way for a national labor center.

Initiation Date: 1980

Phase-over Date: 1982

Description:

For many years the trade unions in Mauritius have been fragmented by political, ethnic, religious, and other forces. The most fundamental split at the present time relates to political ideology -- the split between the free trade union elements and those who advocate a communist type of labor organization.

The opposition political party in Mauritius has created for itself a trade union organization designed to support its political objectives. It is allied to, and supported by, the WFTU, and has gained considerable power. It has captured the "blue collar" workers of the docks and, more recently, of the transport industry. It has used this power, from time to time, to subject the government to economic and political blackmail, with successes that have led to further growth.

In contrast, the free trade union elements (a majority of the workers) have been ineffective because of their lack of unity. The Mauritius Labour Congress (MLC) (traditionally allied to the free trade union movements of the world) contains the largest trade union in the country -- the Sugar Plantation Workers Union. At the moment, however, the MLC consists of little more than this one union. Many of the free trade unionists from other industries who formerly belonged to the MLC find it difficult to consider reaffiliation and cite the following reasons:

- a) there is close political tie between the MLC and the ruling party in Mauritius;
- b) the Sugar Plantation Workers Union dominates the MLC;
- c) the dominant leadership within MLC is Hindu; and
- d) both the Sugar Plantation Workers Union and the MLC have been ineffective in economic action on behalf of the workers.

Activity #34-01
Trade Union Development -- Mauritius
Continued

Recently the free trade union elements have indicated a sincere desire to seek unity possibly on a basis other than rejoining the MLC. The most encouraging development in this respect is their agreement to work together with the AALC in a common education program, and to use this program as a catalyst toward the achieving of formal unity. Some progress has already been realized through AALC Impact Projects. These unionists (as well as the government) now want this type of activity expanded.

AALC proposes to assist a trade union education committee representative of the various elements that favor a free democratic form of labor organization. They have already participated in a number of seminars (sponsored by the ICFTU, ILO, AALC, etc.) equipping them to give leadership in basic and intermediate trade union education; they now need an experience of running a viable program. AALC will make it possible for them to organize and run programs for trade union membership and for local union officers. AALC will take a major part by providing for model seminars and by providing advisory and teaching services for others.

The major need, as indicated above, is to develop a unified national movement through which the constituent unions can work together. This will require advanced training for the national leaders of the various unions in such matters as collective bargaining, national economic issues, Mauritian labor legislation, etc., as well as a number of workshops on the issues of unity, constitution, administration, organization, etc.

Activity 34-01 will provide the advisory services of an experienced American unionist, who will be a catalyst in the unity discussions, and will bring knowledge and advice to the complex processes of collective bargaining and modern industrial relations. He will initiate a concerted educational program which will contribute to the growth and effectiveness of the unions and the development of a truly national labor center which will promote the principles of freedom and democracy in a unified Mauritian labor movement.

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS

OUTPUTS

Activity = 34-01 MAURITIUS	To end	1979				1980		1981		1982		Total	
	1978	739161526										61526	
	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	
Regular monthly newsletter published and distributed--													
No. of issues:					6		10		10		26		
Circulation:					200		500		700		700		
Promotional leaflets published and distributed:					4		6		6		16		
Model trade union basic education program demonstrated													
No. of seminars:					3		2		1		6		
No. of participants:					90		60		30		180		
Model local union officer training program demonstrated													
No. of seminars:					3		2		1		6		
No. of participants:					90		60		30		180		
National trade union leaders trained in collective bargaining --													
No. of seminars:					1		2		2		5		
No. of participants:					25		50		50		125		
Labor legislation --													
No. of seminars:					1		2		2		5		
No. of participants:					25		50		50		125		
Economic issues re labor in Mauritius --													
No. of seminars:					1		1		2		4		
No. of participants:					25		25		50		100		
Need for unity in labor movement and effective operation of a National Labor Center --													
No. of workshops:					3		3		4		10		
No. of participants (25 to 30 key leaders)					90		90		120		NA		

INPUTS

IN \$000

INPUT ITEMS	Actual	Estimated 1979		Planned	planned	Planned	Planned
	to end '78	769	1526	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
Stencil scanner and other equipment related to publication of news- letter and promotion leaflet				1.5	1.1 —	1.4 —	2.5 1.5
Sub-total:				1.5	1.1	1.4	4.0
Local Hire:							
Local Staff Transport (Fares, P.D., Vehicle Op.)							
Training:							
Seminars				62.0	68.2	65.0	195.2
Workshops				24.0	26.4	39.0	89.4
Other Costs:							
Supplies re publication and distri- bution of newsletter and promotion leaflets				3.0	3.3	3.6	9.9
Sub-total:				89.0	97.9	107.6	294.5
TOTAL:				90.5	99.0	109.0	298.5

Activity =
34-01

Title:
MAURITIUS Trade Union Development

Dates (of submission & revisions):
Oct. '79

24-01

Country Program for:
ZAIRE
 39-

**AFRICAN-AMERICAN LABOR CENTER
 CENTRE AFRO-AMERICAIN DU TRAVAIL**

ACTIVITY PLAN SUMMARIES - 1980

Purpose: To assist in the development of free, democratic, self-reliant, responsible, and effective trade unions which participate fully in the processes and benefits of economic, social, and political development.

Local Sponsor: Union Nationale des Travailleurs du Zaire

AALC Representative: Hy Hoffman

Activity #	Activity Title:	Cum. to 12/31/78	1979 Estimated under		Submitted for 1980		Budget 1980	Planned		Total under 1526
			769	1526	Original Rev.	Rev.		1981	1982	
AALC Presence:	39-00	328.4	15.0	62.2	80.2			85.4	84.9	
39-01	C. A. S. O. P.	200.0	22.6	80.8	114.8			73.2		
39-02	Inst. for Labor Studies			14.5	42.6			63.6	86.4	
39-03	Women's Department				60.0			15.0	15.0	
39-04	Maternal and Child Health				40.0			105.0	105.0	
	Completed Programs	534.5								
New Activities										
Totals		1,062.9	37.6	157.5	337.6			342.2	291.3	

195.1

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country: ZAIRE	Identification # 39-00	<u>PERSONNEL COSTS</u>				Prepared by: CONNOR	Date: OCT 79
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	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months	3	9	12	12	12			45
Salary	6,176	22,200	29,185	30,060	30,935			112,380
F. I. C. A.	390	1,015	1,588	1,975	1,975			6,553
Allowances:								
Housing	/	11,000	12,000	13,000	13,000			49,000
Education	2,200	3,000	6,000	4,000	4,000			17,000
Post Differential	1,235	4,440	5,837	6,012	6,200			22,489
Cost-of-living	828	2,500	2,500	2,500	2,500			10,000
Pension & Retirement	1,266	4,550	5,983	6,162	6,342			23,037
Workmen's Compensation	675	2,025	2,700	2,700	2,700			10,125
Bond	/	310	310	310	310			1,240
Flight Insurance	/	200	200	200	200			800
Medical & Life Insurances	474	1,422	1,900	1,900	1,900			7,122
Home Leave or R & R	/	4,500	2,000	5,500	2,500			14,500
Transport to & from Post	/	/	/	/	/			/
Sub-total	13,244	57,162	70,203	74,319	72,562			274,246
Local Travel	157	500	1,000	1,200	1,500			4,200
AALC Office & Communications	1,500	4,500	9,000	9,900	10,900			34,300
Sub-total	1,757	5,000	10,000	11,100	12,400			38,500
TOTAL	15,001	62,162	80,203	85,419	84,962			312,746

Total carried forward in \$000 15.0 62.2 80.2 85.4 84.9 312.7

39-00

PERSONNEL

ZAIRE

ACTIVITY # 39-01	TITLE: CASOP	AALC Representative: HOFFMAN
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Purpose:

To help CASOP operate at a high level of coverage and efficiency in order to meet the mandate given to the Union Nationale des Travailleurs du Zaire by the GOZ with respect to medical services for workers and peasants.

Initiation Date: 1977
Phase-over Date: 1981

Description:

CASOP is a mutual aid society designed to deliver health and welfare services to its members in urban and rural areas.

With AALC assistance UNTZA has succeeded in establishing CASOP mutual aid societies in the eight regions of Zaire and Kinshasa. As a result of joint efforts made by UNTZA and its membership, CASOP has six dispensaries and polyclinics in urban centers and is planning to add to the existing two medical centers in rural areas. Trade union officers, shop stewards and regional committeemen have been trained in the administration and promotion of CASOP. Medical personnel of the several dispensaries have received medical training. The program for 1980-81 calls for an expansion of the present training program with special emphasis on statistics and planning, programming and management, budgeting and accounting. An international conference addressing union-sponsored health delivery systems is contemplated in 1981.

Because of the immense size of the country, complicated by extreme communication problems and because of the great number of possible participants, it will take several years to accomplish CASOP's objectives of blanketing the rural poor with its health and welfare coverage.

39-01

C.A.S.O.P.

ZAIRE

OUTPUTS

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS

Activity # 39-01	To end 1978	1979		1980		1981		1982		Total G 1526	
		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual
CASOP clinics established:				1		2					
CASOP administrators trained - (No. of seminars):				3		3					
- (No. of participants):				75		75					
CASOP administrative procedures established:				-		-					
CASOP training officers trained:				4		-					
UNEZA shop stewards trained as volunteer CASOP reps.											
-- (No. of seminars):				8		7					
-- (No. of participants):				320		280					
CASOP staff member trained in public health:				2		-					
Pharmaceutical and medical supplies shipped from USA (No. of shipments):				5		3					
International Conference on union-sponsored health service delivery systems:				-		1					

INPUTS		Actual to end '78	Estimated 1979 769 1526	Planned 1980	planned 1981	Planned 1982	Planned Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
Shipment of pharmaceuticals			—	2.8	15.0	10.0	27.8
Sub-total:			—	2.8	15.0	10.0	27.8
Local Hire:							
AALC Assistant Director			6.9	5.0	11.0	--	} 20.8
Secretary/Office Manager					4.8	--	
Local Staff Transport (Fares, P.D., Vehicle Op.)			—	4.0	6.0	6.0	16.0
Training:							
Seminars (P.D., transport, supplies, rentals, etc.)			13.1	60.0	67.0	45.0	172.0
Other Costs:							
Office rent and utilities (50%):			2.6	9.0	8.0	8.8	25.8
Supplies:			—	—	3.0	3.4	6.4
Sub-total:		√	22.6	78.0	99.8	63.2	241.0
TOTAL:		EST. 200.0	22.6	80.8	114.8	73.2	268.8
Activity # 39-01	Title: C.A.S.O.P. - ZAIRE	Dates (of submission & revisions): May '78					

39-01

ACTIVITY = 39-02	TITLE: ZAIRE INSTITUTE FOR LABOR STUDIES	AALC Representative: HOFFMAN
Purpose: To create within the educational and research department of UNTZa, by 1984, a four-year evening program of high level trade union studies for an intake of 50 students per year and a graduation of at least 30 students per year.		Initiation Date: 1979
		Phase-over Date: 1984

Description:

Participants in the program will be employed top level trade union cadres whose improved educational skills will enable them to function more effectively within the labor movement and in its relations with management and the Government. The program began with the opening of the Institute in October 1979. Staff is being selected, course and program preparations are underway, and letters of agreement are being drafted. The selection of students has started, and the necessary equipment is being purchased. The Institute will function indefinitely although AALC's technical and financial support will be phased out at the end of 1984.

39-02INSTITUTE FOR LABOR STUDIESZAIRE

INPUT ITEMS	Actual to end '78	Estimated 1979	1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities:		X	—	3.0	—	—	3.0
Equipment and furnishings for offices and classrooms			7.5	2.6	2.5	1.9	14.5
Sub-total:			7.5	5.6	2.5	1.9	14.5
Local Hire: Institute Director Secretary/Machine Operator Instructors (employed by teaching hour) Local Staff Transport (Fares, P.D., Vehicle Op.) Training:		X	} 2.0	11.2	12.1	13.3	} 123.3
	3.2			3.6	4.0		
	9.4			25.1	39.4		
Other Costs: Office rent & utilities (25%) Publications (Promotion materials, course outlines, lesson helps, etc.) Maintenance of equipment			5.0	4.0	4.4	4.9	18.3
			—	8.6	15.0	21.9	45.5
		—	0.6	0.9	1.0	2.5	
Sub-total:		7.0	37.0	61.1	84.5	189.6	
TOTAL:		X	14.5	42.6	63.6	86.4	207.1

ACTIVITY =
39-02

Title:
ZAIRE INSTITUTE FOR LABOR STUDIES

Dates (of submission & revisions):
May '78

39-02

ACTIVITY # 39-03	TITLE: UNTZA WOMEN'S DEPARTMENT	AALC Representative: Hy Hoffman
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Purpose:

To establish an UNTZA Women's Department, fully staffed and sufficiently funded by UNTZA to administer a national program serving 1,000 women each year.

Initiation Date: 1980

Phase-over Date: 1984

Description:

UNTZA has created a women's department to deal with the needs of their women members. It is estimated that there are approximately 710,000 women in UNTZA who will eventually benefit from this new approach, but initially it will serve approximately 1,000 per year in the areas of career development and self improvement.

The stated objective of the new department is to deal with "women's socio-economic problems as workers, mothers, peasants, and housewives." Specific program areas are women's labor legislation, family welfare, basic education, and technical training.

In the early stages the program calls for two-day workshops throughout the country. These workshops will be supplemented with regional meetings in Kinsangani, Lubumbashi and Kinshasa.

The Women's Department will publish material for the women of Zaire including an educational and career guide.

As the program progresses the Women's Department will establish social welfare centers which will offer MCH assistance, literacy training and preventive health care. Separate programs in the vocational training field, in identified areas of need for specific skills, are planned for unemployed women.

39-03

UNTZA WOMEN'S DEPARTMENT

ZAIRE

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS		A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982										OUTPUTS	
Activity #	39-03	To end	1979		1980		1981		1982		Total		
		978	Planned	Actual									
789161526													
61526													
Two day workshops													
-- No. of workshops					8	-	-	-	-	-	8		
-- No. of participants					50	-	-	-	-	-	50		
Regional meetings for former conferees													
-- Kisangani					-	1	-	-	-	-	1		
-- Lubumbashi					-	-	-	1	-	-	1		
-- Kinshasa					-	-	-	1	-	-	1		
Women trade unionists familiar with current and proposed labor legislation affecting women and knowledgeable of career opportunities for women in Zaire													
-- No. of seminars					3	3	3	3	3	3	9		
-- No. of participants					100	100	100	100	100	100	300		
Educational and career guide for women in Zaire Printed					1	-	-	-	-	-	1		

INPUTS

IN \$000

INPUT ITEMS	Actual to end '78	Estimated 1979 769	Estimated 1979 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: Office equipment, supplies			1526	5.0	5.0	5.0	15.0
Sub-total:				5.0	5.0	5.0	15.0
Local Hire:			1526				
Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Regional meetings: -- Kisangani -- Lubumbashi -- Kinshasa (1983) Other Costs: Publications			1526	50.0 - - - 5.0	- 10.0 - - -	- - 10.0 - -	50.0 10.0 10.0 - 5.0
Sub-total:				55.0	10.0	10.0	75.0
TOTAL:			1526	60.0	15.0	15.0	90.0

ACTIVITY #
39-03

Title:
UNTZA WOMEN'S DEPARTMENT

Dates (of submission & revisions):
OCT.'1979

39-03

ACTIVITY = 39-04	TITLE: CASOP (P M I) Maternal & Child Health	AALC Representative: Hoffman
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Purpose:

As part of an expanded health service of UNTZA, to provide members with a maternal and child health program (PMI) which would include: health education, nutrition and family planning.

Initiation Date: 1980

Phase-over Date: 1984

Description:

The current CASOP program is curative and does not have resources to design and implement preventive health programs.

CASOP is the effective medical service established by the labor movement of Zaire to serve their membership and large parts of the rural population. It has a nationwide system of polyclinics. At the present the infant mortality rate in parts of Zaire is 50%.

CASOP would like to institute a PMI service. The service would provide:

- 1) Advice to mothers on infant care.
- 2) Follow-up of child growth.
- 3) Vaccinations.
- 4) Instruction and assistance with successful weaning.
- 5) Prenatal and postnatal consultations.

A full program has been prepared in accordance with the above outline. It is planned to open nine centers (in different provinces over the next four years) so that the entire country is covered. The first pilot model will be built in Kinshasa.

There is a core of people available to staff these centers. However, a program is needed to upgrade and retrain most of them. Health education will be a major component of the program.

Plans include the construction of a headquarters building in Kinshasa, once the program is under way. A list of equipment has been prepared for the provincial centers and the headquarters.

A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982

OUTPUTS	A. A. L. C. A C T I V I T Y P L A N S U M M A R Y 1980 - 1982										OUTPUTS	
Activity = 39-04	1979		1980		1981		1982		Total			
	EST. DOLLARS	ACTUAL DOLLARS	EST. DOLLARS	ACTUAL DOLLARS	EST. DOLLARS	ACTUAL DOLLARS	EST. DOLLARS	ACTUAL DOLLARS	EST. DOLLARS	ACTUAL DOLLARS		
Design and implement PMI center in Kinshasa												
-- Designed:				1								1
-- Constructed:				1								1
-- in full operation:				-			1					1
Open PMI centers in Bandundu, Bas Zaire, Kivu												
-- Constructed:							3					3
Open PMI centers in East and West Kasaii, Shaba												
-- Constructed:									3			3
Open PMI centers in Haut Zaire and Equateur												
-- Constructed (1983)												
PMI staff members trained and equipped to administer a PMI center in Kinshasa:					10							10
-- in Kinshasa:							30			30		60
-- in other centers:												
Activity Plan capable of guiding AALC/UNTZA in the effective implementation of the project in Kinshasa and the regions adopted:					1							1
Necessary equipment and supplies provided:					1			1			1	1

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INPUT ITEMS	Actual	Estimated	Planned	Planned	Planned	Planned	
	to end '78	769	1979	1980	1981	1982	Total
Consultants (Fees, Per Diems, Transport, etc.): U.S. or 3rd Country Training: Commodities: PMI equipment, supplies and instructional material				35.0	90.0	90.0	215.0
Sub-total:				35.0	90.0	90.0	215.0
Local Hire:							
Local Staff Transport (Fares, P.D., Vehicle Op.) Training: Seminars --				5.0	15.0	15.0	35.0
Other Costs:							
Sub-total:				5.0	15.0	15.0	35.0
TOTAL:				40.0	105.0	105.0	250.0
ACTIVITY # 39-04	Title: CASOP (PMI) Maternal & Child Health						Dates (of submission & revisions): October, 1979

39-04

A. A. L. C. ACTIVITY PLAN SUMMARY - - - - 1980-1982

Country:
UGANDA

Identification #
40-00

Prepared by:
CONNOR

Date:
OCT 79

PERSONNEL COSTS

	1979		1980 Sub- mission	Estimates of Future Budgets				Total to 1982 under G 1526
	Actual under 769	Est. under G 1526		1981	1982			
Man-months			12	12	12			36
Salary			30,000	32,000	34,000			96,000
F. I. C. A.			1,588	1,975	1,975			5,538
Allowances:								
Housing			4,800	5,000	5,200			15,000
Education			7,500	8,000	8,500			24,000
Post Differential			3,325	3,450	3,575			10,350
Cost-of-living								
Pension & Retirement			6,150	6,560	6,970			19,680
Workmen's Compensation			2,700	2,700	2,700			8,100
Bond			310	310	310			930
Flight Insurance			200	200	200			600
Medical & Life Insurances			1,900	1,900	1,900			5,700
Home Leave or R & R			3,500	1,600	3,500			8,600
Transport to & from Post			7,000	/	/			7,000
Sub-total			68,973	63,695	68,830			201,498
Local Travel			1,500	2,000	2,500			6,000
AALC Office & Communications			2,000	2,500	3,000			7,500
Sub-total			3,500	4,500	5,500			13,500
TOTAL			72,473	68,195	74,330			214,998

Total carried forward in \$000

72.5

68.2

74.3

215.0

40-00

PERSONNEL

UGANDA

40-01

NOTU RECONSTRUCTION - EMERGENCY ASSIST.

UGANDA

ACTIVITY # 40-01	TITLE: National Organization of Trade Unions (NOTU) Reconstruction - Emergency Assistance -- Uganda.	AALC Representative: Regional Representative
Initiation Date: Jan. 1980		Phase-over Date: Dec. 1981

Purpose:

To enable Ugandan trade union leaders to re-establish NOTU as a free, democratic, national labor center able to co-ordinate and service national and local trade unions.

Background:

The Provisional Government of Uganda, in power since April 13, 1979, is confronted with the immense task of rebuilding a nation which suffered eight years of economic chaos and rule by terror. The needs of the Ugandan people are all-encompassing; the requirements for reconstruction will be tremendous. Former President Yusufu K. Lule estimated that his government needs over one billion US dollars to begin the process of rehabilitation.

President Carter has officially lifted the ban on trade with Uganda in the light of the new government's commitment to the protection of human rights. The State Department is currently evaluating sources and methods for emergency assistance.

The war of liberation fought by Tanzanian troops and Ugandan freedom fighters compounded the destruction caused by the Amin regime. Since 1971, when Amin toppled the administration of Milton Obote, there has been no new housing construction in either rural or urban areas, except for military barracks. The Amin army displaced much of the civilian population without providing alternative shelter. This lack of housing will be exacerbated by the return from exile of Ugandans who have been living in neighboring countries.

The economy is in shambles. Public and private transport is in total disrepair, and commercial life in the capital city, Kampala, was virtually halted for a month after the invasion by the liberators. Now informal market activity is increasing, but it will be a considerable time before a viable market economy is restructured. Many ruined commercial buildings will have to be rebuilt, and all of them will have to be refurbished.

In what remains of an industrial sector, manufacturing is at a standstill, reflecting the impact of eight years of maladministration and neglect. Cement and glass production, vital for reconstruction, is non-existent. Large-scale cultivation has deteriorated significantly, although American officials report that there is little danger of famine at least in the capital city area. However, the lack of implements, seed, etc., makes only subsistence-level agriculture possible at the present time.

Financially, Uganda is almost bankrupt. There are no foreign exchange reserves remaining after Amin's flight from the country. Revenue from coffee is not flowing because the sales and distribution network was disrupted by the war. The Uganda government does not even know what funds it has on deposit in foreign banks. Talks between the Uganda government and the International Monetary Fund about loans are projected, but it will take some time before viable economic activity is generated.

The desperate state of affairs is obvious. Uganda needs massive amounts of short-term and long-term assistance. Moreover, the country needs aid immediately, even before formal aid requests from the Uganda government can be processed through the normal channels. Only if such aid is forthcoming will the pro-Western, democratic government be able to survive.

The Status of Trade Unions:

The trade unions were among the first institutions to be regarded as a threat to the regime of Idi Amin. Restrictions became even harsher than they had been under the Obote administration. By their very definition, trade unions concern themselves with the rights of workers; a dictator can only regard them as a potential revolutionary force. Workers learn their rights as citizens, and consequently come to demand them. A look at a political map of the world clearly shows that where there is no democracy, there is no really independent trade union recognized by the government.

Under the Amin regime, union leaders were jailed, beaten, and many were killed. Free trade unionism was driven underground. To avoid imprisonment or death, trade union leaders went into hiding in Uganda, or fled into exile, mainly in Kenya. A few kept a very low profile, and were able to maintain at least the basic structure of the unions. They operated in the streets rather than from their offices because of fear of Amin's retaliations. In Kenya and other countries, the exiled unionists maintained contacts with international donor organizations, and with their colleagues in Uganda, thus providing some protection through international publicity, or the threat of it, for the latter. Many of them were also part of the nucleus of the Uganda liberation movement that developed effective opposition to Amin.

After the liberation of Uganda, the AALC Regional Director was invited by NOTU to visit, and to discuss with the General Secretaries of the national unions (those that could be found) the rebuilding of the Ugandan labor movement as a free and democratic institution. He was impressed by their spirit of jubilation and their determined resolve to retain their newly won freedom. Appended to this document is a 'union by union' report of the current situation. (See Appendix No. 1.)

NOTU has a headquarters office and four regional offices; all of these have been looted, as have the offices of the fifteen national unions. Typewriters, desks and chairs, etc., were stolen; paper, pens, and other supplies are scarce. Transport is not available, except as one can beg a ride from one of the very few

40-01

vehicles that are operative. The ten or twelve staff persons that were still around when the AALC Regional Representative visited had not been paid for some three or four months. During the period from January to November 1978, NOTU collected an average of 15,344 Uganda Shillings per month; the wage bill averaged 12,960/---, leaving only an average of 2,384/--- (which would not cover the cost of stationery). In November 1978, the check-off system failed; from December, 1978, to April, 1979, NOTU collected only 30,898/--- Uganda Shillings but was able to negotiate an overdraft from the bank enabling it to meet at least a part of its wage obligation; all payment of honoraria and allowances to part-time officials has been suspended for the duration of the emergency.

Because the AALC has been in continuous contact with exiled trade union leaders from Uganda, it was one of the first donor organizations to be invited to visit Uganda with a view to helping in the reconstruction of the trade union movement. These trade unions need immediate and substantial assistance. Through the speedy implementation of the proposal described herein, the United States labor movement and the American people will be able to assist liberated Uganda in building a free, democratic trade union movement which will be of great value in the rebuilding of a free, democratic country in Africa.

Description:

Until commerce and industry in Uganda begin to operate in a viable fashion and the unions are able to re-establish a dues collection system, NOTU will be without the means of paying the salaries of the staff that is required to develop and build the unions and their national center. AALC intends to provide, on an emergency basis, the salaries of the NOTU General Secretary, four Regional Secretaries, and secretarial help for these five essential officials. Such help will be provided on the following basis:

From January to June, 1980 -- 100%

From July to December, 1980 -- 66%

From January to June, 1981 -- 33%

It is expected that current income plus donations from other donors will cover the remainder of NOTU's wage and salary bill. By 1981 it is expected that the economy will have recovered sufficiently that there will be enough workers on payrolls, and that the unions will have a dues collection system operational.

The offices of NOTU and its affiliated unions have been damaged and looted. Desks, chairs, filing cabinets, typewriters, duplicators, paper, and supplies are urgently needed. AALC proposes to rehabilitate and refurbish NOTU's headquarters office and its four regional offices, and to assist with rents on the same basis as salary assistance. Appeals will be made directly to American unions to assist Ugandan unions in similar jurisdictions in their problems of re-equipping their offices. This, along with the efforts of other donor agencies, should enable the Ugandan trade union movement to cope with the immediate demands placed upon it.

Unless the Ugandan trade union leaders and officers have at least a minimal transport facility, they will be

unable to organize and to service the workers. AALC will provide the basis of this required capability by purchasing six vehicles, two for the NOTU headquarters staff, and one each for the four regional offices.

Except for a very few ILO seminars and sporadic efforts by Soviet-style donors, the Uganda trade unions have had no trade union education opportunities since the Obote regime confiscated the Kampala Labour College in 1968. While NOTU's requests in terms of material assistance and emergency salary subsidy may be of top priority from the point of view of time, nothing in their request is of greater importance to them than their desire to establish a regular on-going trade union education program based on the concepts of freedom and democracy. It is too early to plan with them a full program; however, the immediate needs are clear: a) The executive officers of NOTU and its affiliated unions need a review and updating of their knowledge and skills to enable them to give the best kind of co-ordinated leadership; b) NOTU's staff, its regional and area secretaries, and the staff members and officials (at regional and area levels) of its affiliated unions require intensive training to meet the immediate needs of Uganda's workers and their unions; c) Trade union district representatives and local union officers need to be informed of new labor regulations, and many of them require basic training in the knowledge and skills they need; and d) A group of trade union leaders will have to be given intensive fundamental training in the skills required of trade union education instructors.

AALC proposes to assist NOTU in conducting such an emergency trade union education project, first, by making the services of a knowledgeable trade union advisor available to NOTU, and second, by assisting in the conduct of the required seminars.

To enlarge the number of workers and trade union members who can be given essential information about trade union matters and workers' rights, NOTU intends to publish and distribute a newsletter on a regular basis. AALC proposes that it assist this venture with both advisory and material help.

The key to the successful reconstruction of a strong, effective, indigenous, free, and democratic trade union movement in Uganda is a long-term trade union education program; thus, AALC will assign a staff person to work with NOTU's elected officials in the design and implementation of such a program specifically designed to cope with Uganda's needs. It is expected that the design of such a plan would be completed during 1980, and that it would be initiated at the earliest possible time.

40-01

Activity = 40-01	To end 1978	1979				1980		1981		1982		Total 61526	
		Planned		Actual		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
NOTU offices rehabilitated:													
National office furnished and equipped:					1								1
Western Region office furnished and equipped:					1								1
Buganda Region office furnished and equipped:							1						1
Eastern Region office furnished and equipped:							1						1
Northern Region office furnished and equipped:							1						1
NOTU's transport capability re-established (6 vehicles):					-		1						1
NOTU's organizational infrastructure re-established:					1								1
Executive officers of NOTU & affiliated unions trained:					1		1						2
No. of seminars:					30		30						NA *
No. of participants:													
Regional and Area Secretaries trained:					2		2						4
No. of seminars:					60		60						120
No. of participants:													
District representatives and local officers trained:					5		5						10
No. of seminars:					150		150						300
No. of participants:													
Trade union education instructors trained:					2		1						3
No. of seminars:					40		20						NA *
No. of participants:													
NOTU Newsletter published regularly:					1		-						1
An Activity Plan for AALC/NOTU co-operation over period 1981-1985 developed.					1		-						1

* It is expected that these seminars will be attended by the same people

INPUTS		Actual to end '78	Estimated 1979 769 1526	Planned 1980	Planned 1981	Planned 1982	Planned Total <i>under 1526</i>
INPUT ITEMS							
Consultants (Fees, Per Diems, Transport, etc.):							
U.S. or 3rd Country Training:							
Commodities:							
Vehicles - Landrovers (6) (at US\$ 15,000 each)				45.0	45.0		90.0
Furnishings - desks, chairs, filing cabinets, etc. (5 offices)				5.0	5.0		10.0
Equipment - typewriters, duplicators, etc. (5 offices)				5.0	5.0		10.0
Sub-total:				55.0	55.0		110.0
Local Hire:							
General Secretary (4,000/-- per month)				29.0	12.0		41.0
Secretary/Stenographer (2) (1,820/ & 1,500/ per month)							
Regional Secretary (4) (2,400/ per month)							
Secretary/stenographer (4) (1,500/ per month)							
Local Staff Transport (Fares, P.D., Vehicle Op.)							
Training:							
Seminars (per diem, transport, supplies, etc.)				40.0	4.0		44.0
Other Costs:							
Supplies (paper, pens, file folders, etc.)				1.0	-		1.0
Newsletter (publication and distribution)				15.0	15.0		30.0
NOTU office rentals				10.0	5.0		15.5
Sub-total:				95.0	36.0		131.0
TOTAL:				150.0	91.0		241.0
ACTIVITY # 40-01	Title: National Organization of Trade Unions (NOTU) Reconstruction - Emergency Assistance -- Uganda	Dates (of submission & revisions): June, '79 Oct. '79					

40-01