

CLASSIFICATION
PROJECT EVALUATION SUMMARY (PES) - PART I

Report Symbol U-447

1. PROJECT TITLE Labor Training (AIFLD)	2. PROJECT NUMBER 511-0043	3. MISSION/AID/W OFFICE La Paz
	4. EVALUATION NUMBER (Enter the number maintained by the reporting unit e.g., Country or AID/W Administrative Code, Fiscal Year, Serial No. beginning with No. 1 each FY) 79-1	
<input checked="" type="checkbox"/> REGULAR EVALUATION <input type="checkbox"/> SPECIAL EVALUATION		

5. KEY PROJECT IMPLEMENTATION DATES <u>1/</u>			6. ESTIMATED PROJECT FUNDING <u>1/</u>		7. PERIOD COVERED BY EVALUATION	
A. First PRO-AG or Equivalent FY <u>1975</u>	B. Final Obligation Expected FY <u>72</u>	C. Final Input Delivery FY <u> </u>	A. Total \$ <u> </u>	B. U.S. \$ <u>1,786,000</u>	From (month/yr.) <u>Apr 1, 1978</u>	To (month/yr.) <u>Mar 31, 1979</u>
					Date of Evaluation Review <u>Jul 25, 1979</u>	

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

A. List decisions and/or unresolved issues; cite those items needing further study. (NOTE: Mission decisions which anticipate AID/W or regional office action should specify type of document, e.g., airgram, SPAR, PIO, which will present detailed request.)	B. NAME OF OFFICER RESPONSIBLE FOR ACTION	C. DATE ACTION TO BE COMPLETED
<p>NONE</p> <p><u>1/</u> Information available in the Mission only until 6/30/75.</p>		

9. INVENTORY OF DOCUMENTS TO BE REVISED PER ABOVE DECISIONS

<input type="checkbox"/> Project Paper	<input type="checkbox"/> Implementation Plan e.g., CPI Network	<input type="checkbox"/> Other (Specify) _____
<input type="checkbox"/> Financial Plan	<input type="checkbox"/> PIO/T	_____
<input type="checkbox"/> Logical Framework	<input type="checkbox"/> PIO/C	<input type="checkbox"/> Other (Specify) _____
<input type="checkbox"/> Project Agreement	<input type="checkbox"/> PIO/P	_____

10. ALTERNATIVE DECISIONS ON FUTURE OF PROJECT

A. Continue Project Without Change

B. Change Project Design and/or Change Implementation Plan

C. Discontinue Project

11. PROJECT OFFICER AND HOST COUNTRY OR OTHER RANKING PARTICIPANTS AS APPROPRIATE (Name and Title)

ROBERT E. SNYDER, Labor Attache

12. Mission/AID/W Office Director Approval

Signed: 

Typed Name: **Abe M. Peita**

Date: **7/30/79**

PROJECT EVALUATION SUMMARY (PES) Part I

#13 - Summary

During the evaluation period the labor movement completed the reorganization process which began following the restoration of trade union freedoms in July 1978. All Bolivian labor organizations elected new leaders, and in most cases the officials were new to top elective office. With few exceptions the government-appointed labor coordinators of the 1974-78 period either chose not to run, knowing they would lose, or were defeated in the elections. The great majority of the elections were won by moderate or democratic labor leaders, who wanted to continue the relationship between their labor organizations and AIFLD. This created problems for AIFLD because it did not have the resources to meet adequately the sharply increased demand for courses to train the new labor leaders. Since AIFLD expended most of its FY 1979 budget during the first half of the year in an effort to partially meet the demand for training, it was forced to severely cutback on its program during the second half of the year. Unfortunately, the FY 1979 budget included only a token increase of \$4,000 and this will again require AIFLD to deny or postpone many requests for training programs during the current year.

#14 - Evaluation Methodology

This is a regular annual evaluation. While this report has been drafted entirely by the Labor Attache, the AIFLD CPD has seen it and made suggestions, some of which have been incorporated. Since the effectiveness of the AIFLD program can best be evaluated by non-quantifiable judgments concerning the current status of the Bolivian labor movement and AIFLD's response to the political and social environment in which it is operating, this method has been used in this evaluation., except for sections 17 and 18 which refer to a previously written evaluation that uses quantifiable progress indicators.

#15 - See #13 above.

#16 - Inputs

As mentioned above Labatt does not believe that sufficient resources are being programmed to capitalize on the opportunities to make rapid progress toward achieving the program goal.

#17 - Outputs (see Project Design Summary Logical Framework--PDSLF-- prepared July 9, 1979, attached)

#18 - Purpose

The project purpose is to improve the leadership, collective bargaining ability and democratic operation of labor organizations, and in general to strengthen the democratic labor movement in Bolivia. For details on progress toward each EOPS condition see attached PDSLF. It is not expected that achievement of the project purpose can be reached before the mid-1990's. The set of EOPS conditions is still appropriate to a determination of whether the project purpose has been achieved.

#19 - Goal/Subgoal

The project goal is the achievement of greater participation of Bolivian workers in the economic, social and political life of the country. From November 1974 to February 1978 no progress was made toward the project goal. In fact, there was considerable retrogression because the Bolivian trade union movement, which since 1952 had played a powerful role in the political, economic and social life of the country, was emasculated by the GOB's suspension of trade union freedoms. During this four-year period AIFLD worked to limit the damage by continuing to train new leaders who would be capable of assuming leadership positions when labor freedoms were restored. With the restoration of labor freedoms in January 1978 labor has begun the process of rebuilding itself. However, in order not to disrupt the democratization process which began at approximately the same time, the labor movement as a whole moderated or postponed their demands for wage increases to compensate them for losses in real purchasing power suffered during the 1971-79 period of military government. Once a constitutional government is installed in August 1979 labor is expected to press not only for large wage increases but also for greater involvement in the national decision making process. Many of the leaders trained by AIFLD are expected to play important roles in this process.

#20 - Beneficiaries

The Bolivian worker and the Bolivian labor movement are the direct beneficiaries of the project. Through the training of labor leaders the Bolivian labor movement can grow in strength and influence, thereby improving the living conditions of the Bolivian worker and allowing him, through his labor union, to play a more active role in the social, economic and political life of Bolivia. The results of this project are having an important impact today on the Bolivian labor movement.

#21 - Unplanned Effects - None.

#22 - Lessons Learned

The Labor Attache believes that it is imperative that both future labor attaches and AIFLD CPD's try to make personal contact with

every important labor leader in the country, regardless of their alleged ideological positions and views toward the USG labor program. On at least two occasions the AIFLD CPD and the Labor Attache were given erroneous information regarding the ideological views of prominent labor leaders with whom initial contact had not yet been made. Subsequent initial contact with the individuals in question revealed the information supplied by AIFLD contacts to have been erroneous. These lessons were taken to heart by both the AIFLD CPD and the Labor Attache who both made renewed efforts to meet even those labor leaders who were reported to be anti-American and anti-AIFLD.

#23 - Comments

Attachment

Project Design Summary Logical Framework

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

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

Life of Project:
From FY _____ to FY _____
Total U.S. Funding _____
Date Prepared: JULY 1977

Project Title & Number: American Institute for Pre-Labor Development/Bolivia

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Department or Sector Goal: The broader objective to which this project contributes:</p> <p>Increase participation of Bolivian workers in economic and development.</p>	<p>Measures of Goal Achievement:</p> <ol style="list-style-type: none"> Number of unions covered by collective bargaining contracts. FY 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 22 22 22 25 30 35 40 Percent of members covered by above contracts-100% through 1997 Improvement in working conditions-Working conditions probably as good as any country in Latin America. No periodic targets specified. However, Ministry of Labor and National Institute of Occupational Safety are working to gradually improve conditions throughout the labor movement as provided for by ILO international conventions. Improvement in fringe benefits. DOS target is 40 hour work week with a higher rate for overtime, retirement benefits provided by employer, annuity or govt. Increased worker participation in secondary organizations e.g. credit unions, coops etc. Currently 15% of labor force is so involved, mostly in coops. DOS target is 50% 	<ol style="list-style-type: none"> GOB records (all contracts must be registered). SAID or AIFLD/O analysis of contract trends. GOB labor and wage statistics AIFLD and GOB reports and observation. <i>Embassy Report</i> 	<p>Assumptions for achieving goal targets:</p> <ol style="list-style-type: none"> Issuance by GOB of new labor code that favors collective bargaining agreements. Labor movement relatively free to collectively bargain. Favorable government attitude toward labor movement. Relative economic stability with some improvement in total real GNP.

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project: _____
From FY _____ to FY _____
Total U.S. Funding _____
Date Prepared: JULY 2, 1972

Project Title & Number: American Institute for Free Labor Development

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Project Purpose: To strengthen the democratic labor movement of Bolivia through improvement of its leadership, development of collective bargaining capacity and encouragement of the democratic operation of worker organizations effectively responsible for the interests of their members.</p>	<p>Conditions that will indicate purpose has been achieved: End of project status. Of the ten most important national democratic labor federations and confederations, the number that:</p> <ol style="list-style-type: none"> 1. Have an adequately trained leadership and sufficient staff to provide needed services. Y 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 6 7 8 8 9 10 10 2. Have an adequate operating budget. 3 4 5 6 7 8 10 3. Provide services such as legal advice, collective bargaining assistance, research etc. 2 3 3 3 5 7 7 4. Have education departments assisting national federations and training top level union personnel. 2 4 4 5 6 8 9 5. Have own headquarters—all now do and indicator is not expected to change through 1997. 6. Publish their own newsletters. 1 1 2 2 3 4 5 7. Have as affiliates departmental, industry or professional federations which are dues paying.—all now do and this indicator is not expected to change through 1997. 	<p>AIFLD Progress Reports</p>	<p>Assumptions for achieving purpose: AIFLD is permitted to continue operating relatively freely in Bolivia. GOB permits continued free operation of labor movement. New labor code does not restrict right to bargain collectively or unduly restrict right to strike.</p>

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project: _____
From FY _____ to FY _____
Total U.S. Funding: _____
Date Prepared: JULY 1970

Project Title & Number: American Institute for Free Labor Development

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NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Project Purpose:</p>	<p>Conditions that will indicate purpose has been achieved: End of project status.</p> <p>8. Governed in a democratic manner with periodic and fairly conducted elections - all now do and this indicator is not expected to change through 1997.</p> <p>9. Affiliated to ITS's FY 79 80 81 82 87 92 97 4 6 7 7 C 9 10</p>	<p>Annual labor reports</p> <p>ITS reports</p>	<p>Assumptions for achieving purpose:</p>

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PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project: _____
From FY _____ to FY _____
Total U.S. Funding: _____
Date Prepared: JULY 2, 1979

Project Title & Number: American Institute for Free Labor Development

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Outputs:	Magnitude of Outputs:		Assumptions for achieving outputs:
1. Trained union leaders having completed AIFLD courses:	FY 79 80 81 82 87 92	1. AIFLD reports	1. AIFLD/3 budget continues
a. Basic and coop	600 500 500 450 450 450	2. Federation and confederation records. Union financial reports to COS	to decline in real purchasing power. Membership willing to devote free time and night and on weekends and vacation time and lost time continues to be paid.
b. Intermediate and advanced	1500 1700 1700 1100 1000 900	3. AIFLD reports	2. Labor organizations continue to receive cues from members and funds from special taxes from COS.
2. Existence of education desks in federations and confederations (of ten most important)	2 4 4 5 6 8	4. Observation, press reports, files of unions, AIFLD reports	4. Labor code is favorable
b. AIFLD graduates willing to teach courses	10 17 15 20 25 35	5. AIFLD reports	5. Labor code is favorable and no adverse legislation enacted.
3. Existence of social service departments in feds and confederations	2 3 3 4 5 6	6. AIFLD records, int. trade union organization records and reports and ORIT and ITS affiliation records.	6. OPIT and ITS continue to provide inputs into the project. More international representatives visit Bolivia.
b. AIFLD grads are in social development projects	9 10 17 15 20 25		
c. Above projects implemented	6 7 8 9 10 12		
4. Changes in union constitutions reflecting more democratic procedures	15 20 30 40 50 60		
5. Camerino leaders participate in the formation or administration of coop and/or community development projects	50 70 100 100 125 150		
b. Number of Camerino projects	6 7 8 9 10 12		
6. Integration of Bolivian trade unions with international democratic trade union movement.			
a. No. of Bolivian trade unionists exposed to int. leaders	300 300 300 300 300 300		
b. No. of unions affiliated to int. labor organizations	38 40 42 46 50 55		
c. Coordination of ITS/OPIT courses			
b. Bolivian affiliates (no. of courses)	3 3 3 4 5 6		

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY _____ to FY _____
Total U.S. Funding _____
Date Prepared: July 11, 1979.

Project Title & Number: American Institute for Free Labor Development

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS				MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
	Implementation Target (Type and Quantity)					
	FY79	C0	C1	C2		
1. Net/net	157	165	175	185		<p>Assumptions for providing inputs:</p> <ol style="list-style-type: none"> The Bolivian trade union movement will continue to require AIFLD assistance through the life of the project. For the foreseeable future the bulk of AIFLD financing will come from AID. No net time payments will be paid. The US labor movement will continue to support ORIT, the ITS's, AFL-CIO import projects and other AIFLD activities. International labor organizations will continue their outputs. UNSAE logistical support will continue to be available or federations and confederations will provide support to obtain tax exemption privileges. Federations and confederations will devote increasing sums from their own resources for education and social development.
2. Turnover a. US and TCS m/m	2/24	2/15	1/12	1/12		
b. Local technicians	3/36	3/36	3/36	3/36		
c. Local staff	3/36	3/36	3/36	3/36		
3. Seminars						
a. basic	25	25	30	34		
b. Intermediate	15	20	19	17		
c. Advanced	10	12	14	15		
d. Special Courses (IPC)	2	3	3	3		
e. Conferences (Bolivia)	10	10	10	10		
4. Participant Training						
a. George Meany Center	15	15	15	15		
b. University	0	1	1	1		
c. IPC courses	0	3	3	3		
5. AIFLD social development projects \$1100	2.5	2.5	2.5	2.5		
6. Technical services \$2000	2	1.6	1.6	1.7		
7. Project support \$13,800	15	16	17	18		
AIFLD/M						
a. Social Projects \$20,000	20	20	20	25		
b. Fellowships \$16,000	16	30	30	30		
Cost and Total. Trade Secretariat						
a. Project support Course \$4000	4	2	2	2		
b. Technical Assistance 2m/m	5	2	2	2		
c. Scholarships \$6000	9	10	10	10		
Unions, feder and confederation:						
a. Debt time payments	40	41	42	43		
b. Unions	5	6	7	9		

AIF documentation
AIFLD vouchers
AIFLD reports
Union records