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AID 1020-25 (10-70) REPORT U-468

PAGE 1

PROJECT APPRAISAL REPORT (PAR)

1. PROJECT NO.	2. PAR FOR PERIOD	3. COUNTRY	4. PAR SERIAL NO.
526-15-410-101 (Reg.)	Dec 1, 1974 TO Nov 30, 75	PARAGUAY	76-3

5. PROJECT TITLE

LABOR DEVELOPMENT

6. PROJECT DURATION	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR
Began FY 1972 Ends FY 1976	-	-	12/10/74

10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: $	b. Current FY Estimated Budget: $ 100,000	c. Estimated Budget to completion After Current FY: $

11. KEY ACTION AGENCY (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.
American Institute for Free Labor Development (AIFLD)	AID/la-C-73-10

12. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X) USAID	AID/W	HOST	B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
X			1. AIFLD should conduct a survey of CPT and affiliates and obtain all statistical data necessary for proper planning and evaluation of the project.	July 31, 1976
			2. As soon as the COP decides on the organization of the ITAIPU workers, AIFLD should assist the CPT in preparing for their organization.	Open

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13. PLANNING REQUIRED: REVISE DOR NEW ☐ PROP ☐ PIP ☐ PRG AS ☐ PID/Y ☐ PID/C ☐ PID/P

14. DATE OF MISSION REVIEW: November 25, 1975

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE: William P. Schoux WP Schoux 23 Jan 76

MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE: Oliver L. Sause Oliver L. Sause

AID 1020-28 (10-70) PAGE 2 PAR	PROJECT NO. 526-15-410-101	PAR FOR PERIOD 12/1/74 TO 11/30/75	COUNTRY PARAGUAY	PAR SERIAL NO.

II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

INPUT OR ACTION AGENT — CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY	B. PERFORMANCE AGAINST PLAN: UNSATISFACTORY 1	2	SATISFACTORY 3	4	5	OUTSTANDING 6	7	C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X): LOW 1	2	MEDIUM 3	4	HIGH 5
1. American Institute for Free Labor Development						X						X
2.												
3.												

Comment on key factors determining rating: The technical qualifications of the AIFLD CPD and adherence to the scope of work were rated as superior. There were some reductions in the number of full time day courses; however this was due to the failure of some private sector employers to cover lost time payments to those leaders invited to day courses. With a static budget and increasing costs, AIFLD alone cannot bear the burden of financing lost wages of students. Therefore, more emphasis has been placed on 6-8 week evening intermediate seminars and on evening national courses, although undoubtedly full time day programs are the optimum vehicle to inculcate democratic trade union principles. The Ex Alumnos have slowed their activities during 1975 due to problems with the CPT. This association, however, with new leadership, has resumed its education activities and thus far has sponsored 4 basic seminars and plan to sponsor another 4 before March 31, 1976.

	1	2	3	4	5	6	7	1	2	3	4	5
A. PARTICIPANT TRAINING					X							X

Comment on key factors determining rating:

During the period of this evaluation, 7 participants were trained at Front Royal and 7 union leaders were sent to participate in various congresses. All these participants, accepting two that are still on training, returned to positions where they are utilizing the knowledge gained through their training.

B. COMMODITIES					X			X				

Comment on key factors determining rating:

The only commodity input during this period consisted of the provision of three air conditioners for the local AIFLD office. These items were appropriate to needs and are being properly used.

C. COOPERATING COUNTRY	a. PERSONNEL					X								X
	b. OTHER				X									X

Comment on key factors determining rating:

The Ministry of Labor (MDL) and the Confederación Paraguaya de Trabajadores (CPT), despite all difficulties resultant from its highly political dependency, continue to accept the project and there has not been any interference in project plans.

The funding of the MDL continues to be poor and there were no resources made available to cover the Secretary General's expenses to attend the Ministers of Labor meeting in Guatemala. Limited financial resources continue preventing the CPT and Federations from undertaking their own training programs.

A weak area continues to be the lack of labor statistics, and those that exist are of dubious value. AIFLD continues to emphasize the importance of reliable statistics.

D. OTHER DONORS												

(See Next Page for Comments on Other Donors)

AID 1020-25(10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
PAGE 3 PAR	526-15-410-101	to 11/30/75	PARAGUAY	

H. 7. Continued: Comment on any factors determining rating of Other Donors

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Ratio/Amount)					
		CUMULATIVE PRIOR FY	CURRENT FY 76 TO DATE	CURRENT FY 76 TO END	FY ___	FY ___	END OF PROJECT
Intermediate Evening Seminars (No. of courses/No. of graduates)	PLANNED 1/	0		0			
	ACTUAL PERFORMANCE	3/76	4/65				
	REPLANNED						
Basic evening seminars presented by the Ex-Alumnos Association (No. of courses/No. of participants)	PLANNED 1/	0		0			
	ACTUAL PERFORMANCE		4/72				
	REPLANNED						
Union staff trained in U.S. and third countries	PLANNED	14		7			21
	ACTUAL PERFORMANCE	25	12				
	REPLANNED						
ITS training courses	PLANNED	8		4			12
	ACTUAL PERFORMANCE		3				
	REPLANNED						

B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS

1. COMMENT:

1/ Not included in scope of work of Paraguay Appendix.

2. COMMENT:

3. COMMENT:

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AID 1020-25 (10-70)	PROJECT NO.	PERIOD FOR PERIOD	COUNTRY	PAR SERIAL NO.
PAGE 3 PAR	526-15-410-101	to 11/30/75 12/1/74	PARAGUAY	

II. 7. Continued: Comment on key factors accelerating rather of Other Donors

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Ratio/Amount) CUMULATIVE PRIOR FY 1/	CURRENT FY 76 2/ TO DATE	TO END	FY____	FY____	END OF PROJECT
Four week national resident training courses (No. of courses/No. of graduates)	PLANNED	6/150		2/50			8/200
	ACTUAL PERFORMANCE	5/155	2/42				
	REPLANNED						
One week full time seminars (No. of courses/No. of graduates)	PLANNED	2/50		4/100			6/150
	ACTUAL PERFORMANCE	0	2/81				
	REPLANNED						
Three week basic evening seminars, local and regional (No. of seminars/No. of graduates)	PLANNED	16/480		12/360			28/840
	ACTUAL PERFORMANCE	24/769	4/70				
	REPLANNED						
Three day conferences	PLANNED	10		5			15
	ACTUAL PERFORMANCE	4	1				
	REPLANNED						

B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS

1. COMMENT:

1/ Figures planned are counted from FY 74 only.

2/ Contract year (April 1 to March 31) reduced t[illegible]s reflected budget reductions for contract year [illegible]il 1, 75 to March 31, 76.

2. COMMENT:

3. COMMENT:

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4

AID 1020-24 (10-68) PAGE 4 PAR	PROJECT NO. 526-15-410-101	PAR FOR PERIOD To 11/30/75	COUNTRY PARAGUAY	PAR SERIAL NO.

IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged. 2. Same as in PROP? [X] YES [ ] NO

A stronger and more democratic trade union movement in the urban areas.

B. 1. Conditions which will exist when above purpose is achieved.	B. 2. Evidence to date of progress toward these conditions.
1. Total union membership in the industrial sector from a 1972 estimate of 16,000 to a total of 35,000 by 1976.	1 and 2. Progress could not be measured due to the lack of statistics. The AIFLD CPT plans to conduct a survey among the CPT and its affiliates in March 1976 which will provide reliable statistics on membership.
2. Dues paying members will climb from 7,000 in 1972 to 15,500 in 1976.	
3. Two new Federations will have been formed between 1972 and 1976 for a total of eight.	3. There are 8 Federations formed and functioning. One of these was added during the period covered by this PAR. There has been some activity and planning for two new Federations, but nothing has been finalized yet.
4. Federations affiliated to a Confederation.	4. All Federations are affiliated to the CPT.
5. Freely elected union leadership.	5. Recent elections in labor organizations demonstrated a continuing democratic process in election of trade union officials.
6. The Confederation and Federations sponsor 50 basic and 15 intermediate educational activities a year for from 1,200 to 1,500 participants.	6. Limited financial resources have prevented the CPT and Federations from undertaking their own educational activities. There have been some sporadic training programs given but always with some assistance of AIFLD.

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To foster pluralistic economic and social development through the evolution of democratic institutions.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

The basic program is still limited to in country training, but with more emphasis on O/IAB and Front Royal training, as well as participation in trade union events in neighboring countries. The returning leaders have the advantage of close contact with other more experienced union leaders from more developed countries.

The CPT's lobbying efforts in favor of the Workers Bank were successful and this bank now serves an important social purpose, not only for unions but cooperatives as well. The CPT is also urging reforms in the Labor Code, which would benefit all workers.

Collective Bargaining, heretofore merely an unpopular phrase, is becoming more frequent u in employer-employee relations.