

PROJECT APPRAISAL REPORT (PAR) **FY76**

PAGE 1

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD: Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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5. PROJECT TITLE

LABOR TRAINING (AIFLD)

6. PROJECT DURATION: Began FY <u>64</u> Ends FY _____	7. DATE LATEST PROP Jan. 1973	8. DATE LATEST PIP	9. DATE PRIOR PAR May 31, 1974
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$125,000	c. Estimated Budget to completion After Current FY: \$
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME AIFLD	b. CONTRACT, PASA OR VOL. AG. NO. AID/1a-C-73-10
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1. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
US AID	AID #	HOST		

I. Summary Statement

AIFLD during the contract year has continued its successful and intensive training programs with the participation of almost all worker organizations in Bolivia. The Government is still following its practice of ordering employers to pay salaries of workers attending AIFLD courses. In numerical terms therefore each AIFLD educational dollar in Bolivia teaches three to four times the number of students than it would if AIFLD had to make lost time payments. AIFLD enjoys excellent relations with all major Bolivian unions and the requests for training programs or help with social projects far surpassed AIFLD's total budget.

Clearances:
 MEO: CJLustig [Signature]
 ADP: AHBoeing [Signature]
 AD: CJStockton [Signature]
 A/DD: WGMcCall [Signature]

1976

C. REVISIONS BY NUMBER	REVISION NUMBER	<input type="checkbox"/> FROM	<input type="checkbox"/> PIP	<input type="checkbox"/> PIP/AG	<input type="checkbox"/> PIP/ST	<input type="checkbox"/> PIP/IC	<input type="checkbox"/> PIP/OC	E. DATE OF SUBMISSION OF PAR March 2, 1976
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PROJECT MANAGER (Typed Name, Signature, Initials and Date) James Murphy, IOL <u>[Signature]</u> <u>Mar. 10, 1976</u>	MISSION DIRECTOR (Typed Name, Signature, Initials and Date) John R. Oleson <u>[Signature]</u>
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FILE 33 4/6/76

PROJECT APPRAISAL REPORT (PAR)

PAGE 1A

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD Jan 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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5. PROJECT TITLE
LABOR TRAINING (AIFLD)

6. PROJECT DURATION: Began FY _____ Ends FY _____	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$	c. Estimated Budget to completion After Current FY: \$
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)	
a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.

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

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOUSY		
			<p>The Government of Bolivia maintains its freeze of wages and bargaining, and all other union activities (with the exception of the Federation of Mineworkers). The Minister of Labor recently remarked that the system imposed in November 1974 was unlikely to be changed this year. Despite the GOB's intervention in union activities and its opposition to granting Bolivia's labor unions their freedom and autonomy again, the GOB continues to regard AIFLD's activities as totally acceptable.</p> <p>The position of AIFLD is somewhat anomalous but quite important. However, GOB Ministry of Labor realizes that AIFLD supports freedom for trade unionism in Bolivia. The Ministry also realizes that AIFLD intends to maintain its independence and will not take part in any government plans for managing labor activities. The GOB Labor Ministry endorses AIFLD's programs. The GOB undoubtedly is aware of the interest of the AFL-CIO in AIFLD and of the importance of US organized labor in the United States, and it associates AIFLD's activities with the overall efforts of the US Government in Bolivia which are clearly helping develop the economy. Moreover, the GOB probably contrasts favorably AIFLD's pragmatic business trade union approach with that of the highly politicized often-Marxist-revolutionary ideology which constitutes part of the Bolivian labor sector's past and present. For their part, the Bolivian union leaders appreciate the interest of the AFL-CIO and the U.S. government in the problems of labor and their support of labor education. They know</p>	

D. REPLANNING REQUIRED							E. DATE OF MISSION REVIEW	
REVISED OR NEW:	<input type="checkbox"/> PROP	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P		

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE	MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE
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PROJECT APPRAISAL REPORT (PAR)

PAGE 1 B

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD. Jan 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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5. PROJECT TITLE
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$	c. Estimated Budget to completion After Current FY: \$
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.

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

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		
			<p>that AIFLD must now concentrate its efforts on technical, apolitical training and a limited number of social assistance projects. Nonetheless they consider the "Instituto" a visible symbol of continuing USG sympathy and goodwill toward the working classes of Bolivia and are anxious to use its educational facilities.</p> <p>Relations between organized labor and the government have become increasingly strained. When the government placed unions in recess in 1974, it also named national coordinators for each labor/sector under an obligatory civil service law. Many of the persons chosen under this civilian draft had been respected leaders in their unions. They have tried to represent their members as union representatives although they are now employees of the government. Mineworker leaders refused the appointments as coordinators, were jailed for five months but then prevailed on the government to restore their autonomy. Mineworkers continue to hold local elections and plan a congress in March or April. The purpose of strengthening free trade unionism remains a central AIFLD goal in Bolivia. However, under the current situation the issues of their personal credibility with the rank and file and of organizational survival now preoccupy most union leaders.</p> <p>The training programs of AIFLD in the organization and management of free trade unions help sustain the interest of workers in unionism and prepare them to be more knowledgeable members and leaders in the future. AIFLD also manifests concretely the USG's continuing policy of support and encouragement for free and demo-</p>	

D. REPLANNING REQUIRED							E. DATE OF MISSION REVIEW
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PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			

PROJECT APPRAISAL REPORT (PAR)

PAGE 1C

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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6. PROJECT DURATION: Begon FY _____ Ende FY _____	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$	c. Estimated Budget to completion After Current FY: \$
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

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

A. ACTION (X)		B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W HCST		

cratic unions in Bolivia.

II. Status of Recommendations (From PAR FY 1975-5)

The last PAR made four recommendations:

1. Recommendation - In view of the unsettled state of government-labor relations, the AIFLD Country Program Director, the Embassy Labor Attache and the USAID Deputy Program Officer will re-examine program strategy within three months and periodically thereafter to fit it to new developments.

Action - Monthly meetings were held. The labor situation which could have worsened dramatically early in the year gradually quieted down. The GOB repeatedly promised a new labor code and restoration of normal union activities. Nonetheless a new code was not issued (and now is not expected to appear during this calendar year). The relations between the GOB and organized labor have again worsened but AIFLD avoided damaging identification with either side. AIFLD personnel continued their education programs with all sectors of labor and maintained friendly, correct relations with key Ministry of Labor officials. The situation continues to be under periodic review.

2. Recommendation - The Country Program Director, the Labor Attache and the Deputy Program Officer will continue to refine benchmarks on progress toward the statement of program purpose.

6. REPLANNING REQUIRED	REVISED OR NEW	<input type="checkbox"/> PROP	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P	7. DATE OF MISSION REVIEW
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PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE	MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE
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PROJECT APPRAISAL REPORT (PAR)

PAGE 10

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
----------------------------------	---	-----------------------	--------------------------------

5. PROJECT TITLE
LABOR TRAINING (AIFLD)

6. PROJECT DURATION: Began FY _____ Ends FY _____	7. DATE LATEST PROP _____	8. DATE LATEST PIP _____	9. DATE PRIOR PAR _____
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ _____	b. Current FY Estimated Budget: \$ _____	c. Estimated Budget to completion After Current FY: \$ _____
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.

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

A. ACTION IX			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/OT	HOSE		
			<p>Action - Very little useful action could be taken on refining benchmarks of progress that related to Bolivia's actual situation. The practice of trade unionism would determine whether or not the ideas and techniques promulgated by AIFLD courses were gaining acceptance in Bolivian unions. However government actions precluded normal union activities during the past year. The recommendation portion of this PAR will address this issue further.</p> <p>3. Recommendation - The Country Program Director should continue his follow-up efforts regarding the institutionalization of AIFLD training activities through the creation of a Labor Training Institute. The AIFLD CPD should prepare a progress report on this recommendation by June 1975.</p> <p>Action - As has been explained, the Government's refusal to consider a Labor Central Training Institute removed any hope of progress towards this goal. For the foreseeable future the issue of whether competent training in free trade union principles will be provided Bolivian union members depends on whether AIFLD continues its educational program or not. AIFLD's education courses and special advanced training are developing a sizeable number of potential trade union educators should the political situation permit them to work for a Labor Central.</p> <p>4. Recommendation - In view of the congressional mandate which urges the Agency to seek ways to improve the</p>	

13. REVISIONS REQUIRED

REVISED OR NEW: PROP PIP PRO AG PIO/T PIO/C PIO/P

14. PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE

15. MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE

16. DATE OF MISSION REVIEW

PROJECT APPRAISAL REPORT (PAR)

PAGE 1E

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
----------------------------------	---	-----------------------	--------------------------------

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USAID	AID/W	HCST		
			<p>status of women and to promote their participation in the development process, the CPD should develop a paper outlining possible programming ideas and ways to respond to the above congressional mandate during the course of implementing the AIFLD program.</p> <p>Action - AIFLD has registered outstanding successes in carrying out the congressional mandate to improve the status of women and their participation in the development process. Of 1642 students attending AIFLD programs since April 1975 623 or 38% have been women. Special courses for women from the factory-workers and from the urban and rural school teacher unions were well received and well attended. Additionally the visit of Elfriede Thiemann to lecture on the role of women in unions was quite successful. Miss Thiemann lectured to 25 students in La Paz and assisted in a national seminar of 35 teachers representing every Department of Bolivia. AIFLD will continue to encourage the involvement of potential women leaders from all unions as well as running special classes for women unionists from areas in which women constitute a significant part of the work force. The CPD paper outlining ways to respond to the Congressional Mandate on Women was completed during the reporting period. (see next page)</p>	

D. REPLANNING REQUIRED				E. DATE OF MISSION REVIEW			
REVISOR'S NAME	<input type="checkbox"/> PROP	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P	
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			

PROJECT APPRAISAL REPORT (PAR)

PAGE 1 F

1. PROJECT NO. 511-11-410-043	2. PAR FOR PERIOD: Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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8. PROJECT TITLE

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10. U.S. FINDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$	c. Estimated Budget to completion After Current FY: \$
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A. ACTION			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	AIFLD		

III. Recommendations for Action

X			1. In order to facilitate the implementation and annual evaluation of the Labor Training Project, it is recommended that the project manager with the assistance of the Program Office derive a logical framework from the Regional PROP, the Country Labor Plan and the approval annual budget.	April 30, 1976
X	X		2. Given the restrictions placed on the labor movement in general, and the lack of a meaningful labor code which would foment development of the Labor Movement, it is recommended that AIFLD prepare a plan which would concentrate efforts on the development of a few large labor unions into models of their kind in Bolivia.	December 31, 1976
		X	3. During this contract year it is recommended that the contractor develop statistics on the participation of women in the labor movement. At a minimum the data should include the number of female members by type of union; number and type of leadership positions occupied by women; type of employment; marital status, etc.	December 31, 1976
		X	4. It is recommended that the contractor prepare and include course materials and lectures in the leadership training programs on basic human rights, including such themes as the right to peaceful assembly; due process; public and fair hearings; habeas corpus, etc.	December 31, 1976
X			5. The USAID standards for identifying administrative costs and program costs appear to inaccurately	

D. REPLANNING REQUIRED							E. DATE OF MISSION REVIEW	
REVISED OR NEW	<input type="checkbox"/> PROP	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P		
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE				

7

PROJECT APPRAISAL REPORT (PAR)

PAGE 10

1. PROJECT NO. 511-11-110-043	2. PAR FOR PERIOD Jan. 10, 1975 to Feb. 29, 1976	3. COUNTRY Bolivia	4. PAR SERIAL NO. FY 1976-2
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5. PROJECT TITLE
LABOR TRAINING (AIFLD)

6. PROJECT DURATION: Began FY _____ Ends FY _____	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PHOR PAR
10. U.S. FUNDING	10. U.S. FUNDING	10. U.S. FUNDING	10. U.S. FUNDING
a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: \$	c. Estimated Budget to completion After Current FY: \$	

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

a. NAME	b. CONTRACT, PASA OR VOL. A2, NO.

I. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION		
A. ACTION (X)	B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	
	reflect the actual administrative costs of the Labor Training Project. Accordingly, AIFLD, the Program Office and the Office of the Controller should review the present breakdown, identify the differences and correct them so that actual administrative costs are known in their correct relation to program costs and benefits.	June 30, 1976.
X	X 6. Since approximately one-fifth of the labor movement is located in the Santa Cruz area, and given the continuing potential for the growth of the labor movement due to the rapid development of Santa Cruz and its environs, it is recommended that USAID and AIFLD determine the practicality of opening a small labor training office in Santa Cruz.	August 1, 1976.

D. REPLANNING REQUIRED							E. DATE OF MISSION REVIEW	
REVISED OR NEW:	<input type="checkbox"/> PRO	<input type="checkbox"/> PIP	<input type="checkbox"/> PRO AG	<input type="checkbox"/> PIO/T	<input type="checkbox"/> PIO/C	<input type="checkbox"/> PIO/P		
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE					MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			

II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

A. INPUT OR ACTION AGENT CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY	B. PERFORMANCE AGAINST PLAN							C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (K)					
	UNSATISFACTORY		SATISFACTORY			OUT-STANDING		LOW		MEDIUM		HIGH	
	1	2	3	4	5	6	7	1	2	3	4	5	
1. AIFLD					X								X
2.													
3.													

Comment on key factors determining rating

Given the difficult political situation, AIFLD's performance during the past year was highly satisfactory. Courses were well planned and all schedules were met. As a result of its energetic efforts to increase the role of women in labor unions, thirty-eight percent of AIFLD's students this year were women. Union leaders in private discussions with the project manager manifested their interest and appreciation for AIFLD's presence and educational work.

In a country with highly politicized labor organizations whose various leaders have often been at odds, AIFLD maintained friendly and useful relations with all major labor groups. Repayment of its social project loans proceeded on schedule with no defaults. AIFLD/B had no problems with the Ministry of Labor.

4. PARTICIPANT TRAINING						X								X
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Comment on key factors determining rating: Eighteen Bolivians were trained in the US and three in Third Countries. AIFLD reserves Third Country and US training for leaders who show the greatest promise. The participants have been hard-working and serious in their courses in the US. Returned graduates of US courses occupy important positions in the organized labor sector, e.g. head of the transport workers, national coordinators in the bank workers, railroad workers, and factory workers. These graduates have also spoken out against the prohibition

5. COMMODITIES														
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Comment on key factors determining rating

U.S. financed commodities are not provided under this project.

6. COOPERATING COUNTRY	C. PERSONNEL : GOB			X										X
	Personnel: Unions					X								X

Comment on key factors determining rating

AIFLD generally deals directly with Bolivian labor unions and does not seek GOB collaboration or advice. The GOB has been helpful on the question of ordering "lost time" pay for unionists attending AIFLD/B courses. Nonetheless, the GOB decrees prohibiting trade union activities (except for the extra legal compromise permitting union activities of mine workers), freezing funds and replacing leadership by elections with a system of government drafted appointees, would give the GOB a low rating on overall goals of AIFLD programs.

Given their minimal resources (generally now under government control) the unions' performance has been good. Unions have made classroom space available and provided help to some workers attending courses. They have paid medical and passport fees for students going to third countries or the US. As indicated in the section on participant training, trade union leaders have taken seriously their obligations to name qualified candidates. Their repayment record of AIFLD/B's small project loans has been outstanding.

7. OTHER COMMENTS														
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(See Next Page for Comments on Other Points)

(cont'd 4.) of trade union activities and urged the GOB to publish a new labor code, permit elections in the unions, and restore normal union rights.

AID 1020-28(10-70) PAGE 3 PAR	PROJECT NO. 511-11-410-043	PAR FOR PERIOD: 1/10/75 to 2/29/76	COUNTRY Bolivia	PAR SERIAL NO. FY 1976-2
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11. 7. Continued: Comment on key factors determining rating of Other Doers

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS	a/	TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMULATIVE PRIOR FY	CURRENT FY 76b/		FY 77b/	FY 78b/	
			TO DATE	TO END			
1. Union leaders trained at all levels (Advanced, intermediate and basic)	PLANNED	c/	690	690	690	690	continuing
	ACTUAL PERFORMANCE	2669	870				
	REPLANNED			857	556	550	continuing
2. Union staff trained for social service programs	PLANNED	c/	241	241	241	241	continuing
	ACTUAL PERFORMANCE	d/	3017	497			
	REPLANNED			497	992	900	continuing
3. Local leaders exposed to International Labor Movement Leaders	PLANNED	c/	96	96	96	60	continuing
	ACTUAL PERFORMANCE		433	264			
	REPLANNED			264	306	300	continuing
4. Local labor organizations assisted in developing social projects for the benefit of their members and communities	PLANNED	e/	5	5	5	5	continuing
	ACTUAL PERFORMANCE		19	12e/			
	REPLANNED			12	8	5	continuing
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1.	a/ Output descriptions refined to track with AID recommended AIFLD Program documentation (see STATE 22495).						
	b/ Contract year April - March.						
	c/ 26037 trained, but no breakdown available.						
	d/ Performance exceeded planning partly because lost						
2.	wages/time payments were covered by employers or unions freeing AIFLD funds for additional training.						
	e/ Of these projects 11 were funded by the ALF-CIO.						
3.	COMMENT:						

AID 1020-25 (10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
PAGE 4 PAR	511-11-410-043	1/10/75 to 2/29/76	Bolivia	FY 1976-2

IV. PROJECT PURPOSE

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

To develop effective, autonomous and democratic worker organizations in Bolivia.

1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
1. Labor organizations function on a democratic basis.	Labor unions were placed in recess by the government and union activities including elections were proscribed November 1974. The Minister of Labor recently remarked to the press that autonomous union activities would not be resumed this year. (An exception to this rule has been the Federation of Mineworkers whose members have held local elections. The Federation also plans to hold a Congress in March or April 1976.) Discussions with the civilians "drafted" as labor coordinators (most of them former union leaders) reveal serious concern over the delay of the government in promulgating a new labor law permitting free elections. Although some labor coordinators may not be anxious to face elections, a majority clearly consider free elections an integral part of unionism. (Prominent among those holding the latter opinions are graduates of various AIFLD courses).

V. PROGRAMMING GOAL

A. Statement of Programming Goal

Greater participation of Bolivian workers in the country's economic and social development process.

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.

Yes.

The best evidence of the key role unions play in involving workers in Bolivia's economic and social process are the gains registered by the better organized unions which have rank-and-file support i.e. the Mineworkers, the Bankworkers and some locals of the Factoryworkers. Evidence on the negative side also exists in the loss of real wages by most workers since the November 1974 "freeze" on union activities.

AID 1020-28 (10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
PAGE 4 PAR A	511-11-410-043	1/10/75 to 2/29/76	Bolivia	FY 1976-2

IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
2. Major labor organizations capable of providing meaningful labor education programs on their own.	Although no one Federation in Bolivia could finance an effective educational institute, interest in a single program for all unions exists. However, the Government also remains suspicious that a unified educational institution would become a covert labor center. As long as substantial assistance (including training) is offered other sectors of the Bolivian economy, the organized labor sector should qualify easily for U.S. assistance in both education programs and social projects. With the possible exception of the campesinos, the labor sector is the least likely to receive government assistance. Conversely the military, the education sector and certain businesses command serious attention from the government and are unlikely to be neglected by it in the future.
3. Major labor organizations self-financed through dues collection.	For several historical and economic reasons, the Bolivian unions have not had a good record on achieving self-financing before November 1974. Since then the check-off system was suspended for most unions

V. PROGRAMMING GOAL

A. Statement of Programming Goal

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.

AID 1020-28 (10-70) PAGE 4 PAR B	PROJECT NO. 511-11-410-043	PAR FOR PERIOD: 1/10/75 to 2/29/76	COUNTRY Bolivia	PAR SERIAL NO. FY 1976-2
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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROF? YES NO

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>4. There exists a productive association between local worker organizations and democratically oriented international labor organizations.</p>	<p>and control of union funds was taken over by the government. In talks with labor leaders it is clear that the relation between union self-financing and independence has become sharply realized as a result of current government controls. AIFID courses teaching honest and efficient management of union funds will be of great importance for the future.</p> <p>The year saw little activity in Bolivia regarding affiliations. About half of the federations and confederations are affiliated to International Trade Secretaries (notably absent from any affiliations are the Mineworkers and the Confederation of Factoryworkers). The latter has been awaiting a new labor code which many observers expected would reorganize sectors of the Factoryworkers e.g. textile workers, into federations.</p> <p>Another element in the lack of affiliations has been the lack of contacts with ITS leaders. With some welcome exceptions there have been few visits to La Paz and few opportunities for Bolivian leaders to explore the possibility of affiliation in person with ITS</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

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.