

I. PROJECT IDENTIFICATION

1. PROJECT TITLE
FREE LABOR DEVELOPMENT

APPENDIX ATTACHED
 YES NO
519-11-410-003 (S.2)

3. RECIPIENT (specify)
 COUNTRY **EL SALVADOR**
 REGIONAL INTERREGIONAL

4. LIFE OF PROJECT
 BEGINS FY **1975**
 ENDS FY _____

5. SUBMISSION
 ORIGINAL DATE **AID/1a-**
 REV. NO. _____
 CONTR. PASA NO. **671**

II. FUNDING (\$000) AND MAN MONTHS (MM) REQUIREMENTS

A. FUNDING BY FISCAL YEAR	B. TOTAL \$	C. PERSONNEL		D. PARTICIPANTS		E. COMMOD. ITEMS \$	F. OTHER COSTS \$	G. PASA/CONTR.		H. LOCAL EXCHANGE CURRENCY RATE: \$ US (U.S. OWNED)		
		(1) \$	(2) MM	(1) \$	(2) MM			(1) \$	(2) MM	(1) U.S. GRANT LOAN	(2) COOP COUNTRY	(A) POINT
1. PRIOR THRU ACTUAL FY	651	626	636	3	9	16	6	651	645			
2. OPRY 72 FY	133	130	120	3	9	-	-	133	129			
3. BUDGET 73 FY	135	130	120	5	12	-	-	135	132			
4. BUDGET 74 FY	130	125	120	5	12	-	-	130	132			
5. BUDGET 75 FY	130	125	120	5	12	-	-	130	132			
6. BUDGET 73 FY												
7. ALL SUBQ. FY												
8. GRAND TOTAL	1179	1136	1116	21	54	16	6	1179	1170			

See also pp 8 and 9

9. OTHER DONOR CONTRIBUTIONS annual

(A) NAME OF DONOR MINISTRY OF LABOR	(B) IN KIND SERVICES 4 vehicles 3 drivers	(C) COST \$3,000 (app.)
---	---	-----------------------------------

III. ORIGINATING OFFICE CLEARANCE

1. DRAFTER John J. LaMazza	TITLE Assistant Program Officer	DATE 12/23/71
Ronald E. Ullrich	Program Officer	
Ronald L. Nicholson		
2. CLEARANCE OFFICER J. P. Derum	TITLE Mission Director	DATE 12/24/71

IV. PROJECT AUTHORIZATION

1. CONDITIONS OF APPROVAL

2. CLEARANCES

BUR/OFF.	SIGNATURE	DATE	BUR/OFF	SIGNATURE	DATE

3. APPROVAL AAs OR OFFICE DIRECTORS

SIGNATURE	DATE
TITLE	

4. APPROVAL A/AID (See M.O. 1025.1 VI C)

SIGNATURE	DATE
ADMINISTRATOR, AGENCY FOR INTERNATIONAL DEVELOPMENT	

Decentral following 12/31/74

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number) <u>1</u>	DATE 11/11/71	PAGE <u>2</u> of <u>14</u> PAGES
--------------------------------------	---	----------------------	-------------------------	----------------------------------

A. Statement of Goal

1. The Goal - Greater participation by workers in the economic, social, and political development of El Salvador.

2. Measurements of Goal Achievement

- a) Income - increase in minimum and median wages.
- b) Improved working conditions - unquantifiable.
- c) Public worker services - (1) continued and broadened coverage of social security benefits, both quantitatively and qualitatively. (2) Pressure on GOES for improved health, education and low-cost housing.
- d) Status - Greater societal appreciation of the role and importance of the worker.
- e) Political participation - ability to influence the executive and legislative branches of the GOES.
- f) Decrease in rates of unemployment and underemployment.

3. Assumptions about Goal Achievement

Level of economic growth maintained at least at current levels.

Note: Deteriorating situation within Central American Common Market, falling coffee prices and a sluggish economy raises serious concern in this regard.

B. Statement of Project Purpose

1. The Purpose - a) To foster the development of democratic worker organizations.

2. Conditions Expected at the End of Project

Unions

- a) Willingness and ability of labor leaders to speak on behalf of labor's interests on national issues.
- b) Increased participation of rank and file in union affairs.
- c) Membership in non-agricultural democratic labor unions increased from 30,000 (MOL figure) in 1971 to 35,000 in 1975.
- d) Organizations financially independent. (Note: The financial dependence of the large democratic labor federation and most democratic unions on the Government and others hampers their flexibility and freedom to act in their members' interests.)

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number)	DATE 11/11/71	PAGE <u>3</u> of <u>14</u> PAGES
--------------------------------------	---	----------	-------------------------	----------------------------------

e) Effective advocacy of worker demands -

- (1) Number of workers (union and non-union) covered by collective bargaining contracts increased from 40,000 in 1971 to 50,000 in 1975.
 - (2) Quality of collective bargaining contracts improving.
- f) Improved union organization (i.e., number and quality of activists) and social services.
- g) Reduced influence of communist-dominated unions.
- h) Closer ties among independent (non-affiliated) democratic unions and democratic labor centers.
- i) Closer relations between Salvadoran labor and international labor organizations such as ORIT and various international trade secretariats (ITS).

Campesinos

- a) Increased effectiveness of UCS as a viable organization representing campesino interests.
- (1) Maintenance of an active social development projects program.
 - (2) Campesino Service Centers
 - (i) Number increasing from 3 in 1971 to 5 in 1975 and diversification of their services.
 - (3) Cooperative Program
 - (i) Number of members increasing from 1000 in 1971 to 1,500 in 1975.
 - (ii) Number of cooperatives increasing from 8 in 1971 to 12 in 1975.
 - (4) Effective advocacy of campesino viewpoint on national issues (e.g., freedom of association for campesinos, low-cost credit available for small farmers).

3. Basic Assumptions

- a. Ministry of Labor treats democratic unions and their labor management disputes in an even handed and business-like manner.
- b. The UCS and its program do not encounter hostility and repression from agencies of the government or powerful vested interests.

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u> (Number)	DATE 11/11/71	PAGE <u>4</u> of <u>14</u> PAGES
--------------------------------------	--	-------------------------	----------------------------------

C. Statement of Project Outputs

1. Outputs

Note: All outputs represent annual figures.

a) Education.

Indicators

Unions

- a.1) Basic courses - 325 graduates trained in fundamental principles of trade unionism and prepared for fuller participation in their unions and for further training.
- a.2) Intermediate courses - 50-75 graduates trained beyond basic principles of trade unionism, beginning specialization in collective bargaining, union finance and organization and prepared to participate in more advanced training.
- a.3) Advanced courses - 50-75 graduates trained in one of the following technical specialties - collective bargaining, organization, labor-management relations, the Salvadoran Labor Code, etc.
- a.4) Twenty-five graduates trained in problems facing unions in specific industries.
- a.5) Forty senior trade union officials exposed to ORIT-sponsored forum on labor problems facing Central American or the international labor movement.
- a.6) Twenty-five graduates trained in the methodology of labor education.
- a.7) Ten senior labor leaders and 10 representatives of management exposed to round-table forum on modern labor-management relations.
- a.8) Thirty-five participants trained in various labor specialties through ROCAP-sponsored courses.
- a.9) One trained labor economist returned from Georgetown course.
- a.10) Four graduates of advanced specialty courses returned from Front Royal, Virginia course offered by AIFLD.

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION	(Number) 1	DATE 11/11/71	PAGE 5 of 14 PAGES
--------------------------------------	--	-------------------	-------------------------	----------------------------------

Campeñinos

- a.11) 150 campeñinos graduated from community leadership course.
- a.12) 30-90 campeñino leaders graduated from executive leadership course.
- a.13) Fifteen campeñinos participating in ROCAP or other sponsored third-country training in community development and/or cooperatives.
- a.14) Two campeñinos participate in advanced study in U.S. in community development and/or cooperatives.
- b) Technical Assistance.

IndicatorsUnions

- b.1) Completion of five social development projects sponsored by trade unions.
- b.2) Miscellaneous union projects (e.g., union cooperatives and strengthening of staff services such as statistical department in CGS).

Campeñinos

- b.3) Fifteen community development projects completed as part of campeñino leadership education program and 50 projects assisted (planning and feasibility) as part of UCS social action program.
- b.4) Creation of one new UCS cooperative per year and continued growth and profitable functioning of existing UCS cooperatives.

2. Basic Assumption

- b.4) Existing UCS cooperatives increasingly able to operate independent of AIFLD assistance.

D. Statement of Project Inputs1. Inputs

Note: All inputs represent annual figures.

- a) Education Program

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION	(Number)	DATE 11/11/71	PAGE 6 of 14 PAGE
--------------------------------------	--	----------	-------------------------	---------------------------------

Instruction in the following courses:

Unions

- 1) 13 basic evening courses.
- 2) 3 intermediate courses.
- 3) 3 advanced courses in collective bargaining, organization, labor-management relations, and the Salvadoran Labor Code.
- 4) One ITS special seminar.
- 5) One ORIT advanced seminar on problems of interest or concern facing C.A. or international labor movement.
- 6) One course in labor educational methodology.
- 7) One labor-management round-table discussion.
- 8) One scholarship for trade unionist to study labor economics at Georgetown University.
- 9) Four scholarships for trade unionists to study advanced collective bargaining at AIFLD Headquarters in Front Royal, Virginia.
- 10) 35 scholarships for study in various labor specialities offered by ROCAP.

Campeminos

- 11) Five courses in community leadership for campesinos of the UCS.
- 12) One week-long and two week-end advanced courses for campesino leaders of the UCS.
- 13) 15 scholarships in community development offered by ROCAP or others in 3rd countries.
- 14) Two scholarships to UCS leaders for community development studies in the United States.

b) Technical Assistance

Time of American CPD, one TCM program officer and five local program officers to provide, both in the union and campesino fields, advice and assistance on organizational problems, in planning social development projects and in the servicing and creation of cooperatives.

UNION COMMUNITY DEVELOPMENT PROJECTS

<u>Y E A R</u>	<u>P R O J E C T S</u>	<u>C O N T R I B U T I O N S</u> <u>A F L - C I O</u>	<u>C O N T R I B U T I O N S</u> <u>U N I O N S</u>	<u>C O N T R I B U T I O N S</u> <u>O T H E R</u>	<u>C O N T R I B U T I O N S</u> <u>T O T A L</u>
1966	-	-	-	-	-
1967	2	\$ 1,796.20	\$ 1,902.60	1,695.00	5,393.80
1968	-	-	-	-	-
1969	3	813.00	5,807.72	13,121.90	19,742.62
1970	3	5,351.00	6,700.00	16,000.00	28,051.00
1971	1	1,160.00	600.00	-	1,760.00
TOTAL	9	9,120.20	15,010.32	30,816.90	54,947.42

7

PROJECT NO.

519-11-410-003

SUBMISSION

 ORIGINAL REVISION

(Number)

11/11/71

DATE

PAGE

8

of 14

PAGES

CAMPESINO COMMUNITY DEVELOPMENT PROJECTS

<u>TOTAL PROJECTS</u>	<u>YEAR</u>	<u>CONTRIBUTIONS AFL - CIO</u>	<u>CONTRIBUTIONS MAYORALTIES</u>	<u>CONTRIBUTIONS U.C.S.</u>	<u>CONTRIBUTIONS OTHERS</u>	<u>CONTRIBUTIONS TOTAL</u>
4	1966	\$ 874.09	\$ 21,956.04	\$ 4,178.32	\$ 3,229.76	\$ 30,238.21
6	1967	1,090.26	2,674.36	3,704.92	60.60	7,530.14
9	1968	1,406.14	2,134.80	8,310.62	949.40	12,800.96
12	1969	2,763.72	3,279.92	7,007.80	-	13,051.44
13	1970	4,577.93	1,826.00	10,135.77	681.82	17,221.52
18	1971	4,637.44	5,495.00	24,816.89	-	34,950.91
52	TOTAL	15,349.58	37,367.12	58,154.32	4,921.58	115,793.18

b

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION 1	(Number)	DATE 11/11/71	PAGE 9 of 14 PAGES
-------------------------------	--	----------	------------------	--------------------

E. Rationale

The ultimate objective of this program is to foster the development of democratic worker organizations which will enable workers to participate in the economic, social and political development of El Salvador.

1. The Setting

a) Economic Considerations - El Salvador has a heavy surplus in the labor market, high rates of unemployment and underemployment, low skill levels among the work force, low worker productivity, a relatively small proportion of the work force organized, a weak and politically polarized labor movement, inadequate union leadership, heavy government involvement in industrial relations, and inadequate manpower or skills training programs. Labor's share of income and government services is small.

Even in such an inhospitable environment, organized workers in industry and services have made tangible progress (in part through the assistance received through the AIFLD program). Granted the right to organize in 1953, unions today have about 30,000 members and their collective contracts have improved wages and working conditions for even more workers. Still, much remains to be done.

For agricultural workers, wages and working conditions are inferior to the all too low norms in industry and services. The problem of the agricultural worker is compounded by the fact that the law does not yet permit campesinos to organize into unions. Effectively limited as a political or economic pressure group, they are left to the mercies of an extremely unfavorable labor market. The Ministry of Labor (MOL) foresees the day when campesinos will be permitted unions and is concerned by the lack of organizational and leadership experience among rural workers. Thus, the MOL has endorsed an AIFLD program to create a community-action organization (Unión Comunal Salvadoreña) among the campesinos to provide them with organizational and leadership experience and maximum scope for self-help activities under present legislation. The GOES recently granted the UCS legal status as an organization representing the economic and social interests of campesinos.

b) Political Factors - Unions have not been particularly successful in pressuring the government to heed worker aspirations. Unions lack weight in numbers, and the quality of their organizations compares unfavorably with that of competing institutions. Moreover, as mentioned in "D" of the EOPS, the financial dependence of a number of unions and the large democratic/federation on the government and others limits their flexibility and independence of action. A large (10,000 members) communist labor center exists which has some capability for creating political

* making the UCS the first and thus far the only campesino group so recognized.

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number)	DATE 11/11/71	PAGE <u>10</u> of <u>14</u> PAGES
-------------------------------	---	----------	------------------	-----------------------------------

disturbances. The democratic labor movement is divided, weakening this sector's political and economic impact and wasting scarce resources in leadership, staff and finances.

The MOL is heavily involved in labor-management relations. It has, however, encouraged the development of collective bargaining, serving to gradually bring the unions into more formal and business-like relationships with management. While the last two or three years have witnessed a less activist and more conciliatory attitude toward labor disputes by the Ministry, it does not hesitate to intervene in cases considered serious threats to the economy or public order.

c) Legislative Climate - A new Labor Code currently before the Legislative Assembly offers only slight gains for labor. Somewhat more reasonable provisions concerning legal strikes constitute the major gain. It remains to be seen whether the new Code will legalize unionization or some alternative organization for campesinos.

The progress of the Code in the Legislative Assembly and its treatment there saliently demonstrate some of the organizational weaknesses of the democratic labor movement. Union mobilization to force inclusion of labor's views in the new Code has fallen far short of potential, and democratic union leaders were too often beguiled into ad hoc alliances and fronts with the communist labor center in their efforts to influence the legislators.

2. Strategy

A viable and responsive independent democratic trade union movement would be a positive force in the continued development of stable democratic government in El Salvador. Moreover, it would offer an institutional framework through which less privileged groups would be able to influence the process of national development. This holds special significance for El Salvador where historically political and economic power have been concentrated in the hands of a closely-knit oligarchy. Labor organizations, through the rational application of their political and economic power, could help bring some of the fruits of the development process to the less privileged in the form of economic and social benefits for the worker and his family.

Within this context, the labor development project seeks to strengthen the democratic labor movement by improving the depth and quality of union leadership and by strengthening trade unions as institutions. Looking to the day when campesinos can form unions, this program also trains unorganized rural workers in the fundamentals of organization and community development.

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number) DATE 11/11/71	PAGE <u>11</u> of <u>14</u> PAGES
-------------------------------	---	------------------------------	-----------------------------------

Complementing these activities, this project also makes available a modest level of assistance (principally for 3rd country training) to the MOL in order to improve their services. While a request for assistance (either from the MOL or CONAPLAN, the National Planning and Coordinating Council) in developing a manpower planning capability would be seriously considered, the current GOES administration has shown little interest in this area.

3. Studies

While education in the skills of trade unionism for non-agricultural workers and in community organization for campesinos should logically improve the capabilities of both groups to promote their own interests, this program must be continually reviewed objectively to assure that the services provided under the project render maximum benefit. The Embassy's Labor Officer and the AIFLD Country Program Director monitor the selection of trainees and course content on a regular basis. Areas which have been singled out for special attention and study include post-training performance and the retention pattern of trainees with worker organizations. These studies will be done by the Labor Officer and AIFLD's Country Program Director. An internship of up to three months may be provided one of the graduates of the Georgetown economics course to gather valid union statistics for this study.

F. Implementation Plan

1. Introduction

Improving the leadership and fostering the institutional development of worker organizations will be accomplished through the educational program, technical assistance and participant training. Mission assistance to development of a manpower planning capability in the Ministry of Labor is presently limited to participant training although technical assistance is a future possibility.

No PERT chart is presented since most of the activities are cyclical on an annual basis and deal with changes in the behavior of individuals and groups. More broadly, the effectiveness of worker organizations depends considerably on a complex of political, economic and social factors well beyond the impact of this program alone.

2. Details of Implementation

a) Union Program

(1) Education Program - The union education program consists of an in-country cycle of basic, intermediate and

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number) DATE 11/11/71	PAGE <u>12</u> of <u>14</u> PAGES
-------------------------------	---	------------------------------	-----------------------------------

advanced courses with progression from one-level to the next dependent upon satisfactory performances.

This three-tier approach permits selective promotion of the most promising individuals and their systematic preparation in the fundamentals of union organization and practices before exposure to more specialized training. It also serves to minimize local union politics in the selection of nominees for third country and U.S. training slots.

Basically, the education cycle begins with an introduction to the philosophy of business-unionism, and the fundamentals of trade union operation and administration. From among the graduates of the basic cycle, selections are made for specialized in-country training in such trade union skills as collective bargaining, organization, union finances, labor code, trade union problems in specific industries, labor education methodology, etc. In-country seminars are programmed for senior labor leaders under the auspices of international labor organizations such as ORIT as well as the various international Trade Secretariats. Highlighting international or regional labor problems, these courses seek to inform local labor leaders. In-country seminars for senior labor leaders and representatives of management are also programmed to improve mutual understanding and establish constructive working relationships.

Local unions participate in the determination of course content and the selection of students at all levels. The Ministry of Labor is kept informed of all educational activities, both in-country and out.

(2) Participant Training - A limited number of scholarships for specialized training in the United States and third countries are available. Candidates for these programs have usually completed the entire gamut of in-country training including one or more specialized courses.

Some of these scholarships are sponsored by ROCAP with training held throughout Central America. These courses carry specialized training offered locally to a higher level of sophistication. The most advanced participant training courses are those offered in the U.S. at the AIFLD Training Center at Front Royal, Virginia or at Georgetown University (labor economics).

(3) Technical Assistance - AIFLD'S staff provide T.A. to unions in the strengthening of their internal organizations and in the provision for and broadening of basic services to their members. Further, they assist in the design and execution of sound social development projects and on the organization and functioning of union-affiliated cooperatives.

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <u>1</u>	(Number) DATE <u>11/11/71</u>	PAGE <u>13</u> of <u>14</u> PAGES
--------------------------------------	---	----------------------------------	-----------------------------------

Social development projects serve as a cohesive force within the local unions, maximize their self-help potential, and highlight the close relationship of the union to the community.

b) Campesino Program

This program is channeled through the Unión Comunal Salvadoreña, a campesino community development organization created specifically to provide leadership and organizational experience for the campesinos.

(1) Education Program - Campesinos chosen by the elected leadership of the UCS and AIFLD are given basic community development training by AIFLD, various agencies of the GOES, and returned UCS participants. Included as part of the training are three social action projects to which AIFLD may contribute up to \$400 apiece with the remaining costs borne by the benefiting communities or participating Salvadoran public and private agencies such as FOCCO (Fomento y Cooperación Comunal por Esfuerzo Propio y Ayuda Mutua), an arm of CCMAPLAN, the National Planning Council. Graduates are expected to participate in the UCS, thereby providing continuing benefits to their communities.

Annually, groups from among the elected officers of the UCS or its Departmental Chapters are given executive leadership training to improve their managerial capabilities.

A few campesinos who have completed the basic training course, and who have shown outstanding potential for leadership receive participant training in third country community development programs sponsored by ROCAP and others. A few also receive community development and/or cooperative training in the U.S.

(2) Technical Assistance - When called upon, AIFLD provides technical assistance to the UCS. In addition to that associated with the social action projects mentioned above advice is provided on UCS internal organizational matters, including the establishment of new cooperatives and servicing of existing ones. With regards to new cooperatives, AIFLD makes available seed capital from a revolving fund established for this purpose.

The Instituto Salvadoreño de Fomento Cooperativo (INSAFOCOOP), a recently created division within the Ministry of Labor also provides some technical assistance to UCS-sponsored cooperatives.

It is through social development projects and cooperatives that the UCS attracts and holds its members. The UCS provides experience for campesinos in the procedures and benefits of democratic organization and at the same time promotes improve-

PROJECT NO. 519-11-410-003	SUBMISSION <input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION	(Number) 1	DATE 11/11/71	PAGE 14 of 14 PAGES
-------------------------------	--	---------------	------------------	---------------------

ment in the living conditions in the campo through self-help projects. When campesinos are eventually permitted to form unions, this experience will enable them to staff their own unions with minimum dependence on outside forces.

c) Ministry of Labor

As mentioned in the "Rationale" section, the Mission occasionally funds short-term training in manpower services, especially in statistics. Consideration of greater USAID assistance has thus far been inhibited by the lack of support for a coordinated manpower and employment policy at significant levels of the GOES. This could change with the new administration to take office in July, 1972.

**PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK**

AID 1820-38 (7-71)
SUPPLEMENT I

(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 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11 November 1971

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

PAGE 1

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Program or Sector Goal: The broader objective to which this project contributes:</p> <p><u>The Goal</u> - Greater participation by workers in the economic, social, and political development of El Salvador.</p>	<p>Measures of Goal Achievement:</p> <p>a) Income - increase in minimum and median wages.</p> <p>b) Improved working conditions - unquantifiable.</p> <p>c) Public worker services - (1) continued and broadened coverage of social security benefits, both quantitatively and qualitatively. (2) Pressure on GOES for improved health, education and low-cost housing.</p> <p>d) Status - Greater societal appreciation of the role and importance of the worker.</p> <p>e) Political participation - ability to influence the executive and legislative branches of the GOES.</p> <p>f) Decrease in rates of unemployment and under-employment.</p>	<p>MOL/CONAPLAN Reports.</p> <p>Observation.</p> <p>(1) ISSS Reports; (2) Observation.</p> <p>Observation.</p> <p>Observation.</p> <p>MOL Figures. Note: Ministry figures not completely reliable.</p>	<p>Assumptions for achieving goal targets:</p> <p>Level of economic growth maintained at least at current levels.</p> <p><u>Note:</u> Deteriorating situation within Central American Common Market, falling coffee prices and a sluggish economy raises serious concern in this regard.</p>

CONFIDENTIAL
Decontrol following 12/31/74

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11 November 1971

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Project Purpose:</p> <p><u>The Purpose</u> - a) To foster the development of democratic worker organizations.</p>	<p>Conditions that will indicate purpose has been achieved: End of project status.</p> <p><u>Unions</u></p> <p>a) Willingness and ability of labor leaders to speak on behalf of labors interests on national issues.</p> <p>b) Increased participation of rank and file in union affairs.</p> <p>c) Membership in non-agricultural democratic labor unions increased from 30,000 (MOL figure) in 1971 to 35,000 in 1975.</p> <p>d) Organizations financially independent. (Note: The financial dependence of the large democratic labor confederation and most democratic unions on the Government and others hampers their flexibility and freedom to act in their members' interests.</p> <p>e) Effective advocacy of worker demands - (1) Number of workers (union and non-union) covered by collective bargaining contracts increased from 40,000 in 1971 to 50,000 in 1975. (2) Quality of collective bargaining contracts improving.</p> <p>f) Improved union organization (i.e., number and quality of activists) and social services.</p>	<p>Observation.</p> <p>Observation.</p> <p>MOL Reports.</p> <p>Observation.</p> <p>(1) MOL Reports (2) Observation.</p> <p>Observation.</p>	<p>Assumptions for achieving purpose:</p> <p>a. Ministry of Labor treats democratic unions and their labor management disputes in an even handed and business-like manner.</p> <p>b. The UCS and its program do not encounter hostility and repression from agencies of the government or powerful vested interests.</p>

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/77

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

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. Continued</p> <p>g) Reduced influence of communist-dominated unions.</p> <p>h) Closer ties among independent (non-affiliated) democratic unions and democratic labor centers.</p> <p>i) Closer relations between Salvadoran labor and international labor organizations such as ORIT and various international trade secretariats (ITS).</p> <p><u>Campeños</u></p> <p>a) Increased effectiveness of UCS as a viable organization representing campesino interests.</p> <p>(1) Maintenance of an active social development projects program.</p> <p>(2) Campeño Service Centers</p> <p>(i) Number increasing from 3 in 1971 to 5 in 1975 and diversification of their services.</p> <p>(3) Cooperative Program</p> <p>(i) Number of members increasing from 1000 in 1971 to 1,500 in 1975.</p> <p>(ii) Number of cooperatives increasing from 8 in 1971 to 12 in 1975.</p> <p>(4) Effective advocacy of campesino viewpoint on</p>	<p>Observation.</p> <p>Observation.</p> <p>Observation.</p> <p>1) UCS Reports.</p> <p>2) Physical count.</p> <p>3) i) USC Reports ii) USC Reports.</p> <p>4) Observation.</p>	<p>Assumptions for achieving purpose:</p>

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/74

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
Project Purpose:	Conditions that will indicate purpose has been achieved: End of project status. Continued ... national issues (e.g., freedom of association for campesinos, low-cost credit available for small farmers).		Assumptions for achieving purpose:

18

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/71

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Outputs:</p> <p>a) Education.</p>	<p>Magnitude of Outputs:</p> <p><u>Unions</u></p> <ol style="list-style-type: none"> 1. Basic courses - 325 graduates trained in fundamental principles of trade unionism and prepared for fuller participation in their unions and for further training. 2. Intermediate courses - 50-75 graduates trained beyond basic principles of trade unionism, beginning specialization in collective bargaining, union finance and organization and prepared to participate in more advanced training. 3. Advanced courses - 50-75 graduates trained in one of the following technical specialties - collective bargaining, organization, labor-management relations the Salvadoran Labor Code etc. 4. Twenty-five graduates trained in problems facing unions in specific industries. 5. Forty senior trade union officials exposed to ORIT-sponsored forum on labor problems facing Central American or the international labor movement. 6. Twenty-five graduates trained in the methodology of labor education. 	<p>AIFLD Reports.</p> <p>AIFLD Reports.</p> <p>AIFLD Reports.</p> <p>AIFLD Reports.</p> <p>AIFLD Reports.</p> <p>AIFLD Reports.</p>	<p>Assumptions for achieving outputs:</p>

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/71

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Outputs:</p>	<p>Magnitude of Outputs: Continued ...</p> <p>7. Ten senior labor leaders and 10 representatives of management exposed to round-table forum on modern labor-management relations.</p> <p>8. Thirty-five participants trained in various labor specialities through ROCAP-sponsored courses.</p> <p>9. One trained labor economist returned from Georgetown course.</p> <p>10. Four graduates of advanced specialty courses returned from Front Royal, Virginia course offered by AIFLD.</p> <p><u>Campesinos</u></p> <p>11. 150 campesinos graduated from community leadership course.</p> <p>12. 30-90 campesino leaders graduated from executive leadership course.</p> <p>13. Fifteen campesinos participating in ROCAP or other sponsored third-country training in community development and/or cooperatives.</p> <p>14. Two campesinos participate in advanced study in U.S. in community development and/or cooperatives.</p>	<p>AIFLD Reports.</p>	<p>Assumptions for achieving outputs:</p>

20

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/71

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

PAGE 3

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Outputs:</p> <p>b) Technical Assistance.</p>	<p>Magnitude of Outputs: Continued ...</p> <p><u>Unions</u></p> <ol style="list-style-type: none"> 1. Completion of five social development projects sponsored by trade unions. 2. Miscellaneous union projects (e.g., union cooperatives and strengthening of staff services such as statistical department in CGS). <p><u>Campesinos</u></p> <ol style="list-style-type: none"> 3. Fifteen community development projects completed as part of campesino leadership education program and 50 projects assisted (planning and feasibility) as part of UCS social action program. 4. Creation of one new UCS cooperative per year and continued growth and profitable functioning of existing UCS cooperatives. 	<p>Physical Count.</p> <p>Observation.</p> <p>AIFLD Report.</p> <p>UCS Reports.</p>	<p>Assumptions for achieving outputs:</p> <p>Existing UCS cooperatives increasingly able to operate independent of AIFLD assistance.</p>

21

PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 1966 to FY 1975
Total U.S. Funding \$1,179,000
Date Prepared: 11/11/71

Project Title & Number: FREE LABOR DEVELOPMENT, 519-11-410-003

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Inputs: a) Education Program</p>	<p>Implementation Target (Type and Quantity)</p> <p><u>Unions</u></p> <ol style="list-style-type: none"> 1. 13 basic evening courses. 2. 3 intermediate courses. 3. 3 advanced courses in collective bargaining, organization, labor-management relations, and the Salvador Labor Code. 4. One ITS special seminar. 5. One ORIT advanced seminar on problems of interest or concern facing C.A. or international labor movement. 6. One course in labor educational methodology. 7. One labor-management round-table discussion. 8. One scholarship for trade unionist to study labor economics at Georgetown University. 9. Four scholarships for trade unionists to study advanced collective bargaining at AIFLD Headquarters in Front Royal, Virginia. 10. 35 scholarships for study in various labor specialties offered by ROCAP. <p><u>Campesinos</u></p> <ol style="list-style-type: none"> 11. Five courses in community leadership for campesinos of the UCS. 12. One week-long and two week-end advanced courses for campesino leaders of the UCS. 		<p>Assumptions for providing inputs:</p>

AL

