

PROJECT APPRAISAL REPORT (PAR)

PAGE 1

1. PROJECT NO. <b>511-11-410-043</b>	2. PAR FOR PERIOD: <b>May, 1972 TO March, 1974</b>	3. COUNTRY <b>Bolivia</b>	4. PAR SERIAL NO. <b>FY-1974-9</b>
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5. PROJECT TITLE  
**Labor Training (AIFLD)**

6. PROJECT DURATION: Began FY <b>1964</b> Ends FY <b>1977</b>	7. DATE LATEST PROP <b>September, 1973</b>	8. DATE LATEST PIP	9. DATE PRIOR PAR <b>May, 1969</b>
10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$	b. Current FY Estimated Budget: <b>\$25,000</b>	c. Estimated Budget to completion After Current FY: <b>\$375,000</b>

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

a. NAME <b>A.I.F.L.D.</b>	b. CONTRACT, PASA OR VOL., AG. NO. <b>AID/LA-C-73-10</b>
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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	HOST		
			<p><u>I. Background</u></p> <p>The last evaluation of the AIFLD program was conducted in May, 1969. There are gaps in the files for the period between 1969 and 1972 which make it difficult to reconstruct project performance during this period. However, it is known that this was a time of political upheaval which made AIFLD's planning tentative and which made something so basic as the maintenance of AIFLD's presence seem an accomplishment.</p> <p>In November of 1969, the Minister of Labor, Mario Rolón Anaya, in an attempt to win leftist labor support for the sagging Ovando regime, expelled the Organización Regional Interamericana de Trabajadores (ORIT) from Bolivia and asked AIFLD, a close public associate of ORIT, to leave the country too. ORIT, and to a lesser extent AIFLD, were charged by ultra-leftist students and labor leaders with being tools of the CIA. AIFLD discontinued its program (program level in the neighborhood of \$250,000 annually), but retained its presence in the person of its Country Program Director. The Torres regime installed itself from November 1970 to August 1971. This was the high point of ultra-left influence and caused AIFLD and most democratic trade unionists as well to retain a low profile. Nevertheless, some educational activities were carried out by AIFLD through a joint education institute known as the Consejo Boliviano de Educación Sindical (CEBES), several Bolivian union leaders did go to the U.S. for participant training, and several impact and community</p>	

D. REPLANNING REQUIRED

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

E. DATE OF MISSION REVIEW  
**May 31, 1974**

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE  
**John La Mazza, Labor Attaché**

MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE  
**John R. Oleson, Director USAID/Bolivia**

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5. PROJECT TITLE

**Labor Training (AIFLD)**

6. PROJECT DURATION: Began FY <b>1964</b> Ends FY <b>1977</b>	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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development projects were implemented. Torres was swept away by a military-backed revolution and the incoming Banzer administration paralyzed most trade union activity for about six months. Democratic trade unionists placed themselves in contact with AIFLD during this period in an effort to rekindle trade union services. Although some AIFLD services were started, a normal rhythm of activity was not resumed until May of 1972. This PAR will focus primarily on the period of performance from May, 1972 to March, 1974.

The period from May, 1972, through the present was not one in which the political and economic environments were completely neutral insofar as the functioning of the AIFLD program was concerned. Given the hostile attitude of the far left toward AIFLD expressed during the Ovando and Torres regimes and the far left's traditional strength in the trade union movement, AIFLD/B maintained its low profile even as it built up to a normal pace of services. The purpose of the low profile in 1972 and early 1973 was obviously to test the acceptability of the program to trade unionists in general. An additional problem was to determine whether AIFLD would be able to pursue its goals of helping develop effective and autonomous trade unions in a situation where the government was likely to have an interest in establishing links of dependence with unions which had a long tradition of political activism. These larger questions are addressed below in this PAR along with the standard inquiry into whether AIFLD achieved its program objectives.

D. RE PLANNING REQUIREMENTS	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 <input type="checkbox"/>	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
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**Labor Training (AIFLD)**

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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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**II. Overview of Accomplishments of AIFLD Program in Bolivia**

**A. AIFLD's Acceptance by the Bolivian Trade Union Movement**

Concern over AIFLD's acceptance by the Bolivian trade union movement has proven exaggerated. Calls for AIFLD's expulsion have been rare and have usually been voiced by isolated individuals. AIFLD has worked successfully with every major national confederation and federation with such minor exceptions as workers in graphic arts (Gráficos). In addition, AIFLD services have been heavily oversubscribed. On the education side, many more courses were requested than AIFLD could provide. Five of these unfulfilled requests included such potentially worthwhile courses as: a National Course for the Factory Workers Confederation to help their leaders understand the potential impact of the Andean Pact on Bolivian industry; a National Course for 30 leaders of the Miners' Federation in cooperativism; and three seminars whereby various unions could have laid the foundation for their affiliation to the following three International Trade Secretariats - FIET (International Federation of Technical Employees), FITIM (International Federation of Metalworkers) and the IFPCW (International Federation of Petroleum and Chemical Workers). In the field of social projects, there is a backlog of 75 projects which would qualify for implementation if funds were available. Although

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PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE		

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5. PROJECT TITLE  
**Labour Training (AIFLD)**

6. PROJECT DURATION: Began FY 1964 Ends FY 1977	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR
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 A.I.F.L.D.	b. CONTRACT, PASA OR VOL. AG. NO. AID/LA-C-73-10

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>the AIFLD program is one which clearly must proceed with tact, AIFLD has been accepted widely and enthusiastically by the trade union movement, and there is strong demand for its services.</p> <p><b>B. <u>AIFLD's Acceptance by GOB</u></b></p> <p>The first Minister of Labor of the Banzer Government, <u>Ciro Humbolt</u>, declined to sign a ProAg for AIFLD, reflecting the view in 1971 that the program was politically sensitive. He had no objection to AIFLD's staying on without a ProAg. Since that time, no GOB official has asked for AIFLD's removal although no ProAgs have been proposed for signature. On the contrary, there is evidence that various Ministers of Labor have been favorably impressed with AIFLD's work with the trade union movement and have high regard for AIFLD's technical capacity. In October of 1973, the Undersecretary of Labor, <u>Dr. Luis Renato Valdich</u>, asked if it would be possible for AIFLD to train the entire corps of Labor Inspectors in collective bargaining to prepare them for the round of contract negotiations announced that month. Later in the year, the Ministry indicated that it might be planning to set up a trade union education institute of its own and that the core of this institute would be AIFLD. The current Minister of Labor has praised the AIFLD participant training program and asked for it to be expanded many fold. Dr.</p>	

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			<p>Alfredo Bocangel, Director of the Bolivian Institute of Social Security (IBSS) has inquired into the possibility of a joint IBSS/AIFLD sponsored conference to stimulate more constructive trade union participation in the social security system. Therefore, it seems safe to say that, although AIFLD and the GOB view the future of the labor movement from different points of view, the GOB has allowed AIFLD scope for its objectives. While the danger exists that the GOB could seek to distort AIFLD's goals of independence of union organizations, so far the area of coincidence on what labor needs (e.g., business unionism orientation, improved technical skills for more responsible trade union representation, greater appreciation for economic factors) has been large.</p> <p><u>C. Effectiveness of the AIFLD Program</u></p> <p>AIFLD/B has met or exceeded training objectives in terms of classes taught, participants trained, or social action projects implemented. There is evidence that this training has been put to use by the trainees to improve the capabilities of worker organization. Annex 1 shows for example that 48 graduates of AIFLD in-country training courses, including 16 trade unionists who also benefitted from participant training, represented their unions in the October 1973 and January 1974 salary negotiations. It also shows the results obtained by these trained negotiators which tended to be higher in most cases than firm offers</p>	

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			<p>originally made by management. It should be noted that in construction, and in certain commercial and industrial negotiations, unions demonstrated flexibility in the face of evident inability of management to pay.</p> <p>Courses in industrial safety given by AIFLD/B with the Mine Workers Federation demonstrate an important change in attitude on the part of the workers and important stimuli for an institution created by USAID in the past which had fallen into relative inactivity, as discussed below.</p> <p>The National Institute for Occupational Health (INSO) benefitted from prior, non-AIFLD related USAID financing and technical assistance. For a time, INSO pursued an active program aimed at the mines. The incidence of tuberculosis was reduced but no dent was made in silicosis. One of the problems was the opposition of the miners to the mine safety programs. They seemed to prefer to work in an unhealthy environment provided they received extra compensation for doing so. When INSO lapsed into relative inactivity in regard to the miners program, the miners were unconcerned. The AIFLD/B courses in 1972 with the miners evidently worked on some germ of interest of the miners in industrial health and safety. In any event, awareness of the problem and stimulus to do something about it occurred at the courses. The opposition of the miners to industrial safety programs was changed to demands that such programs be undertaken urgently. The Miners' Federation recently made a formal presentation to</p>	

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			<p>President Banzer for the reorganization and revitalization of all agencies involved in mine safety and health. This in turn may prompt the GOB to push INSO to resume its services to the miners on a meaningful scale.</p> <p>An example of AIFLD's activity in the countryside is a project for the phased development of the Regional Central for Cooperatives in Yapacani. This long-term project began in November of 1972. The first phase consisted of training 70 campesino leaders. A course of 70 hours was organized aimed at providing the participants with intensive training in cooperatives and planting the seeds for the desirability of creating a Regional Central for existing and proposed cooperatives. The training was sufficiently thorough so that graduates could teach what they had learned to fellow or potential cooperativists. Phase two involved 18 courses utilizing many of the campesinos already trained in phase I in order to create more widespread enthusiasm for cooperativism throughout the zone. At the same time, AIFLD provided technical assistance in reviewing the statutes of existing cooperatives to enable them to qualify for their <u>personeria jurídica</u> (13 of the cooperatives had statutes with serious technical defects). As a result, six new cooperatives were formed. In phase II, 344 campesinos received cooperative training. In phase III, the cooperatives were brought together informally in a Central. AIFLD/B donated \$b.20,000 for the purchase of building materials for the construction of a building for the Central. Participating</p>	

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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 1 **B.**

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X			<p>cooperatives have offered to provide the manpower to construct the building. AIFLD/B purchased a type-writer and mimeograph for eventual presentation to the Central. On February 9, 1974, 19 cooperatives met in assembly and created the Regional Central of Cooperatives of Yapacani.</p> <p>The Central provides technical assistance and storage facilities to member cooperatives and through it the cooperatives are mutually supporting. The Director of the Central reports that member cooperatives are having a good year economically and that the number of families participating has reached 750. Plans for the immediate future involve eliminating middlemen from the marketing of the produce of the various cooperatives.</p> <p><u>D. Action Recommendations</u></p> <p>Three actions are proposed at this time as follows:</p> <p>1. In view of AIFLD/B and USAID/B interest in cooperative development as a means to spread the benefits of their respective programs to more low income population groups in rural areas, AIFLD/B and USAID/B respective activities and plans should be closely coordinated. This should be done through regular exchange of information on this aspect during the monthly AIFLD project review meetings and through operational consultations on specific activities.</p>	Continuing

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PROJECT APPRAISAL REPORT (PAR)

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X			<p>2. The AIFLD Country Program Director (CPD), together with US Embassy Labor Attaché and the USAID Deputy Program Officer, should study and propose concrete and viable benchmarks to measure in a more meaningful way progress towards the achievement of the project purpose regarding the development of effective, autonomous, and democratic worker organizations in Bolivia.</p> <p>3. The CPD should follow-up on previous efforts to create an autonomous trade union education institute as a means to institutionalize AIFLD training activities. As an alternative, the CPD should develop a plan of action for CT consideration specifying the steps that will be taken to establish present AIFLD activities, primarily training, on firm institutional basis.</p>	<p>November, 1974</p> <p>December, 1974</p>

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AID 1020-25 (10-70)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
PAGE 2 PAR		TO		

**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 (X)				
	UNSATISFACTORY		SATISFACTORY			OUT-STANDING		LOW		MEDIUM		HIGH
	1	2	3	4	5	6	7	1	2	3	4	5
1. <b>A.I.F.L.D.</b>					<b>X</b>							<b>X</b>
2.												
3.												

Comment on key factors determining rating  
 With the exception of one factor which was considered not applicable, the remaining performance factors were rated satisfactory including understanding of project purpose, planning to achieve purpose, staff of proper size, timely arrival of personnel, technical qualifications of personnel, adherence to work schedule, contractor's home office support, relations with cooperating country nationals, local staff training and utilization, effective administration of participants, timely submission of required reports, candor and usefulness of required reports, responsiveness to AID directions and adherence to scope of work.

4. PARTICIPANT TRAINING	1	2	3	4	<b>X</b>	6	7	1	2	3	4	<b>X</b>
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Comment on key factors determining rating  
 Approximately 17,068 Bolivians have been trained through 673 short-term in-country courses sponsored by AIFLD during the period 1964 through March 21, 1974. In addition, a total of 499 Bolivian labor leaders have been trained in the U.S. and third countries since 1964. Of these, 41 have been trained through short-term courses in the U.S.A. and 50 in third countries including Venezuela, Ecuador, Colombia, Argentina and Peru (Cont.).

5. COMMODITIES	<b>N.A.</b>											
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Comment on key factors determining rating  
 No U.S. financed commodities are provided under this project.

6. COOPERATING COUNTRY *	a. PERSONNEL	1	2	3	4	<b>X</b>	6	7	1	2	3	4	<b>X</b>
	b. OTHER					<b>X</b>							<b>X</b>

Comment on key factors determining rating  
 \* AIFLD deals directly with labor unions. Labor unions' participation and contribution in carrying out the various AIFLD sponsored activities have been satisfactory and are as follows:  
 a) Former labor union trainees... conduct approximately 50 percent class hours of AIFLD sponsored courses. Their participation in these courses releases AIFLD personnel for other programs and reduces AIFLD's travel and per diem expenses;  
 b) In many cases union leaders obtain from employers up to 25 percent lost time payments for students of AIFLD courses. Thus, AIFLD funds which would have covered these payments, became available to conduct more training programs; and  
 c) Labor unions absorb about 40 percent of graduation costs at the conclusion of each training program.

7. OTHER DONORS	<b>None</b>											
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(See Next Page for Comments on Other Donors)

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

Comment on key factors determining rating

4. PARTICIPANT TRAINING	1	2	3	4	5	6	7	1	2	3	4	5
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Comment on key factors determining rating

during the period 1969-March 31, 1974.

As a way to measure impact of AIFLD's training activities, a listing was made (Annex I) of AIFLD sponsored trainees (during the period 5/72-3/74) who participated in salary negotiations during the same period. As judged by salary increases obtained, the trainees were highly effective representatives of their unions which may be a reflection of the training given through AIFLD.

5. COMMODITIES	1	2	3	4	5	6	7	1	2	3	4	5
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Comment on key factors determining rating

6. COOPERATING COUNTRY	a. PERSONNEL	1	2	3	4	5	6	7	1	2	3	4	5
	b. OTHER												

Comment on key factors determining rating

7. OTHER DONORS	1	2	3	4	5	6	7	1	2	3	4	5
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(See Next Page for Comments on Other Donors)

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II. 7. Continued: Comment on key factors determining rating of Other Donors

### III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY 74		FY 75	FY 76	
			TO DATE	TO END			
1. Trained Union Staff in Place (a) Trained Leaders. *	PLANNED	** N.A.	690	690	690	690	Continuing
	ACTUAL PERFORMANCE		1,431				
	REPLANNED			1,606	690	690	Continuing
2. Trained Union Staff in place (b) Trained staff Specialists. *	PLANNED	**		241	241	241	Continuing
	ACTUAL PERFORMANCE		1,609				
	REPLANNED			1,850	241	241	Continuing
3. Local leaders exposed to International Labor Movement.	PLANNED		96	96	96	96	Continuing
	ACTUAL PERFORMANCE		243				
	REPLANNED			243	96	96	Continuing
4. Local labor organizations assisted in developing social projects for the benefit of their members and their communities.	PLANNED		5	5	5	5	Continuing
	ACTUAL PERFORMANCE		7				
	REPLANNED			7	5	5	Continuing
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT: * Part of the reason for the much higher performance over-planned target was the fact that lost time payments were covered by employers. As a result, AIFLD funds which would have covered lost-time payments became available to conduct more training programs. Also, Rural Teachers Confederations participated in AIFLD Training programs in					
1.							
2.		COMMENT: groups of 200 per course instead of the normal 25-30 participants per course.					
3.		COMMENT: ** 17,068 trained but break down not available.					

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**IV. PROJECT PURPOSE**

1. 1. Statement of purpose as currently envisaged. 2. Same as in PROP?  YES  NO  
**To develop effective, autonomous and democratic worker organizations in Bolivia.**

<p><b>B. 1. Conditions which will exist when above purpose is achieved.</b></p> <p>1. Labor organizations function on a democratic basis.</p> <p>2. Major labor organizations capable of providing meaningful labor education programs on their own.</p>	<p><b>2. Evidence to date of progress toward these conditions.</b></p> <p>1. Union selections have been proceeding normally except when interrupted by states of <del>stage</del> which prohibit gatherings of any type. However, several federations remain intervened by the GOB, and the GOB has prohibited the reopening of departmental union centrals (with exceptions of Santa Cruz) or the Bolivian Workers Central (COB). This situation is expected to persist at least through this year and perhaps beyond despite strong sentiment in the trade union movement for the reopening of the centrals. Given the key role the centrals would potentially play, it will be interesting to see if they will function on a democratic basis if and when they reopen.</p> <p>2. There was strong interest among confederations and federations to create a single trade union education institute early in 1973. However, the GOB tended to oppose such an eventuality in the event that such an organization might mask a disguised labor central. In any event, AIFLD/B's efforts</p>
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**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.**  
**However, progress in developing autonomous and democratic labor organizations in Bolivia has been hampered by repeated Government actions resulting from tense political situations such as the recent state of ~~stage~~ prohibiting public gatherings and GOB intervention of labor unions.**

IV. PROJECT PURPOSE

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

B. 1. Conditions which will exist when above purpose is achieved.

2. Evidence to date of progress toward these conditions.

3. Major labor organizations self-financed through dues collection.

to create an autonomous trade union education institute were blocked by an announcement of the intention by the Ministry of Labor in October, 1973, to create its own Labor Education Institute. This blockage may be temporary since the Ministry has not yet followed up.

Perhaps the fact that 36 Bolivian trade unionists trained in AIFLD/B courses now participate in courses as instructors can be taken as a sign of progress toward the eventual creation of a Bolivian capability to run trade union education programs of their own.

3. Progress in this area has been more difficult to check than first imagined. Apparently, there has not been too much forward motion. One significant step has been with the Rural Teachers Confederation which initiated a 1% dues check off from the salaries of its 17,000 members. The money is collected by the Ministry of Education and

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.

**IV. PROJECT PURPOSE**

1. Statement of purpose as currently envisaged.

2. Same as in PROP?  YES  NO

<p>B. 1. Conditions which will exist when above purpose is achieved.</p>	<p>2. Evidence to date of progress toward these conditions.</p>
<p>4. There exists a productive association between local workers organizations and democratically oriented international labor organizations.</p>	<p>turned <sup>to</sup> over the Confederation which sends 60% to its component federations.</p> <p>4. In 1972, the Radio and Television Workers Federation affiliated to the FITE (International Federation of Entertainment Workers). In 1973, the 1,600 member Sindicato de Transportes Altiplano joined the ITF, and the 150 member Sindicato Textil Texas joined the FITITV. The Health Workers Confederation (5,000 members) voted to join FIET and the Rural Teachers Confederation (15,000) members voted to join SPIE. Neither of the latter two affiliations had been consummated during the PAR evaluation period, however.</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.

4

ANNEX I

Graduates of AFDL/B Training Courses (5/72-3/74) and Beneficiaries  
of Participant Training (5/72-3/74)  
Who Participated in Salary Negotiations

<u>TRAINEE</u>	<u>UNION &amp; POSITION OF TRAINEE</u>	<u>RESULTS OF NEGOTIATIONS</u>
René Espinosa M.	Secretary of Conflicts Cochabamba Bankworkers	Obtained increases of 25% to 60% over and above decreed increases according to the economic situation of each bank.
Adolfo Antelo Allex (Participant)	Executive Secretary Santa Cruz Bankworkers	" "
Hugo Llanos	Banco Mercantil La Paz	" "
René Ruffez	Secretary General La Papelera Union	In addition to bonuses decreed, obtained increases of \$b.300 to \$b.500 depending on longevity of each member.
Armando Zúñiga	Secretary General COBAMA Union	" "
Francisco del Castillo (Participant)	Secretary General Grace Union	An increase of \$b.300 over bonuses decreed.
Rufino Pinto (Participant)	Executive Secretary Construction Workers Confederation	Negotiated standard salary scales for industry as a whole.
Luis Arteaga Vaca	Secretary for Statistics Painters Union - Santa Cruz	" "
Donasiano Vaca (Participant)	Board Member (Vocal) Factory Workers Confederation	Negotiated increases of 25% to 30% over bonuses decreed except in cases where concern could not afford to meet minimum where lower rates were worked out.
Juan Salas Benegas	Secretary General Factory Workers Federation Santa Cruz	" "

<u>TRAINEE</u>	<u>UNION &amp; POSITION OF TRAINEE</u>	<u>RESULTS OF NEGOTIATIONS</u>
Florentino Arteaga S.	Secretary General Rodas Factory Union	Negotiated increases of 25% to 30% over bonuses decreed except in cases where concern could not afford to meet minimum where lower rates were worked out.
Percy Añez Salvatierra	Secretary of Organization Factory Workers Federation Santa Cruz	" "
Felix Barba Vega	Secretary of Finance San Aurelio Union	" "
Angel Carrasco Peralta	Recording Secretary La Bélgica Union	" "
Luciano Céspedes Añez	Secretary for Relations San Aurelio Union	" "
Hortensia Coca	Secretary General American Star Union	" "
Alfredo Villarroel Navia	Recording Secretary Railroad Workers Confede- ration	Negotiated 25% increase over bonuses decreed. In addition, 300 salary grades were consolidated into 36.
Eduardo Villafane Ojeada	Secretary of Relations Railway Federation	" "
Raúl Peña Montaña	Secretary General Union of Railway and Service	" "
José Guzmán Farfán (Participant)	Secretary General Petroleum Workers Federation	Obtained 15% increase over bonuses decreed.
Abel Borja Avila (Participant)		
Carlos Nuñez del Prado (Participant)	Secretary General All American Cables Union	Obtained 30% increase over bonuses decreed.
Alberto Villarroel (Participant)	Secretary General Serval Union	Obtained 20% increase over bonuses decreed.
Miguel Ruiz Martínez	Secretary General Railway Federation Eastern Net	" "

<u>TRAINEE</u>	<u>UNION &amp; POSITION OF TRAINEE</u>	<u>RESULTS OF NEGOTIATIONS</u>
Adalberto Jimnez Vargas	Secretary for Relations Railroad Workers Confederation	
Rolando Terrazas Castro (Participant)	Delegate to Administrative Board - National Railway Company. Representing Confederation and Eastern Net Federation	
Gastón Zambrana	Secretary General Lloyd Workers Federation	Obtained 70% increase over and above bonuses decreed.
Jorge Rodriguez (Participant)	Secretary for Social Assis- tance LAB Federation	
César Ledo (Participant)	Secretary General Light and Power and Telephone Federation	Obtained increases of 30%, 33% and 50% over bonuses decreed depending on skill category.
Hebert Lanza (Participant)	Secretary of Finances Light, Power and Telephone Federation	
Jorge Romero (Participant)	Secretary General Light and Power Union La Paz	Obtained 30% increase over bonuses decreed
Franklin Ascarruns	Secretary General Cooperative Rural de Electricidad Union	Obtained 50% increase over bonuses decreed
Oscar Castellón	Secretary General Cochabamba Telephone	Obtained 30% increase over bonuses decreed
Humberto Parrado	Secretary General Light and Power Union Oruro	Obtained 30% increase over bonuses decreed
Mario Saavedra (Participant)	Railway Social Security Board Union	Obtained bonus of \$b.300 over bonuses decreed
Ubaldo Castañón (Participant)		Obtained 25% increase over bonuses decreed
J. Emilio Varela	General Executive Confederation Rural Teachers	Obtained 25% increase over bonuses decreed
Vitaliano Salas	National Executive Confederation Rural Teachers	" "

<u>TRAINEE</u>	<u>UNION &amp; POSITION OF TRAINEE</u>	<u>RESULTS OF NEGOTIATIONS</u>
Oscar Díaz Oropeza	National Executive Confederation Rural Teachers	Obtained 25% increase over bonuses decreed
Jaime Nava	Secretary of Relations Confederation Rural Teachers	" "
Angela Vaca	Secretary of Conflicts Confederation Rural Teachers	" "
Eduardo Bovira	Secretary of Finance Confederation Rural Teachers	" "
Eustaquio Menacho	Secretary of Culture Confederation Rural Teachers	" "
Secundino Herrera	Technical Secretary Confederation Rural Teachers	" "
Roberto Rocabado	Secretary for Social Welfare Rural Teachers Confederation	" "
León Rocha	Press Secretary Rural Teachers Confederation	" "
Lucio Ballot	Secretary for Organization Confederation Rural Teachers	" "
Roberto Arnez	Recording Secretary Confederation Rural Teachers	" "
Felix Pereira	Permanent Secretary Confederation Rural Teachers	" "