AID 1020-25 (12-70) REPORT U-[illegible]

PROJECT APPRAISAL REPORT (PAR)

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[illegible] 4/20/77 PD ABC-686

1. PROJECT NO.	2. PAR FOR PERIOD	3. COUNTRY	4. PAR SERIAL NO.
598-15-410-101	4/1/76 TO 3/31/77	Nicaragua	77/3 7194

5. PROJECT TITLE

Development of Free and Democratic Labor Organizations in Latin American Countries (Manpower Planning, Development and Utilization).

6. PROJECT DURATION	7. DATE LATEST PROP	8. DATE LATEST PIP	9. DATE PRIOR PAR
Begun FY 64 Ends FY Continuing	LA Regional Project	N/A	7/26/76

10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: $	b. Current FY Estimated Budget: $	c. Estimated Budget to completion After Current FY: $
		1/	Not available

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

NAME	b. CONTRACT, PASA OR VOL. AG. NO.
American Institute for Free Labor Development (AIFLD)	AID/CM/1a-C-73-10

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

A. ACTION ON USAID	AID/W	HOST	B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE

1/ This project is financed from regional funds and the USAID does not have data on cumulative or projected obligations.

D. REPLANNING REQUIRED REVISED OR NEW: PROP. PIP. PRO AG. PIO/T PIO/C PIO/P

E. DATE OF MISSION REVIEW

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE	MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE
Angel Rabasa AR 2/24/77	Arthur W. Mudge, USAID-Director 2/24/77

DVP:GLDaniels

AID 1020-24 (10-75)	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
	598-15-410-101	4/01/76 3/31/77	Nicaragua	

II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

A. INPUT OR ACTION AGENT	B. PERFORMANCE AGAINST PLAN							C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X)				
CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY	UNSATISFACTORY		SATISFACTORY			OUTSTANDING		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

The contractor has helped to strengthen the base of the democratic labor movement in Nicaragua, maintaining a high level of performance and demonstrating a great concern with the implementation of the project during this reporting period. The contractor has aided in the reactivation or creation of 17 unions and 3 xxx federations. Training targets have been met, except in the area of intermediate courses where, according to the Country Program Director (CPD) not enough funds were provided. There has also been a significant improvement in dues payment.

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

Comment on key factors determining rating

Same as above.

5. COMMODITIES	1	2	3	4	5	6	7	1	2	3	4	5

Comment on key factors determining rating

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

Comment on key factors determining rating

7. OTHER DONORS		1	2	3	4	5	6	7	1	2	3	4	5
	N/A												

(See Next Page for Comments on Other Donors)

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III. F. 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)					
		CUMULATIVE PRIOR FY	CURRENT FY 77 TO DATE	CURRENT FY 77 TO END	FY 78	FY 79	END OF PROJECT
Basic courses for union members - one week, evening (courses)	PLANNED	Unk	15	15	20	20	N/A
	ACTUAL PERFORMANCE	Unk	20 (646 students)	22			
	REPLANNED						
Intermediate course - work seminars for union members, two week, full time (courses)	PLANNED	Unk	8	8	10	12	N/A
	ACTUAL PERFORMANCE	Unk	5 1/2 (370 students)*	5 1/2			
	REPLANNED						
Advanced courses for union members - four week, full time (courses)	PLANNED	Unk	0	0	1	1	N/A
	ACTUAL PERFORMANCE	Unk	0				
	REPLANNED						
Scholarships to Front Royal	PLANNED	Unk	7	7	7	7	N/A
	ACTUAL PERFORMANCE	Unk	7				
	REPLANNED						

B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENTS
1.	
2.	COMMENTS
3.	COMMENTS

* Funds were provided for only 5 intermediate seminars which were held in Nicaragua during the T.Q. and early FY 1977.

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? ☒ YES ☐ NO

To educate and motivate a substantial number of labor leaders in the principles and practices of current democratic labor relations and assist them to similarly prepare their rank and file for effective participation in trade union activities.

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
1. Approximately 10% of labor force will belong to democratic labor organizations with majority of union officers having completed advanced AIFLD training.	1. As of March 31, 1977 Nicaragua had approximately 42,000 organized workers affiliated with five national confederations. Of this number, approximately 26,000 workers were represented by three democratic confederations.1/ Approximately 7,000 of these belong to unions affiliated to the AIFLD-assisted Confederations of Labor Unification (CUS) and about 3,000 more belong to independent democratic unions assisted by AIFLD. 8,500 belong to the Teachers' Confederation, which is also assisted by AIFLD. During this reporting period 17 local unions and three new federations were organized.
2. 90% of AIFLD assisted unions will be covered by collective bargaining contracts.	2. Approximately 70% of AIFLD assisted unions are covered by collective bargaining contracts.
3. Dues payments will have increased to point that democratic trade unions can function effectively on their own resources.	3. It is presently estimated that 30% of the members of AIFLD assisted unions pay dues on a regular basis. This is about a 5% increase from over the previous reporting period.

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To support private sector participation in the development process and increase the access to financial and technical resources of lower income groups. (This specific project will concern itself with the development of a free, democratic and effective trade union movement in Nicaragua).

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.

Since the last PAR there has been an increase in both the number of labor unions and in the number of organized workers, attributable in large part to AIFLD's assistance. Nevertheless, the constraints on the growth of organized labor in Nicaragua are severe. Among these are the low educational level of workers, the heavy involvement of political personalities in the private sector and the resulting antipathy of the Nicaraguan government toward organized labor. Given these factors, we anticipate that achieving the goal of having 10% of the labor force in democratic labor organization may be difficult. The lifting of the state of siege, in effect since December 1974, which the Embassy expects will take place soon, will probably have a favorable impact on the growth of the labor movement.

1/ Approxmately 3.7% of labor force.