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**QUARTERLY REPORT**  
**TO THE**  
**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT**

Regarding activities and expenditures  
undertaken pursuant to Grant No. EUR-0017-G-00-2025-00

for the Second Quarter of 1993  
(April 1, 1993 through June 30, 1993)

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## INTRODUCTION

This report briefly presents information by country or regional project for the period April 1, 1993 through June 30, 1993. All activities discussed herein were funded under the terms of the grant agreement between the U.S. Agency for International Development (A.I.D.) and the Free Trade Union Institute (FTUI).

This report covers only those efforts already underway as of June 30, 1993. In some cases, even where narrative program reports have been received, complete reporting of overseas financial transactions (and documentation thereof) cannot be completed and verified within 30 days. In these cases, financial information will be completed in subsequent reports.

In the amendment that was approved in September, 1992 additional funds were allotted to the Warsaw Office, the Regional Office in Sofia and for a new project, the Regional Documentation Center in Warsaw, all in one project for \$122,211. We are proposing, for reporting purposes, to separate this project -- add \$34,861 to the Warsaw Office budget; add \$37,350 to Regional Office - Sofia and then report on the Regional Documentation Center in Warsaw (\$50,000) separately. See the following page for the breakdown by project and budget.

A financial summary is included at the end of the report.

1. **POLAND: NSZZ Solidarnosc - \$1,387,500**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

The Economic Development Program is a training program administered by the Gdansk headquarters office of NSZZ Solidarity dealing mainly with the subject of ownership transformation. In July of 1992, Vice President Janusz Palubicki sent a letter to Solidarity regional officials describing the parameters of the program and requesting interested regional offices to submit proposals. This report describes the activities carried out during since the fall of 1992. The sessions provide workers with basic knowledge about privatization in the context of trade union rights. The training courses included the following subjects: the legal basis of privatization in Poland; ownership transformation procedures; market-oriented economics; social responsibilities accompanying ownership transformation; pros and cons of employee shareholding. Fourteen regional offices conducted programs, a sampling of which included: 11 sessions for 254 unionists from 85 enterprises in the Podkarpacie Region; a 4-day long training course for union representatives of 20 enterprises in Czestochowa in April; one seminar for 63 unionists in Zielona Gora; and 23 courses for 366 unionists in Dolny Slask. In the region of Rzeszow, the training programs resulted in an estimated 305 people acquiring a basic knowledge of ownership transformation.

The Education Program supported by the grant is conducted out of the NSZZ Solidarity office in Gdansk and is overseen by the Education Director. One of its main objectives is to train labor educators. To this end, the department conducted two programs in January and February, entitled The Goals of Trade Union Education Courses and the Methods of Conducting Them; and The Methods of Conducting General Trade Union Educational Courses.

Materials were prepared by both the department staff and by outsiders. Considered to be new by Polish standards, such methods of adult education as small group discussion, brainstorming, and experiential sharing were well-received by the trainees, despite initial misgivings. Trainees are expected to conduct education programs at the regional level of Solidarity.

The Consulting and Negotiating Bureaus provide the main source of professional expertise to workers and unionists. Problems addressed by the bureaus, which operate out of 13 major regional offices of

Solidarity, provide legal and economic consultation to union enterprise committees, offer professional opinions to the Solidarity National Commission on pending or proposed legislation, participate in negotiations, and publish regional information bulletins. Each office conducts training programs for enterprise-level activists. In the last reporting period, such training included: principles of operating in a market-oriented economy; employer-employee relations; Western European trade unions' experience; Western European principles of joint management; economic and social effects of privatization; legal issues; tax laws regarding excessive wage increases; dismissals; and the creation and distribution of social and housing funds within an enterprise. More than 70 courses were held during the first quarter of 1993.

The aggregate number of 2400 enterprise cases handled by the regional bureaus is considered a low estimate of their activity, in part due to the system of providing assistance and advice. In most offices, a log is kept only of cases that involve follow-up work, not simply telephone advice.

Approximately 130 legal opinions were issued on various subjects concerning labor relations, wage settlements, or structural changes in an enterprise. Journalistic endeavors resulted in the publication of some 40 articles and opinions in regional bulletins of the union.

The Legal Support Program was established by Solidarity to provide a system of legal advisors to protect workers and to assure that they receive assistance from the government to which they are entitled. The program functions in smaller regional Solidarity offices, which usually cannot afford full-time legal assistance.

Although the funds for the program under the grant have been fully expended, Solidarity reports that in many cases the activity of the legal advisers will continue through support from regional coffers. It should be noted that the willingness of Solidarity regional offices to assume the costs of the program represents a major milestone, which should be duly noted in evaluating the program.

The Center for Vocational Studies, relocated in 1992 from Warsaw to Lodz, provides the national leadership of Solidarity with advice on macro-economic issues. In the first three months of 1993, the staff finished two studies, one polling attitudes of workers toward unions and a second analyzing joblessness and its effects on workers when unemployment benefits run out.

The Equipment Purchase was initiated during the quarter, with Solidarity contracting for and installing the equipment approved under the original grant. Purchase and installation of the remaining parts of the network are awaiting final approval by AID of the revised equipment list.

**B. Implementation Status:**

Implementation is on schedule.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

The consultations provided by the Consulting and Negotiating Bureaus (BKN) will continue through the next quarter. Funding for BKN staff under the grant was fully expended during the second quarter. Activities will be continued through the third quarter by re-allocating funds not needed for the purchase of equipment.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

FTUI staffer Christine Sadowski will accompany Kathryn Stratos on a familiarization visit to several BKN offices.

**E. Reasons Why Established Goals Were Not Met:**

Established goals are being met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

2. **POLAND/ECONOMIC FOUNDATION - \$75,000**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

The Economic Foundation's quarterly report was not received prior to FTUI filing this report. The funding allocation for the Economic Foundation was completely expended during the quarter.

B. **Implementation Status:**

From conversations with staff of the Economic Foundation, it appears that the program was implemented as anticipated.

C. **Activities Planned for the Next Quarter (7/1/93 - (9/30/93):**

The FTUI representative in Warsaw will visit the Economic Foundation at several of its regional locations for purposes of preparing a final report and evaluation of its activities.

D. **International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

None.

E. **Reasons Why Established Goals Were Not Met:**

It appears that established goals have been met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

**3. POLAND: RURAL SOLIDARITY - \$45,000**

**A. Summary Description of Project Activities for the Quarter ending 6/30/93:**

The information contained in this report covers the first quarter of 1993. It was received in Washington too late for inclusion in the previous report.

FTUI provides a support grant to Rural Solidarity in the amount of \$45,000. Training of farmer activists is the primary objective of the grant. To that end FTUI provides a salary subsidy for the director of training, Stanislaw Blukacz. During the first quarter, the staff of the training department of Rural Solidarity were involved in various aspects of three programs: a one day seminar for the participants of a training course in Sweden; the vetting and evaluation of candidates applying for a training program in Germany; and a training course on the privatization of sugar factories and other factories in food processing.

News reports of June 1993 indicate that Rural Solidarity is experiencing severe internal organizational problems. At this time, FTUI is awaiting an updated status report.

**B. Implementation Status:**

In the absence of a quarterly report from Rural Solidarity, we cannot report on the implementation status of the project. The second quarter of 1993 represents the last quarter of program activity for the grant, which started in early 1992.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

FTUI Representative John Glaser will meet with Rural Solidarity representatives to prepare the final evaluation of the program.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

No international travel will be undertaken in connection with the program.

**E. Reasons Why Established Goals Were Not Met:**

To the extent that information is available, training goals were being met. However due to internal organizational problems, attention is being focused elsewhere, with staff energies taken up by the problems.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

4. **POLAND: Warsaw Office - \$184,861**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

FTUI Representative John Glaser took up residence in Warsaw in late April 1993. He re-established contact with AID Mission representatives, Nina Majer and Magda Wygarowski, whom he had met during a visit to Warsaw in February. He also met the AID Mission Director Donald Pressley, who provided considerable assistance to Mr. Glaser in efforts to clear personal baggage through Polish customs. He also re-established contact with Labor Attache Patrick LaCombe, who has consistently provided a valuable perspective on current events in Poland to all AFL-CIO representatives in Poland. Of particular interest in May was the Department of Labor training program in labor-management relations, the plans for which had been under discussion with FTUI staff for about six months. Mr. Glaser attended two days of the first program.

One of Mr. Glaser's major responsibilities is oversight and enhanced development of the Consulting and Negotiating Bureaus (BKN). In early May, he traveled to Gdansk to consult with NSZZ Solidarity staff and elected officers and developed an initial plan for visitation of BKN offices. A one-day training program for all BKN chiefs is planned for late August. He also discussed possible project ideas that would contribute to the government's implementation of the Pact on State Enterprises. The latter is temporarily on hold due to the dissolution of Parliament. Later in May he spent three days visiting the Solidarity offices in Katowice, a region of 250,000 members. The BKN office consists of four lawyers, three economists, one sociologist and two trade union activists. Half of the salaries come from the AID grant through Solidarnosc headquarters, while the other half of salaries plus all other operating costs are paid by the Katowice region. Major issues addressed by the BKN are unemployment (mass lay-offs), social insurance, and wages. The Katowice BKN also works closely with the National Commission on Mines and reviews all rules and regulations handed down by the national government.

In early June, Mr. Glaser spent two days attending the healthworkers organizing seminar near Szczecin conducted by the Service Employees International Union, a major AFL-CIO affiliate. Over the past three years, the union-to-union programs conducted by the SEIU with the healthworkers secretariat have been instrumental in assisting the healthworkers secretariat define its organizational structure and

establish policy directions well before other industrial secretariats of Solidarnosc have been able to do so.

**B. Implementation Status:**

The activities are being implemented as scheduled.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

Mr. Glaser will visit the Lodz BKN offices during July. He will also travel to several other BKN offices with AID/Washington staffer Kathryn Stratos and FTUI staffer Christine Sadowski. The purpose of the visits is to familiarize AID staff with the BKN activities.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

John Glaser will travel to Washington, D.C. in late July for consultation with headquarters staff.

**E. Reasons Why Established Goals Were Not Met:**

Established goals are being met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

5. **ALBANIA - \$30,000**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

There have been no activities during the quarter.

B. **Implementation Status:**

Activities are in the planning stage and are scheduled for September, 1993.

C. **Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

Planning will continue until implementation in September.

D. **International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

None.

E. **Reasons Why Established Goals Were Not Met:**

None.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

6. **BALTIC REPUBLICS - \$291,155**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

**Print Shop for Lithuanian Workers Union**

In the second quarter of 1993, the Lithuanian Workers Union (LDS) began preparatory activities associated with implementation of the printshop project. These activities included:

--registration procedures to establish the printshop as a legal FTUI entity in Lithuania, to be called the "Trade Union Information Center."

--renovation of the rooms where the printing equipment will be located, according to specifications recommended by a consultant sent by FTUI to Lithuania in February, 1993. The printshop is located in a building owned by the Lithuanian Workers Union in Vilnius (address: Mykolaicio, Putino 5, Vilnius 2600).

--the hiring of three full-time staff to manage and operate the printshop, including a Director, Editor and Bookkeeper.

In April, FTUI initiated the procurement process by signing a contract with Amex International, Inc., an AID-approved Procurement Services Agent. Discussions concerning the specifications for printing equipment commenced in May. In June, FTUI contracted with a printing expert to provide technical advice during the procurement process. This consultant held intensive discussions with FTUI staff and Amex to develop the final equipment list of commodities for the Lithuanian Workers Union. By the end of the quarter, FTUI had submitted an official Request for Procurement Services to Amex. Procurement and shipment of the printing equipment and supplies will take place during July and August.

**Education Programs for Lithuanian Workers Union**

During the second quarter, FTUI's Warsaw Office continued its collaborative trade union education program for the LDS.

From March 30 - April 3, 1993, a seminar was held in Vilnius for twenty LDS members from around Lithuania. This course was primarily conducted by Krystyna Krupowicz, the LDS Education

Director, with assistance and supervision by FTUI's trade union trainers from Polish Solidarity's Bialystok Region. (Ms. Krupowicz has been working as a "student-teacher" with FTUI's trainers for the past year). The seminar was aimed at integrating young trade union activists into the work of the LDS and developing skills needed in trade union work. It also served to further develop the experience of Ms. Krupowicz, who will eventually supervise the LDS' own educational program. Seminar topics included: defining trade union goals; organizing the work of a local trade union; trade union rights; elements of the trade union statute; how to recruit new members; and conflict resolution and negotiations. Like all the seminars organized by FTUI's Warsaw Office with trainers from Polish Solidarity, this course used participatory methods, including small group work, brainstorming, and role playing.

From May 17-21, 1993, a seminar was held in Kaunas for leaders of local trade unions in that city. The participants had taken part in an earlier basic trade union course run by the LDS Education Director, and this course focused on more advanced topics, such as collective bargaining and comparative industrial relations. According to the report from FTUI's Solidarity trainers, course participants had difficulty in defining the parties involved in collective bargaining and their respective interests. However, the course was reportedly useful in improving the students' ability to draw conclusions based on facts, and in broadening their knowledge of economic relations outside their own enterprise.

FTUI's Warsaw Office staff made several trips to Latvia during the second quarter in an effort to expand contacts with independent trade unions.

**B. Implementation Status:**

FTUI began procurement of the printing press during the second quarter but did not complete the process, in order to allow time for additional in-country preparations to be made (primarily legal registration and site reconstruction). The in-country preparations proved to be more lengthy than expected.

Ongoing trade union education programs for the LDS have taken place as scheduled.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

In July, FTUI will issue a final purchase order for all printshop equipment and supplies. The equipment will be consolidated and shipped during August, with arrival in Vilnius expected by early September.

FTUI is currently in the process of identifying printer-trainers, who will travel to Vilnius to set up the equipment and instruct the printshop staff in its use. This training will most likely take place immediately after arrival of the equipment in September, but may have to be delayed until October to accommodate trainers' schedules.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

Two trained technicians from the Graphic Communications International Union will travel to Lithuania to conduct a two week intensive training course on the technical operations of the printshop.

All other travel to the region will be from Poland. FTUI's Warsaw Office staff will be making regular trips to Lithuania to plan future education programs. In addition, and FTUI Education Consultant Ewa Sawicka will be traveling to Lithuania to conduct education programs for the LDS.

**E. Reasons Why Established Goals Were Not Met:**

To date, the biggest problem in achieving the objectives of this project has been delays in the establishment of the LDS print shop. As explained in last quarter's report, these delays were initially due to difficulties in identifying appropriate specialists to assess the printing needs of the LDS. Further delays in the second quarter were caused by the slowness of registration procedures and other in-country preparations. However, the print shop project is now on track, with arrival of printing equipment expected during the third quarter.

FTUI has also been disappointed about the absence of participation in education programs by trade unions in Latvia and Estonia. Besides a few individual Latvian trade unionists who have attended FTUI-sponsored education programs in Lithuania, there has to date been no extensive participation by either Latvian or Estonian unions in the activities under this grant. FTUI is continuing its efforts to reach out to independent trade unions in these two countries, but the weakness

of such organizations in both countries (particularly in Estonia) has frustrated all such attempts to date.

- F.** Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

7. **BULGARIA - \$276,938**

A. **SUMMARY DESCRIPTION OF PROJECT ACTIVITIES FOR THE QUARTER ENDING 6/30/93:**

During the quarter under review FTUI conducted the following programs sponsored by this grant.

- FTUI's Associate Director, Randall Garton, visited the FTUI/Sofia office for consultations with the FTUI representative. While in Sofia, he also consulted with Jean LaPointe, Collin Gonze, Daniel Sieber, U.S. embassy and AID representatives and Podkrepa Confederation leaders. Discussions with the AID mission and U.S. embassy staff were positive.

-David Kopilow, Program Evaluator, attended two FTUI seminars in progress and met with confederation, federation and regional leaders, as well as with two Podkrepa trainers. Heba El-Shazli, Program Officer, attended the first training program held in Asenovgrad (June 11) to be taught by a Bulgarian trade unionist who has been trained in the FTUI Train-the-Trainer program. She also conducted a consultation with the in-country field representative on administrative, financial, and programmatic issues.

- In March, FTUI initiated an Education Workshop entitled, "Building an Education Program". This workshop was targeted toward Podkrepa's growing corps of trainers. Twenty-five participants representing both regions and federations attended this three-day workshop, which was designed to help them look beyond the task of how to prepare an individual seminar to how to best plan an annual educational program to meet their members' needs. The workshop encouraged the participants to develop their own problem-solving skills in order to formulate criteria for trainer selection, select appropriate instructional methods, and create a support base in a limited-resource environment. Dick Schwartz,

Also in March, FTUI Sofia representative met with Podkrepa branch federation leaders to discuss educational needs. This meeting followed an initial branch federation meeting held in February. The issue of how to communicate the effective use of the new labor laws predominated the discussion.

In April, U.S. union training and informational materials were reviewed for possible use in Bulgaria. Materials are currently being edited for

use, or have been translated and are under review by Podkrepa's Education Department.

In May 15-28, 1993, a second series of seminars conducted in the "Economic Transition" series. FTUI project consultant, Bill Douglas led the first series of seminars conducted in February. He and Liz Jagger, AFL-CIO economist conducted the second series of seminars. These seminars focused on trade union's role in Bulgarian economic transition with a focus on more practical applications of economic principles. There were 30 participants representing various leadership levels from unions and federations in the Podkrepa Federation of Labour. Translated materials were distributed to all participants.

-In May 24-June 2, Penny Shantz, from the European AFL-CIO office conducted a seminar series entitled, "How to Run a Union Meeting". This project consisted of three, two day workshops held on May 24 - June 2, 1993 in the cities of Sunny Beach, Lovech, and Vratza. In attendance at these seminars was a combined total of 80 regional and local Podkrepa leaders. Materials were distributed to all those in attendance.

**B. Implementation Status:**

The Economic Transition seminar was very well received by all participants. This second series of workshops was an improvement on the initial series due in part to the use of two trainers. The involvement of two trainers allowed the workshops to apply the academics of economics to the practical aspects of Bulgaria's economic transition.

With the understanding that the democratic process is very new to Bulgarians, Penny Schantz's "How to Run A Union Meeting" seminars were very popular with Podkrepa leaders. The practical knowledge of rules and procedures for conducting an orderly union meeting and holding a fair vote is a valued skill among Podkrepa labor leaders who find themselves trying to manage local unions and retain members in the wake of massive layoffs.

**C. Activities Planned for the Next Quarter 7/1/93 - 9/30/93:**

The FTUI Sofia representative will be involved in on going office activities and will coordinate the implementation of two other AID

funded grant projects in July; Printshop and computer staff training for the FTUI office staff.

Formal discussions regarding a trainers program proposed in May will be concluded in August. Funds from this project grant may be used to fund a one year, train the trainers program.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

There are no international travel requirements at this time for the next quarter.

**E. Reasons Why Established Goals Were Not Met:**

The program goals continue to be met.

**F. Other Pertinent Information: (Includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

8. **CZECH REPUBLIC - \$50,000**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

No substantive project activities were conducted during the first quarter. Contact with officials of the Czech trade union organization and the Slovak counterpart organization is maintained by FTUI staff. A visit to Slovakia and the Czech Republic was undertaken in May under the auspices of another grant.

B. **Implementation Status:**

It now appears unlikely that FTUI will initiate project activities in Slovakia or the Czech Republic under this grant.

C. **Activities Planned for the Next Quarter (7/1/93 - (9/30/93):**

FTUI has not planned any activities in this project for the next quarter.

D. **International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Attention during the last 6 months of 1992 focused on the dissolution of the federal relationship between the two republics.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

9. **HUNGARY - \$575,002**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

In the second quarter of 1993, the Democratic League of Independent Trade Unions (LIGA) and the Hungarian Workers Councils (MOSZ) completed their preparations for two important elections. These elections were the Social Security Board elections held May 21, 1993 and the enterprise council elections held May 21 - 28, 1993.

These final preparations included:

1. Publishing and distributing flyers and campaign material used to promote the importance of casting one's vote for the democratic trade unions (the League and the Hungarian Workers Councils) in the Social Security Board elections and the enterprise council elections held in May. These materials were widely distributed throughout Hungary by the staff of the League and the Hungarian Workers Councils election teams. Specific campaign flyers and materials used by the League and the Hungarian Workers Councils are attached. (Attachment 1)
2. The League also published and distributed a comprehensive program entitled, *Four Theories About Social Security*. This document outlines the basic platform of the League on the issues related to the establishment and strengthening of the social security and pension benefits systems. (Attachment 2)
3. The League held subsequent elections for its national leadership following the January 1993 Congress. Csaba Ory, a well known regional leader replaced Gabor Horn as President of the League. FTUI representative, Robert Gabor observed the elections and pledged full support of the AFL-CIO to the newly elected leadership.
4. The League and the Workers Councils published the preliminary results of the Social Security Board Elections held May 21, 1993. This report by the National Election Committee details the results of the Social Security Board elections on the national level and in combined counties. (Attachment 3)

At this writing, there are no final results regarding the enterprise council elections. Information on these elections will be included in next quarter's reports.

The Social Security Board election was held on May 21, 1993 and all citizens were free to participate. The main function of this election was to select worker members for two national social security boards that will be responsible for determining how the country's pensions and health insurance budgets are allocated. For the first time in 45 years, these newly formed boards consisting of workers and employers, will have a voice in managing a key sector of the government's safety net policies as they relate to social security and pension funds.

The candidates were nominated by seven Hungarian trade union federations. The Health Insurance Social Security Board is composed of 60 members, of which 30 were elected from the seven trade union federations and 30 were nominated by the employers federations. The pension insurance social security board is composed of 62 members, of which 32 were elected from the seven trade union federations and 32 were nominated by the employers federations.

Contrary to pessimistic forecasts which predicted failure on the part of the general electorate, the elections were declared valid, with 38.81 percent of eligible voters casting their votes. Of the 7.8 million eligible voters this meant that 2,870,000 citizens voted. The election proved to be a relative victory for those organizations that received more votes than their current base membership and likewise, it could be perceived as a relative defeat for those that received less votes than their total number of members. Except KESOSZOSZ which received thousands more votes than its relatively small membership base, however, has been linked to "shadow" organizations by a federal court judge.

Accordingly, official results regarding the Health Insurance social security board elections:

The National Council of Federation of Hungarian Trade Unions (MSZOSZ), the ex-official trade union, gained 45.2% of the votes.

The Democratic League of Independent Trade Unions (Liga) and the Workers Councils (National Coalition of Workers Councils) received 25.93% of the votes.

They were followed by the Trade Union Cooperation Forum (SZEF) with 8.42%, by the Christian Confederation (SKAMKET) with 8.41%, the Trade Union Bloc of White Collar Workers with 6.76% and by the Coordination of Autonomous Trade Unions (ASZOK) with 5.28%.

**B. Implementation Status:**

Although the League and the Workers Councils held higher expectations for a larger voter turnout in favor of the independent trade unions, the outcome of the social security board elections was viewed as a success by both unions. In sum, the independent unions gained 25.93% of the vote and 8 seats on the newly formed social security board. In terms of the Pension Insurance Administration, the Liga and the Workers Councils together gained 6 seats. This was a major accomplishment for the League and the Hungarian Workers Councils considering their relative short history as trade unions.

The League and the Workers Council pre-election campaign program contributed to the high voter turnout that was registered for both of these young unions. As a result of these elections, both unions (League and the HWC) enhanced the possibility for future organizational efforts with regard to labor development programs. Through these projects, both organizations learned how to conduct issues oriented, election campaigns; this is an important achievement for two unions who began with only a few hundred members in 1989. Generally, the basic assumptions and goals of the League and the Workers Councils pre-election campaign for voter turnout in the social security board election campaign were achieved. These goals were:

--To create a social security program, it is necessary to have an interactive approach between citizens, the State and the market.

--The social security of all citizens is an indispensable precondition to societal peace, economic development, and particularly the functioning of the economy.

--It is of critical importance that the State assumes an increasing burden in the creation of social security by using budgetary means to ensure these rights to all citizens.

--Labor unions play an important role in ensuring that contributors (workers) are given some supervisory and/or participatory opportunities in the management of the social security program.

In addition, the results of this vote indicate that both the League and the HWC's will need to focus post election efforts on targeting a membership organizing drive. The purpose of this drive is to reach out to those voters who cast ballots for both unions but whom are not currently registered as members.

**C. Activities Planned for the Next Quarter (7/1/93 - 9 30/93):**

The League is currently obtaining official results of the enterprise council elections. The results are expected to be made available during the next quarter.

The League and the Hungarian Workers Councils are currently collaborating on a post-election organizing drive for their membership.

Following the aftermath of the elections, evaluation meetings are scheduled in July for the leadership of the League and the Workers Councils. The purpose of these meetings will be to review the future of the League's collaboration efforts with the Workers Councils. FTUI staff member, Robert Gabor will participate in the meetings in an observer capacity.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

No international travel is planned during the next quarter under this grant. Robert Gabor will travel to Hungary under a separate NED funded grant.

**E. Reasons Why Established Goals Were Not Met:**

Progress toward overall project goals was made. Post election follow-up in terms of organizing new members is planned.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

Small cost overruns reported by the League covering advertisements, will be absorbed by the League's general fund and will not be charged against the AID grant.

10. **ROMANIA - \$327,564**

**A. Summary Description of Project Activities for the Quarter ending 6/30/93:**

During the quarter under review FTUI conducted the following programs sponsored by this grant.

- On April 18-30, 1993, two 4-day education seminars were held in the cities of Mamaia and Iasi, Romania. Each seminar included two workshops, "Collective Bargaining" and "Communication with Members." The "Collective Bargaining" workshops were conducted by Consultant Christine Mulligan, and the "Communication with Members" workshop was taught by Minnesota Federation of Teachers Communications Director Luann Schmaus. Each seminar hosted 60 participants representing various unions, and industries. Participants held varying levels of union leadership positions, some held union positions at both the local and regional level, others were active in their local unions as board members or stewards. Translated materials were distributed to all those in attendance.

- On April 26-29, 1993, two 2-day seminars were held in Bucharest. These seminars were divided into two workshops, "legislative and political action" and "communication and newsletter production." Consultant David Mallino, an experienced labor lawyer, conducted the legislative and political action workshops; and Judy Sugar, Production Supervisor of the American Federation of State, County and Municipal Employees union, taught the communication and newsletter production workshops. The seminars hosted a total of 45 participants of varying levels in labor leadership and representing numerous BNS affiliates. This group was divided into two smaller groups, one to attend each workshop on alternate days. At each of these seminars, pertinent materials were distributed to the participants.

- Following the above-mentioned seminars in Bucharest, David Mallino remained in Bucharest to conduct a one and one-half day seminar on "Private Pension Funds" as requested by top BNS officials. This seminar took place in Bucharest on April 30 - May 1, 1993. The list of participants consisted of 25 BNS leaders that attended the previous days seminars and the Vice President of the BNS. To assist with this seminar, the Consultant was joined by two partners in his law firm, James Ray and Bob Connerton. The materials on pensions used in the seminar were prepared by James Ray and were distributed to all participants.

- On May 8-12, 1993 the FTUI Field Representative, Mrs. Anca Hassing, traveled to Prague. Because of high printing costs in Romania, the Field Representative met with the Printers Union's and with the International Department of the Czechoslovak Trade Union Federation about printing civic and trade union publications for Romania.

- On June 4-6, 1993 a pilot program titled "The Role of Women in a Democratic Society" was held in Targu Mures. It was co-sponsored by the Liga Pro Europa and the Free Trade Union Institute. This seminar was conducted by Consultant Judith Catlett from University of Alabama at Birmingham's Center for Labor Education and Research; Melva Meacham the Education Coordinator from the United Brotherhood of Carpenters and Joiners of America; and FTUI's Romania Program Officer, Heba El-Shazli.

There were 16 participants from labor unions, media, civic and human rights organizations and from the business community. Materials translated into Romanian were distributed to all those in attendance. The materials consisted of a curriculum on political tolerance that would make it possible for those attending the workshop to teach the workshop to others as well as other materials on basic trade union and women's issues. The program consisted of the following sessions:

#### Introductions

- Icebreaker

- Introduction to the U.S. and to the American labor movement

#### Women in democratic organizations: the U.S. experience

- Status of women in the U.S. and in the American labor movement

- Union activity as a training ground for democracy

- Women as grass-roots leaders

- \*Small group exercise: identifying problems facing women in the workplace, union and community

#### Building an agenda: goal-setting

- Setting priorities

- Identifying achievable goals

- Building upon success

- Finding and developing resources

- Coalition-building

**\*Small group exercise: setting goals**

**Political Tolerance as a tool in democracy**

**Leadership skills for women**

**What is a good leader?**

**Leadership styles**

**The politics of organizations**

**Risks of leadership**

**Wrap-up: where do we go from here?**

- working groups
- Future educational programs

The participants focused on three major problems: developing women leaders; building free and democratic trade unions; and building political tolerance. There were suggestions for future leadership classes especially in communication skills, negotiation skills, and conflict resolution. Other ideas for seminars on the risks of leadership; the politics of organizations; balancing work, family, and union responsibilities; sexual harassment; and breaking down the walls of occupational segregation.

The program was extremely successful and we are planning more follow-up activities.

-The FTUI Program Evaluator, David Kopilow, visited Romania on May 30 - June 5, 1993. While in Romania he met with the FTUI Field Representative for program discussions as well as with leadership of the BNS.

- On June 18-24, 1993, the FTUI Field Office in Bucharest hosted Consultant Larry Bush who is an Associate Professor at the University of Mississippi School of Law. While in Bucharest he had numerous meetings with the Executive Board and Affiliates of the BNS where he discussed labor law and legislation. He also traveled to Constanta and Braila to meet with BNS leaders in those regions. While in Braila, the Consultant conducted a two day seminar on "Dispute Resolution and Labor Relations" for about 30 labor leaders from Braila. A report summarizing his meetings and the seminar has not yet been received.

- The term of FTUI's Field Representative, Anca Hassing, was completed in June 1993 as planned. Her assistant, Monica Moscu,

was hired to serve as FTUI's Local Liaison in Bucharest to coordinate program activities, details and logistics.

- Field Representative, Anca Hassing, has moved back to the Washington, DC and is using her field experience working as a Consultant for FTUI. Her responsibilities include education program evaluation, publications review, follow up and future planning for the women's pilot program, follow up on Larry Bush's dispute resolution and labor relations seminar, maintaining a connection with the BNS union leaders and the FTUI Local Liaison in Bucharest. She is also drafting a briefing report on recent in-country activity for distribution to future trainers and consultants. Anca is also involved in planning a large training seminar to take place in 8 Romanian cities in September, as well as assisting with financial reporting.

- The FTUI Field Representative continued coalition building and networking activities by having meetings with civic and human rights groups and leaders.

- The FTUI Field Representative monitored worker and human rights abuses and reported back to FTUI headquarters.

- The FTUI office facilitated the trip of two representatives of the Romanian Free Trade Union of Television and Radio Workers to attend an international conference in Montreux, Switzerland sponsored by the International Secretariat for Entertainment and Television Trade Unions (ISETU). The meetings took place from June 9 - 16, 1993. On June 9 there was a conference of broadcasting trade unionists from around the world and from the 10 - 15, they took part in the 18th International Television Symposium and Technical Exhibition. The two representatives from Romania were: Mr. Dumitru Iuga, President of the trade union and his assistant and interpreter, Ms. Irina Margareta Nistor.

**B. Implementation Status:**

The implementation of all programming was on schedule and without complications. Each of the programs reported on in this report was well attended and well received. The participants continue to come from all levels of leadership from different regions around Romania.

The BNS has supported our education programs and continues to be very helpful with recommendations for future education efforts.

Many of our trainers and consultants, particularly Christine Mulligan and David Mallino, have made repeated trips to Romania and have established working relationships with the BNS and regional leaders. The other consultants such as Luann Schmaus, Larry Bush, Judy Catlett, and Melva Meacham are all highly regarded and have been invited to return anytime. Each of these consultants has expressed an interest in follow-up seminars and may be asked to return as needed.

The replacement of the Romania Field Representative by the Local Liaison, will be sufficient to facilitate the upcoming activities. Also, this allows FTUI time to wait and see the results of the national trade union merger in Romania. Once this tenuous trade union/political situation settles, FTUI will reconsider stationing a full time Field Representative in Bucharest.

The FTUI database of trade union participants continues to be updated with additional names from the 1993 programs. It currently comprises about 880 names of union leaders from 12 cities. A complete file includes the name, trade, city, affiliation at different levels, function in the union/federation/confederation, addresses (office & home), telephone number (office & home), observations.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

The FTUI office facilitated the trip of two representatives from the Postal and Telecommunication unions to attend the Communication Workers of America's convention held in Las Vegas from July 26 - 28, 1993. This year's convention will address public policy, national health care reform, and other trade union issues.

Ms. Monica Moscu, the Local Liaison for FTUI, will continue coordinating training programs from the FTUI desk in Bucharest. She will also continue to meet with all the trade unions; and report to FTUI on a regular basis on the political, economic, and trade union situation in Romania.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

None planned at this time.

**E. Reasons Why Established Goals Were Not Met:**

The consultations with the Romania Field Representative planned for May 1993 never occurred due to the very hectic education and training program schedule. Instead, the Romania program officer travelled in May to Romania to meet with Mrs. Hassing.

Other established goals continue to be met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

11. **DEVELOPMENT OF INDEPENDENT TRADE UNIONS BY TRADE AND INDUSTRY - \$77,675**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

No substantive project activities were conducted during the second quarter. A sub-grant agreement with the Communications Workers of America was issued by FTUI for the July training program in the United States.

Activities conducted during the fourth quarter of 1992 were not fully reported in that report. The Service Employees International Union, a major affiliate of the AFL-CIO, conducted five one-day forums on health care privatization for members of the Slovakia Health Care Workers Union, October 10-22. The agenda in each program included briefings by Slovak union leaders on their government's plans for privatization and by American unionists on the situation in the U.S. Two programs were conducted in each of two cities, Piestany and Zilina, while a fifth was conducted in Bratislava for the union's executive council. The objectives as defined by the Slovak Health Workers Union were to assist the union in developing an informed local and regional network of leaders and activists on the issue of national healthcare reform; to demonstrate national leadership in this issue and to gain credibility among the rank and file membership by directly addressing concerns of members; and to involve Western unions in order to provide a counterpoint to discussions regarding healthcare reform in Slovakia.

The timing of the week-long program was particularly effective in that the Slovak Government published its detailed proposals immediately prior to the arrival of the SEIU team. The presentations were considered so valuable and timely that senior health service managers invited themselves to the meetings, as the union was providing more detailed up-to-date information on the government proposals than the managers were able to get from the health ministry.

Two significant victories hailed by the Slovak Health Workers Union included the indefinite postponement of privatization of hospitals and clinics and the agreement between hospital managers and union leaders that the two parties would work together in trying to contain privatization.

**B. Implementation Status:**

The project is being implemented as planned.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

A total of four officials of trade unions in Bulgaria, Poland, Slovakia and the Czech Republic will participate in a study program in the United States during July.

**D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

Please refer to "C" above.

**E. Reasons Why Established Goals Were Not Met:**

Established goals are being met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

12. **AFL-CIO TECHNICAL AND POLICY FORMATION ASSISTANCE PROGRAM - \$212,650**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

1) Cornell University's School for Industrial and Labor Relations received a grant from FTUI that has enabled it to support the activities of the Lodz, Poland Center for Participative Management and Industrial Development. The major goals of the project involve a) the establishment of in-plant worker/management committees that focus on improving competitiveness of the workplace; b) training for workplace directors, managers and union leaders; and c) developing research activities to track the Center's efforts.

In-plant committees have been organized at three factories in Elmet, Stomil, and Zut. In addition, two-to-three hour seminars and discussion groups for plant directors and union leaders from other factories have been organized on a monthly basis to broaden the base of individuals who are informed of the work of the Center. During the second quarter, the monthly meetings covered the following topics: International Competitiveness and How It Affects the Polish Economy; Creating a Total Quality Process; and Initiating and Developing the Transition Process in Your Enterprise. The May program was enhanced by the technical services of a former employee of the Xerox Company, a firm committed to the "total quality" concept. He also conducted day-long workshops for managers and workers at both Zut and Stomil factories and provided additional training to the Center staff on quality management theory. Training materials were provided for translation into Polish; copies are filed at FTUI.

Of the enterprises represented at the monthly programs, seven have requested additional information on how to develop quality programs in their plants.

The staff of the Center has found that management representatives have been increasingly interested in areas of quality control, marketing, productivity, and privatization. Union leaders have been interested in their role in economic development and in issues affecting the structure of their union.

The work of the Center includes the development of training workshops for scholars, students and trade unionists in methods of developing and sustaining needed organizational changes. Weekly

seminars focus on building skills in how to create new work systems and on expanding awareness of labor relations practices in the West. During May and June, the staff of the Center held meetings at two prospective firms, Mera-Politic and Rena-Kord. Follow-up meetings in July and August will determine whether the firms are inclined to commit themselves to full-scale programs with the Center.

An advisory board composed of Solidarity leaders, directors of enterprises, members of the Lodz city council, and scholars from the University of Lodz is charged with assessing the scope and purpose of the activities.

## 2) Director of Technical Assistance

Leon Wickersham, Director of Technical Programs, works with FTUI program staff in arranging education programs, particularly those that require the services of union officers and staff with a technical expertise. Working on a half-time basis over the past three months, he has contacted representatives of most AFL-CIO affiliates in an effort to establish a database organized by area of expertise of individuals who are able to perform necessary services. He has also prepared a contract language manual for use in collective bargaining programs. A glossary of terms particular to trade unions and collective bargaining is being compiled from a variety of sources.

### B. Implementation Status:

The project is being implemented as planned.

### C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):

Mr. Wickersham will assist in the programs planned for Bulgaria, Albania, and Kazakhstan.

A FTUI-organized team of staff and labor educators will investigate the feasibility of initiating a workers academy for conducting labor education programs on a regional basis.

### D. International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):

FTUI staff Robert Gabor and Christine Sadowski and labor educators Jeff McDonald and George Hagglund will travel to Hungary, Poland, and the Czech and Slovak Republics to determine the feasibility of the

project. Preliminary discussions have been held, and there seems to be much enthusiasm from union leaders in the respective countries.

**E. Reasons Why Established Goals Were Not Met:**

Established goals are being met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

13. **ASSISTANCE TO TRADE UNION PUBLICATIONS IN CEE - \$200,000**

A. **Summary Description of Project Activities for the Quarter ending 6/30/93:**

Hungary

FTUI's procurement agent continued to facilitate the exchange of incompatible parts and supplies sent in the previous shipment to Hungary.

No substantive report was received from the League this quarter concerning the printshop. FTUI expects to receive a report in August.

Bulgaria

During the quarter, the FTUI Sofia Office secured the printshop site and initiated preparatory renovations of the site. These renovations were based on a pre-site inspection of the press manufacturer's representative in London. The pre-site inspection was completed June 16-17, 1993.

The consolidated print shop operation was shipped from a Baltimore port to Bulgaria in May and arrived July 1, 1993 in Bulgaria.

B. **Implementation Status:**

Hungary

The printshop operation in Hungary is fully operational. As mentioned above, FTUI expects to receive a report from the League in August.

Bulgaria

In Bulgaria, FTUI encountered problems with customs clearance of the printshop. Currently, as of July 1, 1993, the printshop was delivered to the project site, but was not being cleared by customs officials. FTUI Sofia representative, Fay Lyle, is working with appropriate AID representatives at the U.S. Embassy and has requested additional assistance.

**C. Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**  
**Hungary**

For Hungary, FTUI's procurement agency will facilitate and coordinate follow-up training for selected printshop staff of the League and will complete the exchange of parts needed as noted in the inventory report.

**Bulgaria**

In Bulgaria, the FTUI representative will assist in coordinating the in-country logistics for the complete installation of the printshop, including equipment, the training of the staff, and the business management and operation of the shop.

The final implementation of the project is expected during the next quarter provided that the printshop is cleared by customs officials. This clearance will allow for the equipment to be unloaded and installed at the site.

Installation and Training by the manufacturer's representative is scheduled for September. In addition to this basic training and installation session, the Graphic Communications International Union will provide technical expertise to the Podkrepa print shop staff through a two-week training program scheduled for late September. This additional but needed training is provided under a separate grant from NED.

Final training dates will hinge on the resolution of customs clearance.

**D. International Travel Requirements Expected for the Next Quarter**  
**(7/1/93 - 9/30/93):**

No international travel is anticipated during the next quarter.

**E. Reasons Why Established Goals Were Not Met:**

Program goals are being met.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

14. **MULTILATERAL DEMOCRATIC EDUCATION AND TRAINING PROGRAM - \$100,000**

A. **Summary Description of Project Activities for the Quarter Ending 6/30/93:**

There were no activities carried out during the quarter under review.

B. **Implementation Status:**

Program Implementation Consultations with FTUI Sofia Regional Office representative are scheduled for August 1993. FTUI will re-assess the proposed seminar schedule. There is a possibility that funds may need to be used to supplement other necessary education projects that have been proposed.

A brief report on the outcome of August discussions will be noted in the next quarterly report.

C. **Activities Planned for the Next Quarter (7/1/93 - 9/30/93):**

The remainder of this grant has been reserved for twelve seminars on privatization and collective bargaining.

Consultation with Field staff in August.

D. **International Travel Requirements Expected for the Next Quarter (7/1/93 - 9/30/93):**

No international travel is expected during the next quarter.

E. **Reasons Why Established Goals Were Not Met:**

Program goals are being met at a slower pace than anticipated. This is due to the fact that FTUI must schedule its assistance programs in coordination with many other European unions who are working in Bulgaria.

F. **Other Pertinent Information:** (Including analysis and explanation of any cost overruns or high unit costs)

None to report.

15. **REGIONAL DOCUMENTATION CENTER - WARSAW - \$ 50,000**

A. **Summary Description of Project Activities for the Quarter ending 3/31/93:**

There were no project activities during the quarter.

B. **Implementation Status:**

This program has not been implemented.

C. **Activities Planned for the Next Quarter (4/1/93 - 6/30/93):**

None at this time.

D. **International Travel Requirements Expected for the Next Quarter (4/1/93 - 6/30/93):**

None at this time.

E. **Reasons Why Established Goals Were Not Met:**

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

This is a new project that was approved in the September 1992 amendment to the FTUI AID grant.

16. **REGIONAL OFFICE -- SOFIA - \$287,350**

A. **Summary Description of Project Activities for the Quarter Ending 6/30/93:**

FTUI Sofia representative coordinated and assisted in facilitating all projects reported under the AID funded projects entitled;

Multilateral Democracy, Assistance to Trade Union Publications and Bulgaria.

In addition to the above project activities the Sofia office coordinated the following other activities:

A two day USDOL-FTUI sponsored seminar for Podkrepa economists at the national level was held. The subject, "How to do Labor Market Research", was well attended by Podkrepa economists. Jim Hanna, an economist with the state of Nevada who has trained the Bulgarian Employment Office staff to do labor market research, led the seminar. Following the completion of the formal course, the group anticipated in a lengthy discussion of specific issues faced by Podkrepa's economists in this field. The course generated great interest for follow-up programs in this field as participants noted that the method of statistics collection and analysis by the government is still problematic.

As part of another DOL-sponsored labor program, Lynn Meyers of the Human Resources Development Institute, AFL-CIO, travelled to Bulgaria to assist workers in Rousse to develop a model for responding to mass layoffs. This project followed the initial model unemployment office project in Plovdiv which the Department of Labor implemented last year. Mr. Meyers was briefed by the FTUI Sofia Office representative and made additional contacts with Podkrepa Confederation leadership responsible for unemployment issues.

FTUI will continue its efforts to assist and cooperate with the massive layoff response programs of the U.S. Department of Labor.

In June, the FTUI Sofia Office assisted the International Ladies Garment Workers Union (ILGWU) to conduct a one week fact finding mission of their counterpart unions in Bulgaria. High level meetings with government ministers and trade union leaders were held along with numerous work site visits. This program was sponsored by the AFL-CIO's Gompers Program which is funded by

USIA. Follow-up educational assistance activity is a likely result of the trip.

**B. Implementation Status:**

The FTUI Sofia Office continues to be a key component to the success of on-going FTUI activity in the region.

Office staff and consultants work closely with FTUI on all projects and assist in expanding needed contacts for future programs.

It must be recognized that administratively, it seems to take more time to accomplish specific goals in Bulgaria than in the U.S. (i.e.: legal registration and renovations, customs clearance) This however, has not impeded FTUI's ability to manage programs but it does present difficulties which would normally be overcome quickly in the U.S. setting.

**C. Activities Planned for the Next Quarter (4/1/93 - 6/30/93):**

The FTUI Sofia representative will be involved in on going office activities and will coordinate the implementation of two other AID funded grant projects in July; Printshop and computer staff training for the FTUI office staff.

Assist in the implementation of in-country seminars planned for September under separate AID funded projects.

Continue to provide updated reports covering all regional program activities, trade union activity and political developments.

Continue to reach out to other non-governmental organizations to establish relationships and exchange of information. Promote the development of partnership programs with complimentary organizations.

**D. International Travel Requirements Expected for the Next Quarter (6/30/93 - 9/30/93):**

Vacation and consultations in Washington have been approved for FTUI Sofia representative in August. FTUI's education program will resume in September.

**E. Reasons Why Established Goals Were Not Met:**

All goals for this program continue to be met.

**F. Other Pertinent Information: (Includes analysis and explanation of any cost overruns or high unit costs)**

None to report.

**17. REGIONAL CONFERENCES - \$45,000**

**A. Summary Description of Project Activities for the Quarter ending 3/31/93:**

There were no project activities during the quarter.

**B. Implementation Status:**

Groundwork is being laid to implement this project in the near future.

**C. Activities Planned for the Next Quarter (4/1/93 - 6/30/93):**

Meetings will be held with FTUI field and headquarters staff to discuss the schedule for the regional conferences.

**D. International Travel Requirements Expected for the Next Quarter (4/1/93 - 6/30/93):**

None.

**E. Reasons Why Established Goals Were Not Met:**

The achievement of established goals are a little behind schedule.

**F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)**

This project was approved as a part of an amendment to the FTUI AID grant in September, 1992.

**Financial Summary of AID Grant No. EUR-0017-G-00-2025-00  
for the Quarter 4/1/93 through 6/30/93**

| <u>Name of Project</u>                     | <u>Budget</u>       | <u>Prior Expenses<br/>as Prev. Reported</u> | <u>Year-End<br/>Adjustments</u> | <u>Prior Expenses<br/>as Restated</u> | <u>Current Expenses</u> | <u>Cumulative<br/>Expenses</u> |
|--|---------------------|---|---------------------------------|---------------------------------------|-------------------------|--------------------------------|
| 1. NSZZ Solidarnosc                        | 1,387,500.00        | 734,138.62                                  | 0.00                            | 734,138.62                            | 153,441.42              | 887,580.04                     |
| 2. Economic Foundation                     | 75,000.00           | 0.00  | 0.00                            | 0.00                                  | 50,772.00               | 50,772.00                      |
| 3. Rural Solidarity                        | 45,000.00           | 27,457.00                                   | 0.00                            | 27,457.00                             | 9,353.00                | 36,810.00                      |
| 4. Warsaw Office                           | 184,861.00          | 23,663.13                                   | 0.00                            | 23,663.13                             | 51,423.66               | 75,086.79                      |
| 5. Albania                                 | 30,000.00           | 373.68                                      | 0.00                            | 373.68                                | 0.00                    | 373.68                         |
| 6. Baltic States                           | 291,155.00          | 15.50                                       | 0.00                            | 15.50                                 | 2,842.45                | 2,857.95                       |
| 7. Bulgaria                                | 276,938.00          | 32,284.00                                   | 0.00                            | 32,284.00                             | 22,580.66               | 54,864.66                      |
| 8. Czechoslovakia                          | 50,000.00           | 2.28  | 0.00                            | 2.28                                  | 0.00                    | 2.28                           |
| 9. Hungary                                 | 575,002.00          | 86,165.00                                   | 0.00                            | 86,165.00                             | 264,503.00              | 350,668.00                     |
| 10. Romania                                | 327,564.00          | 122,449.69                                  | 1,045.74                        | 123,495.43                            | 80,462.89               | 203,958.32                     |
| 11. Union to Union                         | 77,675.00           | 0.00  | 0.00                            | 0.00                                  | 9.75                    | 9.75                           |
| 12. AFL-CIO Tech Asst.                     | 212,650.00          | 7,099.49                                    | 0.00                            | 7,099.49                              | 14,259.35               | 21,358.84                      |
| 13. Assist. to T.U. Publications<br>in CEE | 200,000.00          | 178,956.80                                  | 0.00                            | 178,956.80                            | 5,133.38                | 184,090.18                     |
| 14. Multilateral<br>Democratic Education   | 100,000.00          | 26,194.90                                   | 0.00                            | 26,194.90                             | 3,355.02                | 29,549.92                      |
| 15. Regional Center - Warsaw               | 50,000.00           | 0.00  | 0.00                            | 0.00                                  | 0.00                    | 0.00                           |
| 16. Regional Office - Sofia                | 287,350.00          | 153,893.85                                  | (882.31)                        | 153,011.84                            | 64,048.85               | 217,060.49                     |
| 17. Regional Conferences                   | 93,100.00           | 0.00  | 0.00                            | 0.00                                  | 0.00                    | 0.00                           |
| <b>Total Program</b>                       | <b>4,263,795.00</b> | <b>1,392,694.04</b>                         | <b>162.43</b>                   | <b>1,392,857.47</b>                   | <b>722,183.43</b>       | <b>2,115,040.90</b>            |
| <b>FTUI Administration</b>                 | <b>692,487.00</b>   | <b>355,957.15</b>                           | <b>76,209.13</b>                | <b>432,166.28</b>                     | <b>73.00</b>            | <b>432,239.28</b>              |
| <b>Total</b>                               | <b>4,956,282.00</b> | <b>1,748,651.19</b>                         | <b>76,372.56</b>                | <b>1,825,023.75</b>                   | <b>722,256.43</b>       | <b>2,547,280.18</b>            |

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# ATTACHMENTS