

**AGENCY FOR
INTERNATIONAL
DEVELOPMENT**



**ANNUAL BUDGET SUBMISSION
FY 1980**

OFFICE OF LABOR AFFAIRS

BUREAU FOR PRIVATE AND DEVELOPMENT COOPERATION

**DEPARTMENT
OF
STATE**

MAY 1978



FY 1980
ANNUAL BUDGET SUBMISSION

OFFICE OF LABOR AFFAIRS

Bureau for Private and Development Cooperation

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ANNUAL BUDGET SUBMISSION

FY 1980

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TABLE I - LONG RANGE PLAN
(Millions)

Decision Unit: OLAB

	<u>FY 78</u>	<u>FY 79</u>	<u>Min.</u>	<u>FY 80</u>		<u>Planning Period</u>			
				<u>Current</u>	<u>Prop</u>	<u>FY 81</u>	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
Education Grants	1.1	1.1	.740	1.1	1.6	1.6	1.7	1.8	1.9
Total Program	1.1	1.1	.740	1.1	1.6	1.6	1.7	1.8	1.9
<hr/>									
Personnel (WY)									
U.S.D.H.	10	7	7	7	8				
Operating Expenses (\$000)	309.3	265.5	276.3	276.3	332.0				

OFFICE OF LABOR AFFAIRS; PDC; DECISION UNIT OVERVIEW

1. Long-Range Goal

The long-range goal of the Office of Labor Affairs (OLAB) is to improve the living and working conditions of poor workers in the developing countries as specified in the FAA, as amended. This will be done by:

- a. Encouraging the efforts of developing countries to strengthen those free trade unions which contribute to improving the employment and income levels of poor workers.
- b. Integrating women into the work force on an equal basis with men.
- c. Improving the design, implementation and evaluation of programs which directly enhance the employment and income conditions of poor workers through improving employment related services.

2. Major Objectives

- a. To increase the quality of leadership in those trade unions which directly respond to the employment and income needs of poor workers.
- b. To expand the number and the level of participation of poor workers in trade unions which further their economic interests.
- c. Establish and strengthen Women's Commissions and Bureaus which promote, plan and implement programs to integrate women into the work force.
- d. Support government, trade union and other mutual assistance activities (e.g. consumer and credit cooperatives) which focus on improving the employment and income conditions of women.
- e. Increase the number and the effectiveness of AID supported projects which directly focus on the employment and income conditions of poor workers.
- f. Make employment related services (e.g. manpower planning, training, employment services) more responsive to the needs of poor workers.

3. Alternatives

The major alternatives to accomplish the Decision Unit Goal are to develop specific projects in selected LDCs or to work through USAID Missions and other International Development Assistance Organizations for attaining the Goal. OLAB has experimented with the direct project development approach. It was found, however, that implementing such projects on a small scale often conflicted with or duplicated USAID Mission or other donor efforts. The indirect alternative, therefore, has been adopted whereby OLAB efforts are designed to support, facilitate and improve the effectiveness of other development assistance programs which coincide with the above indicated major objectives.

4. Accomplishments

Teams of multiregional trade union leaders in high-level, decision making positions have received training in how to make the programs and services of their union organizations more responsive to the needs of the lowest income workers in their respective countries. Support has been given to Women's Commissions, Ministries of Labor, international and regional organizations such as ECA, ESCAP and ILO as well as private organizations such as trade unions, and labor institutes all of which are serving to promote the integration of women in the labor force. Finally, experimental projects have been implemented in developing activities which have a direct impact on improving the employment and income conditions of low income workers. These activities focus on non-formal training, labor market organization, job creation and data collection and analysis.

5. Commentary on Personnel and Operating Expenses

OLAB has three project areas, all of which have accelerated in their activities in recent years. Staff positions, however, have been declining meaning that the existing workload on present staff has reached a saturation level. The deputy director, one program management specialist, three program managers and two clerical positions represent a bare minimum for maintaining the current scope of OLAB major objectives necessary for attaining the Decision Unit Goal. The strategy adopted for supporting the development assistance activities of USAID Missions and other donor efforts results in a volume and diversity of contractual agreements which necessitates the services of the program management specialist within OLAB. Under no circumstance can the major objectives of OLAB be supported with less than seven full time positions.

Growing pressures by AID Regional Bureaus, USAID Missions and other international agencies for OLAB services indicate that at least one additional full time staff member will be required for meeting the major objectives for FY 79. This position would be primarily assigned to labor force integration activities where current personnel constraints are being felt most strongly although some help could be provided other project areas as required.

FY 1978 ANNUAL BUDGET SUBMISSION
(\$000)

Decision Unit: OLAB

Decision Package: Minimum

1. Activity Description

At the Minimum Decision Package Level, OLAB will only be in condition to partially attain its major goal; that of strengthening national agencies which are directly engaged in efforts to improve the employment and income conditions of poor workers in the LDCs. Activities related to programs aimed at increasing worker participation in trade unions will be limited to reducing the numbers of developing countries receiving such assistance. Only 76 trade union leaders could be financed to receive training. Efforts to support trade unions, regional and international organizations and host country endeavors to integrate women into the labor force on an equal basis with men will be curtailed. This means that only about one-third of such agencies requesting assistance could be assisted. Finally, technical support to Regional Bureaus and USAID Missions for program design and implementation will be limited to only two Bureaus and four Missions.

2. Resource Requirements

	<u>1973</u>	<u>1979</u>	<u>1980</u>		
			<u>This Package</u>	<u>Cumulative</u>	
<u>Education</u>	<u>1100</u>	<u>1100</u>	<u>740</u>	<u>740</u>	
<u>Total Program</u>	<u>1100</u>	<u>1100</u>	<u>740</u>	<u>740</u>	
<u>Employment</u>					
<u>Personnel (WY)</u>	10	7	7	7	
<u>Five Year Projections</u>	<u>FY 80</u>	<u>FY 81</u>	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
<u>Program</u>	740	800	850	900	950
<u>Personnel</u>	7	7	7	7	7

3. Short-Term Objectives

Trade union leaders from only a very few countries will receive training. While such efforts will be useful in these selected countries, the spirit of collectivity which can be fostered by the international trade union mechanism when applied to multi-country groupings of interested union leaders will not be attained. The program goal, therefore, of fostering a collective spirit among existing unions in the LDCs to be more responsive to the specific needs of workers at the lowest income levels will be hampered. In a similar way, support of organizations which foster the integration of women into the labor force will be cut back. "Seed" funding which has resulted in significant regional programs will be withdrawn thus having a negative multiplier effect of also reducing other donor contributions. Limiting the technical services available to Regional Bureaus and AID Missions for designing and implementing employment and income related programs will curtail project development in these areas. Some current OLAB backstopping in these areas will be eliminated.

4. Impact on Major Objectives

The Minimum Decision Package Level will not reduce OLAB's ability to maintain a multi-regional approach to achieving its major objectives. The short-term program level described above will necessitate the actual elimination of enough activities so as to reduce OLAB's effectiveness in operating in the four AID program regions. The inter-related package of services for directly improving the employment and income levels of low income workers through supporting trade unions, international and regional programs and host country government services will be weakened.

5. Other Information

Cutbacks to the Minimum Level would especially affect the Government/Labor Organizations Relations and the Labor Force Integration Projects. The growing importance given to these activities by key union and government officials within the LDCs has stimulated a great many very new activities which are having significant impacts on low income workers. Altering these programs in their infant stages would render ineffectual the effort and resources that were already used to launch these programs.

FY 1980 ANNUAL BUDGET SUBMISSION
(\$000)

Decision Unit: OLAB

Decision Package: Current

1. Activity Description

OLAB, at its Current level, could continue to maintain a comprehensive but minimal program to achieve its major goals. Some 84 trade union leaders can be programmed; enough to cover the four AID regional areas but not sufficient to permit representation of all AID represented LDCs. At this level, many highly qualified Mission nominated candidates will continue to be rejected because of lack of funding. Similarly, efforts to support international, regional and national programs for integrating women into the labor force can be extended to all regional areas. Current level funding, however, would not permit OLAB to expand its programs at the national levels for assisting trade unions, Ministries and self-help projects for improving the conditions of low income, working women. Technical support for projects directly affecting the income and employment conditions of poor workers can be extended to all four Regional Bureaus and at least five USAID Missions. The technical areas to be supported also can be expanded including new forms of non-formal education and improved programs for assisting the self-employed.

2. Resource Requirements

	<u>1978</u>	<u>1979</u>	<u>1980</u>	
			<u>This Package</u>	<u>Cumulative</u>
<u>Education</u>	<u>1100</u>	<u>1100</u>	<u>350</u>	<u>1090</u>
<u>Total Program</u>	<u>1100</u>	<u>1100</u>	<u>350</u>	<u>1090</u>
<u>Employment</u>				
<u>Personnel</u>	10	7	-	7

<u>Five Year Projections</u>	<u>FY 80</u>	<u>FY 81</u>	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
Program	1090	1200	1300	1400	1500
Personnel	7	7	7	7	7

3. Short Term Objectives

Trade union leaders from LDCs in each regional area will be selected for training in multi-regional groups. Because only 84 leaders would be selected, priority will be given those that have the greatest possibility to assist the lowest income workers to benefit from trade union participation. "Seed" funding will continue for stimulating activities to integrate women into national labor forces through international and regional organizations (e.g., OAS, ECA, ESCAP, ILO) and the labor institutes (AALC, AAFLI and AIFLD). Direct assistance to specific national activities (e.g., Jordanian Vocational Training Corporation) will continue on a highly selective basis due to limited funding. OLAB backstopping and technical support for designing, implementing and evaluating employment/income projects will cover all Regional Bureaus and a few AID Missions currently developing such activities (e.g., Jamaica, Jordan, Dominican Republic, Bolivia, Egypt and Yemen).

4. Impact on Major Objectives

The Current Level Decision Package will enable OLAB to maintain a minimal multi-regional activity level for fostering improvements in the employment and income conditions of the lowest income workers of the LDCs. Each of the three program areas of OLAB will be able to cover the four AID regions and perform useful services for the Regional Bureaus. Direct support of Mission level and host country objectives in the labor affairs areas will be very limited.

Given the rapidly growing volume of Mission requests for OLAB services, maintaining the Current Level will result in OLAB not being able to participate in an ever increasing number of proposals and requests for assistance.

FY 1980 ANNUAL BUDGET SUBMISSION
(\$000)

Decision Unit: OLAB

Decision Package: Proposed

1. Activity Description

The Proposed Level Decision Package would permit OLAB to achieve a true, mutually supportive program. The three separate activity areas (Government/Labor Organizations, Labor Force Integration and Labor Force Planning, Development and Utilization) could attain a volume of activities so that they reinforce each other at the international, regional and national levels. Each of the programs could begin to be felt directly at the host country level as USAID Missions are offered a package of programs involving trade union leaders, support for labor force integration and assistance to Labor Ministries, training programs and other activities directly affecting the wellbeing of poor workers. Finally, increased emphasis can be given the very important area of rural labor market organization and the employment and income problems of the rural poor.

2. Resource Requirements

	<u>1978</u>	<u>1979</u>	<u>1980</u>		
			<u>This Package</u>	<u>Other</u>	<u>Cumulative</u>
<u>Education</u>	<u>1100</u>	<u>1100</u>	<u>500</u>	<u>600</u>	<u>1600</u>
<u>Total Program</u>	<u>1100</u>	<u>1100</u>	<u>500</u>	<u>600</u>	<u>1600</u>
<u>Employment</u>					
<u>Personnel</u>	<u>8</u>	<u>7</u>			<u>8</u>
<u>Five Year Projections</u>	<u>FY 80</u>	<u>FY 81</u>	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
<u>Program</u>	<u>1600</u>	<u>1600</u>	<u>1700</u>	<u>1800</u>	<u>1900</u>
<u>Personnel</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>

3. Short Term Objectives

Approximately 100 trade union leaders could receive training meaning that most Mission requests could be handled and most AID supported LDCs could participate in the program on a periodic basis. Efforts to foster the integration of women into the labor force can be expanded at the national level. Direct assistance could be provided, on a highly selective basis, to host country efforts which either can provide experience for program development in other countries or will have a multiplier effect on labor force integration within the host countries. Technical support for programs directly affecting poor workers can be extended to countries who are only initiating future activities (e.g., Panama, Morocco, Thailand and various African countries) for assisting in project design or DAP reviews. Research on U.S. experiences in organizing and improving rural labor markets will permit improved backstopping to Regional Bureaus and USAID Missions requiring assistance for improving the income and employment conditions of rural workers.

4. Impact on Major Objectives

The Proposed Level will permit OLAB to significantly improve its performance in meeting its major objectives. Improved trade union leadership through increased training opportunities will serve to both increase the participation of the poorest workers in union activities as well as increase their numbers. Regional and national organizations for promoting and implementing programs for integrating women into the labor force would be strengthened simultaneously. National programs for improving the income and employment

conditions of women can receive additional support. The quantity and quality of AID activities to directly improve the wellbeing of low income workers will be increased with additional emphasis placed on those working in rural labor markets.

TABLE IV A - 907-11-490-002

GOVERNMENT/LABOR ORGANIZATIONS RELATIONS

Purpose

As workers usually have limited understanding of their role in economic development, trade unions can help them achieve some awareness of the contributions they make to the progress of their nations and at the same time to the improvement of their own living standards. Through the participant training program, LDC labor leaders are exposed to U.S. trade union leadership which knows how to get greater benefits for members. As this capability will help unions increase membership, benefits should ultimately reach larger numbers of the respective countries' labor forces. In addition, by studying the way the U.S. trade unions participate in community development programs, this project should generate a more enlightened and responsible trade union leadership in LDCs.

Background

The Government/Labor Organizations Relations Program is unique in that it addresses the trade union constituency of the LDCs on the Foreign Assistance Act's priorities on a worldwide basis. Emphasizing certain themes of universal interest to trade unions, it allows for exchange among participants across regional and national boundaries. It also focuses on the contribution that unions can make to general developmental policy. Being consistent with the Congressional Mandate of the Foreign Assistance Act of 1973, this project meets the criteria of Section 102, in allowing AID to: "give the highest priority to undertakings submitted by host governments, which directly improve the lives of the poorest of their people...." This project gives particular attention to those programs, projects, and activities which encourage and strengthen free

labor unions, in compliance with Section 113. In addition, special attention is given to those activities and programs which tend to integrate women into the national economies of foreign countries, thus meeting the criteria of Section 105.

Project Description

In 1972 the Office of Labor Affairs initiated a series of training programs in the U.S. for trade union leaders. Unions with well trained leaders would be expected to serve as catalysts in increasing membership awareness of their socio-economic responsibilities. Through increasing the knowledge, understanding and information that leaders may draw upon when setting up union policies and making decisions, these leaders should be better able to influence the course of their nations' development as well as improve the welfare of the workers.

These study programs, designed for high and mid-level labor leaders, concentrate on topics of paramount importance in development with particular focus on productivity, containerization, income distribution, family welfare, and skills training.

Progress to Date

Trade union leaders in selected LDCs have been trained and are exhibiting an awareness of the methods through which their membership can take an active part in the socio-economic development processes.

Selected countries have established and implemented policies relating to generating employment and increasing the relative incomes of the poorest segment of the country.

Host governments are collaborating with labor organizations for the mutual benefits of workers, unions as well as the governments concerned.

The US labor movement maintains interest in international union affairs. Contacts with LDC trade union leadership helps the latter to realize that trade union participation is a necessary ingredient for development and that such progress should benefit members.

3. Beneficiaries

Labor leaders in many LDCs have been the most directly benefitted. In FY 78, 84 leaders of whom 30% were women were given training. It is not possible to measure with any degree of exactitude how successful these trainees have been in furthering the objectives previously stated. However, the change in attitude of some union leadership concerning union policy/program orientation indicates that some unions are in a better position to exercise influence than they were previously.

4. Current Year Program

The study activities include a brief orientation in the Washington area on socio-economic life in the U.S.; a one-week seminar on the central theme conducted by an institute of labor relations at a major U.S. university; and field trips to visit representative U.S. unions, industries, public and private institutions for on-site observations and discussions of theme-related on-going programs and activities. 84 high level trade union leaders will participate.

The themes of the Study Programs include: Income Distribution, Union Leadership Self-help Programs, Occupational Health and Safety, Community Services Activities, Integration of Women in Country Development, Roles of Unions in the Democratic Process, etc.

Budget Year Program

The proposed FY 80 budget would provide funding for approximately 100 participants (labor leaders) to be trained in the latest techniques and skills in trade union development.

Mission programs in LDC's are getting more involved in labor study programs, especially employment generation and income distribution activities which these seminars offer. Labor Study programs should be expanded to meet Mission requirement for utilization of trade unions in LDCs development goals.

Major Outputs

Magnitude of training outputs:

FY 77	FY 78	FY 79	FY 80
84 participants	84	84	100

Trade union leaders in the selected LDCs trained and exhibiting awareness of the methods through which their membership can take an active part in the socio-economic developmental processes.

Selected countries establish and implement policies relating to generating employment and increasing the relative incomes of the poorest segment of the country.

Host governments collaborating with labor organizations for mutual benefits of workers, unions and governments.

The U.S. labor movement maintains interest in international union affairs. Trade union leadership will be sufficiently motivated to realize that their participation will be a worthwhile contribution to socio-economic progress in their countries, and that such progress will benefit their members.

TABLE IVB ACTIVITY BUDGET DATA		ACTIVITY TITLE		DECISION UNIT		DECISION PACKAGE		BUDGET YEAR	
Government/Labor Organizations Relations		PDC/OLAB		Proposed		-		-	
PROJECT NUMBER 907-11-490-002		APPROPRIATION EH		INITIAL OBLIGATION FY 77		FINAL OBLIGATION FY 84		TOTAL COST 3.636	
				DATE PP/REVISION 3/79		DATE LAST PAR 7/77		DATE NEXT PAR 7/78	

ESTIMATED U. S. DOLLAR COST (\$ 000)

ACTIVITY INPUTS	FY 1978		CY: 1979		CY: 1980		OBLI- GATION	EXPEN- DITURE	PIPE- LINE	OBLI- GATION	EXPEN- DITURE	PIPE- LINE
	OBLI- GATION	EXPEN- DITURE	PIPE- LINE	FUNDING PERIOD (FR- TO)	OBLI- GATION	EXPEN- DITURE						
TOTAL-	430.0	400.0	30.0	10/78-9/79	430.0	300.0	160.0	10/79-9/80	120.0	100.0	20.0	
Participant Training	430.0	400.0	30.0		430.0	300.0	160.0		120.0	100.0	20.0	
HC AND OTHER DONOR												
TOTAL-												

FUNDING	PERSONNEL WORKYEARS (XX, X)					PERSONNEL INTENSITY		PARTICIPANTS PROGRAMMED		FOOTNOTES
	1978	1979	1980	1981	1982	A=NONCONTRACT B=CONTRACT	TYPE	1978	1979	
PROGRAM ACCOUNT TOY (ADD)										
OPERATING EXPENSES	1.4	1.4	1.4	1.4	1.4					

TABLE IV A
ACTIVITY DATA - NARRATIVE

LABOR FORCE INTEGRATION - 907-11-490-003

1. Purpose

(1) To promote labor force integration, to improve the living and working standards of the poorest segment of the labor force in developing countries and increase their capacity to participate in the processes and benefits of development,

(2) to support free trade unions, consumer and credit cooperatives, and national institutional mechanisms which contribute to the above and

(3) to improve the design and implementation of projects which work towards the elimination of unemployment, underemployment and unfair employment.

2. Background

The Labor Force Integration Project is the result of an activity initiated prior to the enactment of the Percy Amendment to the Foreign Assistance Act of 1973. It reflects Congressional interest as expressed in the FAA concerning working with the poorest of people and encouraging and strengthening free trade unions.

During FY '78, programs to strengthen/develop institutional mechanisms for labor force participants were supported by OLAB in Asia, Latin America, Africa and the Middle East. Workshops, seminars, studies and training programs were supported through labor institutes such as the African-American Labor Center (AALC), the Asian-American Free Labor Institute (AAFLI), and the American Institute for Free Labor Development (AIFLD).

As a part of this program participants were brought to the United States for observational, motivational and instructional training.

Close working relations with the Organization of American States (OAS), the Inter-American Commission for Women (IACW), the Economic Commission for Africa (ECA), the Economic and Social Commission for Asia and Pacific (ESCAP), the Government of Jordan's training program and the Inter-American Research and Documentation Center on Vocational Training (CINTERFOR) with joint OAS/OLAB support continue.

OLAB's labor force integration project continues to be concerned with the integration of women and men in the labor force.

Project Description

One of the important labor force integration thrusts has been to develop and/or identify institutional mechanisms which are concerned with labor force integration, to strengthen them and increase their effectiveness.

Institutional mechanisms have included Women's Commissions, Ministries of Labor, international/regional organizations such as ECA, ESCAP, ILO IACW and private organizations such as trade unions, labor institutes and other groups interested in the same objectives.

Labor force integration has worked to strengthen the focus on the rural poor including their needs for equitable growth, for innovation and systematic change, and is concerned with promoting labor intensive technologies where appropriate while increasing productive capacity and economic opportunity where possible.

Labor force integration has provided policy and program guidance to AID Regional Bureaus, Missions, the State Department, other U.S.G. entities, PVOs and international organizations in the field of labor and labor force

training, upgrading and integration.

Progress to Date

Education and training programs have been developed and supported while strengthening institutional mechanisms.

Efforts to stimulate job creation (labor force intensive technologies) where needed and labor force integration where appropriate are being made.

Ministry of Labor programs in data collection, training, planning and implementation are being strengthened.

Guidance is being provided to LDCs concerning labor standards.

A network of informed U.S. workers and LDC workers is being strengthened.

The end of FY '78 will see the completion of a world-wide network of regional mechanisms which have drawn up plans of action concerned with labor force integration.

OLAB is privileged to have played a role in the support of each of these institutional mechanisms concerned with Africa, Latin America, Middle East, Asia and the Pacific, and has provided guidance and financial support to strengthen their labor force integration programs.

In addition, labor institutes with which OLAB has been working now feel and express a growing need for more labor force integration-type programs and have asked OLAB to provide additional assistance. Past programs have been successful. More are planned.

3. Beneficiaries

The unemployed, the underemployed, the self-employed and others who constitute the poorest segments of the labor force are among the beneficiaries. Special efforts are being extended to integrate rural women in the labor

force with particular emphasis on less skilled, less educated workers.

4. Current Year Program ('79)

1. Trade unionists and other members of the labor force in LDCs will participate in leadership training and follow-up courses which will strengthen labor force integration.

2. Skills training and appropriate technology programs will be planned and implemented.

3. Institutional mechanisms will be strengthened because of improvement in project design, implementation and evaluation.

4. Ministry of Labor programs will be designed and implemented to focus more on appropriate training as related to labor force integration.

An additional staffer is urgently needed to provide assistance with the above and strengthen coordination.

The number of requests that have been made by representatives of USG agencies, host governments, international institutes and labor force institutes for assistance in planning, implementing and evaluating OLAB/LFI supported projects in Africa, Latin America, the Middle East and Asia and the Pacific requires the full, active participation of at least one additional LFI staff person.

The continued need for workshops, seminars, skills training, data gathering on national, regional and international levels, require close OLAB coordination and support.

5. Budget Year Program ('80)

In addition to strengthening institutional mechanisms for labor force integration, operational processes developed for training and employment

standards will be strengthened, redesigned and implemented with interested government, labor and institutional mechanisms.

The advisability of national apprentice services, small manufacturing development, basic occupational skills training and the like will be explored. There is an urgent need for an additional staffer.

The continuity of already established relationships with labor, government and business leaders as well as the need to establish new liaisons is extremely important.

All the seminars, workshops, projects, etc., would be strengthened considerably if OLAB had the additional staff for follow-up.

Institutional building is not a one shot deal and it would be in the best interests of all concerned if a staff member were available to devote more time to follow-up, evaluation and re-design.

6. Major Outputs

1. Major regional institutional mechanisms built or strengthened - 10.
2. National institutions built or strengthened in roughly seventy countries through programs undertaken in institutions noted in (1) above.
3. While it is not possible to state the numbers of workers affected much less the masses of the poorest people affected with any degree of exactitude informed evidence points to the impact as being very considerable.

ACTIVITY DATA TABLE IVA (NARRATIVE)

GOVERNMENT LABOR SERVICES - 907-11-490-004

1. Purpose: To develop planning procedures for designing, implementing and evaluating developmental programs which focus on reducing unemployment and underemployment and on raising the productivity and income of workers in the lower skill levels in developing countries.

2. Background: This project was developed after realizing that improvements in the income and employment situation of poor workers cannot be accomplished by discrete and often uncoordinated projects. Three systematic experimental employment/income projects are in the process of being implemented. Early results verify the importance of fully analysing the labor market situation and conditions of poor workers and, on the basis of this information, designing comprehensive programs to cover a variety of employment related needs.

Project Description

Three specific target groups are being studied.

- a. Urban Self-employed Workers: An urban employment related services delivery system is being developed with the Bolivian Ministry of Labor and Manpower Development. Based on analyses of the needs of poor workers in the La Paz labor market, such employment related services as training, credit, health and child care, technical assistance, etc., are being made available through the Employment Service for specific target groups.

- b. Low Skilled, Low Educated Workers: Competency based skill training programs are being developed together with the Jordanian Vocational Training Corporation to demonstrate rapid, low cost techniques for preparing poor target groups for immediate employment. This project

will have the additional feature of demonstrating that women can participate along side men in training programs in non-traditional skills.

c. Poor Rural Workers: A third project will be developed with FY 79 funds for demonstrating how an improvement in the organization of rural labor market can result in improved incomes and employment conditions for poor rural workers.

Progress to Date

The Bolivian Urban Self-Employed Workers Project will begin in July, 1978 and will be completed by October, 1979. A PASA agreement has been initiated with the U.S. Department of Labor to provide the necessary services for project implementation. The "Terms of Reference" have been prepared for the Jordanian Vocational Training Corporation project. They will be submitted for bids and project should be initiated in September, 1978 and completed by February, 1979. Initial contacts are being made with the Africa Bureau for initiating the third project.

The Government Labor Services Project will be terminated in FY 79. All major project objectives will have been attained by that time. FY 80 new projects will concentrate on supporting USAID Missions and Regional Bureaus in designing and implementing projects directly related to improving the employment and income conditions of poor workers.

3. Beneficiaries: Poor workers who include the self employed, rural non-farm workers and small farm operators are the beneficiaries. These experimental projects should provide models for developing similar activities in other areas.

4. Current Year Program: One project for improving the employment and income conditions of poor urban workers is in the implementation stage and one project for training low skilled, poorly educated workers is in the planning stage. These are the results programmed for the current year.

5. Budget Year Program: This project is being terminated in current year.

6. Major Outputs:

a. Three experimental applications of programs directly affecting the employment and income conditions of poor workers.

b. Techniques for implementing projects which directly affect the conditions of poor workers.

c. A delivery system for providing appropriate development assistance services for projects directly related to poor workers.

LAHI F IVR		ACTIVITY BUDGET DATA		ACTIVITY TITLE		DECISION UNIT		DECISION PACKAGE		BUDGET YEAR	
Government Labor Services		PDC/OTAB		Current		PDC/OTAB		Current		BUDGET YEAR	
PROJECT NUMBER		APPROPRIATION		FUNDING PERIOD (FR-TO)		OBLIGATION		FINAL OBLIGATION		TOTAL COST	
907-11-490-0004		EH		10/78-9/79		FY 77		FY 79		810.0	
DATE PP/REVISION		DATE PP/REVISION		DATE PP/REVISION		DATE PP/REVISION		DATE PP/REVISION		DATE NEXT PAR	
7/76		7/76		10/77		10/77		10/77		10/78	

ESTIMATED U.S. DOLLAR COST (\$ 000)

ACTIVITY INPUTS	FY 1978		CY: 1979		CY: 1980		PIPE-LINE	EXPEN-DITURE	OBLI-GATION	FUNDING PERIOD (FR-TO)	OBLI-GATION	EXPEN-DITURE	PIPE-LINE
	OBLI-GATION	EXPEN-DITURE	FUNDING PERIOD (FR-TO)	PIPE-LINE	EXPEN-DITURE	PIPE-LINE							
AID-FINANCED													
TOTAL-	360.0	200.0	160.0	10/78-9/79	360.0	300.0	220.0						
Technical Assistance	350.0	190.0	160.0		360.0	300.0	220.0						
Participant Training	10.0	10.0											
HC AND OTHER DONOR													
TOTAL-													

PERSONNEL WORKYEARS (XY, Y)	FISCAL YEAR			PERSONNEL INTENSITY	PARTICIPANTS PROGRAMMED				
	1978	1979	19		TYPE	BEFORE CONTRACT	1978	1979	19
FUNDING									
PROGRAM ACCOUNT									
TOTAL (AID-FIN-)									
OBLIGATIONS									
EXPENSES	1.3	1.3							

FOOTNOTES

ACTIVITY DATA TABLE IVA (NARRATIVE)

TECHNICAL SUPPORT FOR LABOR FORCE PLANNING,
DEVELOPMENT AND UTILIZATION ACTIVITIES - 005

1. Purpose: To provide technical support to AID Regional Bureaus and to USAID Missions for designing, implementing and evaluating programs which directly improve the employment and income conditions of poor workers in developing countries by improving employment related services.

2. Background: AID Regional Bureaus and USAID Missions have the responsibility for developing programs which directly improve the wellbeing of poor people in those countries with which AID maintains development assistance programs. One of the activities directly related to improving the wellbeing of poor people is to improve their employment and income situation. Programs to increase the agricultural productivity of small farms, to stimulate rural non-farm industry and to increase the output of the self-employed in manufacturing, commerce and services are examples of current AID activities for improving employment and income opportunities.

These programs are effective only if they actually touch on the lives of the poor target groups they are designed to serve. To insure that AID financed projects in fact accomplish this goal, employment information, analysis and planning must be done to define how these target groups may best be served. In implementing projects, attention must be given to training workers, to reducing seasonal underemployment, to directing migration, to protecting workers who are discriminated against; in summary, to insuring that poor workers are really benefiting from development assistance projects.

Finally, projects must be evaluated to see what benefit they had on the employment and income situation of poor workers and what might have been done to improve their effectiveness.

Project Description

The Technical Support for Labor Force Planning, Development and Utilization Project will provide resources to furnish Regional Bureaus and Missions with technical support to prepare and update DAPs, PIDs, PPs and related documents for project implementation. The project area to be supported will be those activities which directly improve the income and employment conditions of poor workers in LDCs by improving employment related services. The technical support to be provided will be:

1. Technical experts capable of providing the above services.
2. Workshops and seminars for introducing employment related techniques and software to LDCs.
3. Technical backstopping for obtaining information, locating suitable contractors, conducting project evaluations and other support services necessary to promote employment related projects.

The appropriate AID unit to provide this technical support is OLAB. With the successful completion of the Government Labor Services Project, AID Regional Bureaus and USAID Missions have increased their demand for employment related services. In addition, OLAB has acquired new experiences and has been able to identify many sources of quality development assistance services which can be made available.

The Technical Support for Labor Force Planning, Development and Utilization Project will permit OLAB to deliver needed services to Regional Bureaus and Missions until activities directly related to employment and income improvements become an integral part of AID's development assistance program.

Progress to Date: Project is being proposed for Budget Year

3. Beneficiaries: Poor workers consisting of the self-employed, small farm operators, rural non-farm workers and other poor target groups who are the designated beneficiaries of AID employment oriented projects will be the persons who directly benefit. Special attention to those factors which directly relate to their employment and income situations will enhance the effectiveness of development assistance projects in improving their wellbeing.

4. Current Year Program: None. This is a new activity.

5. Budget Year Program:

Current: Direct assistance would be available to only five specific units (e.g., Regional Bureaus and Missions) to cover only the areas of nonformal skill training and labor market analysis, information and planning.

Proposed: Direct assistance available to eight specific units to cover four technical areas thereby adding rural labor market organization and integration of minority groups into the labor force to those indicated at the minimum level.

6. Major Outputs:

a. Improved AID supported projects for directly improving the employment and income conditions of poor workers.

b. An efficient delivery system for providing appropriate development assistance support to Regional Bureaus and USAID Missions for designing and implementing projects directly affecting poor workers.

TABLE IVB ACTIVITY BUDGET DATA	ACTIVITY TITLE	DECISION UNIT	DECISION PACKAGE	BUDGET YEAR
	Technical Support for Labor Force Planning, Development and Utilization	PDC/OLAB	Current	
	PROJECT NUMBER	INITIAL OBLIGATION FY 80	FY 82	TOTAL COST
	New Project - 005	APPROPRIATION EII	DATE LAST PAR N/A	DATE NEXT PAR 10/80

ACTIVITY INPUTS	PY: 19		CY: 19		DY: 19 80		PIPE-LINE	EXPEN-DITURE	OBLI-GATION	LIFE OF PROJECT	
	OBLI-GATION	EXPEN-DITURE	FUNDING PERIOD (FR-TO)	PIPE-LINE	OBLI-GATION	EXPEN-DITURE					FUNDING PERIOD (FR-TO)
TOTAL-			0						240.0	140.0	100.0
Technical Assistance									130.0	80.0	50.0
Workshop/Seminars									50.0	25.0	25.0
Participant Training									15.0	15.0	.0
Evaluation Costs									-		
Contractor Support Costs									45.0	20.0	25.0
HC AND OTHER DONOR											
TOTAL-											

FUNDING	PERSONNEL WORKYEARS (X, X, X)			PERSONNEL INTENSITY	PARTICIPANTS PROGRAMMED		
	19 80	19 81	19 82		TYPE A	TYPE B	TYPE C
PROGRAM ACCOUNT TOY (ADD.)							
OPERATING EXPENSES	1.2	1.2	1.2				

**TABLE IVB
ACTIVITY BUDGET
DATA**

ACTIVITY TITLE		DECISION UNIT		DECISION PACKAGE		BUDGET YEAR	
Technical Support for Labor Force Planning, Development and Utilization		PDC/OLAB		Proposed		TOTAL COST	
PROJECT NUMBER		APPROPRIATION		FINAL OBLIGATION		DATE NEXT PAR	
New Project - 005		EII		FY 82		10/80	
		3/79		DATE LAST PAR		N/A	

ESTIMATED U. S. DOLLAR COST (\$ 000)

ACTIVITY INPUTS	PY 19		CY 19		BY: 19 80		PIPE-LINE	EXPEN-DITURE	PIPE-LINE
	OBLI-GATION	EXPEN-DITURE	PIPE-LINE	FUNDING PERIOD (FR-TO)	OBLI-GATION	FUNDING PERIOD (FR-TO)			
TOTAL-				-0-		10/79-9/80	130.0	60.0	70.0
Technical Assistance							70.0	20.0	50.0
Workshops/Seminars							25.0	25.0	-
Participant Training							10.0	10.0	-
Evaluation							-	-	-
Contractor Support Costs							25.0	5.0	20.0
HC AND OTHER DONOR									
TOTAL-									

PERSONNEL WORKYEARS (XX, X)	FISCAL YEAR		PERSONNEL INTENSITY	PARTICIPANTS PROVIDED		FOOTNOTES
	19 81	19 82		A - NONCONTRACT	B - CONTRACT	
FUNDING	1.3	1.3	III-II	6	6	LIFE OF PROJECT 3 YEARS
PROGRAM ACCOUNT TOY (ADD)						
OPERATING EXPENSES	1.3	1.3	MEDIUM	6	6	
			LOW			

ACTIVITY DATA TABLE IVA (NARRATIVE)

RURAL LABOR FORCE DEVELOPMENT AND UTILIZATION -- 006

1. Purpose: To identify, evaluate and select for adaptation U.S. experiences in improving the income and employment conditions of rural workers through the better organization of rural labor markets.

2. Background: Development assistance efforts to improve the employment and income conditions of rural workers by increasing agricultural productivity, by stimulating rural non-farm industry or by improving the social and physical infrastructure of rural areas often have disappointing results. Agricultural productivity may go up, for example, yet farmers' incomes improve only slightly. The reason for this disappointing lack of increase in farmers' incomes is the absence of any activity to improve the functioning of the rural labor market.

Project Description

Underemployment is a major problem in rural areas. This means that workers may be fully employed at peak times and be seasonally unemployed at other times. Increased agricultural productivity for small farms may only raise the yield per worker during these peak times but do little for farmers during the remainder of the year. Rural industry which is designed to reduce this seasonal unemployment, unless it is programmed to complement agriculture, may in fact have to compete for scarce labor resources in peak seasons.

Rural income and employment can only be optimized if efforts are made to organize and rationalize rural labor markets. Information is required to determine exactly who is underemployed at what times of the year in what locations. Planning is necessary to develop an integrated, complementary development approach to fully utilize all of the potential human resources in the area. Employment related services are essential to mobilize, train,

transport and provide other services (e.g., health, nutrition, day care, etc.) so that rural workers can fully participate in rural development.

Bi-lateral development assistance is often dependent on locating relevant domestic experiences within the U.S. that can provide the basis for mobilizing such a development support effort. In the case of improving the organization of rural labor markets, a great deal of activities have been funded through the Comprehensive Employment and Training Act (CETA). Operating through such local "prime sponsors" as migrant farm worker associations, universities and state departments of employment, labor and agriculture, CETA has funded many projects which would have great relevance to similar problems in the LDCs and which could provide useful development assistance support. Given the decentralized nature of CETA activities, however, a comprehensive research program is necessary to identify, evaluate and select for adaptation those U.S. experiences which can provide useful information on how to improve the employment and income conditions of rural workers. An appropriate research agency will be contracted to perform this service identifying both useful experiences as well as entities which can provide development assistance support to stimulate these activities in AID projects.

Progress to Date: This project is proposed for Budget Year.

3. Beneficiaries: By expanding the body of information that is available on rural labor market organization and by increasing the quantity and quality of known potential U.S. contractors who can provide technical services in these areas, poor rural workers in the LDCs who participate in AID sponsored projects will be the beneficiareis.

4. Current Year Program: New Project.

5. Budget Year Program:

Minimum: \$110,000

Proposed: \$250,000

6. Major Outputs:

a. Identification of U.S. projects for improving the income and employment conditions of rural workers through the better organization of rural labor markets.

b. Evaluations of projects as to their applicability to conditions in the LDCs.

c. Selection of projects and project contractors who can provide services to USAID Missions for developing and complementing labor market projects.

**TABLE IVB
ACTIVITY BUDGET
DATA**

ACTIVITY TITLE
Rural Labor Force Development and
Utilization

PROJECT NUMBER
New Project - 006

APPROPRIATION
FH

DECISION UNIT
PDC/OLAB
INITIAL OBLIGATION
FY 80

DATE PD/REVISION
10/78

DECISION PACKAGE
Minimum
FINAL OBLIGATION
FY 81

DATE LAST PAR
N/A

BUDGET YEAR

TOTAL COST
DATE NEXT PAR
10/81

ESTIMATED U.S. DOLLAR COST (\$ 000)

ACTIVITY INPUTS	FY 19		CY: 19		FY: 19		BY: 19		PIPE-LINE	EXPEN-DITURE	PIPE-LINE
	OBLI-GATION	EXPEN-DITURE	FUNDING PERIOD (FR-TO)	PIPE-LINE	OBLI-GATION	EXPEN-DITURE	FUNDING PERIOD (FR-TO)	OBLI-GATION			
TOTAL-			-0-				10/79-9/80	110.0	50.0	60.0	
Technical Assistance								110.0	50.0	60.0	
TOTAL-											

HC AND OTHER DONOR

LIFE OF PROJECT
2 years

FOOTNOTES

PERSONNEL WORKYEARS (XX.X)	FISCAL YEAR		
	19 80	19 81	19
FUNDING			
PROGRAM			
ACCOUNT			
TOY (ADD			
OPERATING			
EXPENSES	.6	.6	

PERSONNEL INTENSITY		TYPE		TYPE	
HIGH	MEDIUM	A	B	LONG-TERM	SHORT-TERM
<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	B	LONG-TERM	SHORT-TERM

**TABLE IVB
ACTIVITY BUDGET
DATA**

ACTIVITY TITLE Rural Labor Force Development and Utilization		DECISION UNIT PDC/OLAB		DECISION PACKAGE Proposed		BUDGET YEAR	
PROJECT NUMBER New Project - 006		APPROPRIATION EH		INITIAL OBLIGATION FY 80		TOTAL COST	
				DATE PP/REVISION 10/78		DATE NEXT PAR 10/81	
				DATE LAST PAR N/A			

ESTIMATED U. S. DOLLAR COST (\$ 000)

ACTIVITY INPUTS	PY 19		CY: 19		BY: 19 80		PIPE-LINE	EXPEN-DITURE	OBLI-GATION	PIPE-LINE	EXPEN-DITURE	OBLI-GATION
	OBLI-GATION	EXPEN-DITURE	PIPE-LINE	FUNDING PERIOD (FR-TO)	OBLI-GATION	EXPEN-DITURE						
TOTAL-				-0-					140.0		50.0	90.0
Technical Assistance									140.0		50.0	90.0
HC AND OTHER DONOR												
TOTAL-												

FUNDING	PERSONNEL WORKYIARS (XX.X)		PERSONNEL INTENSITY	TYPE A-NONCONTRACT		FISCAL YEAR		FOOTNOTES
	1980	1981		TYPE	TYPE	19	19	
PROGRAM								LIFE OF PROJECT 2 years
ACCOUNT								
TOTAL (ADD)								
OPERATIONALS	.6							PARTICIPANTS PROGRAMMED
EXPENSES	.6							

TRANSACTION CODE:

BUREAU CODE:

NAME OF DECISION PACKAGE SET

TABLE V - PROPOSED PROGRAM RANKING

RANK	DECISION PACKAGES/PROGRAM ACTIVITY/SUPPORT ITEM	APPROPRIATE ACCT	PERSONNEL CATEGORY	MISSION	OPERATING EXPENSES	WORKYEARS FUNDED FROM	RESOURCE REQUIREMENTS	
							PROGRAM ACCOUNT	PROGRAM FUNDING
							INCREMENTS	CUMULATIVE
	<u>Decision Package - Minimum</u>							
1	002 Government/Labor Organizations Relations (GO)	EH	H	1.4			430	430
2	003 Labor Force Integration (GO)	EH	H	1.4			310	740
	Summary by Personnel Intensity: Medium (0 projects) High (2 projects)			- (2.8)			(740)	
	Cumulative Total			(2.8)			(740)	
	<u>Decision Package - Current</u>							
3	005 Technical Support for Labor Force Planning, Development and Utilization Activities (GN)	EH	H	1.2			240	980
4	006 Rural Labor Force Development and Utilization (GN)	EH	M	.6			110	1090
	Summary by Personnel Intensity: medium (1 project) High (1 project)			(.6) (1.2)			(110) (240)	
	Cumulative Total			(4.6)			(1090)	

TABLE V - PROPOSED PROGRAM RANKING

RANK	DECISION PACKAGES/PROGRAM ACTIVITY/SUPPORT ITEM	APPROPRIATE ACCT	PERSONNEL INTENS-SITY	MISSION	TDY	RESOURCE REQUIREMENTS		
						WORKYEARS FUNDED FROM OPERATING EXPENSES	PROGRAM ACCOUNT	
	DESCRIPTION						PROGRAM FUNDING (000)	INCREMENT CUMULATIVE
5	<u>Decision Package - Proposed</u>							
	002 Government/Labor Organizations Relations (GO)	EH	H	-			120	1210
6	003 Labor Force Integration (GO)	EH	H	.8			170	1380
7	005 Technical Support for Labor Force Planning, Development and Utilization Activities (GN)	EH	H	-			130	1510
8	006 Rural Labor Force Development and Utilization (GN)	EH	M	-			140	1650
	Summary by Personnel Intensity: Medium (1 project) High (3 projects)			(.8)			(140) (420)	
	Cumulative Total			(5.4)			(1650)	

DECISION UNIT DESCRIPTION

BUREAU/OFFICE PDC

Decision Unit Name OLAB

A. Major Goal/Responsibilities of this Organization:

The major role of this office is to provide leadership and policy guidance for Agency activities in the development-related labor affairs field. Activities carried out by this office help AID meet its legislative mandate to seek to improve living and working conditions for the poorest segments of the labor forces in the less developed world. Recent economic research has produced evidence of the direct relationship between the strength of trade union movements and improvement in the pattern of income and wealth distribution in developing countries. Activities carried out aimed at attainment of these objectives include those which (1) focus attention specifically on labor organizations and their participating role in the socio-economic developmental processes of their countries; (2) train labor leaders in the US by exposing them to US trade union actions conducive to developing effective participation in national development as well as in improving their living standards; (3) promote labor force integration including the active participation of women; and (4) seek to enhance employment and income conditions of poor workers thru improving employment related services.

B. Organizational Outputs:

Description	Best Measure	Expected Level			Beneficiary/Receiver of Output
		FY 78	FY 79	FY 80	
Improved trade union leadership in the LDCs.	# of leaders trained	84	84	100	Low income workers who join or are otherwise benefited by trade unions.
Regional and national organizations assisted or established for promoting labor force integration.	# of organizations	9	12	18	Poor working women supported by these organizations.
Strengthening the participation of women in organizations and activities which promote their wellbeing.	# of persons trained	160	180	220	Poor working women supported by these organizations.
Introducing techniques and materials useful for women in improving their labor force participation.	# of workshops	10	14	20	Employed women.
Improvements in quality of AID programs and services for directly improving employment/income conditions of poor workers.	# of AID Regional and USAID Missions by OLAB	4	6	10	Low income workers served by projects.

DECISION UNIT DESCRIPTION

Bureau/Office PDC

Decision Unit Name OLAB

C. Current Deficiencies:

Description	Best Measure	Current Level	Who/What is affected and how
<p>Inability to carry out regional evaluation and coordination functions.</p>	<p>Improve project design and better project coordination.</p>	<p>Not adequate to meet growing requirements</p>	<p>A professional staffer is required to handle coordination/evaluation needs. Ceiling and Spar must be established.</p>
<p>Insufficient funding to meet OLAB travel requirements.</p>	<p>Better leadership of field conditions and hence program control.</p>	<p>Barely adequate.</p>	<p>All professional staff.</p>

Bureau/Office PDC

FY 79-80 BUDGET NARRATIVE

Decision Unit Name OLAB

(Workforce & Operating Expense)

Detail Summary (Check one)

Implications of Minimum/Current Levels:

At the minimum/current staffing levels, the program focus remain virtually unchanged. The minimum level remains at the current level. Staff positions have been reduced in the last several years while the program workload has increased. Hence, the ratio of workload to staff is barely in balance particularly in terms of responding adequately to OLAR program objectives. Staff time is spent on responding to increasing numbers of requests for assistance in planning, implementing and evaluating OLAB/LFI supported projects around the world; on coordinating and monitoring trade union leadership training; and collaborating with Regional Bureaus and AID Missions in designing, implementing and evaluating programs aimed at directly improving the employment and income conditions of workers by improving employment-related services.

Proposed

Implications of ~~Current~~ Level:

The proposed level will permit the employment of an additional professional to work in the Labor Force Integration Project primarily devoted to follow-up, evaluation and re-design of activities relating to this project as well as providing staff support generally as needed. In addition travel funds are increased reflecting an expansion of program activities - included would be funds for the professional noted above as well as for the deputy director - a position which has been vacant for approximately one year.

AID/W BUDGET REQUEST

BUREAU/OFFICE	FDC	Approval
Division Unit	OLAB	Approval
Detail <input type="checkbox"/>	Summary <input checked="" type="checkbox"/>	(check one)

I. PERSONNEL
(Workyears of Effort)

A. Type of Employment	FY 78 Estimated Actual	FY 1979			FY 1980		
		Minimum	Current	Proposed	Minimum	Current	Proposed
Full-time	10*	7	7	8	7	7	8
Part-time							
Overtime							
Consultant							
TOTAL.....	10*	7	7	8	7	7	8

Portion of Total Directly Managing Program Activities	3	3	3	4	3	3	4
---	---	---	---	---	---	---	---

B. Type of Position

	FY 78 Estimated Actual	FY 1979			FY 1980		
		Minimum	Current	Proposed	Minimum	Current	Proposed
Admin/Sup.	5	2	2	2	2	2	2
Professional	3	3	3	4	3	3	4
Sec/Oper level	2	2	2	2	2	2	2
TOTAL.....	10*	7	7	8	7	7	8

C. Employees on Board End of Year

Full-time	9**	7	7	8	7	7	8
Part-time							

* Exceeds authorized ceiling by 3
**FERA retirement effective 7/78

II. EXPENSES
(Thousands of Dollars)

	FY 78 Estimated Actual	FY 1979			FY 1980		
		Minimum	Current	Proposed	Minimum	Current	Proposed
Salaries	231.8	194.2	194.2	224.5	200.0	200.0	231.2
Benefits	21.8	18.3	18.3	21.1	18.8	18.8	21.7
Overtime	-						
Entertainment	-						
Travel	9.0	15.0	15.0	31.0	18.5	18.5	34.0
Telephone	8.0	5.6	5.6	6.4	5.6	5.6	6.4
Other Personnel Exp.	38.7	32.4	32.4	37.5	33.4	33.4	38.6
Contract Serv.							
TOTAL.....	309.3	265.5	265.5	320.5	276.3	276.3	332.0

Portion of Total Directly Managing Program Activities

0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---

Bureau/Office PBC
 Decision Unit Name OLAB
 Detail Summary (Check one)

SCHEME A
 TRAVEL BUDGET FOR FY 1979 AND 1980
 (Dollars in thousands)

TYPE OF TRAVEL	FY 78 Estimated Actual	FY 1979				Proposed No. of Trips \$
		Minimum		Current		
		No. of Trips	\$	No. of Trips	\$	
<u>Domestic</u>						
Training/Education	3.5	12	6.0	12	6.0	18
Conferences/Seminars						
Other						
Sub-Total	3.5	12	6.0	12	6.0	18
<u>International</u>						
Training/Education	3.5	4	6.0	4	6.0	6
Conferences/Seminars						
Mission Requested						
Assistance (IPW)	2.0	2	3.0	2	3.0	3
Review of AID (Overseas						
Operations (AID/W						
Initiated)						
Other						
Sub-Total	5.5	6	9.0	6	9.0	9
TOTAL TRAVEL EXPENSES FY 79		18	15.0	18	15.0	27

	18.5	18.5	34.0
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TOTAL TRAVEL EXPENSES FY 1980

SCHEDULE C -- WORKFORCE REQUIREMENTS FOR FY 1979

New positions thru FY 79 (001)

Direct-hire only

I. I. N. R.	Position title	PP AL	VA	R	A	D	E	G	Ent. Date SPAR to be sent to AID/NI	Date Employee required on duty	Required AUSA's for new position			New cells required	Trade clearance required		Will FBI graduate be assigned to position?	Remarks				
											Primary 012	Secondary 013	Tertiary 014		Yes	No			Yes	No	Yes	No
	Program Analyst	CS	13		081578		093078	123178	0345				X					Proposed				

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TABLE VI - FUNDING FOR SPECIAL CONCERNS

PROJECT NUMBER AND TITLE	APPROP CODE	SPECIAL CONCERN CODE	DECISION UNIT (DAR)					
			OBLIGATIONS (\$ 000)					
			PY: 78	CY: 79	BY: 80			
			SPECIAL CONCERN	PROJECT TOTAL	SPECIAL CONCERN	PROJECT TOTAL	SPECIAL CONCERN	
Government/Labor Organizations Relations (002) - G	EH	HRCS	430	430	430	430	550	550
Labor Force Integration (003) - G	FH	WID LTRG	310	310	310	310	480	480
<u>Total</u>								
Government Labor Services (004) - G	EH	ATNL LTRG	360	360	360	360	-	-
<u>Total</u>								

9. Evaluation Plan

The OLAB Evaluation Plan as presented is an attempt to meet minimal requirements. Consideration is being given to other types of evaluation, but these are still in the discussion stage.

As regards the Labor Force Integration Project it should be noted that the organizations with which this Project relates conduct their own evaluations. ECA conducted a formal evaluation in FY 78. Evaluations planned in 1979 include ESCAP, IACW, CINTERFOR, AALC, AIFLD, and AAFLI.

An element in limiting OLAB evaluation activities has been the reduction in OLAB staffing and the continued vacancy in the Deputy Director position.