

UNCLASSIFIED

UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
Washington, D. C. 20523

LAC REGIONAL

PROJECT PAPER

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

(AIFLD)

AID/LAC/P-524

Project Number: 598-0790

UNCLASSIFIED

AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT DATA SHEET	1. TRANSACTION CODE <input type="checkbox"/> A A = Add <input type="checkbox"/> C C = Change <input type="checkbox"/> D D = Delete	Amendment Number _____	DOCUMENT CODE 3
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2. COUNTRY/ENTITY LAC Regional	3. PROJECT NUMBER 598-0790
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4. BUREAU/OFFICE LAC/DP <input type="checkbox"/> 05 <input type="checkbox"/>	5. PROJECT TITLE (maximum 40 characters) American Institute for Free Labor Development
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6. PROJECT ASSISTANCE COMPLETION DATE (PACD) <table style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">MM</td> <td style="text-align: center;">DD</td> <td style="text-align: center;">YY</td> </tr> <tr> <td style="text-align: center;">0 3</td> <td style="text-align: center;">3 1</td> <td style="text-align: center;">9 3</td> </tr> </table>	MM	DD	YY	0 3	3 1	9 3	7. ESTIMATED DATE OF OBLIGATION (Under 'B', below, enter 1, 2, 3, or 4) A. Initial FY <input type="text" value="9"/> <input type="text" value="0"/> B. Quarter <input type="text" value="4"/> C. Final FY <input type="text" value="9"/> <input type="text" value="2"/>
MM	DD	YY					
0 3	3 1	9 3					

8. COSTS (\$000 OR EQUIVALENT \$1 =)

A. FUNDING SOURCE	FIRST FY			LIFE OF PROJECT		
	B. FX	C. L/C	D. TOTAL	E. FX	F. L/C	G. TOTAL
AID Appropriated Total						
(Grant)	(6,174)	(-)	(6,174)	(21,148)	(-)	(21,148)
(Loan)	()	()	()	()	()	()
Other U.S. 1.						
Other U.S. 2.						
Host Country						
Other Donor(s)						
TOTALS						

9. SCHEDULE OF AID FUNDING (\$000)

A. APPROPRIATION	B. PRIMARY PURPOSE CODE	C. PRIMARY TECH CODE		D. OBLIGATION TO DATE		E. AMOUNT APPROVED THIS ACTION		F. LIFE OF PROJECT	
		1 Grant	2 Loan	1. Grant	2. Loan	1. Grant	2. Loan	1. Grant	2. Loan
(1)EHR	601	730		-	-	15,194	-	15,194	-
(2)ARDN	601	730		-	-	2,454	-	2,454	-
(3)PSEE	601	730		-	-	1,000	-	1,000	-
(4)ESF	601	730		-	-	2,500	-	2,500	-
TOTALS						21,148		21,148	

10. SECONDARY TECHNICAL CODES (maximum 6 codes of 3 positions each) 610 740 290 860	11. SECONDARY PURPOSE CODE 230
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12. SPECIAL CONCERNS CODES (maximum 7 codes of 4 positions each) A. Code LAB PVOU TNG B. Amount
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13. PROJECT PURPOSE (maximum 480 characters)
 To strengthen free and independent democratic labor organizations in Latin America and the Caribbean.

14. SCHEDULED EVALUATIONS Interim MM YY MM YY Final MM YY	15. SOURCE/ORIGIN OF GOODS AND SERVICES <input checked="" type="checkbox"/> 000 <input type="checkbox"/> 941 <input type="checkbox"/> Local <input type="checkbox"/> Other (specify)
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16. AMENDMENTS/NATURE OF CHANGE PROPOSED (This is page 1 of a _____ page PP Amendment.)

17. APPROVED BY	Signature <i>Bastiaan B. Schouten</i> Title Bastiaan B. Schouten Director, LAC/DP	18. DATE DOCUMENT RECEIVED IN AID/W. OR FOR AID/W DOCUMENTS. DATE OF DISTRIBUTION Date Signed MM DD YY 10 8 21 9 10
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AGENCY FOR INTERNATIONAL DEVELOPMENT

WASHINGTON D C 20523

PROJECT AUTHORIZATION

Name of Country : LAC Regional
Name of Project : American Institute for Free Labor
Development (AIFLD)
Number of Project : 598-0790

1. Pursuant to Sections 103, 105, 106, and 531 of the Foreign Assistance Act of 1961, as amended, I hereby authorize the American Institute for Free Labor Development project for the Latin America and Caribbean region involving planned obligations of not to exceed Twenty-One Million One Hundred and Forty-Eight Thousand Three Hundred and Sixty-Four United States Dollars (\$21,148,364) in grant funds ("Grant") over a period of 3 fiscal years from date of authorization subject to the availability of funds in accordance with A.I.D. OYB allotment process, to help in financing foreign exchange and local currency costs for the project. The planned life of the project is two years nine months from the date of initial obligation.

2. The project will provide assistance to strengthen free and independent democratic labor organizations in Latin America and the Caribbean. The project provides support for: 1) AIFLD's bilateral assistance programs; 2) its regional security office in Costa Rica; and, 3) its U.S. departments of education, information services, and agrarian union development.

3. The Project Agreement which may be negotiated and executed by the officers to whom such authority is delegated in accordance with A.I.D. regulations and Delegations of Authority shall be subject to the following essential terms and covenants and major conditions, together with such other terms and conditions as A.I.D. may deem appropriate:

a. Source and Origin of Commodities, Nationality of Services:

Commodities financed by A.I.D. under the project shall have their source and origin in the United States, except as A.I.D. may otherwise agree in writing. Except for ocean shipping, the suppliers of commodities or services shall have the United States as their place of nationality, except as A.I.D. may otherwise agree in writing.

Ocean shipping financed by A.I.D. under the project shall, except as A.I.D. may otherwise agree in writing, be financed only on flag vessels of the United States.

Frederick W. Schieck
Acting Assistant Administrator
Bureau for Latin America
and the Caribbean

Aug. 21, 1990
Date

Drafted by: EWarfield:0224M:8/20/90:7-5252

Clearances:
LAC/DP:JFrancis J.F. Date 8/20/90
LAC/DP:HKaufman H.K. Date 8/21/90
LAC/DR:EBrineman E.B. Date _____
LAC/DP:BSchouten B.S. Date 8/21/90
GC/LAC:KHansen (Draft) _____ Date 8/20/90
DAA/LAC:FWSchieck _____ Date _____
SA/AA/LAC:MKWood _____ Date _____

SECTION A

AIFLD SUBMISSION

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
THREE YEAR BUDGET PROPOSAL

	<u>1990-1991</u>	<u>1991-1992</u>	<u>1992-1993</u>
<u>Headquarters</u>			
Education Dept.	\$ 1,051,758	\$1,335,677	1,335,677
Information Serv.	221,347	295,129	295,129
Social Projects Dept.	161,868	199,747	199,747
AUDD	471,061	570,748	570,748
<u>Country Programs</u>			
Regional Security	- 0 -	\$ -0-	\$ -0-
Argentina	241,627	282,169	282,169
Bolivia	131,322	175,096	175,096
Brazil	349,206	372,275	372,275
Caribbean	268,697	331,596	331,596
Chile	186,267	221,689	221,689
Colombia	50,800	54,400	54,400
Costa Rica	214,211	245,615	245,615
Dominican Republic	199,889	246,519	246,519
Ecuador	67,800	70,400	70,400
Guatemala	187,885	223,847	223,847
Haiti	118,600	144,800	144,800
Honduras	184,031	218,708	218,708
Mexico	104,458	139,278	139,278
Nicaragua		260,000	260,000
Panama	408,963	242,589	242,589
Paraguay	140,807	167,743	167,743
Peru	54,062	58,750	58,750
Uruguay	35,350	33,800	33,800
Venezuela	<u>200,009</u>	<u>233,346</u>	<u>233,346</u>
	5,050,018	6,123,921	6,123,921
Overhead at @ 22.26%	<u>1,124,134</u>	<u>1,363,185</u>	<u>1,363,185</u>
	<u>\$6,174,152</u>	<u>\$7,487,106</u>	<u>\$7,487,106</u>

7

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
DEPARTMENT OF EDUCATION

AIFLD will perform a work program substantially as follows:

1. Direct and administer an education program at the George Meany Center in the U.S., which offers Latin American and Caribbean trade unionists advanced trade union education on an international basis in key subjects for which a U.S. locale offers particular advantages (teaching methods, adjustment to automation, collective bargaining, etc.).
2. Provide technical services to the AIFLD in-country education programs in the fields of course materials, curriculum development and visiting professors.
3. The Education Department staff provides policy direction as well as academic and administrative support to the George Meany Program. Policy direction covers selection procedures, choice of course topics, selection of instructors, and dealing with student problems. Administrative support involves preparing forms required for visa procedures, putting out the booklets on participants in each course, preparing per diem for period of residence and field trips, assisting in purchasing of materials, preparation of requisitions, checking of vouchers and expenses reports, and programming graduations.
4. Specific functions of the Department include but are not limited to: produce detailed curricula for use at George Meany Center; supervise consultants employed to write course designs for new topics to be given at George Meany Center; collect follow-up data on the graduates of the U.S. training programs and summarize the data obtained from the field; collect statistics on in-country seminars programmed by AIFLD each year per country. The number of participants, their classification by sex; and arrange trips to Latin America by instructors in response to request from the field.
5. The Department prepares publications and papers on labor and related economic data for dissemination to George Meany graduates field programs and the international labor community. These publications are aimed toward the needs of labor organization in Latin America and the Caribbean on getting information on new developments in the area of labor relations, as well as current economic trends and problems.

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6. The George Meany Center Program; The Education Department will administer, coordinate, conduct and evaluate approximately eight programs of four weeks duration, for approximately 22 participants per program. Each program will consist of classroom activity, field trips to observe, first hand, U.S. trade unions and cultural events and activities. The schedule for 1990-1991 is as follows:

1990

Program 145	May 13 - June 8	New Trends in Labor Relations
Bermudan Program	June 17 - 22	Trade Union Leadership
Program 146 (Caribbean)	August 5 - 31	Technology, Quality of Life and Work
Program 147 (Women, Latin America)	Sept. 30 - Oct. 26	Contemporary Issues for Working Women
Program 148 (Latin America)	Nov. 4 - 30	Contemporary Political and Economic Issues

1991

Program 149 (Latin American Campesinos)	Jan. 14 - 31	Agrarian Development
Program 150	Feb. 3 - March 1	Workers' Participation in Management of the Capital and Management of the Enterprise
Program 151	March 17 - April 12	Occupational Safety, Health and Protection of the Environment

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
EDUCATION DEPARTMENT
JULY 1, 1990 - MARCH 31, 1991

<u>SALARIES</u>		
1 Director	\$43,013.00	
2 Bilingual Secretaries	45,046.00	
1 Student Coordinator	<u>20,431.00</u>	\$108,490.00
<u>TRAVEL AND PER DIEM</u>		
International travel:		
4 trips x \$1,200	4,800.00	
International per diem:		
4 trips x 10 days x 140	5,600.00	
Local travel and per diem and other expenses (includes vehicle maintenance, insurance, etc.	<u>15,000.00</u>	25,400.00
<u>RENT AND UTILITIES</u>		
Ave. \$2,000 x 9 mos.		18,000.00
<u>SUPPLIES AND EQUIPMENT</u>		
Ave. \$3,500 x 9 mos.		31,500.00
<u>COMMUNICATION AND POSTAGE</u>		
Ave. \$600 x 9 mos.		5,400.00
<u>BENEFITS</u>		
Retirement 25% x \$106,410	26,602.00	
S.S. taxes, hosp. and ins.	<u>35,588.00</u>	62,190.00
<u>CONSULTANT FEES AND EXPENSES</u>		
		45,000.00
<u>OTHER DIRECT COSTS</u>		
Workmen's comp., other ins.		2,338.00
<u>PROGRAM COST</u>		
GMC for labor studies programs	708,440.00	
International educational conferences, seminars, symposium, meetings	<u>45,000.00</u>	<u>753,440.00</u>
<u>TOTAL</u>		<u>\$1,051,758.00</u>

154

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
EDUCATION DEPARTMENT
LABOR STUDIES PROGRAM - GEORGE MEANY CENTER
JULY 1, 1990 - MARCH 31, 1991

ATTACHMENT A

PARTICIPANT EXPENSES

International travel: (138 x \$1,000 ave.)	\$138,000.00	
Field trips: travel 4 programs at \$5,000	20,000.00	
Room and board: \$85 p/d x 28 days x 138	328,440.00	
\$85 p/d x 7 days x 25	14,875.00	
Field trips: room/board \$100 p/d x 4 days x 138	55,200.00	
Participant ins.: 138 p/d x \$68.11	<u>9,400.00</u>	\$565,915.00

INSTRUCTION COSTS

Lecturers' fees & expenses	20,000.00	
Conference hall: 138 x 25 days x \$7	24,150.00	
25 x 5 days x \$7	875.00	
Production of training manuals, bulletins audio-visual teaching aids	15,000.00	
Interpreters: 1 x 52 weeks, incl. per diem & health ins.	45,000.00	
Portuguese interpreters: 2 x 30 days x \$250	15,000.00	
Temporary interpreters/translators	7,500.00	
Student monitors: nights and weekends	<u>15,000.00</u>	<u>142,525.00</u>
		<u>\$708,440.00</u>

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
DEPARTMENT OF INFORMATION SERVICES

The function of the Department of Information Services is to provide information on AIFLD programs and activities and AFL-CIO policy in regard to Latin America and the Caribbean upon request. Such service is designed to improve public awareness of the AIFLD/AFL-CIO programs and therefore enhance their efforts in strengthening free and democratic trade unionism in Latin America and the Caribbean.

To accomplish this, the Department prepares position papers on matters of importance to Latin American and Caribbean union development, and arranges for their widest possible dissemination. Methods include the issuance of press releases, the encouragement to domestic and foreign press services to utilize prepared materials, and the publication of a bi-monthly newsletter in English and Spanish.

To keep U.S. affiliates of the AFL-CIO as well as Latin American unions informed of AIFLD/AFL-CIO policy and program development, the Department prepares speeches and other materials in English and Spanish specifically tailored to trade union audiences concerning the activities of the AIFLD in Latin America and the Caribbean. The Department coordinates the dissemination of these materials with the appropriate departments of the AFL-CIO, as well as through the various offices of AIFLD throughout Latin America,

The Department also prepares public testimony on topics germane to the development of democratic trade unionism to be presented, upon invitation, to interested committees of the U. S. Congress. In collaboration with the Legislative Department of the AFL-CIO, AIFLD furnishes published materials to members of Congress and their staff.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
INFORMATION AND PUBLICATIONS OFFICE
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Director	\$51,211.00	
2 Bilingual Secretaries	<u>39,348.00</u>	\$90,559.00

TRAVEL AND PER DIEM

International travel: 4 trips x \$1,200	4,800.00	
International per diem: 4 trips x 100 X 10 days	<u>4,000.00</u>	9,800.00

RENT AND UTILITIES

Ave. \$5,968 x 9 mos.		53,712.00
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SUPPLIES AND EQUIPMENT

Ave. \$695 x 9 mos.		6,250.00
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COMMUNICATION AND POSTAGE

Ave. \$375 x 9 mos.		3,375.00
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BENEFITS

Retirement 25% x \$82,089	20,522.00	
S.S. taxes, hosp. and ins.	<u>17,629.00</u>	38,151.00

OTHER DIRECT COSTS

Workmen's comp., other ins.	3,750.00	
Special reports	3,750.00	
AIFLD reports: 4 issues x \$3,000	<u>12,000.00</u>	<u>19,500.00</u>

TOTAL

\$221,347.00

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
DEPARTMENT OF SOCIAL PROJECTS & EVALUATION

GOAL:

A strong democratic free trade union movement in Latin America and the Caribbean, capable of enhancing the quality of life of their members and workers in general.

OBJECTIVES:

Objective No. 1: Improved and increased services to the rank and file of the labor movements in Latin America and the Caribbean, through development projects which demonstrate their continued commitment to the social well being of the community.

Scope of Work: To accomplish the above objectives AIFLD will continue to assist unions in their various social development activities, such as schools, clinics, savings and loan coops, and farm improvement projects by providing loans and/or grants from the following funds, which are supervised by the Social Projects Department:

- a. AFL-CIO Impact Projects Fund.
- b. AID Regional Revolving Fund

Also, assistance to labor organizations will be given as required in seeking resources from organizations such as the World Bank, Inter-American Development Bank, Inter-American Foundation as well as other national and international sources of capital.

The department is also charged with evaluating the effectiveness of all AIFLD program in order to improve the quality of programming and services offered by AIFLD.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
SOCIAL PROJECTS AND EVALUATION DEPARTMENT
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Director	\$52,125.00	
1 Bilingual Secretary	<u>22,523.00</u>	\$74,648.00

TRAVEL AND PER DIEM

International travel:		
3 trips x \$1,200	3,600.00	
International per diem:		
3 trips x 100 X 10 days	<u>3,000.00</u>	6,600.00

RENT AND UTILITIES

Ave. \$1,705 x 9 mos.		15,345.00
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SUPPLIES AND EQUIPMENT

Ave. \$200/mo. x 9 mos.		1,800.00
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COMMUNICATION AND POSTAGE

Ave. \$50/mo. x 9 mos.		450.00
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BENEFITS

Retirement 25% x \$73,660	18,415.00	
S.S. taxes, hosp. and ins.	<u>13,800.00</u>	32,215.00

CONSULTANT FEES AND EXPENSES

25,000.00

OTHER DIRECT COSTS

Workmen's comp., other ins.		<u>5,810.00</u>
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TOTAL

\$161,868.00

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
AGRARIAN UNION DEVELOPMENT DEPARTMENT

I. GOAL

Expanded democratic trade unions of small farmers and rural workers of Latin America and the Caribbean, which will strengthen both the democratic labor movement and democratic institutions within these countries.

II. OBJECTIVES

- A. To provide services to agrarian unions which support economic and social development activities and improve the quality of life of the campesino constituents.
- B. To develop and extend the economic interests of agrarian unions which require political representation by organized labor and promote greater pluralism in the body-politic.
- C. To integrate more effectively the rural and urban components of democratic trade union movements, and thereby to strengthen and expand the national movements as a whole.

III. SCOPE OF WORK

A. Country Scopes of Work

1. Honduras: AIFLD/AUD staff will provide systematic support, including technical assistance, financial management and project monitoring and evaluation, to the implementation of the Operational Program Grant (OPG) with the National Association of Honduran Campesinos (ANACH) and nine (9) of its Regional Agricultural Cooperatives (CARS).

(a) the goal of the project is to upgrade and expand the management and technical capabilities of ANACH and the CARS so that the profitability of agriculture and the quality of life of the member-farmers progressively improve.

(b) specific annual project objectives and indicators of progress by program component are detailed in the OPG project paper approved by USAID/Honduras.

2. Costa Rica: AIFLD/AUD staff will provide continuing support, including technical assistance in agricultural credit and marketing, training and education, and financial management, to the implementation of the OPG, Agricultural Services and Union Development Program, with the National Confederation of Workers (CNT)/FEDATAICO.

a) this project was initiated in 1983. Its goal is to institutionalize a set of activities designed to increase rural income and employment opportunities of limited resource farmers affiliated with the CNT.

(b) the objectives include: 1) graduate farmers from a traditional subsistence economy to a market-oriented economy; 2) intensify and diversify non-traditional agricultural production and improve market linkages between Costa Rica agro-businesses and limited resource farmers; 3) strengthen the growing democratic trade union movement in selected rural areas of Costa Rica.

3. Dominican Republic: AIFLD/AUD will continue to provide systematic support to the Agrarian Affairs department of the National Confederation of Dominican Workers (CNTD) in order to accomplish the following in the budget year:

(a) Organization and Promotion: a continued drive by CNTD activists to organized new campesino organizations and increase membership, and to assist these organizations in mobilizing resources and upgrading administrative procedures and financial management.

(b) training and education: the carrying out of a program of education courses and seminars to train officials of campesino organizations in democratic trade unionism, parliamentary procedures and para-technical agricultural skills.

4. ECUADOR: AIFLD/AUD will provide support for the one year extension of the rural development OPG with the Federation of Autonomous Agricultural Workers of Esmeraldas (FETANE). This support includes technical assistance in enterprise management, production credit, marketing, para-technical extension services and book-keeping and accounting.

5. BOLIVIA: AIFLD/AUD will continue to provide technical and administrative assistance to the democratic agrarian organizations in the Santa Cruz region, principally the Departmental Federation of Colonizers and the Rice Cooperatives in order to accomplish the following:

(a) Implement a new project of rural and urban development services in Santa Cruz and the colonization zones involving technical assistance, trade union and technical education and training and micro-development project design.

(b) Integrate the urban and rural elements of democratic labor in the Santa Cruz region into a more effective coalition for obtaining services and resources, and for participation in the Departmental Confederation of Workers.

7. GUATEMALA: AIFLD/AUD will provide systematic support for the implementation of the Cooperative Agreement, Agricultural Production and Marketing Services, with the Confederation of Trade Unions of Guatemala (CUSG). This support includes multi-faceted technical assistance, financial management, project monitoring and evaluation.

(a) the objectives of this project include: 1) increasing the income of CUSG affiliated agrarian union members in the short and medium term through a set of agricultural services linked to the production and marketing process of the constituent small farmers; and 2) contributing to the development of democratic pluralism in Guatemala by promoting the economic interest of campesinos, organizing and training them so that they can better develop and express these interests within a democratic framework.

(b) the implementation plan and yearly indicators of progress are detailed in the project paper.

(c) the project will expand the new pilot areas in the budget year in the East and the Highlands.

8. EL SALVADOR: AIFLD/AUD will continue to provide technical support to the democratic campesino organizations in El Salvador in areas such as agrarian reform and more generally, in the implementation of the AIFLD/USAID Cooperative Agreement.

- B. Regionally: AUD will collaborate with the AIFLD Education Department in conducting regional agrarian union courses, at the George Meany Center for Labor Studies and overseas. The courses will expose the attending campesino leaders to a series of subjects of vital importance to agrarian unions such as land reform, rural development, organization and promotion of agrarian unions, strategies of political action and democratic representation and the dynamics of internal democracy in campesino organizations.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
AGRARIAN UNION DEVELOPMENT DEPARTMENT
JULY 1, 1990 - MARCH 31, 1991

SALARIES

2 Program Coordinators	\$86,012.00	
1 Monolingual Secretary	21,484.00	
1 Bilingual Secretary	<u>22,522.00</u>	\$130,018.00

TRAVEL AND PER DIEM

International travel: 16 trips x \$1,200	19,200.00	
International per diem: 16 x \$100 x 10 days	<u>16,000.00</u>	35,200.00

RENT AND UTILITIES

Ave. \$1,421/mo. x 9 mos.		12,789.00
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SUPPLIES AND EQUIPMENT

Ave. \$300/mo. x 9 mos.		2,700.00
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COMMUNICATION AND POSTAGE

Ave. \$100/mo. x 9 mos.		900.00
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BENEFITS

Retirement 25% x \$128,408	32,102.00	
S.S. taxes, hosp. and ins.	<u>30,307.00</u>	62,409.00

CONSULTANT FEES AND EXPENSES

30,000.00

OTHER DIRECT COSTS

Workmen's comp., other ins.		5,370.00
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PROGRAM COST

Honduras (Supplemental A)	43,450.00	
Costa Rica (Supplemental B)	65,975.00	
Dominican Republic (Supplement C)	36,900.00	
Bolivia (Supplement D)	<u>45,350.00</u>	<u>191,675.00</u>

TOTAL

\$471,061.00

154

AGRARIAN UNION DEVELOPMENT DEPARTMENT
HONDURAS
SUPPLEMENT A

SALARIES

Rural Development Officer (local)	18,000.00	
Six Activists - \$300 x 9 mos. x 6	<u>16,200.00</u>	\$34,200.00

TRAVEL AND PER DIEM 5,000.00

BENEFITS - LOCAL 2,250.00

EQUIPMENT, SUPPLIES, COMMUNICATIONS 2,000.00

TOTAL \$43,450.00

22

AGRARIAN UNION DEVELOPMENT DEPARTMENT
COSTA RICA
SUPPLEMENT B

SALARIES

Rural Development Officer	37,750.00	
1 Secretary	4,500.00	
1 Typist	<u>3,000.00</u>	\$45,250.00

OVERSEAS ALLOWANCES

Permanent Quarters		6,125.00
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SUPPLIES, EQUIPMENT, COMMUNICATIONS

3,000.00

TRAVEL AND PER DIEM

3,000.00

BENEFITS

Local staff: 26.5% x \$7,500	2,000.00	
Health & life ins., RDO	<u>6,600.00</u>	<u>8,600.00</u>

TOTAL

\$65,975.00

AGRARIAN UNION DEVELOPMENT DEPARTMENT
DOMINICAN REPUBLIC
SUPPLEMENT C

SALARIES

Rural Development Officer (local)	4,500.00	
3 activists	<u>10,000.00</u>	14,500.00

TRAVEL AND PER DIEM 7,100.00

RENT AND UTILITIES 2,400.00

BENEFITS - RDO 1,200.00

EDUCATION PROGRAMS

Ave. 1,300 p/m x 9 mos.		<u>11,700.00</u>
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TOTAL \$36,900.00

88

AGRARIAN UNION DEVELOPMENT DEPARTMENT
BOLIVIA
SUPPLEMENT D

SALARIES

1 Rural Development Officer	\$30,250.00	
1 Secretary	<u>1,500.00</u>	\$31,750.00

TRAVEL AND PER DIEM

2,000.00

BENEFITS

Housing allowance	4,000.00	
Health & life ins.	<u>6,600.00</u>	10,600.00

SUPPLIES, EQUIPMENT, COMMUNICATIONS

1,000.00

TOTAL

\$45,350.00

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
REGIONAL SECURITY OFFICER
APRIL 1, 1990 - JUNE 30, 1990

SALARIES

1 Director of Security & Special Programs	13,907.00
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OVERSEAS ALLOWANCES

Permanent quarters	3,817.00
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TRAVEL AND PER DIEM

Inter-American/regional travel & per diem (approx. 4 trips)	6,000.00
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BENEFITS

Retirement 25% x \$13,907	3,477.00	
S.S. taxes, hosp. and ins.	<u>3,163.00</u>	6,640.00

TOTAL

30,364.00

Director or Security will be based in San Jose, Costa Rica

LABOR PROGRAM PROPOSAL FOR 1990-91

ARGENTINA

SETTING

The poor economic performance of the Alfonsin administration was the chief factor in the political surge that gave the Peronists both the presidency and control of the congress in Argentina's May 1989 election. And while the new president, Carlos Menem, inherited a bankrupt nation with one of the highest rates of inflation in Latin America, he was able quickly to begin getting the economy under control. The long term results of Menem's "productive revolution" remain to be seen, but he managed to reduce the country's soaring inflation to the single digit level within four months of his inauguration. Reactivation of the economy moreover was achieved by the pragmatic combination of the power of Argentina's labor movement and leading personalities from its business and financial community. Menem's early performance held out some promise that Peronismo may at last be acquiring mainstream views needed to bring Argentina into the modern world community.

I. GOAL

Broader understanding between Argentina's General Confederation of Labor (CGT) and the international free trade union movement.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Labor Education

A stronger trade union education program of the CGT and its affiliates.

Indicators

By March 1991 at least five union organizations cooperating with AIFLD will establish their own trade union education programs (four unions accomplished this in the 1989-90 year), while all unions participating in AIFLD projects will have implemented at least one labor training course.

Scope of Work

Assistance will be provided for week-long training seminars for mid-level union leaders, two- to three-day symposia for labor educators and one-day conferences for specific technical subjections. Scholarships to the George Meany Center also will be made available.

Objective No. 2. International Relations

More developed relationships between the CGT and its major affiliates on the one hand and AFL-CIO and international trade unions on the other to strengthen democracy in the Argentine trade union movement.

Indicators

By March 1991 four Argentine unions will affiliate with individual International Trade Secretariats (there were four such ITS affiliations in the preceding year); Argentine unions will sponsor at least four events which draw technical support and participation by the democratic community of international unions (six unions did this in 1989-90); and at least 15 Argentine unions will co-sponsor with AIFLD seminars on international themes (there were 12 such events last year).

Scope of Work

Assistance will be provided for educational activities undertaken jointly by Argentine unions and the ITSs, including support for travel to international labor events, where appropriate.

III. LONG RANGE OBJECTIVES

To bring the Argentine trade union movement into closer cooperation with the international community of democratic labor unions.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
ARGENTINA PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$51,210.00	
1 Education Coordinator	9,750.00	
1 Secretary Accountant	8,250.00	
1 Secretary/Receptionist	3,600.00	
1 Janitor/Messenger	<u>3,975.00</u>	\$76,785.00

OVERSEAS ALLOWANCES

Permanent quarters - CPD	18,900.00	
Home leave	<u>2,800.00</u>	21,700.00

TRAVEL AND PER DIEM

International travel	3,000.00	
International per diem	1,500.00	
Local travel and per diem	10,800.00	
Auto expenses	3,000.00	
Regional travel	<u>3,000.00</u>	21,300.00

RENT AND UTILITIES

Ave. \$670/mo. x 9 mos.		6,010.00
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SUPPLIES AND EQUIPMENT

Ave. \$340/mo. x 9 mos.		3,065.00
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COMMUNICATION AND POSTAGE

Ave. \$670/mo. x 9 mos.		6,010.00
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BENEFITS

Retirement 25% x \$50,244	12,561.00	
S.S. taxes, hosp. and ins.	9,478.00	
Local staff 10% x \$25,575	<u>2,558.00</u>	24,597.00

CONSULTANT FEES AND EXPENSES

Legal, technical, labor, etc.		2,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		3,160.00
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PROGRAM COST

8 One week seminars	40,000.00	
4 One week ITS seminars	20,000.00	
10 Three day symposium/seminars	10,000.00	
10 GMC scholarships and other		
International Education travel	<u>7,000.00</u>	<u>77,000.00</u>

TOTAL

\$241,627.00

LABOR PROGRAM PROPOSAL FOR 1990-91

BOLIVIA

SETTING

Organized labor in Bolivia has been a central player in the political life of the country since the social revolution of 1952. AIFLD relations with the chief central body, the Bolivian Confederation of Workers (COB), have been productive over the years, despite strains growing out of the COB's nationalistic sensitivities. At present, however, the COB is virtually controlled by the totalitarian left. At the same time, a significant number of its affiliated federations resist dictation from the central body and are struggling to retain their democratic identity and freedom of action. It is important that contact be maintained with these democratic elements, as well as with key independent unions, since organized labor, whatever the ideological coloration of its leadership, will remain a political force in Bolivia for the foreseeable future.

I. GOAL

A strong democratic sector within the COB.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Regional Democratic Groupings.

During the program year urban and rural unions, both in the traditional population centers in La Paz central region and in the more dynamic and growth-oriented areas around Santa Cruz in eastern Bolivia, will be encouraged to participate in AIFLD-sponsored basic training courses focused on union administration and structure, cooperativism, labor law and procedure, and in particular, agrarian reform.

Indicators

By March 1991, 50 democratic labor leaders will be elected to key positions in local unions and regional federations.

Scope of Work

Up to 1,000 urban and rural members will attend trade union courses given by AIFLD-trained instructors. Symposia and night courses will establish links between hitherto isolated organizations and leaders.

Objective No. 2. Maximized Benefits of the Santa Cruz Program

The recently created Agrarian Labor Center in Santa Cruz will be utilized as a focal point for fostering the growth of democratic labor in other dynamic sectors of the Bolivian economy.

Indicators

It is anticipated that by March 1991 democratic unions in the Santa Cruz area will have established institutional links with their counterparts throughout the eastern region of Bolivia; major federations such as the petroleum workers will be strengthened to the point that they can assume leadership roles with democratic unions in Santa Cruz and throughout the East.

Scope of Work

The AIFLD program in La Paz will conduct courses and seminars for democratic unions in the capital region while it utilizes the Santa Cruz center as a focal point to strengthen and unify democratic labor in eastern Bolivia.

III. LONG RANGE OBJECTIVES

To encourage the development of democratic groups within the COB which can check radical posturing within the central body; these groups also will be in a position to secure real gains for the workers of Bolivia while insuring that the will of the democratic majority ultimately prevails in the COB.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

0522B

71

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

BOLIVIA PROGRAM

JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$43,013.00	
1 Bilingual Secretary-Accountant	7,920.00	
1 Janitor/Messenger	<u>3,000.00</u>	\$59,933.00

OVERSEAS ALLOWANCES

Permanent quarters		12,000.00
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TRAVEL AND PER DIEM

International travel	1,500.00	
International per diem	1,200.00	
Regional travel and per diem	4,500.00	
Local travel & per diem (includes vehicle maintenance & ins.)	<u>6,000.00</u>	13,200.00

RENT AND UTILITIES

Ave. \$700/mo. x 9 mos.		6,300.00
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SUPPLIES AND EQUIPMENT

Ave. \$300/mo. 9 mos.		2,700.00
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COMMUNICATION AND POSTAGE

Ave. \$300/mo. x 9 mos.		2,700.00
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BENEFITS

Retirement 25% x \$42,200	10,550.00	
S.S. taxes, hosp. and ins.	9,420.00	
Local staff 30% x \$10,920	<u>3,269.00</u>	23,239.00

CONSULTANT FEES AND EXPENSES

750.00

OTHER DIRECT COSTS

Ins., bank charges, etc.		1,500.00
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PROGRAM COST

National & local seminars		<u>15,000.00</u>
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TOTAL

\$131,322.00

LABOR PROGRAM PROPOSAL FOR 1990-91

BRAZIL

SETTING

For most of 1989, Brazil was engrossed in its first presidential election campaign in nearly 30 years where voters cast their ballots directly for the candidate of their choice. Elected December 14 in a runoff was centrist-moderate Fernando Collor de Mello, who will become Brazil's youngest president ever; surprisingly, his 53 percent majority vote came not from "modern" Brazil but from rural areas and the urban middle class. Labor generally voted for Collor de Mello but was just as intently focused on the continuing internal struggle for control of the nation's enormous trade union movement. Democratic forces held the upper hand thanks to their victory in 1989, when they were elected to leadership positions in the General Confederation of Labor (CGT). Their task in the coming year is to consolidate their position in the CGT and use it as a springboard for strengthening trade unionism as an institution in Brazil's new democracy. To this end labor democrats have devised a national organizing strategy they hope to implement in the coming year. The plan centers on the creation of militant CGT state federations which will mobilize strong unions at the grassroots to advance workers' interests and be their voice in the society at large.

I. GOAL

A democratic Brazilian labor movement with effective and responsible leadership capable of defending worker interests.

II SHORT RANGE OBJECTIVES

Objective No. 1: Strengthening Union Leadership and Infrastructure

A CGT national trade union education program that broadens worker participation in his union and the Brazilian political process; development of an internal financial and organizational structure for the CGT with voluntary payment of dues by union members.

Indicators

By March 1991, AIFLD expects that approximately 4,500 trade union leaders and workers, drawn from unions representing at least 40 percent of all CGT affiliates, will be trained in CGT sponsored courses; at least 20 independent labor unions will affiliate to the CGT, helping to increase its total membership by 10 percent; and that 12 state union federations will become substantially self-supporting as a result of affiliate contributions.

Scope of Work

AIFLD will sponsor 25 residential training courses on a weekend and evening basis, 160 one-day seminars, 15 regional seminars, and conferences

and two national conferences of CGT union leaders. AIFLD will also organize a one-week advance training program to prepare 25 younger CGT leaders for their participation in the special training program at the George Meany Center.

Objective No. 2: Technical Assistance and Service Programs

To assist CGT to offer its affiliates on the national and state levels technical guidance on contract negotiations, legal problems and related professional matters and to provide project assistance where possible.

Indicators

By 1991 AIFLD will provide modest aid to improve or help refurbish CGT community projects such as union health dispensaries, clinics and educational facilities; services to CGT affiliates will increase by 10 percent above the previous year.

Scope of Work

AIFLD will utilize such resources as might be available for assistance to CGT social projects while CGT and its major affiliates will employ their own resources to expand services and technical assistance to their member unions.

III. LONG RANGE OBJECTIVES

To support the CGT in its determination to voice and defend the broad range of worker interests which must be considered if the reconstruction of democracy in Brazil is to succeed.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

0523B

32

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
BRAZIL PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$40,575.00	
1 Bilingual Secretary	7,875.00	
1 Accountant/Coordinator	7,875.00	
1 Messenger/Driver	<u>2,625.00</u>	\$58,950.00

OVERSEAS ALLOWANCES

Permanent quarters		12,100.00
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TRAVEL AND PER DIEM

International travel: 1 x \$2,000	2,000.00	
International per diem	1,200.00	
Local travel and per diem	9,000.00	
Home leave - 3 x \$1,500	<u>4,500.00</u>	16,700.00

RENT AND UTILITIES

Ave. \$1,350/mo. x 9 mos.		12,050.00
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SUPPLIES AND EQUIPMENT

Ave. \$378/mo. 9 mos.		3,400.00
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COMMUNICATION AND POSTAGE

Ave. \$850/mo. x 9 mos.		7,550.00
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BENEFITS

Retirement 25% x \$40,575	10,144.00	
S.S. taxes, hosp. and ins.	9,492.00	
Local staff 48% x \$18,375	<u>8,820.00</u>	28,456.00

CONSULTANT FEES AND EXPENSES

Legal, technical labor, etc.		3,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		3,000.00
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PROGRAM COST

ICT Operational costs	70,000.00	
8 Regional seminars	16,000.00	
8 Regional conferences	16,000.00	
1 National conferences	5,000.00	
17 Evening - weekend courses	17,000.00	
2 National advance train. prog.	10,000.00	
1 National congress	50,000.00	
4 Regional coordinators		
(5 x \$300 mo. x 9)	13,500.00	
Benefits 48% x \$18,000	<u>6,500.00</u>	<u>204,000.00</u>

TOTAL

\$349,206.00

LABOR PROGRAM PROPOSAL FOR 1990-91

THE CARIBBEAN AREA

SETTING

Generalized conditions of economic depression in the English speaking Caribbean made for another year of frustration for the region's principal trade union organization, the Caribbean Congress of Labour (CCL). The 1990s look to be more of the same, as CCL seeks to strengthen remote affiliates scattered over 17 countries. Benefits from the U.S. Government's Caribbean Basin Initiative (CBI) have been slow in filtering down to the average worker, and the region's trade union movement has accordingly continued to stagnate. CCL will look to the AFL-CIO to continue fraternal assistance, through the agency of AIFLD, in fiscal 1990, when the union confederation seeks to shore up the region's disparate labor organizations which are progressively weakened by chronic poverty, high unemployment, exploitation and gathering social disintegration.

I. GOAL

A CCL that can effectively address the needs of workers and influence the socio-economic development of the states in the English-speaking Caribbean.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Increased Leadership Capabilities

CCL and its affiliates must be able to effectively represent workers at the bargaining table and assure their views are fully represented before regional bodies such as the Caribbean Common Market (CARICOM) and the Organization of Eastern Caribbean States (OECS), and before national forums engaged in formulating national policy of concern to workers.

Indicators

By March 1991, 12 trade unionists who attended leadership development training will assume leadership roles in their unions; four graduates of the George Meany Center will assume responsibility for research, organizing and/or educational activities in their unions; and the CCL will have presented positions on economic and political issues of labor concern to associations such as CARICOM, the ILO and the OECS.

Scope of Work

AIFLD will sponsor (a) one regional seminar on International Labor Organization conventions, the CBI, and organizing problems in the Caribbean's industrial free zones; (b) 22 George Meany scholarships for CCL union members; (c) one CCL regional seminar with an International Trade Secretariat, and (d) participation by CCL affiliates in special

conferences such as U.S. Government technical exchange programs. AIFLD will also provide (a) financial assistance to the Barbados Workers Union Labour College and other CCL education programs offered on a regional basis; (b) one-week scholarships to selected courses at the BWU Labour College for trade union leaders from the OECS states.

Objective No. 2: Increased Dues-Paying by CCL Union Members

To bolster CCL unions' self-help capabilities.

Indicators

By March 1991, 40 percent of CCL's OECS affiliates will have increased their dues above 1987 levels and the principal officers of these affiliates will have completed workshops in self-support measures.

Scope of Work

AIFLD will sponsor six national organizing workshops for OECS unions and help them to raise membership and enhance union self-sufficiency.

Objective No. 3: Increased Awareness of the Role of Cooperatives

To broaden utilization of cooperative principles by trade unions to achieve significant benefits for trade union members.

Indicators

It is expected that by March 1991 there will be a significant increase in the awareness of CCL affiliates of the potential contribution of cooperative enterprises to trade union growth and development as demonstrated by the development of two new union-sponsored cooperatives.

Scope of Work

AIFLD jointly with CCL and Israel's labor confederation, Histadrut, will sponsor two four-day seminars on the principles of cooperative enterprise.

III. LONG RANGE OBJECTIVES

To increase CCL's self-sufficiency and overall effectiveness.

IV LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

0524B

35

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

CARIBBEAN PROGRAM

JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$43,013.00	
1 Intern - US	18,000.00	
1 Secretary/Administrative Asst.	18,257.00	
1 Accountant	15,458.00	
1 Clerk/Messenger	7,054.00	
1 Janitress	<u>1,769.00</u>	\$103,551.00

OVERSEAS ALLOWANCES

Permanent quarters - CPD	12,000.00	
Quarters allowance - Intern	<u>9,000.00</u>	21,000.00

TRAVEL AND PER DIEM

International travel	1,450.00	
International per diem	1,500.00	
Regional, local travel & per diem	9,100.00	
Auto expenses	<u>2,250.00</u>	14,300.00

RENT AND UTILITIES

Ave. \$500/mo. x 9 mos.		4,500.00
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SUPPLIES AND EQUIPMENT

Ave. \$233/mo. x 9 mos.		2,100.00
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COMMUNICATION AND POSTAGE

Ave. \$650/mo. x 9 mos.		5,850.00
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BENEFITS

Retirement 25% x \$42,200	10,550.00	
S.S. taxes, hosp. and ins.	12,637.00	
Local staff 8.25% x \$42,538	3,509.00	
Local staff health ins.	<u>1,200.00</u>	27,896.00

CONSULTANT FEES AND EXPENSES

Labor, legal, tech. on an as-needed basis		8,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		2,000.00
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PROGRAM COST

Regional Seminar	10,000.00	
Assistance to CCL	5,000.00	
AIFLD/ITS Seminars	5,000.00	
Assistance to BWU Labor College	7,500.00	
Aid to other National Centers	5,000.00	
Scholarships to BWU Labor College	5,000.00	
Activists & organizer program	20,000.00	
Workshops & Service Projects	10,000.00	
Histadrut/CCL/AIFLD Seminars	<u>12,000.00</u>	79,500.00

TOTAL

\$268,697.00

LABOR PROGRAM PROPOSAL FOR 1990-91

CHILE

SETTING

This year the Chilean people put a long military dictatorship behind them and began the difficult transition back to the democratic system that was taken away nearly two decades ago. In December they elected the veteran Christian Democrat Patricio Aylwin as president and a new Congress as well to reestablish democratic rule. Trade unions were key players in the political opposition and will continue to be important in the next stages of the national return to democracy. It may well be that the elected government which replaces the regime of Gen. Augusto Pinochet in March will find itself in need of the mass popular support that unions can muster, to discourage any attempt to derail the process just now taking hold. Free and independent labor unions, represented by the Confederation of Democratic Workers (CDT) and democratic elements of the Unitary Workers Center (CUT), have been a steady, constructive presence in the long struggle for the restoration of self-rule in Chile, and they will make the workers' voice heard as the country begins the job of rebuilding its traditional democratic institutions.

I. GOAL

To assist the democratic labor movement in strengthening its position as an active participant in Chile's transition to democracy, thereby helping workers recover labor rights lost under sixteen years of military dictatorship.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Campaign to Increase Union Membership

CDT and democratic affiliates of the CUT will launch a campaign to increase union membership in areas where neither confederation is currently active.

Indicators

Membership of union affiliates of the CDT and the democratic sector of CUT will grow by 15 to 20 percent.

Democratic elements of CUT--better known as the ICFTU Liaison Committee--will strengthen its organizational structure on the regional level in an effort to bring the CUT under democratic control.

Objective No. 2: Lobbying

The CDT and CUT democrats will lobby both the legislative and executive branches of the new transition government to protect workers rights and insure labor participation in the implementation of economic policy.

Indicators

Both confederations will participate as advisers in the design and implementation of new government policies.

Joint activities will encourage unity between democrats in the CDT and CUT and will strengthen the democratic sector in the Chilean labor movement as a whole.

Scope of Work

AIFLD will sponsor local, regional and national seminars for both CDT and democratic CUT organizations. Support for CUT educational programs will be channeled through the ICFTU Liaison Committee. AIFLD will also sponsor seminars for independent unions when such programs help strengthen the democratic labor movement as a whole.

More than 2000 trade unionists from CUT and CDT will participate in AIFLD sponsored courses on basic trade union rights, collective bargaining, political education, and related subjects.

Scholarships to the George Many Center for Labor Studies will be offered to leaders of both CUT and CDT as accommodations are available.

III. LONG RANGE OBJECTIVE

Unified participation of democratic labor in Chile's political and economic processes.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
CHILE PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$39,776.00	
1 Education Officer	9,000.00	
1 Bilingual Secretary/Admin. Asst.	8,250.00	
1 Messenger/Janitor	3,225.00	
1 Office Asst. (part time)	<u>1,350.00</u>	\$61,601.00

OVERSEAS ALLOWANCES

Permanent quarters		10,500.00
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TRAVEL AND PER DIEM

International travel	1,800.00	
International per diem	1,200.00	
Local travel and per diem	13,000.00	
Auto expenses	<u>4,000.00</u>	20,000.00

RENT AND UTILITIES

Ave. \$500/mo. x 9 mos.		4,500.00
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SUPPLIES AND EQUIPMENT

Ave. \$675/mo. x 9 mos.		6,075.00
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COMMUNICATION AND POSTAGE

Ave. \$850/mo. x 9 mos.		7,650.00
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BENEFITS

Retirement 25% x \$39,012	9,753.00	
S.S. taxes, hosp. and ins.	9,488.00	
Local staff	<u>1,950.00</u>	21,191.00

CONSULTANT FEES AND EXPENSES

Legal, technical labor, etc.		5,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		2,000.00
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PROGRAM COST

15 Weekend regional seminars	30,000.00	
4 Three day national seminars	12,000.00	
2 One week evening seminars	2,500.00	
10 One day conferences	<u>3,250.00</u>	<u>47,750.00</u>

TOTAL

\$186,267.00

21

LABOR PROGRAM PROPOSAL FOR 1990-91

COLOMBIA

SETTING

The continuous rise in the level of lawlessness and violence has further weakened Colombia's once-strong labor movement. Open warfare between the government and the drug mafia is accompanied by increasing guerrilla activity, and has made social activism in any field extremely dangerous work. Yet democratic trade unions still struggle to survive and will remain important institutions in Colombia; an effort should be made to help them strengthen their links with the international free trade union movement. To this end, a modest labor training program, administered locally but supervised by AIFLD's country program director in Venezuela, will be offered for all democratic unions within Colombia's organized labor movement.

I. GOAL

To help democratic unions hold on to the gains already won, and where possible advance and expand upon these gains.

II. SHORT-TERM OBJECTIVE

To work toward bringing together, in a single entity representing the democratic sector, labor unions now operating separately in the Confederation of Democratic Workers of Colombia (CTDC), the Confederation of Colombian Workers (CTC), and the Unitary Confederation of Workers (CUT). Attracting independent democratic unions to participate is also part of the objective.

Indicators

To help achieve increased unity of action among democratic unions, the advantage of union membership will be demonstrated by the negotiation of better collective bargaining contracts and the passage of national legislation favorable to the workers. Success will become more quantifiable as stronger unions join in common action to advance the welfare of their memberships.

Scope of Work

1. Unity forums will be arranged with the participation of all three confederations and major independent unions to develop momentum toward joint action.
2. Representatives of each body and the independent sector will be selected for special training at the George Meany Center.

III. LONG RANGE OBJECTIVE

A unified central body of democratic trade unions that is an effective advocate of worker interests in Colombia.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
COLOMBIA PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Local Coordinator	\$10,800.00	
1 Secretary/Bookkeeper	<u>3,700.00</u>	\$14,500.00

TRAVEL AND PER DIEM

Local travel and per diem		2,500.00
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RENT AND UTILITIES

Ave. \$350/mo. x 9 mos.		3,150.00
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SUPPLIES AND EQUIPMENT

Ave. \$100/mo. x 9 mos.		900.00
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COMMUNICATION AND POSTAGE

Ave. \$300/mo. x 9 mos.		2,700.00
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CONSULTANT FEES AND EXPENSES

1,300.00

OTHER DIRECT COSTS

Ins., bank charges, etc.		750.00
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PROGRAM COSTS

6 Five day regional seminars	13,000.00	
Organizing assistance	10,000.00	
Conferences	<u>2,000.00</u>	<u>25,000.00</u>

TOTAL

\$50,800.00

12

LABOR PROGRAM PROPOSAL FOR 1990-91

COSTA RICA

SETTING

Democratic labor unions continue to lose ground to management-sponsored Solidarista worker organizations in every sector of Costa Rica's private economy. Only in the public sector did the unions hold their position. Relatively stable conditions in the country contributed to the trend, where the appeal of authentic trade unions produced little reaction among average Costa Ricans. Instead, they remained more open to the blandishments of management, which seemed to offer cost-free benefits to a labor force that rejects genuine unions. The strongly favorable attitude of the Costa Rican government, the Catholic Church, the important political parties and the society's elites helped advance Solidarismo, which also found fertile ground for growth in neighboring countries of Central America and the Caribbean. From its accelerating expansion in the past few years, Solidarismo seems increasingly to be the preferred mode, on both sides, of managing industrial relations in Costa Rica and elsewhere in the region.

I. GOAL

A free trade union movement in Costa Rica that is an established institution in a democratic society, able to contribute to the solution of economic, social and political problems of the nation.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Strengthen Private Sector Unions

Indicators

By April 1991, at least 30 activists who have received special training will revive inactive unions in the textile and food service industries.

Scope of Work

Medium and advanced seminars will be given by the National Confederation of Workers (CNT) so the above mentioned individuals can organize effectively. Two of these activists will be chosen to attend advanced training courses at the George Meany Center.

Objective No. 2: Strengthen Public Sector Unions

Indicators

By April 1991, public sector unions will add 1,000 new members.

Scope of Work

At least 500 union members will be trained from these sectors in 20 basic seminars.

Objective No. 3: Increase the Membership of CNT

Indicators

By April 1991, CNT will increase the membership as follows:

Electrical Workers Union:	300 members
Food Service Workers Union:	400 members
Health Union:	300 members
Customs and Treasury Union:	300 members
Textile Workers Union:	200 members
Construction Workers Union:	200 members

Scope of Work

CNT activists will promote union membership by arguing the advantages of the trade union movement as the only truly representative organization for workers as distinct from the paternalism of Solidarismo.

III. LONG RANGE OBJECTIVES

Support CNT in its objective of becoming the leader of a unified democratic labor movement in Costa Rica.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
COSTA RICA PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$44,981.00	
1 Education Director	8,250.00	
1 Secretary/Accountant	15,300.00	
1 Janitor/Messenger	<u>4,125.00</u>	\$72,656.00

OVERSEAS ALLOWANCES

Permanent quarters		13,500.00
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TRAVEL AND PER DIEM

International Travel	1,400.00	
International per diem	1,500.00	
Interamerican travel and per diem (approx. 8 trips)	12,000.00	
Local travel and per diem	800.00	
Auto expenses	<u>8,000.00</u>	23,700.00

RENT AND UTILITIES

Ave. \$1,000/mo. x 9 mos.		9,000.00
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SUPPLIES AND EQUIPMENT

Ave. \$500/mo. x 9 mos.		4,500.00
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COMMUNICATION AND POSTAGE

Ave. \$1,000/mo. x 9 mos.		9,000.00
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BENEFITS

Retirement 25% x \$44,132	11,033.00	
S.S. taxes, hosp. and ins.	9,488.00	
Local staff 26.5% x \$27,675	<u>7,334.00</u>	27,855.00

OTHER DIRECT COSTS

Ins., bank charges, security patrol		9,000.00
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PROGRAM COST

1 National conference	6,000.00	
10 One week seminars	8,000.00	
5 One week regional seminars	4,000.00	
15 Basic night seminars	6,000.00	
3 Ten day special seminars	9,000.00	
4 Scholarships to the GMC	1,000.00	
6 Activists	<u>11,000.00</u>	<u>45,000.00</u>

TOTAL

\$214,211.00

LABOR PROGRAM PROPOSAL FOR 1990-91

DOMINICAN REPUBLIC

SETTING

All major economic indicators turned downward during the period under review, pulling with them standards of living for both the masses and the middle class, and further degrading the quality of life in the Dominican Republic. It was small consolation that the National Confederation of Dominican Workers (CNTD) could claim that it had maintained its position as the leading labor organization in the country. CNTD had to acknowledge that the increasing economic pressures on the great majority of Dominicans was opening the way to radical forces with the potential for polarizing tensions between haves and have-nots in the society. Aggravating conditions for the worker was the spread of management-sponsored Solidarismo labor organizations, which will end by denying the worker any real voice in national decision-making. If it takes root, the Solidarista movement promoted by management and supported by the Dominican government will complicate CNTD's objective of organizing unions in the nation's free-zone sweatshops.

I. GOAL

An organized movement of independent democratic labor unions that can effectively defend worker interests.

II. SHORT RANGE OBJECTIVE

To increase union membership as well as the number of unions affiliated to the CNTD, and to improve organizing and administrative skills of individual union leaders.

Indicators

By April 1991:

At least six new collective bargaining agreements will have been negotiated and 25 existing agreements will be renegotiated (at present there are 154 such agreements in effect); CNTD will organize five new national and regional union federations (at present 19 national and eight regional federations, plus one national campesino council, make up the confederation); and CNT will organize a minimum of one union in each of the three largest free zones.

Scope of Work

Twenty basic seminars combined with two-day and one-week seminars will be the core of the program. Special conferences and a special organizing program will be implemented to effect the organizing drive.

III. LONG RANGE OBJECTIVE

To strengthen CNTD's ability to effectively represent the worker's interests, to secure its position as the country's number one labor organization, and to guarantee its presence in the nation's decision-making councils.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

0531B

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
DOMINICAN REPUBLIC PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$44,781.00	
1 Education Officer	10,500.00	
1 Accountant/Bilingual Secretary	5,250.00	
1 Bilingual Secretary	3,750.00	
1 Messenger/Driver	2,250.00	
1 Janitress	<u>2,100.00</u>	\$68,631.00

OVERSEAS ALLOWANCES

Permanent quarters	10,500.00	
Education allowance	<u>3,000.00</u>	13,500.00

TRAVEL AND PER DIEM

International travel	500.00	
International per diem	1,500.00	
Local travel & per diem	6,000.00	
Home leave	1,500.00	
Shipment HHE	<u>12,000.00</u>	21,500.00

RENT AND UTILITIES

Ave. \$1,650/mo. x 9 mos. (includes gas for generator)		14,850.00
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SUPPLIES AND EQUIPMENT

Ave. \$600/mo. x 9 mos.		5,400.00
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COMMUNICATION AND POSTAGE

Ave. \$500/mo. x 9 mos.		4,500.00
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BENEFITS

Retirement 25% x \$44,133	11,033.00	
S.S. taxes, hosp. and ins.	9,513.00	
Local staff 25% x \$23,850	<u>5,962.00</u>	26,508.00

CONSULTANT FEES AND EXPENSES

Legal, technical, labor, etc.		1,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		2,000.00
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PROGRAM COSTS

1 National seminar	10,000.00	
1 Regional seminars	4,000.00	
15 Two day basic seminars, confs.	7,500.00	
Organizing program	<u>20,500.00</u>	<u>42,000.00</u>

TOTAL

\$199,889.00

LABOR PROGRAM PROPOSAL FOR 1990-91

ECUADOR

SETTING

Following the closure of AIFLD's Ecuador office in 1988, a low-profile presence was maintained until April 1989 when AIFLD reopened its offices with a relatively limited program. It hopes to expand its program in 1990 with education and social projects conducted jointly with the CEOSL, Ecuador's democratic union confederation, and with other independent unions of democratic persuasion. National elections were held peacefully and a center-left government assumed power in August of 1988. It has since applied economic austerity measures and attempted to negotiate a settlement to its external debt with its various creditors. Assistance on the debt is vital to Ecuador's economic future. For the past four years, AIFLD has managed for the USAID Mission in Quito a large Operating Program Grant with Ecuadorian campesino organizations in the San Lorenzo area. It hopes to expand these activities to other regions.

I. GOAL

A strong democratic labor movement in Ecuador which can effectively represent its membership at the local, regional and national levels.

II. SHORT RANGE OBJECTIVES

Development of the next generation of youthful leadership, one that is aware of new trends in labor union organization and administration.

Indicators

1. At the end of the period, eight new leaders will have been elected or otherwise assume new leadership roles at the local or federation level.
2. At least six new leaders will have benefitted their unions through the negotiation and implementation of union-sponsored social projects.

Scope of Work

AIFLD will provide assistance to an education program for young trade unionists, generally at the local level.

It will support small union-sponsored social projects with donations of office equipment, medical supplies and agricultural equipment.

Efforts will be made to expand education and social project activities in the campesino sector.

III. LONG RANGE OBJECTIVES

A democratic labor movement in Ecuador sufficiently strong to play a permanent and effective role in the conduct of national affairs.

IV LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

0581B

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
ECUADOR PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Secretary	\$3,750.00	
1 Messenger/Janitor	1,000.00	
1 Night Guard	<u>850.00</u>	\$5,600.00

TRAVEL AND PER DIEM

Local travel and per diem	6,000.00	
Auto expenses	<u>1,200.00</u>	7,200.00

RENT AND UTILITIES

Ave. \$300/mo. x 9 mos.		2,700.00
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SUPPLIES AND EQUIPMENT

Ave. \$245/mo. x 9 mos.		2,200.00
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COMMUNICATION AND POSTAGE

Ave. \$150/mo. x 9 mos.		1,350.00
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BENEFITS

Local staff: 40% X \$5,600		2,250.00
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CONSULTANT FEES AND EXPENSES

Legal, technical, labor, etc.		12,000.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		1,500.00
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PROGRAM COSTS

Full and part time conferences, seminars & workshops		<u>33,000.00</u>
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TOTAL

\$67,800.00

LABOR PROGRAM PROPOSAL FOR 1990-91

GUATEMALA

SETTING

The democratic Confederation of Labor Unity (CUSG) has played an important role during this period in supporting the institution of popularly elected, constitutional government. In spite of disappointment with the Cerezo administration which it helped elect in 1985, and frequent confrontations with it over social and economic issues, CUSG has maintained a responsible position towards the government and remains committed to strengthening the principle of peaceful succession, expected to take place in early 1991 following president elections in late 1990. The relationship between the labor movement and the private sector has improved considerably in the past 18 months and both unions and management have engaged in orderly dialogue in a civil atmosphere. CUSG's main purpose in Fiscal 1991 is to strengthen its base unions, upgrade their structure through additional training, organize drives to form new unions in the industrial sector, and promote the idea among all union members of the need for a sound dues paying arrangement that will insure the autonomy of a truly independent trade union movement.

I. GOAL

A strong, independent and democratic trade union movement in Guatemala.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Institutional and Leadership Development

To strengthen the Confederation through the formation of industrial union federations and the modernization of existing ones as a way to influence government and management decision-making.

Indicators

Three new industrial union federations will be organized; CUSG will obtain representation on at least two government boards, such as that administering the Social Security agency, to speak for the interests of the worker; and CUSG will formalize quarterly meetings with the private sector.

Scope of Work

CUSG will sponsor a series of education activities to prepare union leaders and members in advance collective bargaining, labor relations, arbitration, mediation, safety and health, administration and finance. These programs will be full time as well as nights and weekends on a basic and intermediate level. Students selected for advanced training at the George Meany Labor Studies Center will be graduates of these training programs.

Objective No. 2: Organizing Self-Sustaining Unions

Assistance for CUS in its program to organize new unions in the commerce, services, campesino and public employee sectors of the workforce, and to implement the principle of union dues payment by the membership.

Indicators

Ten new unions will receive government legal recognition; and CUSG will be able to collect enough dues to begin paying a minimum of five percent of its total annual costs.

Scope of Work

Support will be given for organizer preparation and activities. Basic courses and seminars will be offered encouraging union affiliation, union building administration, and management of unions. GMC scholarships will also be used to develop union administrators.

III. LONG RANGE OBJECTIVE

To help CUSG become Guatemala's leading independent trade union organization, one that is structurally sound, well-balanced and able to stand on its own feet.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
GUATEMALA PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$43,013.00	
1 Administrative Asst.	13,000.00	
1 Messenger/Driver	<u>3,000.00</u>	\$59,013.00

OVERSEAS ALLOWANCES

Permanent quarters		14,400.00
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TRAVEL AND PER DIEM

International Travel	1,200.00	
International per diem	2,200.00	
Local travel and per diem	6,500.00	
Home leave 2 x \$1,000	<u>2,000.00</u>	11,900.00

RENT AND UTILITIES

Ave. \$800/mo. x 9 mos.		7,200.00
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SUPPLIES AND EQUIPMENT

Ave. \$400/mo. x 9 mos.		3,600.00
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COMMUNICATION AND POSTAGE

Ave. \$400/mo. x 9 mos.		3,600.00
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BENEFITS

Retirement 25% x \$42,200	10,550.00	
S.S. taxes, hosp. and ins.	9,522.00	
Local staff	<u>4,500.00</u>	24,572.00

OTHER DIRECT COSTS

Ins., bank charges, etc.		2,600.00
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PROGRAM COST

15 Basic courses & conferences	10,000.00	
8 Intermediate seminars	8,000.00	
10 Full time seminars	15,000.00	
10 Activists/organizers	18,000.00	
Education materials & publications	<u>10,000.00</u>	<u>61,000.00</u>

TOTAL

\$187,885.00

LABOR PROGRAM PROPOSAL FOR 1990-91

HAITI

SETTING

Haiti's transition from dictatorship to democracy is now four years in the making and the end of the journey is nowhere in sight. Tragically, more setbacks in the process can be expected as the country's most recent hope for deliverance from its misery, the army-imposed government of Lt. Gen. Prosper Avril, clearly is not up to job. Until the latter part of 1989, Avril managed to bring a measure of order and calm, but by early 1990 he was showing all the signs of reverting to Haitian form and imposing another dictatorship. The army, always a corrupt element that routinely loots the society, has been allowed to run out of control. The old privileged elites of the Duvalier era are still largely in place, and rapacious new ones have arisen to seize hold of the Haitian economy. These entrepreneurs have a 19th century approach to making money and have moved in to take advantage of the country's massive and cheap labor pool. They run sweatshops, pay starvation wages and oppose any effort to improve the lot of the average impoverished Haitian. It is this new economic class that Haiti's incipient trade unions now battle for in behalf of their members. The most that can be said for the unions' progress is that they have a toehold in the society, and while both management and the Avril government might wish otherwise, they appear to be on the scene to stay.

I. GOAL

The development of a viable trade union movement that advances the worker's welfare and contributes to the formation of democratic institutions in Haiti.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Organizing Unions by the Workers Federation of Trade Unions (FOS) and the Independent General Organization of Haitian Workers (OGITH)

Indicators

By April 1991, concentrating on the agrarian sector, at least five rural worker organizations will be affiliated by each union federation; and approximately 60 trade unionists from both organizations will have completed intermediate-level labor training courses, again emphasizing agrarian union development.

Scope of Work

AIFLD will sponsor a series of in-country education programs using both its own and FOS and OGITH instructors and locally produced training materials; the two federations will handle their own organization, promotion and publicity.

Objective No. 2: A Role for Trade Unions in Development

Indicators

Labor unions will have an active role in strengthening four self-help institutions, government or private, and FOS and OGITH will assist four rural communities with specific social projects, to serve as examples of what trade unions can accomplish in a climate of political freedom.

Scope of Work

To design union community development projects, and provide basic materials and technical assistance to carry them out.

III. LONG RANGE OBJECTIVES

To expand labor union development in Haiti's rural sector, where peasant farmer organization is in its infancy and the need for trade union services greater even than in the cities and towns.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
HAITI PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Program Coordinator - US	\$39,750.00	
1 Bilingual Secretary	7,200.00	
1 Messenger/Janitor	<u>1,800.00</u>	\$48,750.00

OVERSEAS ALLOWANCES

Permanent quarters		10,800.00
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TRAVEL AND PER DIEM

International travel	1,000.00	
International per diem	2,000.00	
Local travel and per diem	3,000.00	
Auto expenses	<u>3,000.00</u>	9,000.00

RENT AND UTILITIES

Ave. \$1,400/mo. x 9 mos.		12,600.00
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SUPPLIES AND EQUIPMENT

Ave. \$400/mo. x 9 mos.		3,600.00
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COMMUNICATION AND POSTAGE

Ave. \$400/mo. x 9 mos.		3,600.00
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BENEFITS

Retirement 25% x \$9,000		2,250.00
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CONSULTANT FEES AND EXPENSES

Legal, technical labor, etc.		1,500.00
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OTHER DIRECT COSTS

Ins., bank charges, etc.		1,500.00
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PROGRAM COST

Seminars, conferences & workshops		<u>25,000.00</u>
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TOTAL

\$118,600.00

LABOR PROGRAM PROPOSAL FOR 1990-91

HONDURAS

SETTING

The democratic trade union movement of Honduras, represented by the Honduran Confederation of Workers (CTH), has been well integrated into the country's political system since the military relinquished formal control of the government in the early 1980s. Democratic labor's active participation in the 1985 and 1989 presidential elections underscore its commitment to the democratic process. Despite frictions arising from the demands of its urban and rural affiliates, CTH and its larger member unions have been strong supporters of constitutional civilian government. Outgoing President José Azcona and his Liberal Party could usually count on democratic labor support in any challenge to the primacy of civilian authority in Honduras. President-elect Rafael Callejas of the opposition National Party, who took office January 28, also has maintained constructive working relationships with CTH unions and, like his predecessor, will be able to look to democratic labor for support of the country's open political system. A worsening economic outlook for Honduras in 1990, however, is bound to produce strains and most likely serious conflict between CTH and the new government.

I. GOAL

The maintenance of an effective and self-sufficient democratic labor movement in Honduras

II. SHORT RANGE OBJECTIVES

Objective No. 1: Strengthening labor to protect worker interests and democratic institutions

Indicators

By April 1991 at least six major unions will be reorganized and reaffiliated to the CTH through its regional federations.

Scope of Work

AIFLD will sponsor advanced training programs in cooperation with CTH, its federations and with independent democratic unions and will offer scholarships for study at the George Many Center. Activities will be coordinated with international labor organizations such as the International Confederation of Free Trade Unions, its interamerican regional body, the ORIT, and the International Trade Secretariats.

AIFLD also expects to continue implementing a one-year political education program under the FTDD/AID project for Strengthening of Democratic Institutions to train trade union and agrarian leaders in the defense of the democratic system. AIFLD Social Projects loans and grants also will be utilized to further accomplish this objective.

Objective No. 2: To help CTH improve services to affiliates and organize new unions in the free zones and the lumber and paper industries.

Indicators

By April 1991 it is expected that:

At least six unions will reaffiliate with or be organized by FECESITLIH in Central Honduras; CTH will continue publishing a monthly bulletin on trade union activities, and it will also edit and distribute technical manuals; and six new unions will be affiliated to FESITRANH in north coast districts.

Scope of Work

Eight CTH activities will be made available for these tasks; thirty national seminars and conferences will be conducted by CTH personnel; and AIFLD will continue providing funds through the Cooperative Agreement with the Agency for International Development to support ANACH, the National Association of Honduran Campesinos.

III. LONG RANGE OBJECTIVE

To increase the number of democratic unions and their individual memberships.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
HONDURAS PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$43,013.00	
1 Administrative Assistant (local)	10,500.00	
1 Secretary	1,800.00	
1 Messenger	<u>1,200.00</u>	\$56,513.00

OVERSEAS ALLOWANCES

Permanent quarters		10,000.00
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TRAVEL AND PER DIEM

International travel	800.00	
International per diem	1,500.00	
Local travel and per diem (includes vehicle maintenance & ins.)	<u>6,000.00</u>	8,300.00

RENT AND UTILITIES

Ave. \$750/mo. x 9 mos.		6,750.00
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SUPPLIES AND EQUIPMENT

Ave. \$500/mo. x 9 mos.		4,500.00
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COMMUNICATION AND POSTAGE

Ave. \$500/mo. x 9 mos.		4,500.00
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BENEFITS

Retirement 25% x \$42,200	10,550.00	
S.S., taxes, hosp., ins.	9,488.00	
Local staff	<u>3,000.00</u>	23,038.00

OTHER DIRECT COSTS

Ins., bank charges, etc.		1,430.00
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PROGRAM COST

Administrative support to CTH	9,000.00	
7 full time seminars	7,000.00	
4 Part time basic seminars	2,000.00	
Conferences, meetings, round table discussions	4,000.00	
IFES educational support	25,000.00	
International participants	2,000.00	
Activist/organizing program	<u>20,000.00</u>	<u>69,000.00</u>

TOTAL

\$184,031.00

LABOR PROGRAM PROPOSAL FOR 1990-90

MEXICO

SETTING

The Inter-American Regional Organization of Workers (ORIT) with a claimed membership of 34 million workers in 32 national organizations is the representative of the International Confederation of Free Trade Unions (ICFTU) in the Western Hemisphere. ORIT provides policy guidance for all of its affiliate organizations and together with the ICFTU, sponsors forums each year for the discussion of various social, economic and political problems affecting the hemisphere. ORIT is also the main clearing house and implementing agent for most ICFTU education, humanitarian aid, human rights and employment creation projects. The ORIT headquarters is in Mexico City. Since 1973, the AIFLD representative has been the liaison between the ORIT and the AFL-CIO. In this capacity, he or she traditionally serves on the ORIT Executive Council as the Treasurer of the organization.

In recent years ORIT programs have multiplied as Western European trade unions have intensified their support of labor organizations throughout Latin America. This attention is welcomed by the AFL-CIO which hopes that the European unions continue to increase their role in the mutual effort to modernize and strengthen the democratic trade union movement in Central and South America and the Caribbean. The AFL-CIO's continued support of ORIT is designed to advance that objective. The presence of an AIFLD representative within the structure of ORIT serves to facilitate the efficient coordination of the respective development programs.

Scope of Work

Besides serving as liaison between the ORIT and the AFL-CIO, the AIFLD representative also is responsible for contacts between the Workers' Confederation of Mexico (CTM) and the AFL-CIO. As such, he or she will continue to coordinate the selection of candidates from the CTM who participate in the labor training courses offered in the George Meany Center.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
MEXICO PROGRAM
JULY 1, 1990 - MARCH 31, 1991

SALARIES

1 Country Program Director	\$50,760.00	
1 Bookkeeper - part time	1,350.00	
1 Secretary - part time	675.00	
1 Trade Union Consultant - part time	<u>1,200.00</u>	\$53,985.00

OVERSEAS ALLOWANCES

Permanent quarters		17,325.00
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TRAVEL AND PER DIEM

International travel	2,000.00	
International per diem	2,000.00	
Local travel and per diem	1,000.00	
Auto expenses	<u>1,200.00</u>	6,200.00

SUPPLIES AND EQUIPMENT

Ave. \$100/mo. x 9 mos.		900.00
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COMMUNICATION AND POSTAGE

Ave. \$400/mo. x 9 mos.		3,600.00
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BENEFITS

Retirement 25% x \$49,936	12,484.00	
S.S., taxes, hosp., ins.	<u>9,464.00</u>	21,948.00

OTHER DIRECT COSTS

Ins., bank charges, etc.		<u>500.00</u>
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TOTAL

\$104,458.00

LABOR PROGRAM PROPOSAL FOR PANAMA

July 1990 - March 1991

Setting

During two and a half years of absolute control by the Noriega dictatorship, Panama's political, economic and social structures suffered serious damage. By some estimates, GNP declined by as much as 40 percent during this period, with a corresponding rise in unemployment and under-employment. Opposition political parties were literally beaten into submission and many trade unions, professional organizations, business groups and other public bodies were intimidated, bought off or otherwise coopted by Noriega, who wielded total political control and considerable economic power.

The overthrow of the dictatorship in the U.S. military intervention of December 1989 resulted in Panama having elected civilians running the government for the first time in 20 years. They assumed power on the basis of their clear victory in the May 1989 elections, annulled by Noriega. The new government is dominated by upper-class businessmen, who often have been antagonistic to labor unions, and has a well-defined conservative outlook. It is generally accepted that one of its primary policy goals will be an overhaul of the current labor code, a body of populist measures adopted during the Torrijos era.

There are valid arguments for reform of the code, which confers generous benefits and job protection on workers, which will be needed to spur investment and employment. But reform should not mean evisceration, as some in the present government would have it. Nor should it take place without close consultation with and involvement of the labor movement, particularly if Panama embarks on a policy of stimulating non-traditional exports through the creation of special government incentives.

Still surviving in Panama's organized labor movement are several groupings, including some that retain a solid democratic core. Three stand out: the democratic CTRP, the communist CNTP, and FENASEP, the public employees union federation. Each saw some or most of its leaders suborned, in one degree or another, by the Noriega regime, as was true with the smaller labor groups. The democratic CTRP remains Panama's largest labor confederation, but its leadership is seriously divided and much of its rank and file alienated. Like all union groupings, CTRP has suffered substantial losses in membership as businesses have closed and cut back in the economic depression brought on by the dictatorship. As a consequence, organized labor's fragile financial base has virtually disappeared.

Also all but disappeared has been collective bargaining, a practice well established long before Noriega seized control of the country. What has taken its place and become customary throughout the economy is for management, with the acquiescence of the government, to force workers and their unions to accept wage reductions, longer hours and generally poorer working conditions. Sharp and sudden dislocations of recent years have accelerated this trend.

A free trade union movement is essential to the successful functioning of democratic government. No matter how enlightened and sophisticated, the monied classes in Panamanian society cannot be expected to revive genuine democracy on their own, without the full participation of free working men and women.

At the same time, all sides seem to agree there is need for a new balance in Panama between management and labor. There also is a consensus that despite its strongly-held conservative viewpoint, Panama's present government appears to have sufficient public support to begin providing that balance, as labor unions begin to rebuild and modernize.

I. Goal

To help the democratic union movement effectively represent its membership while contributing to the reconstruction of Panama, through a process of tripartite dialogue and conciliation among labor, management and government.

II. Short Range Objectives

- A. To help democratic labor to knit together a viable trade union structure of federations at the national level that can defend the interests of their membership at the local level, both in relation to terms of employment and matters of public policy.
- B. To restore the integrity of the collective bargaining system and insure its acceptance in both the public and private sectors.
- C. To leave open the possibility for unions to organize (a) in closed business establishments which reopen as national economic recovery takes place, and (b) in any export or free trade zones that might be established as a result of government policy.
- D. To set up an effective mechanism for dialogue between labor and management under, the neutral sponsorship of government, that permits a free exchange of views and ideas looking toward the rational reconstruction of the country.

Indicators

By March 1991

- A. There will exist an accurate inventory of Panama's labor movement, in terms of numbers of federations, their constituent unions and their total membership, as well as accurate information on labor conditions.
- B. Substantive collective bargaining will have been reestablished and at least 12 new contracts will be signed during the course of the program year.

C. A forum and agenda will be agreed to and the tripartite dialogue will be a routine part of the government's industrial relations policy.

D. By encouraging political awareness in trade unions, democratic labor will again become an active participant in public policy debate on issues affecting worker interests.

Scope of Work

A. Limited assistance will be provided to CTRP and other democratic labor organizations for operating expenses.

B. Included in this will be staff support for activists employed for short periods in union organizing, membership recruitment, and related tasks. Their performance will receive formal periodic evaluations.

C. Democratic labor will receive assistance in training a new cadre of activists and leaders specializing in union administration, collective bargaining and other basic trade union skills.

D. A special leadership training program will be conducted at the George Meany Center for 20 younger leaders selected from the ranks of Panama's democratic trade unions.

E. The participating unions will agree on a committee to represent democratic labor in the tripartite dialogue.

F. To solidify the role of democratic unions in reestablishing constitutional government and the electoral process in Panama, the Confederation of Venezuelan Workers will conduct a cadre training program for Panamanian trade unionists in Venezuela.

G. Panamanian unions will be encouraged to work with the appropriate International Trade Secretariats in union organizing and leadership training.

III. Long Range Objective

To establish a solid democratic labor movement which will contribute to the economic revival of Panama and the welfare of its people.

IV. Logistic Support

To the extent possible, AIFLD U.S. personnel will be entitled to general administrative support which includes, but is not limited to, duty free importation of personal household effects, local carnets, passes, driving permits, commissary and mail facilities, etc., if available.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
PANAMA
JULY 1, 1990 - MARCH 31, 1991

Salaries

1 Country Program Director	\$42,938.00	
1 Program Officer (US)	18,000.00	
1 Program Officer (local)	7,800.00	
1 Accountant (local)	7,400.00	
1 Secretary (local)	4,500.00	
1 Driver/Messenger (local)	<u>6,600.00</u>	\$87,238.00

Overseas Allowances

Housing Allowance (US personnel)	21,000.00	
Education Allowance	<u>10,600.00</u>	\$31,600.00

Travel and Per Diem

International Travel 2 x \$750	1,500.00	
International Per Diem 2 x 5 x \$125	1,250.00	
Local Travel and Per Diem	6,000.00	
Vehicle Maintenance, Insurance, etc.	4,000.00	
Regional travel & per diem	<u>3,000.00</u>	15,750.00

Rent and Utilities

Ave. \$1,200 p/m x 9 mos.		10,800.00
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Supplies and Equipment

Supplies Ave. \$1,000 p/m x 9 mos.		9,000.00
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Communication and Postage

Ave. \$500 p/m x 9 mos.		4,500.00
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Benefits

Retirement 25% x \$42,200	10,550.00	
S.S. Taxes, Hosp. and Ins.	13,843.00	
Local Staff 14% x 26,300	<u>3,682.00</u>	28,075.00

Consultant Fees and Expenses

Legal, Technical		6,000.00
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Other Direct Costs

		1,000.00
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Program Cost

15 One Week Regional Seminars	30,000.00	
12 One Week Local Seminars	12,000.00	
3 Three Day Conferences	5,000.00	
3 National Conferences	6,000.00	
International Participants Costs	2,000.00	
Administrative Support - CTRP	34,000.00	
Activists/Organizers/Consultants	52,000.00	
One Leadership Training Program in U.S., 4 Weeks, 20 Participants	64,000.00	
1 One Week Special Program with CTV of Venezuela, 10-15 Participants	<u>10,000.00</u>	<u>215,000.00</u>

TOTAL

\$408,963.00

67

LABOR PROGRAM PROPOSAL FOR 1990-91

PARAGUAY

SETTING

The founding in August 1989 of a pluralist labor body, the Central Unitaria de Trabajadores (CUT), marked the takeoff stage for the free trade union movement of Paraguay. Since 1985, trade unionists had struggled to make the Stroessner dictatorship responsive to the real interests of the worker, with only limited success; the state's repressive apparatus usually overcame any serious expression of independence among the nation's captive unions. The effort of a handful of trade unionists to form their own organization, however, proved to be a landmark exception. Calling itself the Inter-Union Movement, or MIT, it made significant inroads and its unions began to appear in diverse sectors of the economy, ranging from banking to construction. When Stroessner was overthrown by the military in February 1989, MIT as a trade union coordinating committee moved into the vacuum created by the collapse of regime's labor front. Grown by that time to nearly 40 member unions, MIT became an active participant in the May election and went on in August, when it had accumulated 100 unions, to launch Paraguay's independent trade union movement under the CUT banner.

I. GOAL

To help MIT evolve from a coordinating committee into CUT, an effective central democratic labor body with the moral authority to speak for the Paraguayan worker.

II. SHORT RANGE OBJECTIVE

Objective No. 1: Organizing and Leadership Development

To enhance the capabilities of MIT/CUT to provide technical assistance and guidance to trade unions in the urban sector while developing the trade union movement among worker organizations in the rural sector.

Indicators

By April 1991, MIT/CUT will have formed at least 50 new unions in both urban and rural sectors.

Scope of Work

Five regional seminars will be held for agrarian labor organizations; ten national seminars will be held for urban unions in organizing and bargaining techniques; a local coordinator will assist the national center in carrying out educational activities; and scholarships to the George Meany Center for advanced training will be offered.

606

III. LONG RANGE OBJECTIVE

To help the CUT become the principal central labor body of Paraguay representing unions that are effective agents and spokesmen for the Paraguayan worker.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

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AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
PARAGUAY PROGRAM
JULY 1, 1990 - MARCH 31, 1991

<u>Salaries</u>		
1 Country Program Director	\$43,013.00	
1 Local Coordinator	5,625.00	
1 Secretary/Accountant	3,600.00	
1 Driver/Messenger	<u>1,600.00</u>	\$53,838.00
<u>Overseas Allowances</u>		
Permanent quarters		7,200.00
<u>Travel and Per Diem</u>		
International Travel	2,000.00	
International Per Diem	1,000.00	
Local Travel and Per Diem	3,000.00	
Auto expenses & ins.	<u>2,000.00</u>	8,000.00
<u>Rent and Utilities</u>		
Ave. \$500/mo. x 9 mos.		4,500.00
<u>Supplies and Equipment</u>		
Ave. \$400/mo. x 9 mos.		3,600.00
<u>Communication and Postage</u>		
Ave. \$600 x 9 Mos.		5,400.00
<u>BENEFITS</u>		
Retirement 25% x \$42,200	10,550.00	
S.S. Taxes, Hosp. and Ins.	9,488.00	
Local benefits 25% x 10,825	<u>2,706.00</u>	22,744.00
<u>Consultant Fees and Expenses</u>		
Legal, Technical, labor, etc.		4,000.00
<u>Other Direct Costs</u>		
		1,525.00
<u>Program Cost</u>		
2 National seminars	6,000.00	
4 Local seminars		
urban sector x \$2,000	8,000.00	
4 Regional seminars		
local urban x \$2,000	8,000.00	
Educational material, newsletters	2,000.00	
International participants	2,000.00	
ITS educational program	<u>4,000.00</u>	<u>30,000.00</u>
<u>TOTAL</u>		<u>\$140,807.00</u>

LABOR PROGRAM PROPOSAL

PERU

SETTING

Recent years have been cruel ones for Peru. In 1988 and 1989 the country suffered economic collapse, further spread of the murderous Shining Path and the drug mafia, and other signs of a breakdown in law and order that point to a general disintegration of Peruvian society. Historical class and racial exploitation is the root cause for the situation, and with political incompetence and opportunism increasing at all levels, there seems little hope for Peru's future. The situation of organized labor is if anything even bleaker. At least 75 percent of all organized workers belong to communist organizations. The small, democratic Peruvian Confederation of Labor (CPT) is presently divided, demoralized and ineffective. Despite the unpromising outlook, AIFLD will continue to work with the CPT and with independent federations and unions of democratic persuasion. The program will be sharply scaled back from labor training programs conducted in Peru in recent years.

I. GOAL

To maintain and where possible strengthen the democratic labor movement so it can more effectively represent Peruvian workers at the shop floor, company and national levels.

II. SHORT RANGE OBJECTIVES

To attempt to maintain the present level of the democratic labor movement against the day when normal working conditions permit a new effort to build up democratic unions in Peru.

Indicators

By March 1991 AIFLD expects:

1. That CPT, as well as other independent democratic labor organizations will have succeeded in holding its membership total to 150,000 workers.
2. That more than 2,000 local Peruvian trade unionists will be trained in democratic politics, basic economics, collective bargaining, union organizing and administration.

Scope of Work

AIFLD will sponsor an education program of up to 10 five-day regional or federation-level seminars, and 10 local roundtable discussions and conferences.

71

Additionally, AIFLD will support a series of small scale social projects to include the donation of office equipment to unions or federations.

III. LONG RANGE OBJECTIVE

To enable Peruvian workers to share more fully in society's economic benefits, improve the collective bargaining and industrial relations environment, and contribute to the continuation of democratic government.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
PERU PROGRAM
JULY 1, 1990 - MARCH 31, 1991

<u>Salaries</u>		
1 Program Officer	\$4,500.00	
1 Accountant	5,100.00	
1 Secretary	<u>3,400.00</u>	\$13,000.00
<u>Travel and Per Diem</u>		
Local		4,500.00
<u>Rent and Utilities</u>		
Ave. \$650/mo. x 9 mos.		5,850.00
<u>Supplies and Equipment</u>		
Ave. \$250/mo. x 9 mos.		2,250.00
<u>Communication and Postage</u>		
Ave. \$200 x 9 mos.		1,800.00
<u>Consultant Fees and Expenses</u>		
Legal, Technical, labor, etc.		750.00
<u>Other Direct Costs</u>		
Ins., bank charges, etc.		1,912.00
<u>Program Cost</u>		
8 GMC scholarships (local costs)	1,600.00	
8 Five day seminars	8,000.00	
8 Local conferences	4,000.00	
4 Social projects	8,000.00	
Conference, meetings, Roundtable discussions	<u>2,400.00</u>	<u>24,000.00</u>
<u>TOTAL</u>		<u>\$54,062.00</u>

LABOR PROGRAM PROPOSAL FOR 1990-91

URUGUAY

SETTING

Uruguay's highly organized labor movement, long dominated by the revolutionary left, succeeded in keeping the Sanguinetti government off balance for most of its five years in office. Elected in 1985 to make the transition from military dictatorship, President Sanguinetti now steps aside for another elected government headed by Luis Lacalle, but even before taking office, Lacalle was being politically harassed by big unions deliberately creating unrest. It seems, however, that both the outgoing and incoming governments are beginning to react to the agitation, perhaps because the average Uruguayan man in the street is fed up with the continuous abuse of labor power. A firm stance against political strikes is being concerted, and the government whenever it can keeps the spotlight of blame focused on the radicals in the labor leadership. At the same time, many political and civic leaders are encouraging the minority democrats in the labor movement to assert themselves, and are helping them to organize for the task. AIFLD's 1990-91 labor training program will concentrate on the same goal.

I. GOAL

To assist democratic labor unions to establish a politically independent labor movement.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Increase the participation of non-political groups within the organized union movement

Indicators

By March of 1991, the following will have taken place:

1. At least 120 trained democratic union leaders and/or activists will be functioning in pluralistic organizations, such as political parties and civic groups, in the private and public sectors.
2. Democratic unions participating in AIFLD programs will increase their membership by 15 percent.

Scope of Work

1. Funding will be provided for in-country labor education programs offered by democratic unions.
2. Funding will be provided for selected trainees to participate in AIFLD labor education courses in Argentina, and for more advanced programs at the George Meany Center in Washington.

Objective No. 2: Assist and advise democratic political parties so that they form their own union departments, headed by trade unionists, with their own trade union education programs

Indicators/Scope of Work

By March of 1991, at least 80 democratic union members will have positions in the two major political parties, the Blancos and Colorados, to reinforce from there the position of independent trade unionists in Uruguay's organized labor movement.

III. LONG RANGE OBJECTIVES

AIFLD will cooperate in education and technical assistance programs offered by autonomous unions and other noncommunist groups in Uruguay's traditional labor movement.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
URUGUAY PROGRAM
JULY 1, 1990 - MARCH 31, 1991

<u>Salaries</u>		
1 Program Coordinator (local)		\$8,250.00
<u>Travel and Per Diem</u>		
Local Travel and Per Diem		
300 x 9 mos.	\$2,700.00	
Auto expenses	<u>2,000.00</u>	4,700.00
<u>Supplies and Equipment</u>		
Ave. \$100/mo. x 9 mos.		900.00
<u>Communication and Postage</u>		
Ave. \$100 p/m x 9 mos.		900.00
<u>BENEFITS</u>		
Local coordinator		2,000.00
<u>Consultant Fees and Expenses</u>		
Legal, Technical, labor, etc.		1,000.00
<u>Program Cost</u>		
8 Basic seminars	7,000.00	
12 Orientation conferences/symposiums	3,000.00	
13 Students transportation to		
Buenos Aires seminars	2,600.00	
Organizing activities	<u>5,000.00</u>	<u>17,600.00</u>
<u>TOTAL</u>		<u>\$35,350.00</u>

70

LABOR PROGRAM PROPOASAL FOR 1990-91
VENEZUELA

SETTING

AIFLD maintains a country program director in Caracas to oversee cooperative programs conducted by the AFL-CIO and Venezuela's national labor confederation, the CTV. Their joint efforts aim at strengthening the democratic labor movement of the entire Spanish-speaking Caribbean, the Andean Region, as well as developing stronger trade unions in Venezuela itself. AIFLD's program will focus on leadership training and development programs for trade union movements in Central America, the Caribbean and Andean Regions. It also involves heightening the awareness of the Venezuelan union leaders of the needs to defend the democratic union values in these regions. The program also will work with the CTV in strengthening their rank and file and its commitment to democratic institutions. In addition, the AIFLD country program director will also have oversight responsibilities for locally administered labor training programs operated in Colombia and Ecuador.

I. GOAL

To increase the strength and democratic commitment of the Venezuelan labor movement and to draw on its experience in the development of effective free trade unions in Spanish-speaking countries of Central America and the Andean Region.

II. SHORT RANGE OBJECTIVES

Objective No. 1: Increase the affiliations and numbers of union organizations represented by the CTV.

Indicators:

By March 1991, AIFLD expects:

1. The CTV will have organized with its regional and national federations, courses that will have trained at least 60 instructor/organizers.

2. At least 40 of these instructor organizers will have begun to run courses to train union delegates in organizing and other necessary skills to attract new members.

Scope of Work:

Working with the appropriate CTV secretariats and their training institutes, AIFLD will support education activities for training the trainers in organizing and other necessary union

building skills. International exchanges and courses will also be provided.

Objective No. 2: Increase the awareness and participation of top and middle level union leadership in those socio-economic and political issues that involve international union solidarity.

Indicators:

By March 1991, AIFLD expects:

1. Top federation as well as confederation leadership will increase presence and clarity on international labor issues.
2. There will be greater coordination with the AFL-CIO and other democratic confederations on these issues.

Scope of Work:

National and regional high level conference using local and international human resources will be programed, including AFL-CIO and USIS participants. Support for travel to regional and international events. Development of materials on issues.

Objective No. 3: Through the example and experience of the strongest democratic labor movement of the region, the CTV will provide a role model for the promotion of democratic institutions throughout Central America and the Andean Region.

Indicators:

By March 1991, AIFLD expects:

1. The CTV will attract the participation of at least 50 non-Venezuelan leaders to events they will sponsor.
2. The CTV will receive requests from not less than three national trade union centers to provide advice and training in democratic union participation.

Scope of Work:

Support international training programs for union leaders in Venezuela. Assist the CTV-run international conferences. Assist travel of Venezuelan democratic experts to other countries.

Objective No. 4: Assist the CTV campesino federation in strengthening its representation of its members and providing service to its members through education.

Indicators:

1. At least 50 campesino leaders will receive high level training in occupational health and safety matters. Technical and legal support will be provided in cooperation with the Venezuelan Ministry of Health and Social Assistance.

2. 100 campesinos will receive training in leadership and union organization.

Scope of Work:

Support will be given to the FECAVE education department to carry out a series of seminars and conferences on leadership, occupational safety and health.

III. LONG RANGE OBJECTIVE

To strengthen the AFL-CIO/CTV relationship through joint educational efforts to assist counterpart organizations in the hemisphere.

IV. LOGISTIC SUPPORT

AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personal effects, local carnets, passes, driving permits, commissary privileges and the use of pouch facilities for official correspondence.

AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT
VENEZUELA PROGRAM
JULY 1, 1990 - MARCH 31, 1991

Salaries

1 Country Program Director	\$45,869.00	
1 Program Coordinator	4,875.00	
1 Bilingual Secretary	3,750.00	
1 Driver/Messenger	<u>2,775.00</u>	\$57,269.00

Overseas Allowances

Permanent quarters	18,375.00	
Education allowance	<u>14,000.00</u>	32,375.00

Travel and Per Diem

International travel	1,500.00	
International per diem	1,500.00	
Regional travel and per diem	8,000.00	
Local travel and per diem	4,000.00	
Home leave	<u>6,000.00</u>	21,000.00

Rent and Utilities

Ave. \$1,200 p/m x 9 mos.		10,800.00
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Supplies and Equipment

Ave. \$500 p/mo. x 9 mos.		4,500.00
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Communication and Postage

Ave. \$500 p/m x 9 Mos.		4,500.00
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BENEFITS

Retirement 25% x \$44,992	11,248.00	
S.S. Taxes, Hosp. and Ins.	9,467.00	
Local benefits 25% x 11,400	<u>2,850.00</u>	23,565.00

Consultant Fees and Expenses

1,000.00

Other Direct Costs

Ins., bank charges, etc.		1,000.00
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Program Costs

CTV International Conference	10,000.00	
1 Two week leadership training conferences (national level)	6,000.00	
Support to FECAVE	6,000.00	
Support to CTV education dept. for regional and national programs	15,000.00	
International exchange program (includes GMC participants)	<u>7,000.00</u>	<u>44,000.00</u>

TOTAL

\$200,009.00

SECTION B

AID INCLUSIONS IN COOPERATIVE

AGREEMENT THROUGH PIO/T

Management and Administration
of the AIFLD Program

Operational Plan

In addition to the 1990-1991 Operational Plan included in AIFLD's proposal to A.I.D., within two months of the signing of this Cooperative Agreement AIFLD will provide the A.I.D. Project Officer a three-year operational plan (1990-1992). The format and contents of this plan will be determined by AIFLD and the A.I.D. Project Officer.

Reporting Plan

AIFLD will provide A.I.D., on a semi-annual basis, reports on its progress in meeting the objectives outlined in its operational plan for each headquarters department (Education, Information and Publications, Agrarian union and Social Projects and Evaluation) and for each of the 18 country programs. Within two months of the signing of this Cooperative Agreement, AIFLD and the A.I.D. Project Officer will develop a reporting plan, including the type and format for this semi-annual report and the format of other reports required, the contents of the designated reports and the timing of the submission of each report.

Travel Notifications

When any AIFLD personnel (headquarters staff, contractors or others) travel to the field, AIFLD will notify directly the A.I.D. missions to be visited at least three weeks in advance of the trip. AIFLD will send the A.I.D. Project Officer a notification of the visit for information.

AIFLD Field Assignments and Transfers

When AIFLD personnel are assigned to the field or are transferred from one country to another, AIFLD will notify the A.I.D. Project Officer at least one month in advance to allow the Project Officer sufficient time to communicate with and gain the requisite clearance of the appropriate A.I.D. mission.

A.I.D. Mission Administrative/Logistic Support for AIFLD

To the extent possible, in all countries except Panama, Paraguay and Barbados, AIFLD U.S. personnel will be entitled to the following administrative support: duty-free importation of personnel effects, local carnets, passes, driving permits, commissary privileges and use of pouch facilities for official correspondence. The above-listed A.I.D. missions have indicated that they cannot provide this administrative support.

Administration of the AIFLD Program

AIFLD carries out labor programs under this Cooperative Agreement in 18 LAC countries. These programs are administered by 14 Country Program Directors, resident in the field. AIFLD works with local labor unions, providing training and support services in such subjects as collective bargaining, labor/management relations, union management, safety and health issues. Training is a major focus of AIFLD's work in the field. Nearly 5,000 labor leaders have graduated from labor courses in the U.S. since 1962, with almost 650,000 trade unionists participating in in-country training programs over the same period.

In addition to the country programs under this agreement, AIFLD finances in its Washington, D.C. headquarters the following programs:

1. Education Department, including a Labor Studies Program at the George Meany Center in Silver Spring, Maryland. This department oversees AIFLD's training activities.
2. An Information and Publications Office, which publishes various documents reporting on AIFLD's programs.
3. An Agrarian Union Development Department, which supports expansion of democratic unionism in the rural sector. Currently, AIFLD conducts specific programs in four countries - Bolivia, Costa Rica, Dominican Republic and Honduras.
4. A Social Projects and Evaluation Department finances several revolving and project funds to assist unions in supporting their members. Projects include extensive housing construction for trade unionists, purchase of equipment and tools, and construction of union assembly halls.

6

AIFLD oversees this varied program from its headquarters in Washington, D.C. with an extensive professional staff who travel frequently to the field. The A.I.D. Project Officer's immediate AIFLD counterpart is the Director of Finance.

A.I.D. manages this program from Washington, D.C., and field missions have no direct responsibility for implementing the regional program. However, the A.I.D. field missions and the U.S. Embassy Labor Attaches do have the responsibility of reviewing and clearing/commenting on AIFLD's annual program. In countries where A.I.D. is not represented, the Labor Attache fulfills this requirement. LAC/DI will ensure that each mission receives this submission on as timely a basis as possible. Other than this review, there is no formal or regular mission reporting requirements, although missions occasionally are requested to furnish data on AIFLD's programs or to report on AIFLD activities. AIFLD's semi-annual reports will be sent to each mission and Embassy where an active AIFLD program exists.

Audits

AIFLD annually contracts a private sector firm to audit its financial records. These audits are reviewed by A.I.D.'s Office of the Inspector General, which works with AIFLD to resolve any discrepancies. AIFLD will ensure that the A.I.D. Project Officer receives copies of these audits, including any correspondence between AIFLD and A.I.D.'s Office of the Inspector General.