

FD ARA-757-D

5190096 - (21)

REPORT U-646

PROJECT APPRAISAL REPORT (PAR)

Sp.

1. PROJECT NO. 519-75-095-094.3	2. PAR FOR PERIOD 4-1-76 TO 12-31-76	3. COUNTRY Ecuador	4. PAR SERIAL NO. 77-1
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AIPLD Free Labor Development

1. PROJECT DURATION: Begin FY _____ Ends FY _____	2. DATE LATEST PROP	3. DATE LATEST PIP	4. DATE PRIOR PAR 2/20/76
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5. U.S. FUNDING	6. Estimated Budget to completion After Current FY: \$	7. Current FY Estimated Budget: \$	8. Estimated Budget to completion After Current FY: \$
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9. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.

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

A. ACTION	B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
X	Mission has changed its views on AIDS and now wishes Ecuador to be included in that program.	
X	Complete review of AIPLD program following CEOSL Convention.	

11. REVIEWER'S NAME REVIEWED BY	<input type="checkbox"/> PROP <input type="checkbox"/> PIP <input type="checkbox"/> PRO AG <input type="checkbox"/> PIO/T <input type="checkbox"/> PIO/C <input type="checkbox"/> PIO/P	12. DATE OF MISSION REVIEW February 23, 1977
13. PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE	14. MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE DIR: Harry Ackerman 2/23/77	

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II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

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

Comment on key factors determining rating

AIFLD country director has played a key role in the progress of the democratic labor confederation, CEOSL. CEOSL's very survival as a viable institution is largely dependent on AIFLD activities and support

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

Comment on key factors determining rating

- A. Participant training at Front Royal continues to be successful.**
- B. Local activity in training is at a normal level and has played a key role in CEOSL's consolidation.**

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

Comment on key factors determining rating

None

6. COOPERATING COUNTRY	a. PERSONNEL	1	2	3	4	5	6	7	1	2	3	4	5
	b. OTHER lost time payments					X						X	

Comment on key factors determining rating

There has been improvement in local payment of employees for lost time for attendance at union training course.

7. OTHER DONORS	None											
	1	2	3	4	5	6	7	1	2	3	4	5

(See Next Page for Comments on Other Donors)

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

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY		FY ____	FY ____	
			TO DATE	TO END			
1. A significant increase in dues collection at the confederation level (percent increase)	PLANNED		20%				
	ACTUAL PERFORMANCE		30%				
	REPLANNED				30%		
2. Increase trade union membership affiliated with CEOSL (percent increase)	PLANNED		10%				
	ACTUAL PERFORMANCE		20%				
	REPLANNED				10%		
3. Quantitative increase in CEOSL collective bargaining agreements (number/percent increase)	PLANNED	-					
	ACTUAL PERFORMANCE	55	40%				
	REPLANNED				40%		
Three federations returned to CEOSL	PLANNED		3				
	ACTUAL PERFORMANCE		6				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1. Transfer INESE's basic education responsibilities to the confederated democratic labor organizations	Significant progress was made. Federations maintained their level of last year's seminars.						
2. Qualitative increase in collective agreements	COMMENT: Because of legislation and government attitude attempting to restrain inflation, wages and benefits aspects of contracts improved only slightly. A significant increase in contracts with the "educational clause" were signed.						
3. Increase comprehension on part of the union leadership of national issues affecting worker's social and economic development	COMMENT: Special seminars offered in 1976 for first time dealing with this subject, and our judgement is that the seminars were successful in increasing comprehension of these issues.						

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

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY		FY ____	FY ____	
			TO DATE	TO END			
At least ten unions will affiliate to a federation	PLANNED		10				
	ACTUAL PERFORM- ANCE		15				
	REPLANNED						
New cooperatives will be formed	PLANNED		1				
	ACTUAL PERFORM- ANCE		3				
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
4. 1. Improve the quality of trade union leadership	Ninety-nine percent of "democratic" trade union have attended AIFLD seminars.						
5. 2. Increase union participation in Government institutions.	Union leaders have been named to several Government bodies.						
6. 3. Improvement of CEOSL's capabilities to participate in a consultative loan in government policies	COMMENT: No measurable improvement except labor participation in GOE <u>ad hoc</u> commission to write new national constitution						

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

Strengthen the democratic trade union movement so that it is economically self-sufficient and effective in promoting its members' participation in economic and social development

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>The democratic trade union movement will:</p> <ul style="list-style-type: none"> a) be economically self-sufficient; b) have effective trade union leadership; c) have effective union organizational capabilities; d) be capable of managing its own educational program 	<p>CEOSL:</p> <ul style="list-style-type: none"> a) 10% b) Increased effectiveness in rating period was demonstrated by increase in quantity and quality of agreements, by unions general adherence to general strike, and by recognition of need to work together through confederation by increased dues support; c) new AFL-CIO financed organizing campaign; d) now able to manage 40% of basic education program.

V. PROGRAMMING GOAL

A. Statement of Programming Goal

Increase popular participation in the task of economic development, leading to a more equitable distribution of income within the framework of a pluralistic society and based on democratic institutions.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

Yes, the historical pattern in Latin America has indicated that in countries that have viable and democratic trade union movements there exists a more equitable income distribution. Moreover, it logically follows that as a greater proportion of workers becomes organized, and their organization thereby give economic self-sufficiency and political strength that they not only have greater participation in the economy but also have the political and economic force necessary to cause a more equitable distribution of income. Coincidentally, as democratic unions gain in strength, the more likely is the survival of democratic government in the face of serious political threats and challenges.