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PROJECT APPRAISAL REPORT (PAR)

69

1. PROJECT NO. 522-15-490-083	2. PAR FOR PERIOD: 4/1/73 TO 3/31/74	3. COUNTRY HONDURAS	4. PAR SERIAL NO. 75-1
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5. PROJECT TITLE

AIFMD/Honduras

6. PROJECT DURATION: Began FY <u>69</u> Ends FY <u>75</u>	7. DATE LATEST PROP 9/29/73	8. DATE LATEST PIP N/A	9. DATE PRIOR PAR July, 1973
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 911,400	b. Current FY Estimated Budget: \$ 198,500 1/	c. Estimated Budget to completion After Current FY: \$ 200,000 2/
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.
American Institute for Free Labor Development	AID/CH/LA-C73-10

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

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		
	X		1. AID/W to advise on Mission evaluation responsibilities for the new Regional Trade Union Enterprise Program and other activities that are inputs to Honduras Free Labor Development but are not part of the Honduras appendix to the Regional AIFMD contract. If the evaluation is performed by AID/W, SAID should receive copies.	9-30-74
X			2. Revise GPOI matrix for inclusion in Regional Free Labor Development PROP. The matrix will be used as a basis for preparing the FY 75 and FY 76 Honduras appendixes to the AIFMD regional contract.	12-31-74
X			3. Complete an analysis of collective contracts currently in force in the country and develop base-line data for future evaluations.	11-30-75
			1/ 4/1/74-3/31/75	
			2/ 4/1/74-3/31/76	

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

E. DATE OF MISSION REVIEW  
 July 8, 1974

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE

ID:JO'Rorke

AD:Kockler

PCD:RMAushammer

ID:KJohnson

DD:DM...

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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			OUT-STANDING		LOW				MEDIUM	HIGH
	1	2	3	4	5	6	7	1	2	3	4	5	
1. American Institute for Free Labor Development							X						X
2.													
3.													

Comment on key factors determining rating

1. Institute's capacity to fulfill quantitative aspects of contract as well as consistently high quality performance are the factors used in determining high rating. Ind user (Honduran Labor Movement) representatives give AIFLD high marks in all activities. In addition, AIFLD Country Program Director John Heberle has provided Mission with excellent and timely cooperation; program officer Bruce Jay has also proven to be creative and dynamic advisor in establishing new trade union enterprise program.

4. TRAINING						X								
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Comment on key factors determining rating Contractor has been actively pursuing ATAC study recommendation to shift education program toward more advanced and specialized training and is attempting to develop local instructors who will carry out the basic education program. During the reporting period, 36 of 59 courses in Leadership Development were at the advanced level. The contractor has been increasingly successful in an effort to encourage the labor movement to finance training costs (see IIIB.2)

5. COMMODITIES														
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Comment on key factors determining rating

II/A

6. COOPERATING COUNTRY	a. PERSONNEL						X							X
	b. OTHER						X							X

Comment on key factors determining rating

No bilateral project agreement is signed for this activity - however AIFLD counterpart organizations have proven receptive to AIFLD advisory assistance. The National Development Bank has cooperated with the Labor Movement in making credit available for agricultural and social projects. Government agricultural extensionists have cooperated in helping ANACH with agricultural and training projects. The National Housing Authority, Ministry of Labor, and other GOH agencies have actively assisted AIFLD supported labor projects throughout the report period.

7. OTHER DONORS				X					X					
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(See Next Page for Comments on Other Donors)

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

One Peace Corps Volunteer is assigned to ANACH to assist in establishing a wood working factory. The Volunteer's assistance has been useful to project start-up. He has taught basic factory organization. However, his efforts were slowed by his limited background.

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMULATIVE PRIOR FY	CURRENT FY 1/		FY 75-2/	FY ____	
			TO DATE	TO END			
1. Trade Union Enterprise Development (Middle Mgt. Seminars: National Forum) (See below)	PLANNED	0	0	0	0		0
	ACTUAL PERFORMANCE	0	2				
	REPLANNED			2	12		14
2. Labor leadership development through educational seminars. (advanced and Inst/Trnr sems.) (See below)	PLANNED		40	40	56		76
	ACTUAL PERFORMANCE		36				
	REPLANNED			36	56		92
3. Campesino income development (No. of Tech/Rural development courses) (See below)	PLANNED		11	11	12		23
	ACTUAL PERFORMANCE		12				
	REPLANNED			12	12		24
4. Social benefit community self help projects (See below)	PLANNED		3	3	5		8
	ACTUAL PERFORMANCE		3				
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1. Management Seminar, National Forum	A Seminar was held to familiarize participants with skills in managing business enterprises; a national forum was conducted to define program goals and build support for the enterprise program.						
2. Labor leadership Seminars	COMMENT: During the report period, 34 advanced seminars were conducted and 2 instructor/trainer seminars completed.						
3. Campesino Tech/Rural courses	COMMENT: ANACH Tech Dept. supervised 25 ag. credit projects. In support of these and other ANACH activities, 2 technical courses and 9 rural development courses were held. In addition 75 field courses and 2 special seminars were given. The courses have contributed to increasing campesino farmer skills and raising their productivity.						

1/ Figures apply to period 4/1/73 to 3/31/74

2/ Figures apply to period 4/1/74 to 3/31/75

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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)					
		CUMU- LATIVE PRIOR FY	CURRENT FY		FY ____	FY ____	END OF PROJECT
			TO DATE	TO END			
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1. Social Benefit projects	<p>The union movement provided labor on a free basis for the following projects:</p> <ul style="list-style-type: none"> <li>a. Construction of 55 school desks for rural schools;</li> <li>b. Construction of a rural cooperative store;</li> <li>c. Site development for an agricultural demonstration plot.</li> </ul>						
2.	COMMENT:						
3.	COMMENT:						

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**IV. PROJECT PURPOSE**

A. 1. Statement of purpose as currently envisaged.  
Purpose:

2. Same as in PROP?  YES  NO

Strengthen the democratic trade union and campesino organization movement in Honduras.

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>1. The trade union movement is providing the following services:</p> <p>A. The trade union enterprise program is providing feasibility and marketing studies, funding and management assistance to develop small business.</p> <p>B. The North Coast labor federation (FESITRAMH) is capable of managing trade union education programs. These programs should contribute to increase the quantity of good collective contracts by 10% by 3/31/76. (For project purposes a good quality collective contract</p>	<p>a. Of a total of three new job creating enterprises planned through FY75, the Cooperative Supermarket is now in operation. The Basic Transportation Vehicle assembly plant is under study by labor movement officials. One additional project still remains to be selected from a list of feasible alternatives.</p> <p>b. FESITRAMH has established an Institute to provide such training. The building has been purchased with cash and a loan. The loan is being repaid over a five year period. The building is gradually being reconditioned by the Federation. Honduran trade union instructors are paid by the Federation. All professional instructors (such as accountants and economists) are still paid by AL funds. The Federation will continue to assume an increasing</p>

**V. PROGRAMMING GOAL**

A. Statement of Programming Goal

Increase worker and campesino participation in the socio-economic development of the country.

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.

A broader distribution of income and wealth will be stimulated by strong unions that can assist workers in their effort to gain increased wages and improved working conditions. The unions will create some new jobs through the enterprise project thus generating new income for workers. Campesino organizations will provide credit, training, and extension services to assist their members to increase their production and improve productivity. Organized workers and campesinos will find themselves in a stronger position to influence government decisions which affect their interests. Together these factors mean that a strengthened labor union movement will serve as a means for increasing the participation of workers and campesinos in the fruits of development.

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**IV. PROJECT PURPOSE**

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP?  YES  NO

1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>is one that provides more benefits to workers than the minimum required under the Honduran Labor Code).</p>	<p>share of the costs of the education program. At present 43 collective contracts are in effect in Honduras and 24 in some way (such as higher pay or longer vacations) exceed the Labor Code.</p>
<p>C. Campesino-related programs in credit, marketing and farm supply are developed to assist farmers increase their production and productivity.</p>	<p>c. ANACH has created a rotating fund available for lending to its members. This fund currently totals \$500,000, approximately \$150,000 over the planned amount for this time period. ANACH has also begun activities in sales of farm supplies and marketing of farm products.</p>
<p>2. Trade union and campesino membership has increased by 10% by 3/31/76.</p>	<p>2. Union membership is as follows: FICLISITHI-13,700; FLSITRANI-45,000; ANACH-35,000. These totals will be used as base-line data for future evaluations.</p>
<p>3. Membership dues have increased by 20% by 3/31/76</p>	<p>3. Approximately 10 of the 43 collective contracts contain dues check off provisions. Firm figures for base-line data will be obtained when an</p>

**V. PROGRAMMING GOAL**

A. Statement of Programming Goal

analysis of collective contracts is completed.

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.