

PD-1000-154 39091

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PROJECT APPRAISAL REPORT (PAR)

74-4

1. PROJECT NO. 514-15-410-015	2. PAR FOR PERIOD: TO June 1973	3. COUNTRY Colombia	4. PAR SERIAL NO. 74-4
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5. PROJECT TITLE

Labor Affairs

Report on 5/21/74
1 copy in 1004

6. PROJECT DURATION: Began FY 51 End FY 73	7. DATE LATEST PROP April 23, 1971	8. DATE LATEST PIP	9. DATE PRIOR PAR
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 2,704,000	b. Current FY Estimated Budget: \$ -0-	c. Estimated Budget to completion After Current FY: \$ -0-
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME US Department of Labor	b. CONTRACT, PASA OR VOL. AG. NO. LA(LB) 29-70
AIFLD	CN/LA/C 73-10

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

A. ACTION IN			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		
X			Upon completing of technical assistance in Employment Services in June 1974, the Mission will prepare a Memo. to be attached to this document, evaluating those services, the only outstanding activity remaining to be completed under this project.	July 1974

D. REPLANNING REQUIRES						E. DATE OF MISSION REVIEW	
REVISED OR NEW:	<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	February 1, 1974
PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE				MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE			
Anilee Rollins, HRA				William A. Ellis, Mission Director			

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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. US Department of Labor					X								X
2. AIFLD					X								X
3.													

Comment on key factors determining rating

1. US Department of Labor - Although the Department of Labor advisors have, to date, been of high quality and have performed effectively, the DOL was unable to successfully recruit a labor statistician called for in original plans, causing eventually the elimination of much needed technical assistance in this area.

2. AIFLD - The contractor met, but did not exceed, the planned performance targets. As the sole action agent, the performance of the contractor was very important to achieving the project purpose.

4. PARTICIPANT TRAINING						X								X
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Comment on key factors determining rating

Training for employment service personnel has created a cadre of committed well-qualified personnel, the effectiveness of whom is demonstrated by the efficient operation of the Bogotá office.

5. COMMODITIES														
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Comment on key factors determining rating

N. A.

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

Comment on key factors determining rating

a. Employment Services (GOC) - The GOC has provided relatively well-qualified personnel, with a minimum of turnover. However, there have been many delays in moving ahead with plans for providing the employment service to other major cities.

b. Labor Unions - The major labor confederations assisted through this project have met, but not exceeded, the requirements for continued AID support and participation as set forth in the AID/Contractor agreements.

7. OTHER DONORS	N. A.													

(See Next Page for Comments on Other Donors)

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

N. A.

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 73		FY 74	FY ____	
			TO DATE	TO END			
Local Employment Service Offices operational.	PLANNED	4	-	6			10
	ACTUAL PERFORM- ANCE	1	0				
	REPLANNED						
Colombian Dictionary of Oc- cupational Title prepared.	PLANNED	100%					
	ACTUAL PERFORM- ANCE	100%					
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1. Campesino Service Center independent of AIFLD support.	This has not been achieved. However, progress has been made in this direction.						
2. Occupational analysis pro- gram in progress. GOC committed to expanding employment service.	COMMENT GOC has asked for technical assistance under FY 73 funding to reinforce ongoing program. Despite delays, expansion now included in MinLabor reorganization plan.						
3. Trade union movement strength approximates that of the church, business com- munity, the armed forces, etc.	COMMENT This is an extremely difficult indicator to measure; however, the trade union movement has shown signs of strengthening as it grows.						

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged. **To help the Colombian Government develop essential services for increasing employment and to strengthen the nation's democratic labor movement.** 2. Same as in PROP? YES NO

<p>B. 1. Conditions which will exist when above purpose is achieved.</p> <ol style="list-style-type: none"> 1. Qualified job applicants receiving guidance, counselling and job placement services. 2. Unemployed job applicants without appropriate skills receiving guidance, counselling and placement services including referrals to man-power training institutions. 3. Labor unions financially self-sufficient. 	<p>2. Evidence to date of progress toward these conditions.</p> <ol style="list-style-type: none"> 1. Between June 1970, when the Bogotá office of the Employment Service opened, and June 1973, there were 40,260 applicants for 25,275 registered job vacancies. 29,830 applicants were referred to prospective employers, of which 5,471 were placed on jobs. 2. This category of job applicants is receiving employment services similar to those with adequate skills. As appropriate, applicants are being referred to SENA for training. 3. (a) The major Colombian labor confederations assisted by this project have assumed responsibility for the financing of the lower-level basic instructor courses formerly financed by AID through AIFLD. (b) The infrastructure has been established within the Colombian labor confederations to assure an increasing degree of financial independence in that union cooperatives are functioning more effectively.
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V. PROGRAMMING GOAL

Cont.

A. Statement of Programming Goal
Increased participation in national democratic processes and improved income distribution through strengthened Ministry of Labor and trade union movement activities.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? *See evidence*
Having a job with the economic and social participation outlets it provides (including labor union membership) assures greater opportunity for participation in national democratic economic and social processes and helps to redistribute income. Thus, achieving the project purpose of developing essential services for increasing employment and strengthening the democratic labor movement in support of the economic and social goals of workers should make a significant contribution to the programming goal.

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged. 2. Same as in PROP? YES NO

B. 1. Conditions which will exist when above purpose is achieved.

~~Continued~~

~~For example, the Union of Colombian Workers (UTC)~~
 Evidence to date of progress toward these conditions
 raised \$500,000 to help capitalize the newly created Workers Bank. Dividends to be derived from the operations of the Bank should assure even greater financial independence.

4. (a) As indicated above, the labor movement is participating in the free economy through the creation of a Workers Bank, a union initiative which resulted in the UTC cooperatives capitalizing the bank.

(b) Through maintaining its independence and neutrality of political party affiliation, the Colombian labor movement has become a key pressure group in behalf of workers.

(c) Many union leaders are active participants on the governing boards of key governmental economic and social institutions at the national, regional and local level. These include the Bank of the Republic, the Social Security Institute, the Banco Popular, and the National Apprenticeship Training Service (SENA).

4. Labor movement playing more active role in democratic processes.

V. PROGRAMMING GOAL

A. Statement of Programming Goal

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.

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