

representatives of workers in collective bargaining, as protagonists in key national debates over economic policy (such as social security and public sector reform), and as leading representatives of civil society and supporters of peace negotiations. But the combination of physical violence and economic insecurity has made it extremely difficult for Colombian trade union leaders to develop the organizational and administrative skills that they need to promote effective industrial relations and function in a modern economy.

B. Target Population

The grantee will establish a selection procedure to identify Colombian trade union leaders who could benefit from advanced training in trade union administration, collective bargaining, dispute prevention and resolution, and related skills.

C. Objectives

The Grantee will implement, in partnership with USDOL, a project designed to contribute to the reduction of social conflict and violence in Colombia by improving the ability of the Colombian trade union movement to participate in the economic, political and social development of the country; protect human and worker rights; and play a positive role in the peace process. Specific project objectives include:

- Improving the skills of Colombian trade union leaders in trade union administration, collective bargaining, dispute prevention and resolution, English language, communications, and using computers.
- Bringing Colombian trade unionists to the U.S. or a third country to expose them to unionized workplaces with trade skills similar to those of the Colombian trade unionists in order to enhance their own skills and deepen their understanding of effective trade union administration and industrial relations in a workplace outside Colombia.

Relationship to USDOL Strategy: By helping to improve the capacity of trade union leaders to contribute to the political, economic, and social development of Colombia, protect human and worker rights, and play a positive role in the peace process, the proposed project supports achievement of USDOL's GPRA goal (3.3b) to, "Improve living standards and conditions of work for workers in developing and transition countries."

D. Type of Work To Be Performed/Activities

The selected Grantee(s) will be responsible for developing a strategy for successfully achieving the stated objectives of the project and addressing the problem(s) identified in the Background and Problem Statement, developing and implementing the major tasks to be accomplished as part of that strategy, tracking and reporting on progress in achieving the stated objectives, and providing any necessary services.

When developing the strategy and activities, the Applicant should take into consideration the following issues:

- Need to carefully select for training those trade union leaders who are: (a) Committed to training other trade unionists upon completion of their training in the U.S. or a third country, (b) most likely to adapt to living conditions in the U.S., (c) capable of learning in all skill areas, and (d) well-respected within the labor community for their commitment to democracy, honesty, transparency, and the peaceful resolution of conflict.
- Need to effectively orient trainees prior to departure to U.S. or a third country for training.
- Need to offer on-going counseling to those trainees who may require it throughout their training in the U.S. or third country.
- Need to ensure that trainees are provided with opportunities to disseminate their learning to other trade unionists upon return to Colombia.

E. Expected Outcomes/Project Outputs

By the end of the grant period, the project will have:

- Trained at least 20 trade union leaders in trade union administration, collective bargaining, dispute prevention and resolution, English language, communication, and computer skills.
- Established a communication network between international trade unions and non-governmental organizations that will provide continued support to the trade union leaders upon their return to Colombia.
- Developed a plan to safely reintegrate the trade union leaders into Colombia.
- Developed and implemented a system to ensure that the trained trade union leaders disseminate the information and skills that they learned in the U.S. or third country to their Colombian counterparts.

The selected Grantee will be responsible for identifying and producing the activities, outputs, and

deliverables that will support achievement of these expected outcomes.

F. Deliverables

Following the award of the grant, the Grantee(s) shall collaborate with USDOL/ILAB to:

- Develop a Project Document (including a project budget) that will set the technical parameters and provide guidance to the project. It should include all information and be prepared according to the standardized format outlined by USDOL. While the Applicant's original proposal will serve as the basis of the Project Document, in every case USDOL has found it advantageous to visit the field and reach consensus on the project strategy with host country counterparts in order to further inform the project design. USDOL must receive a draft of the Project Document 45 days after returning from travel to the relevant area(s). The Project Document must be finalized no later than 30 days after receipt of USDOL comments on the draft.

- Establish a Workplan identifying major project activities, deadlines for their completion, and person(s) responsible for completing these activities (within 60 days after the Project Document is finalized).
- Set project indicators, including indicators that support ILAB's Government Performance and Results Act (GPRA) goal, "Improve living standards and conditions of work for workers in developing and transition countries." (within 90 days of finalizing the Project Document).

- Create a Performance Monitoring Plan (PMP) to establish the data needed to measure achievement of project indicators and the methods for collection and reporting. It should include all information and be prepared according to the standardized format outlined by USDOL (within 90 days of finalizing the Project Document).

The Grantee(s) must submit copies of all required documents to USDOL by the specified due dates. Other documents that may be produced are to be submitted by mutually agreed-upon deadlines. The Project Document, Workplan, project indicators, PMP, and data collection system are subject to final approval by the Grant Officer's Technical Representative (GOTR) responsible for monitoring the grant.

G. Special Program Requirements

1. USDOL Responsibilities

Following the award of the grant(s), USDOL shall: