

measured in part through: (a) Increased rate of settlement of disputes by the institutions and/or systems receiving project assistance, (b) increased willingness of tripartite partners to support and participate in programs that foster alternative dispute resolution, (c) reduction in the time required to reach a final settlement through the institutions and/or systems receiving project assistance, and (d) increased rate of compliance with settlements reached through the institutions and/or systems receiving project assistance.

Relationship to USDOL Program Strategy: By helping to improve labor law compliance in Central America, 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

Applicants are responsible for developing a strategy for successfully achieving the above-stated objectives and addressing the problem(s) identified in the Background and Problem Statement, developing and implementing the major tasks and activities to be accomplished as part of that strategy, tracking and reporting on progress in achieving the stated objectives, and providing any necessary services. The Grantee(s) will be responsible for coordinating with other programs in the region, particularly USDOL-funded efforts that are working toward similar objectives, and adapt its Workplan to avoid duplication of activities.

E. Expected Outcomes/Project Outputs

By the end of the grant period, the project will have increased labor law compliance in the five project countries through: (a) An increased knowledge of national laws, legal processes and their application among employers and workers and an increased number of requests to the labor ministry for assistance based on that knowledge, (b) the strengthened capacity of labor ministries to effectively enforce labor laws, and (c) more effective systems to resolve industrial disputes.

Applicants are expected to describe in their technical proposal: (a) The strategy that they will adopt to achieve these outcomes within the stated timeframe and available USDOL funds; and (b) the indicators and system of data collection they will use to measure the achievement of these outcomes (*i.e.*, increased labor law compliance, greater knowledge of national labor laws and their application, and more effective

industrial dispute resolution systems), as well as all key outputs of the project.

In developing the strategy, applicants should take into consideration the following issues:

- The level of technical assistance that Central American Ministries of Labor have received in the past five (5) years and continue to receive from bilateral donors and international organizations;
- The need to ensure that the project strategy is consistent with any national strategy to increase labor law compliance.
- The need to sustain project improvements, including retaining the new knowledge and practices of project-trained ministry staff.

The need to engage key tripartite stakeholders of the project—ministries of labor, employer associations, and trade unions—in the design and implementation of the project strategy.

F. Conditions Precedent

Prior to providing any technical assistance to any project country, the level of political commitment of each government to increase labor law compliance must be demonstrated in a clear and measurable way. Past experience has demonstrated that without the political will of the benefiting institutions to provide the necessary resources and support to effect change, no international project or form of assistance will achieve its stated objectives. Accordingly, applicants are requested to provide in their technical proposal a methodology for assessing the political will of the governments of the Central American governments to increase labor law compliance. The methodology should focus on the areas of concern listed in the Background and Problem Statement section (*i.e.*, the need to strengthen effective enforcement of labor laws, the need to strengthen promotion of the freedom of association and collective bargaining principles, the need to increase knowledge among employers and workers regarding national labor laws, the need for the Ministries of Labor to receive sufficient resources from their national budgets to foster improved labor relations). Such information will be utilized by USDOL, in consultation with the Grantee(s), for deciding how to allocate project assistance within the region.

G. 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.

H. Special Program Requirements

1. USDOL Responsibilities

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

- Provide the Grantee(s) with programmatic support to help ensure effective implementation of the project, including training and consultation in USDOL/ILAB management, monitoring, and evaluation systems and standard operating procedures.
- Provide advice and consultation to Grantee(s) on specific program criteria.
- If, based upon the responses to this solicitation and subsequent to the