

PROJECT STATUS REPORT

JANUARY 2011 - JUNE 2011

SECTION 1: PROJECT SUMMARY

PROJECT NAME: Improving Labour Productivity through Internal Corporate Social Responsibility

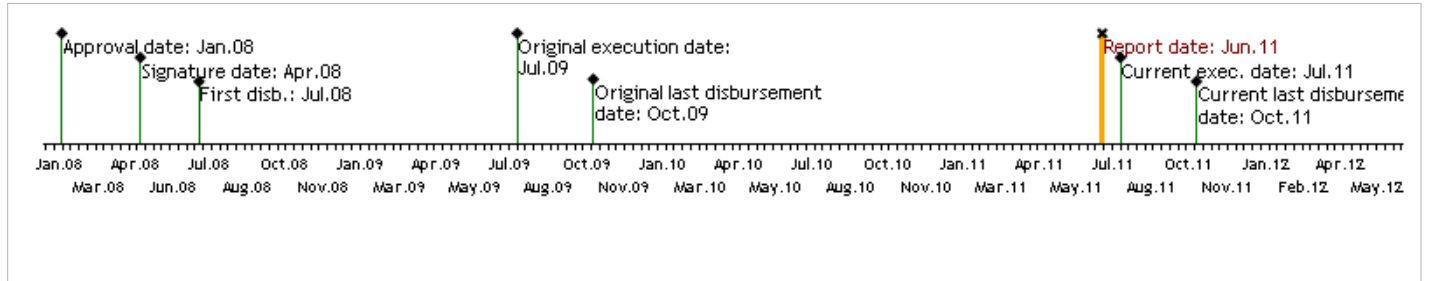
Project Number: TT-M1012 - Operation Number: ATN/ME-10800-TT

Purpose: To incorporate CSR practices in selected companies to enhance their performance

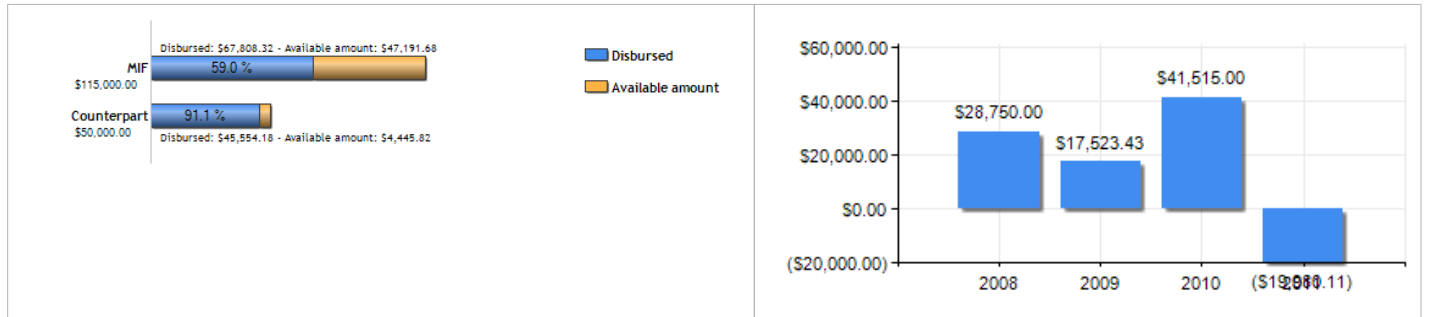
Country Administrator	Beneficiary Country	Group	Subgroup
TRINIDAD AND TOBAGO	TRINIDAD AND TOBAGO	SME - Small and Medium Enterprise Development	CSOR - Corporate Social Responsibility

Executing Agency:	TRINIDAD Y TOBAGO MANUFACTURERS' ASSOCIATION	Design Team Leader:	Dookiesingh, Vashtie
		Supervision Team Leader:	Dookiesingh, Vashtie

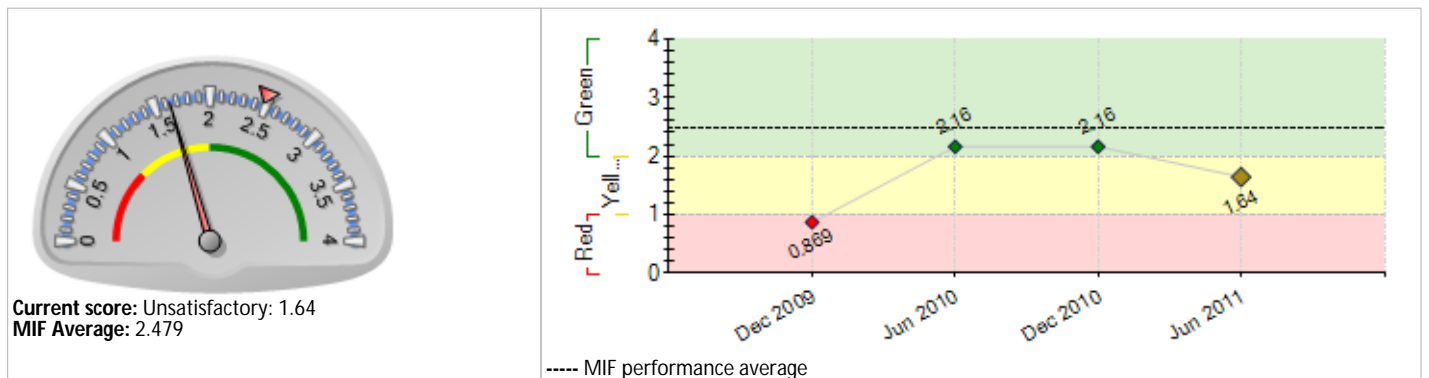
TIMELINE



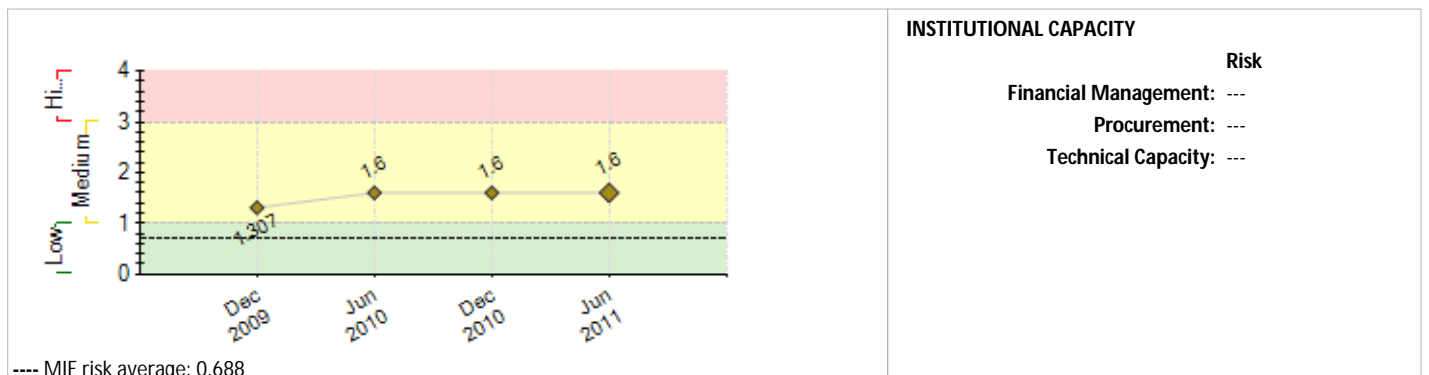
FUNDS



PERFORMANCE SCORE



EXTERNAL RISKS



INSTITUTIONAL CAPACITY

	Risk
Financial Management:	---
Procurement:	---
Technical Capacity:	---

SECTION 2: PERFORMANCE

Summary of project performance since inception

The Executing Agency (EA) hosted a seminar entitled, *Labour Productivity - your tool to improving competitiveness* as a means of sharing lessons from the completed project and CSR initiatives in Trinidad and Tobago (T&T) and the region.

Our session offered case studies from manufacturing companies in Trinidad and Tobago; insights from researchers in the field of Corporate Responsibility as well as specific recommendations for tackling absenteeism and an employer's guide to championing the Workman's Compensation Act.

The issues raised during this session were deemed necessary topics as the EA aims to encourage improved approaches to Labour Productivity. The Executing Agency took this opportunity to share information on the project by having one of the companies that participated in the project present their company story. This presentation was well received by the attendees and the presenter, Mr Simon Gonzales, General Manager Barana Seafood Processors Limited received extensive questioning by all attendees as the success for his company has proven quite commendable and inspiring to other firms.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments

Summary of project performance in the last six months

The Executing Agency planned to create a video production to highlight the work of the project. However this plan was brought to an abrupt halt as a participating company was unable to commit to filming this video - a circumstance that was unforeseen by the Executing Agency. This video was intended to be shared during the semester through the website and seminars but this was not possible.

The Executing Agency faces one major risk in achieving this final milestone of the project in that many companies are hesitant to attend CSR workshops and seminars as there still is minimal buy-in from employers as to the benefits of having employees commit company time to attending these sessions. The TTMA has opted to merge efforts on disseminating the project results and the benefits of CSR with an overall approach to improving Labour Productivity and Environmental Awareness. These themes fit well with the United Nations Global Compact Principles and it is the aim of the Executing Agency to host more sessions like this in coming months.

The EA has opted to create a newsletter for distribution to at least 400 companies and agencies in Trinidad and Tobago as well as our regional partners. This newsletter will highlight the project's results and information on the UNGC. Additionally, the EA is creating a Toolkit booklet in the form of an easy to use handbook as per the work of the project consultant. This publication will also be shared extensively with our local and regional partners.

Comments from the Supervision Team Leader

Agree with the Executing Agency comments

SECTION 3: INDICATORS AND MILESTONES

Indicators		Baseline	Intermediate 1	Intermediate 2	Intermediate 3	Planned	Achieved	Status
Purpose: To incorporate CSR practices in selected companies to enhance their performance	P.I1 Percentage increase in level of productivity reported by participating companies	0				10 Oct 2010	10 Oct 2010	
	P.I2 Reduction (in percentage) in employee absenteeism reported among participating companies	0				20 Oct 2010	0 Jul 2010	
	P.I3 Reduction (in percentage) in job turnover among participating companies staff	0				10 Oct 2010	0 Jul 2010	
Component 1: Implementation of Internal CSR practices in 5 selected companies Weight: 85% Classification: Satisfactory	C1.I1 Number of companies for which CSR strategies are defined and implemented	0				5 Oct 2010	3 Jul 2010	Finished
	C1.I2 Number of managers in pilot companies that improve their knowledge and understanding of CSR	0				25 Oct 2010	22 Jul 2010	Finished
	C1.I3 Number of employees in workforce of participating companies that will benefit from internal CSR pilot projects	0				500 Oct 2010	678 Jul 2010	Finished
	C1.I4 CSR strategy developed for selected companies.	0				5 Apr 2014	3 Jul 2010	Finished
Component 2: Strengthening local network of the UN Global Compact Weight: 15% Classification: Satisfactory	C2.I1 Number of companies exposed to program results and business benefits of implementing CSR in Trinidad and Tobago	0				400 Oct 2010	0 Mar 2010	Delayed

Milestones		Planned	Due Date	Achieved	Date achieved	Status
M0	Previous Conditions	4	Oct 2008	4	Jun 2008	Achieved
M1	CSR strategy developed for the 5 selected companies	3	Jul 2010	0	Jul 2010	Achieved
	At project completion: At least 25 managers of selected companies who will benefit from improved knowledge and skills associated with development of internal					

	CSR practices linked to increases in labour productivity: At least 500 technical staff and operators, comprising the workforce of participating companies, who will benefit from improved workplace practices; Each of the 5 participating firms achieve some improvement in baseline performance indicators in accordance with benchmarks and milestones established in the design of firm level interventions.					
M2	UN GC Local Network functioning and active in Trinidad and Tobago. Number of joint CSR initiatives among companies participating in the UN GC Local Network. At least 400 are made aware of program results and the potential business benefits of CSR in Trinidad and Tobago.	1	Jul 2010	0	Jun 2011	Not Achieved

CRITICAL ISSUES THAT HAVE AFFECTED PERFORMANCE

- [X] Executing agency institutional capacity
- [X] Supplier/contractor performance
- [X] Borrower/executing agency commitments

SECTION 4: RISKS**MOST IMPORTANT RISKS AFFECTING FUTURE PERFORMANCE**

	Level	Mitigation action	Responsible
1. Targeted number of companies do not participate in the project	Medium	TTMA will seek to find innovative and effective means of communicating business benefits of CSR and securing commitment of member companies to adopt internal CSR practices as a means of improving labour productivity	Project Coordinator
2. Companies and other stakeholders lack interest in investing in and leveraging the benefits of CSR	Medium	Increase awareness of the business benefits of CSR	Project Coordinator
3. Planned CSR initiatives do not result in expected productivity improvements during the project timeframe due to lag effects or failure of the key hypothesis	Medium	TTMA will work with the contracted consultant and participating companies to define realistic and measurable targets and continually monitor and adjust these targets	Project Coordinator

PROJECT RISK LEVEL: Medium **TOTAL NUMBER OF RISKS:** 3 **IN EFFECT RISKS:** 3 **NOT IN EFFECT RISKS:** 0 **MITIGATED RISKS:** 0

SECTION 5: SUSTAINABILITY

Likelihood of project sustainability after project completion: LP - Low Probability

CRITICAL ISSUES THAT MAY AFFECT PROJECT SUSTAINABILITY

Issue	Comments
[X] Lack of commitment from the executing agency to continue or expand the project's services and/or activities	The Executing Agency is unlikely to pursue further expansion of UN Global Compact Network beyond the period of MIF investment
[X] Relevant actor's opposition or lack of interest to continue with the project's activities or services	The Executing Agency is unlikely to pursue further expansion of UN Global Compact Network beyond the period of MIF investment
[X] Lack of organizational, managerial and financial management capacity to continue and sustain the program once the execution phase is finalized.	The Executing Agency is unlikely to pursue further expansion of UN Global Compact Network beyond the period of MIF investment

Actions related to sustainability which will be or have been implemented:

- development of publications to share the project information
- strengthening of relationships with stakeholders involved in CSR and upholding the principles of the UNGC

SECTION 6: PRACTICAL LESSONS

[No Lessons learned records to Display]