

AFR/SAF, Mr. Enio Siira

July 2, 1971

PFC/RS/PS, William S. Lefes

Comments on Swaziland PROP for Agriculture Development

I am responding to your request for comments on the subject PROP. The general quality of the PROP is good. However, the following are comments that should help clarify the Project Design and provide a sound bases for future evaluation.

1. The goal statement may read; "to increase agricultural income." I believe it is redundant to state that one "helps to promote economic viability." To provide a "helping hand" is implicit in our development effort.
2. Your measurement of goal achievement shows the magnitude of increase, but lacks the means for verification or the yard sticks. It would help if several indicators for measurement were listed here. I believe that at one point we discussed certain indirect measurement devices such as the price of commodities in the market place over a prolonged period of time, the cost of inputs to the farmers and a consideration of inflationary trends in the country.
3. Basic assumptions of goal achievement look good. Number 2, however, "that the UK will provide its planned inputs," may be more appropriate at the purpose level because it has a direct bearing on the achievement of the purpose even though the secondary effect may be related to the achievement of the goal.
4. The project purpose can be stated more concisely as increasing agricultural productivity in the rural development areas. The statements about improving range management, annual husbandry, crop production techniques, etc., are all end of project conditions, when viewed as states of being.
5. Conditions expected at the end of the project look good. You may also wish to list several appropriate measurement criteria.

6. Basic assumptions look good, but I would move number 5, availability of counterpart personnel, to outputs. At the purpose level the assumption regarding trained personnel is that they are at past and performing at a predetermined standard.
7. Project outputs appear good. Number 5, higher maize yields might more realistically be the employment of certain practices, availability of seeds, fertilizer, etc., a direct result of technical services and commodity inputs. The indicator would then be increased maize production from 400 lbs. to 1800 lbs/acre by 1976, as you have indicated. Number 7, removal of surplus cattle, might better be the implementation of certain range management practices, also a direct result of the efforts of the technicians. The indicator then would be the one you listed under Number 7, output indicators.
8. Basic assumptions look ok.
9. Inputs appear well documented.
10. The Rationale is brief, but relevant as is your plan. I would like to see a brief PERT network of the major steps. However, I would recommend that the project manager and his cooperating country counterparts develop a schedule together.

The attachment of Annex A to the PROP is an excellent idea. It helps keep the PROP brief and yet provides the supplementary information that may be required for review purposes.

cc: AA/A, Wm. Parks
A/AID, Wm. Kontos
PPC/RS, Sidney Brown
PPC/PDA, Herbert Turner

PPC/RS/PS:Wm.Lefes/yw:7/2/71

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OPTIONAL FORM NO. 10
MAY 1962 EDITION
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UNITED STATES GOVERNMENT

Memorandum

TO : See Distribution

FROM :  AFR/DP, Edward B. Hogan

SUBJECT: AFR Executive Committee Meeting for May 17, 1973

DATE: MAY 14 1973

The AFR Executive Committee for Project Review will convene at 11:30 a.m. on Thursday, May 17, 1973 in Room 6944 N.S. to consider the Swaziland Credit Loan Project.

- * Copies of the IRR paper for discussion at this meeting are attached.
- Offices not represented at this meeting should submit their comments, if any, by C.O.B. Wednesday, May 16.

Attachment:
a/s

- DISTRIBUTION:
- AA/AFR:SCAdams
 - AA/AFR:DSBrown
 - AA/AFR:ADisdier
 - AFR/GC:JHoskins
 - AFR/EMS:FHahne
 - AFR/DS:PLYman
 - AFR/DS:EScoll
 - AFR/ESA:JKnoll
 - AFR/IDU:EPurnell

- PPC/DPR:NCohen(6)
- PPC/RC:EFei
- SER/FM:WMcKeel
- AF/EPG:GKenney
- AF/S:OCrosby

Treas:EGordon
OMB:JMacRae

Attachment:
a/s



REQUEST FOR AUTHORIZATION OF INTENSIVE REVIEW

- I. Borrower: The Government of Swaziland (GOS)
- II. Amount of Loan Amendment: \$1,000,000
- III. Cost of Project: (Loan 698-H-010)

Prior AID Loan	\$2,200,000
Prior U.K. Loan	3,400,000
Prior GOS Contribution	700,000
Proposed AID Loan Amendment	1,000,000
Proposed GOS Contribution	(to be negotiated)
Total	\$7,300,000

- IV. Terms: Aid concessional terms
- V. Country Team Views: The Country Team strongly endorses this loan amendment.
- VI. Purpose of Loan Amendment: To finance local cost credit for small-scale farmers.
- VII. Description of Project: To provide additional financial credit to the SCSB to relend to small-scale farmers for procurement of seeds, fertilizer, insecticides, small tools and implements, and other related agricultural materials in order to improve their farms and increase agricultural production.
- VIII. Background: In 1966 the GOB began a comprehensive rural development program in selected and delineated Rural Development Areas (RDAs). The intent was to focus to the extent possible and without completely disregarding areas outside the RDAs, the limited resources and services of GOS Ministries where rapid development was judged to be achievable, i.e., in areas of high agricultural potential and where local populations were progressive. During the first phase of this program, general infrastructure such as dams, stock watering points, feeder roads, soil conservation structures and some village community services were to be provided.

To expand and further implement this rural development program the GOS requested financial assistance from AID and the U.K. In 1971 AID made available a \$2.2 million loan to the GOS for the procurement of heavy equipment to develop six rural development areas, construction of a demonstration ranch and to provide funds for a credit program aimed at small farmers. Since then the GOS has utilized \$2.0 million

of the AID loan by procuring \$1.7 million of heavy equipment and re-loaned \$250,000 to the SCSB to make sub-loans to small-scale farmers. The \$250,000 was fully disbursed through sub-loans to farmers by March 31, 1972. The remaining loan funds are ear-marked to finance the ranch equipment and the construction of the demonstration ranch. This loan should be fully disbursed by November 1973.

The major objective of this growing RDA program is to improve the standard of living of a large number of people. Chief priority is given to agricultural development since the majority of people are engaged in subsistence farming. Agricultural development is emphasized through intensive crop cultivation, improving livestock management and providing credit to small-scale farmers. Ultimately better cropland and livestock utilization and a number of commercially-oriented small-scale farmers should be the result of this program.

Because of the rapid progress the GOS has made in developing the RDAs and the increased credit demand from small-scale farmers both within and outside the RDAs, the SCSB has requested additional loan funds to augment the \$250,000 provided from the original AID loan. Additionally the SCSB requested that AID provide a credit banking specialist to conduct a study to determine future financial requirements of the Bank and any management practices that should be changed or introduced to have a more efficient banking operation.

In response to the request, AID secured the services of Mr. Henry Lowe, an AID PASA employee presently the General Manager of the Agricultural Finance Corporation of Kenya to conduct a short-term study. Mr. Lowe's study was completed on April 13.

Following are Mr. Lowe's conclusions and recommendations.

- A. The Bank has a strong financial position with an adequate capital structure. The average cost of money to the Bank in 1972/73 was 2.2% with a 6.8% average return on loans and investments. The Bank's administration has benefited from competent management and administrative costs are average for a developing bank. The reserve for losses is conservative, but apparently adequate given the outstanding loan collection record of the SCSB. The Bank should consider plans to departmentalize its activities.
- B. There are an estimated 30,000 small-scale farmers in Swaziland. Loans to small farmers reached a peak in 1968-69 with only slightly over 1,000 loans made. A target of 2,500-3,000 small farmer loans would seem to be a minimum for the SCSB.
- C. The Bank should actively seek to increase its bulk lending to farmer-associations and cooperatives. Presently the Bank lends to approximately 20 farmer-associations, a milling company and two cotton ginneries who in turn relay the credit to small farmers.

- D. The Bank should revise its Charter in order to formally acknowledge the development banking functions which the SCSB is already performing.
- E. The Bank can effectively utilize a \$1 million loan for sub-loans to small-scale farmers to purchase farm materials and equipment in Swaziland.
- F. If possible, three banking technicians should be recruited to assist the SCSB as it expands.

IX. Justification of the Loan Amendment: Future Credit Requirements for Small Farmers (Short and Long Term) It is clear, given the importance of agriculture in Swaziland's economy (about 70 percent of the population derives its income and livelihood directly from crop and livestock production or from the processing of agricultural products with agricultural production accounting for approximately 25 percent of Gross Domestic Product) and the minimum amount of credit currently being used in the sector (particularly the Swazi small farmer sector) that a vast potential demand for agricultural credit exists. For example, if Rand 10 of credit were used on each of the approximately 115,000 hectares cropped annually by Swazi farmers, credit needs would be over Rand 1,000,000. In fact, actual lending for cash crops is normally (according to SCSB personnel) in the range of Rand 40 - Rand 100 per hectare which, if multiplied by the entire hectareage, produces an astronomical potential credit requirement. A substantial potential demand still results when it is recognized that credit will not be utilized for the total hectareage but only for some proportion ^{1/}.

The rate at which this potential requirement turns into actual demand depends on the rate at which Swazi farmers move into commercial agriculture which is suitable for credit and, to a large extent, on the ability of agricultural extension and credit resources to inform (educate) the Swazi farmers on the benefits of inputs available through credit. In this regard the rather static amount of credit supplied over the past few years to the small farmer sector undoubtedly reflects the lack of field personnel (both government and SCSB) to promote and handle credit. Thus a better indicator of credit needs over the next few years is probably the amounts which the SCSB (virtually the only non-private source of agricultural credit to small Swazi farmers) can handle and disburse.

^{1/} The current and foreseeable Swazi land tenure system which keeps Swaziland under tribal control, largely restricts credit demands to annual or seasonal inputs with perhaps a small amount of intermediate term credit for tractors, farm equipment, etc.

On the SCSB side the personnel situation has markedly improved from 6 agricultural credit field staff in 1972 to 9 currently and 12 to be in place by July, 1973. Similar albeit less rapid increases are projected for Ministry of Agriculture personnel including a number of FAO staff to arrive late in CY 1973.

Credit demands entirely from the private sector are augmented by demands resulting from government backed programs such as settlement schemes, irrigation projects, etc. These have shown small increases over the past years, although, if programs currently planned are implemented on schedule, dramatic increases in demand for credit can be expected from government supported projects, particularly from 1974 onwards.

Estimates of future loan activity of the SCSB in the Swazi small farmer sector are shown in Table I. These estimates reflect the growth in SCSB staff in both numbers and experience and are considered by SCSB management personnel to be conservative. In all cases the projected volume and implied number of loans does not exceed the SCSB targets of each field credit supervisor handling 300-600 loans averaging Rand 200-300 each. The projections do not depend upon major increases in government staff in the agricultural sector. Nor do the estimates assume the maximum possible impact from government agricultural projects. If irrigation, settlement and other government projects come along rapidly, or on a larger scale than currently envisaged, the estimates will undoubtedly be low.

The loans will be made primarily for cash crops such as tobacco, cotton, groundnuts, for which there are sound, developed markets. While most of the funds will be loaned to farmers on an individual basis, as opportunities arise, greater and greater use will be made of agricultural societies and cooperatives. Current efforts to expand cooperative development in Swaziland should predict a growing role for farmer organizations with a resultant need for easily administered credit.

On the basis of the following table, it can be seen that new capital requirements will be in excess of Rand 800,000 over the next two years. An injection by AID of Rand 700,000 (\$1,000,000) with an 18 month drawdown would meet a major portion of the requirement while allowing the SCSB some breathing room to proceed confidently with current plans and to seek additional funding sources for future years ^{2/}.

The interest spread, the difference between the rate of interest at which the SCSB borrows the proposed loan amendment funds and the rate of interest charged to small-scale farmers will be utilized by the SCSB in meeting costs of administering the small farmer loan program.

^{2/} The 18 month drawdown assumes a very timely approval and disbursement of this loan amendment. If delays occur so funds are not available until after the peak credit period of August-November, the drawdown will take that much longer, i.e., until two cropping seasons are covered.

	Year					
	<u>1971/72</u>	<u>1972/73</u>	<u>(Rand)</u>	<u>1973/74</u> ^{1/}	<u>1974/75</u> ^{1/}	<u>1975/76</u> ^{1/}
Seasonal Small Farmer Loans						
1. Mbabane	-	35,000		50,000	70,000	80,000
2. Manzini	-	60,000		170,000	250,000	300,000
3. Nhlango	-	60,000		150,000	200,000	250,000
4. Siteki	-	30,000		60,000	100,000	110,000
5. Pigs Peak	-	4,000		120,000 ^{2/}	180,000 ^{2/}	220,000 ^{2/}
6. Hslatikulu	-	-		-	50,000	100,000
Subtotal	<u>190,000</u>	<u>189,000</u>		<u>550,000</u>	<u>850,000</u>	<u>R1,060,000</u>
Loans in Connection with Government Projects	220,000	230,000		250,000	350,000	400,000
Livestock Loans	-	-		25,000 ^{3/}	50,000 ^{3/}	100,000 ^{3/}
TOTAL	R410,000	R419,000		R825,000	R1,250,000	R1,560,000
New Capital Requirement			R406,000	R425,000		R310,000

^{1/} Projected

^{2/} Includes Northern Rural Development Area where major effort will be made.

^{3/} SCSB advances R50 for each head of livestock placed on Government holding (fattening) areas.

Program is growing in popularity and will expand much more rapidly if programs for destocking lands down to recommended levels are implemented successfully.

One Rand equals \$1.41

Until the annual loan volume to small farmers exceeds approximately R1,200,000 the costs will exceed the interest income given existing interest rates and administrative expenses. The interest spread will help cover these costs and relieve the SCSB of the necessity of perhaps weakening its financial position to cover the costs.

- X. Issues: To implement the proposed loan amendment it is essential that a 935 Country waiver be authorized for the timely procurement of fertilizer, seeds, insecticides, agricultural lime, farm tools and implements, irrigation pipe, farm equipment and other related agricultural materials. Swaziland obtains its entire supply of nearly all these items from South Africa, a 935 source and origin country. This becomes of overriding significance in a program where the sub-loans will average only \$200-500 each and will be received by small, relatively unsophisticated farmers barely accustomed to utilizing locally established sources. Finally it should be noted that Swaziland is a member of the South African Customs Union and uses the RSA currency (Rand) for both local and foreign exchange requirements. Therefore local costs to the GOS are in fact Rand costs.
- XI. Recommendation: That intensive review of the \$1 million loan amendment be authorized.

Proposed REDSO Loan Committee:

Loan Officer	-	P. Guedet
Agricultural Economist	-	M. Winter
Engineer	-	A. Karian
Lawyer	-	W. Jones

Drafted by: JPGuedet/MWinter
4/19/73

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A.I.D. Loan 690-T-005 28p. 4

LOAN AGREEMENT

(Swaziland - Small Farmer Agricultural Credit)

between the

KINGDOM OF SWAZILAND

and the

UNITED STATES OF AMERICA

Dated: May 21, 1974

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LOAN AGREEMENT dated the 21st day of May, 1974, between the KINGDOM OF SWAZILAND ("Borrower") and the UNITED STATES OF AMERICA acting through the AGENCY FOR INTERNATIONAL DEVELOPMENT ("A.I.D.").

ARTICLE I

The Loan

SECTION 1.01. The Loan. A.I.D. agrees to lend to the Borrower pursuant to the Foreign Assistance Act of 1961, as amended, an amount not to exceed Seven Hundred Fifty Thousand United States Dollars (\$750,000), disbursed in local currency equivalent ("Loan"), to assist the Borrower in carrying out the Project described in Section 1.02 ("Project"). The aggregate amount of disbursements under the Loan is hereinafter referred to as "Principal."

SECTION 1.02. The Project. The Project shall consist of an agricultural credit program for small-scale farmers in Swaziland, financed jointly by the Borrower and A.I.D. The project includes financing of certain goods and services for small-scale farmers and the costs of administering the program, as described below.

- (a) As part of the Project, the Borrower will relend the proceeds of the Loan to Swaziland Development and Savings Bank (SDSB) and require SDSB, in turn, to relend to small-scale Swazi farmers (hereinafter referred to as "Sub-Borrowers") within the limitations and subject to the terms and conditions set forth in this Agreement. The first relending of Loan proceeds by the Borrower to SDSB (the "Reloan") is to be evidenced by an agreement (the "Reloan Agreement"), which shall be approved by A.I.D. pursuant to Section 5.01(c).

The ultimate relending of Loan proceeds by the SDSB to Sub-Borrowers ("Subloans") (to be evidenced by agreements referred to herein as "Subloan Agreements") shall be limited to the financing of the local currency costs of certain goods and services (hereinafter referred to as "Eligible Items").

- (b) The Borrower agrees and SDSB shall agree in the Reloan Agreement to use their best efforts to apply, as part of the Project, Subloan repayments, together with such other funds from their own resources as may be available for this purpose, to the financing of an on-going agricultural credit program for small-scale Swazi farmers, involving a continuing SDSB investment in loans to such farmers at a level equal to or greater than the amount of unrepaid Principal under the Reloan.

ARTICLE II

The Terms

SECTION 2.01. Interest. The Borrower shall pay to A.I.D. interest which shall accrue at the rate of two percent (2%) per annum for ten (10) years following the date of the first disbursement hereunder and at the rate of three percent (3%) per annum thereafter on the outstanding balance of Principal and on any due and unpaid interest. Interest on the outstanding balance shall accrue from the date of each respective disbursement (as such date is defined in Section 8.03), and shall be computed on the basis of a 365-day year. Interest shall be payable semi-annually. The first payment of interest shall be payable no later than six months after the first disbursement hereunder on a date to be specified by A.I.D.

SECTION 2.02. Repayment. The Borrower shall repay to A.I.D. the Principal within forty (40) years from the date of the first disbursement hereunder in sixty-one (61) approximately equal semi-annual installments of Principal and Interest. The first installment of Principal shall be repayable nine and one-half ($9\frac{1}{2}$) years after the date on which the first interest payment is due in accordance with Section 2.01. A.I.D. shall provide the Borrower with an amortization schedule in accordance with this Section after the final disbursement under the Loan.

SECTION 2.03. Application, Currency and Place of Payment.

All payments of Interest and Principal by the Borrower hereunder shall be made in United States dollars and shall be applied first to the payment of Interest due and payable and then to the repayment of Principal. Except as A.I.D. may otherwise specify in writing, all such payments shall be made to the Controller, Agency for International Development, Washington, D. C., U.S.A., and shall be deemed made when received by the Office of the Controller.

SECTION 2.04. Prepayment. Upon payment of all interest and refunds then due and payable, the Borrower may repay, without penalty, all or any part of the Principal. Any such prepayment shall be applied to the installments of Principal in the inverse order of their maturity.

ARTICLE III

Reloan and Subloans

SECTION 3.01. Reloan.

- (a) The Borrower agrees to reloan to the SDSB all of the loan proceeds and to take all necessary steps to ensure that such proceeds are thereafter used, applied and administered in accordance with the terms and conditions of this Loan Agreement. Upon execution of a Reloan Agreement pursuant to Section 5.01(c), the Borrower agrees to enforce such Agreement and to carry out the project in accordance with its terms. The Reloan Agreement shall provide that the SDSB shall repay Principal and pay interest to Borrower in Rand or such other currency as is at the time of payment legal tender in Swaziland. Except as A.I.D. may otherwise agree in writing such repayment of Principal and payment of Interest by SDSB to Borrower shall be made on the same terms and conditions and at the same interest rate as the Borrower is obligated to repay Principal and pay Interest to A.I.D. under this Loan Agreement.
- (b) The Reloan Agreement shall further provide, in form and substance, satisfactory to A.I.D. that the SDSB shall
- (1) represent, warrant and agree that its operations and affairs are and will be conducted with due diligence and efficiency and in accordance with sound technical,

administrative and financial practices, in conformity with the laws of the Kingdom of Swaziland, and in conformity with applicable statutes, charters by-laws, regulations, policies and procedures;

- (2) agree to make Subloans in accordance with the terms and conditions of this Agreement and to use its best efforts to apply Subloan repayments to the financing of an on-going agricultural credit program for small Swazi farmers, as provided in Section 1.02(c);
- (3) agree to furnish to the Borrower and A.I.D. annually, prior to the end of each calendar year, or at such shorter intervals as A.I.D. may specify in Implementation Letters, computer print-outs of SDSB loan operations, or such other documentation as A.I.D. may specify in Implementation Letters, showing with respect to individuals Subloans, such information and data as the Borrower and A.I.D. may reasonably request, including but not limited to (a) Subloan identification number or Sub-Borrower's name, (b) date of Subloan, (c) amount of Subloan, and (d) crop or livestock for which Subloan used.

- (c) No amendment or material modification to the Reloan Agreement shall be made without the prior written consent of A.I.D.

SECTION 3.02. Subloans. The Borrower agrees to take such steps as may be necessary to assure that SDSB promptly and effectively makes Subloans for the financing of the costs of Eligible Items, as follows:

- (a) Subloans shall be made to Sub-Borrowers on terms and conditions and at interest rates as shall be agreed upon between the Borrower and A.I.D. and in accordance with procedures specified in Implementation Letters and in accordance with the terms and conditions of this Agreement and of the Reloan Agreement.
- (b) Except as A.I.D. may otherwise provide in Implementation Letters, Subloans to individual Sub-Borrowers shall be made in amounts not exceeding the amounts prescribed in Section 3.02(4).
- (c) On terms and conditions and at interest rates as shall be agreed upon between the Borrower and A.I.D. and subject to compliance by SDSB with procedures as may be specified in Implementation Letters, SDSB may effect Subloans to Sub-Borrowers by means of loans to cooperatives or associations of Swazi farmers where the purpose of the latter loans is limited to the financing, in the aggregate, of a number of specific individual Sub-Borrower Subloans otherwise eligible for financing under this Agreement and the Reloan Agreement.
- (d) The Borrower warrants and agrees that the Reloan Agreement will provide that except as A.I.D. may otherwise provide in Implementation Letters issued pursuant to Section 10.03:

- (1) Subloans shall not exceed five hundred Rand (500R) or the equivalent amount in such currency as is legal tender in Swaziland, per Sub-Borrower per crop season, and
- (2) At least fifty percent (50%) of the Loan proceeds shall be used for Subloans not exceeding two hundred fifty Rand (250R) or the equivalent amount in such currency as is legal tender in Swaziland, per Sub-Borrower per crop season.

SECTION 3.03. Subloan Policy. Except as otherwise provided by specific provisions contained herein or in the Reloan Agreement, the Borrower shall take steps to ensure that the policies of the SDSB do not conflict with statutes, policies and procedures ("standards") of the Borrower. Further, the Borrower shall take steps to assure that SDSB shall not apply new standards in the making of Subloans without the written consent of the Borrower and A.I.D.

ARTICLE IV

Special Covenants

SECTION 4.01. Borrower and SDSB Contribution to the Project. The Borrower agrees to make or to take all necessary steps to ensure that SDSB makes contributions to the project, either in cash or in kind, which equal in value at least one-third (1/3) of the amount disbursed under the Loan. Except as A.I.D. may otherwise specify in writing, such contributions in whole or in part may be provided to meet administrative or capital costs of the Project.

SECTION 4.02. Validity of Agreement. Borrower represents that the making and performance of this Loan Agreement have been duly authorized by all necessary governmental authorities of the Borrower and do not and will not contravene any law or any contractual restriction binding on the Borrower.

SECTION 4.03. Organization, Authority and Operations.

Borrower warrants and agrees that SDSB is a statutory authority within the Kingdom of Swaziland and that the Borrower will promptly inform A.I.D. in writing of any change in the nature of SDSB's operations or of any material modification of applicable statutes, charter, by-laws, rules, regulations and policies which adversely affect the ability or willingness of the Borrower or SDSB to fulfill their respective obligations under this Agreement and the Reloan Agreement.

ARTICLE V

Conditions Precedent to Disbursement

SECTION 5.01. Conditions Precedent to Disbursement. Prior to the first disbursement or to the issuance of the first Letter of Commitment under the Loan, the Borrower shall, except as A.I.D. may otherwise agree in writing, furnish to A.I.D. in form and substance satisfactory to A.I.D.:

- (a) An opinion of the chief legal counsel of the Kingdom of Swaziland, that the Agreement has been duly authorized or ratified by, and executed on behalf of the Borrower and that it constitutes a valid and legally binding obligation of the Borrower in accordance with all of its terms;
- (b) A statement of names of the persons holding or acting in the office of the Borrower specified in Section 10.02 and a specimen signature of each person specified in such statement;

- (c) An executed Reloan Agreement with SDSB,
- (d) A certification by the Borrower that the conditons precedent to disbursement under the Reloan Agreement have been met;
- (e) Opinion of legal counsel satisfactory to A.I.D.
 - (i) that SDSB is a duly organized entity existing in good standing under the laws of the Kingdom of Swaziland;
 - (ii) that the SDSB has taken all corporate and legal actions under the laws and regulations of the Kingdom of Swaziland and has full power essential to the effective implementation by the SDSB of the Project;
 - (iii) that there are no legal inhibitions to the effective implementation by SDSB of the Project; (iv) that there are no pending or threatened actions or proceedings before any court or agency which may materially adversely affect SDSB's financial conditions or operations; and (v) that SDSB performance of its obligation under the Reloan Agreement will not conflict with or result in any violation of any agreement, franchise, concession, license, permit, decree, order, statute, ordinance, rule, regulation, charter, or by-law;
- (f) Certified copies of SDSB's charter, by-laws, and other documentation governing the conduct of SDSB's operations, including the interest rate structure, rules, regulations, policies, and procedures to be used in making Subloans and copies of SDSB's Subloan form or forms if any, and such other statements concerning the status, operations

affiliation and assets of SDSB as A.I.D. may reasonably request;

- (g) Evidence that SDSB has proper management and possesses the staffing capability and administrative and accounting skills to fulfill the objectives of the Project; and
- (h) Evidence of the source and availability of funds for the Borrower's/SDSB's contribution required by Sections 4.01 and 6.02.

SECTION 5.02. Terminal Dates for Meeting Conditions Precedent to Disbursement. If all the conditions specified in Section 5.01 shall not have been met within three (3) months from the date of this Agreement, or such later date as A.I.D. may agree to in writing, A.I.D., at its option, may terminate this Agreement by giving written notice to the Borrower. Upon the giving of such notice, this Agreement and all the obligations of the parties hereunder shall terminate.

SECTION 5.03. Notification of Meeting of Conditions Precedent to Disbursement. A.I.D. shall notify the Borrower upon determination by A.I.D. that the conditions precedent to disbursement specified in Section 5.01 have been met.

SECTION 5.04. Continuance of Representations and Materials Furnished to Satisfy Conditions Precedent. Unless A.I.D. otherwise agrees in writing, the Borrower shall continue in force and effect for the life of this Agreement, exactly as originally made or furnished, any representation made or opinion or agreement furnished to satisfy a Condition Precedent under this Agreement.

ARTICLE VI

General Covenants and Warranties

SECTION 6.01. Execution of the Project. The Borrower shall carry out the Project and shall take all necessary steps to ensure that SDSB carries out its part of the Project with due diligence and efficiency and in conformity with sound financial and administrative practices. It is the understanding of the parties hereto that Borrower bears the responsibility for fulfilling the representations, warranties, and covenants herein, despite the fact that SDSB may be in a direct position to effect the performance of such undertakings. Accordingly, the Borrower agrees to ensure the due and faithful performance of such undertakings by SDSB. Included among the obligations hereunder shall be the forwarding to the SDSB and the enforcement thereof of the substance of various A.I.D. determinations and letters of implementation made or issued pursuant to this Agreement.

SECTION 6.02. Funds and Other Resources to be Provided by Borrower. The Borrower shall provide or ensure that there is otherwise provided promptly as needed all funds, in addition to the Loan, and all other resources required for the punctual and effective carrying out of the Project.

SECTION 6.03. Continuing Consultation. The Borrower and A.I.D. shall cooperate fully to assure that the purpose of the Loan will be accomplished. To this end, the Borrower and A.I.D. shall from time to time, at the request of either party, exchange views through their representatives with regard to the progress of the Project, the performance by the Borrower and SDSB of their obligations under this Agreement.

and the Reloan Agreement, and other matters relating to the Project.

SECTION 6.04. Management. The Borrower shall provide and shall take all necessary steps to ensure that SDSB provides qualified and experienced management for the Project and shall take all necessary steps to ensure that SDSB trains such staff as may be appropriate for the maintenance and operation of the Project.

SECTION 6.05. Taxation. This Agreement, the Reloan Agreement, the Loan, the Reloan, and any evidence of indebtedness issued in connection therewith shall be free from, and the Principal and Interest under the respective loans shall be paid without deduction for and free from, any taxation or fees imposed under the laws in effect within Swaziland.

SECTION 6.06. Utilization of Eligible Items. Except as A.I.D. may otherwise agree in writing, no Eligible Items financed under the Loan or the Reloan shall be used to promote or assist any foreign aid project or activity associated with or financed by any country not included in Code 935 of the A.I.D. Geographic Code Book as in effect at the time of such use.

SECTION 6.07. Disclosure of Material Facts and Circumstances. The Borrower represents and warrants that all facts and circumstances that it has disclosed or caused to be disclosed to A.I.D. in the course of obtaining the Loan are accurate and complete, and that it has disclosed or caused to be disclosed to A.I.D., accurately and completely, all facts and circumstances that might materially affect the Project and the discharge of its obligations under this Agreement

The Borrower agrees to promptly inform A.I.D. of any facts and circumstances that may hereafter arise that might materially affect, or that it is reasonable to believe might materially affect, the Project, the discharge of the Borrower's obligations under this Agreement, or the discharge of SDSB's obligations under the Reloan Agreement.

SECTION 6.08. Commissions, Fees and Other Payments.

- (a) Borrower warrants and covenants that in connection with obtaining the Loan, or taking any action under or with respect to this Agreement or the Reloan Agreement, it has not paid, and will not pay or agree to pay, nor to the best of its knowledge has there been paid nor will there be paid or agreed to be paid by any other person or entity, any commission, fee, or other payment of any kind, except as regular compensation to the Borrower's full-time officers and employees or SDSB's full-time officers and employees or as compensation for bonafide professional, technical, or comparable services. The Borrower shall promptly report to A.I.D. any payment or agreement to pay for such bonafide professional, technical, or comparable services to which it or SDSB is a party or of which it has knowledge (indicating whether such payment has been made or is to be made on a contingent basis), and if the amount or any such payment is deemed unreasonable by A.I.D., the same shall be adjusted in a manner satisfactory to A.I.D.

- (b) The Borrower warrants and covenants that no payments have been or will be received by the Borrower, or any official of the Borrower, in connection with the procurement of goods and services financed hereunder, except fees, taxes, or similar payments legally established in Swaziland.

SECTION 6.09. Maintenance and Audit of Records. The Borrower shall cause to be maintained, in accordance with sound accounting principles and practices consistently applied, books and records relating to the Project, to this Agreement, and to the Reloan Agreement. Such books and records shall, without limitation, be adequate to show:

- (a) The receipt and use made of funds disbursed pursuant to this Agreement, the Reloan Agreement, and the Subloan Agreements;
- (b) The eligibility of the Sub-Borrowers receiving the Subloans, including the economic, technical, and financial analysis made with respect to each application for a Subloan which is subsequently financed in whole or in part under the Reloan;
- (c) The financial condition of SDSB and the Sub-Borrowers, including those in default of payment of interest or repayment of principal; and
- (d) The progress of the Project.

Such books and records shall be regularly audited, in accordance with sound auditing standards, for such periods and at

such intervals as A.I.D. may require, and shall be maintained for five (5) years after the date of the last disbursement by A.I.D. or until all sums due A.I.D. under this Agreement have been paid, whichever date shall first occur.

SECTION 6.10. Reports. The Borrower shall cause to be furnished to A.I.D. such information and reports relating to the Loan, to the Reloan, to the Subloans, and to the Project as A.I.D. may reasonably request.

SECTION 6.11. Review. The authorized representatives of A.I.D. shall have the right at all reasonable times to review, survey and audit the carrying out of the Project, the use of the proceeds of the Loan, the Reloan, and Subloans, and the Borrower's and SDSB's books, records, and other documents relating to the Project, the Loan, the Reloan, and Subloans. The Borrower shall cooperate with A.I.D. to facilitate such reviews, surveys, and audits and shall permit representatives of A.I.D. to visit any part of Swaziland for any purpose relating to the foregoing.

ARTICLE VII

Procurement

SECTION 7.01. Procurement. Except as A.I.D. may otherwise agree in writing, disbursements made pursuant to Section 8.01 shall be used exclusively to finance Sub-Borrower procurement of Eligible Items, the source of which will be limited to Swaziland.

SECTION 7.02. Eligibility Date. Except as A.I.D. may otherwise agree in writing, no goods or services may be financed under the Loan which are procured pursuant to orders or contracts firmly placed or entered into prior to the date of this Agreement.

SECTION 7.03. Goods and Services Not Financed Under the Loan.

Goods and services procured for the Project, but not financed under the Loan, shall have their source in countries included in Code 935 of the A.I.D. Geographic Code Book as in effect at the time orders are placed for such goods and services.

SECTION 7.04. Implementation of Procurement Requirements.

Definitions applicable to the eligibility requirements of Sections 7.01 and 7.03, and goods and services included in "Eligible Items" under Section 1.02(a) will be set forth in Implementation Letters.

SECTION 7.05. Reasonable Price. No more than reasonable prices shall be paid for any Eligible Items financed, in whole or in part, under the Loan, as more fully described in Implementation Letters. Such items shall be procured on a fair basis in accordance with procedures thereof prescribed in Implementation Letters.

SECTION 7.06. Information and Marking. The Borrower shall give publicity to the Loan and the Project as a program of United States aid and shall instruct SDSB to so identify Subloans, as prescribed in Implementation Letters.

ARTICLE VII

Disbursements

SECTION 8.01. Disbursements for Local Currency Costs. Upon satisfaction of conditions precedent, the Borrower may, from time to time, request A.I.D. to disburse Rand, or such other local currency as is legal tender in Swaziland, for Reloan and Subloans in accordance with the terms of this Agreement by submitting to A.I.D. such supporting documentation as A.I.D. may prescribe in Implementation

Letters. The United States dollar equivalent of the Rand or other local currency made available hereunder will be the amount of United States dollars required by A.I.D. to obtain such currency.

SECTION 8.02. Other Forms of Disbursement. Disbursements of the Loan may be also made through such other means as the Borrower and A.I.D. may agree to in writing.

SECTION 8.03. Date of Disbursement. Disbursements by A.I.D. shall be deemed to occur on the date on which A.I.D. disburses to the Borrower or its designee.

SECTION 8.04. Terminal Date for Disbursement. Except as A.I.D. may otherwise agree in writing, no commitment documents which may be called for by an agreed form of disbursement under Section 8.02, shall be issued in response to requests received by A.I.D. after thirty (30) months, and no disbursement by any means shall be made against documentation received by A.I.D. after thirty-six (36) months from the date of execution of this Agreement.

ARTICLE IX

Cancellation and Suspension

SECTION 9.01. Cancellation by the Borrower. The Borrower may, with the prior written consent of A.I.D., cancel, by written notice to A.I.D., any part of the Loan (i) which, prior to the giving of such notice, A.I.D. has not disbursed or committed itself to disburse, or (ii) which has not then been utilized through the issuance of irrevocable Letters of Credit or otherwise.

SECTION 9.02. Events of Default, Acceleration. If any one or more of the following events ("Events of Default") shall occur:

- (a) The Borrower shall have failed to pay when due any interest or installment of Principal required under this Agreement;
- (b) The Borrower shall have failed to comply with any other provision of this Agreement, including, but without limitation, the obligation to carry out the Project with due diligence and efficiency and in accordance with the terms of the Reloan Agreement.
- (c) The Borrower shall have failed to pay when due any interest or any installment of Principal or any other payment required under any other loan agreement, any guaranty agreement, or any other agreement between the Borrower or any of its agencies and A.I.D. or any of its predecessor agencies;
- (d) Any representation or warranty made by or on behalf of the Borrower with respect to obtaining this Loan or made or required to be made hereunder is incorrect in any material respect; then A.I.D. may, at its option, give to the Borrower notice that all or any part of the unrepaid Principal shall be due and payable sixty (60) days thereafter, and, unless the Event of Default is cured within such sixty (60) days: (i) such unrepaid Principal and any accrued interest hereunder shall be due and payable immediately, and (ii) the amount of any further disbursements made under then outstanding irrevocable Letters of Credit

or otherwise shall become due and payable as soon as made.

SECTION 9.03. Suspension of Disbursement. In the event that at any time:

- (a) An Event of Default has occurred;
- (b) An event occurs that A.I.D. determines to be an extraordinary situation that makes it improbable that the purpose of the Loan will be attained, or that the Borrower will be able to perform its obligations under this Agreement, or that SDSB will be able to perform its obligations under the Reloan Agreement;
- (c) Any disbursement by A.I.D. would be in violation of legislation governing A.I.D.; or
- (d) The Borrower shall have failed to pay when due any interest or any installment of Principal or any other payment required under any other loan agreement, any guaranty agreement, or any other agreement between the Borrower or any of its agencies and the Government of the United States or any of its agencies; then A.I.D. may, at its option:
 - (i) Suspend or cancel any outstanding commitment documents to the extent that they have not been utilized through the issuance of irrevocable Letters of Credit or otherwise, in which event A.I.D. shall give notice to the Borrower promptly thereafter;
 - (ii) Decline to make further disbursements, other than

under outstanding commitment documents; and

(111) Decline to issue commitment documents.

SECTION 9.04. Cancellation by A.I.D. Following any suspension of disbursements pursuant to Section 9.03, if the cause or causes for such suspension of disbursements shall not have been eliminated or corrected within sixty (60) days from the date of such suspension, A.I.D. may, at its option, at any time or times thereafter, cancel all or any part of the Loan that is not then either disbursed or subject to irrevocable Letters of Credit.

SECTION 9.05. Continued Effectiveness of Agreement. Notwithstanding any cancellation, suspension of disbursement, or acceleration of repayment, the provisions of this Agreement shall continue in full force and effect until the payment in full or all Principal and any accrued interest hereunder.

SECTION 9.06. Refunds.

(a) In the case of any disbursements not supported by valid documentation in accordance with the terms of this Agreement, or of any disbursement not made or used in accordance with the terms of this Agreement, A.I.D., notwithstanding the availability or exercise of any of the other remedies provided for under this Agreement, may require the Borrower to refund such amount in United States dollars to A.I.D. within thirty (30) days after receipt of a request therefor. However, in the event that such disbursement was originally made in local currency and if A.I.D. determines that the amount of such refunds can be used to pay the local currency costs of other goods

and services approved for financing under the Loan, A.I.D. will accept such refund in local currency.

The amount of any refund shall be made available first for the cost of goods and services procured for the Project hereunder, to the extent justified; the remainder, if any, shall be applied to the installments of Principal in the inverse order of their maturity and the amount of the Loan shall be reduced by the amount of such remainder. Notwithstanding any other provision in this Agreement, A.I.D.'s right to require a refund with respect to any disbursement under the Loan shall continue for five (5) years following the date of such disbursement.

- (b) In the event that A.I.D. receives a refund from SDSB, or any Sub-Borrower, contractor, supplier, or banking institution, or from any other third party connected with the Loan or the Project, with respect to goods or services financed under the Loan, and such refund relates to an unreasonable price for goods or services, or to goods that did not conform to specifications, or to services that were inadequate, A.I.D. shall first make such refund available for the cost of goods and services procured for the Project hereunder, to the extent justified; the remainder, if any, to be applied to the installments of Principal in the inverse order of their maturity and the amount of the Loan shall be reduced by the amount of such remainder.

SECTION 9.07. Expenses of Collection. All reasonable costs incurred by A.I.D., other than salaries of its staff, in connection with the collection of any refund or in connection with amounts due A.I.D. by reason of the occurrence of any of the events specified in Section 9.02 may be charged to the Borrower and reimbursed to A.I.D. in such a manner as A.I.D. may specify.

SECTION 9.08. Nonwaiver of Remedies. No delay in exercising or omission to exercise any right, power, or remedy accruing to A.I.D. under this Agreement shall be construed as a waiver of any such rights, powers, or remedies.

ARTICLE X

Miscellaneous

SECTION 10.01. Communications. Any notice, request, document, or other communication given, made, or sent by the Borrower or A.I.D. pursuant to this Agreement shall be in writing or by telegram, cable, or radiogram and shall be deemed to have been duly given, made, or sent to the party to which it is addressed when it shall be delivered to such party by hand or by mail, telegram, cable, or radiogram at the following addresses:

TO BORROWER:

Mail Address: Ministry of Finance and Economic Planning
P. O. Box 443
Mbabane, Swaziland

TO A.I.D.:

Mail Address: East Africa Regional Economic
Development Services Office
c/o Agency for International Development
P. O. Box 199
Mbabane, Swaziland

Other addresses may be substituted for the above upon the giving of notice. All notices, requests, communications, and documents submitted to A.I.D. hereunder shall be in English.

SECTION 10.02. Representatives. For all purposes relative to this Agreement, the Borrower will be represented by the individual holding or acting in the office of the Minister of Finance and Economic Planning, and A.I.D., for purposes of issuing implementation letters pursuant to Section 10.03 of this Agreement, will be represented by the individual holding or acting in the office of Director, East Africa Regional Economic Development Services Office. Such individuals shall have the authority to designate additional representatives by written notice. In the event of any replacement or other designation of a representative hereunder, the Borrower shall submit a statement of the representative's name and specimen signature in form and substance satisfactory to A.I.D. Until receipt by A.I.D. of written notice of revocation of the authority

of any of the duly authorized representatives of the Borrower designated pursuant to this Section, it may accept the signature of any such representative or representatives on any instrument as conclusive evidence that any action effected by such instrument is duly authorized.

SECTION 10.03. Implementation Letters. A.I.D. shall from time to time issue Implementation Letters that will prescribe the procedures applicable hereunder in connection with the implementation of this Agreement.

SECTION 10.04. Termination Upon Full Payment. Upon payment in full of the Principal and of any accrued interest, this Agreement and all obligations of the Borrower and A.I.D. under this Loan Agreement shall terminate.

SECTION 10.05. Effective Date. The Loan Agreement shall become effective on, and the date first appearing above shall be, the date of the last signature made below.

IN WITNESS WHEREOF, Borrower and the United States of America,
each acting through its respective duly authorized representative,
have caused this Agreement to be signed in their names and delivered
as of the day and year first above written.

KINGDOM OF SWAZILAND

By: R.P. [Signature]

Title: Minister of Finance

UNITED STATES OF AMERICA

By: [Signature]

Title: American Ambassador

6900024-81

PROJECT AGREEMENT

BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND

PD-AAC-380

PRO AG

AN AGENCY OF THE GOVERNMENT OF Swaziland

22p

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

1. PROJECT/ACTIVITY NO. PAGE 1 OF 1 PAGES

690-11-110-024

2. AGREEMENT NO.

72-5-1

3. ORIGINAL OR REVISION NO. _____

4. PROJECT/ACTIVITY TITLE

Swaziland Rural Development

PROJECT DESCRIPTION ANNEX A FOREIGN CURRENCY STANDARD PROVISIONS ANNEX

STANDARD PROVISIONS ANNEX SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE _____

ECONOMIC COOPERATION AGREEMENT DATE _____

(Other) DATE _____

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL

7. AID ALLOTMENT SYMBOL

8. AID FINANCING

DOLLAR LOCAL CURRENCY

PREVIOUS TOTAL (A)

INCREASE (B)

DECREASE (C)

TOTAL TO DATE (D)

(a) Total

330,000

330,000

(b) Contract Services

190,000

190,000

(c) Commodities

6,000

6,000

(d) Other Costs

120,000

120,000

(e) Participants

14,000

14,000

9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT \$1.00 =

(a) Total

\$905,000

\$905,000

(b) Technical and other Services

75,000

75,000

(c) Commodities

360,000

360,000

(d) Other Costs

470,000

470,000

10. SPECIAL PROVISIONS (Use Additional Certification Clauses if Necessary)

This is the initial Agreement for a new project. All mutual commitments and special provisions are included in Annex A attached. Also attached to and forming part of this Agreement are:

Annex B - Non-Capital Project Paper, "Swaziland Rural Development"

Annex C - "Project Work Plan"

11. DATE OF ORIGINAL AGREEMENT

May 4, 1972

12. DATE OF THIS REVISION

4/5/72

13. ESTIMATED FINAL CONTRIBUTION DATE

June 30, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

L. Lovell

Leo Lovell

SIGNATURE

Minister of Finance

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

Charles P. Campbell

Charles P. Campbell

SIGNATURE

Regional Development Officer

DATE: May 4, 1972

**PROJECT AGREEMENT
BETWEEN AID AND**

1. Project/Activity No.
690-11-110-024

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2. Agreement No.
72-5-4

3. Original or
Revision No. _____

ANNEX A

AN AGENCY OF THE GOVERNMENT OF

Swaziland Rural Development

I. SUMMARY

This project is designed to support the Government of Swaziland agriculture development priorities as stated in the Post Independence Development Plan. That is, to improve the standard of living of the rural people by improving agriculture/livestock production, specifically within six rural development areas. The AID Agriculture Sector Loan of \$2.2 million signed October 13, 1971 to finance heavy equipment for the Rural Development Program, intermediate credit funds for the Swaziland Credit and Savings Bank and physical inputs for the highveld Research and Demonstration Ranch was provided for the same general purpose. Under this grant project USAID plans to finance six technicians and one Rural Development AID Project Coordinator, participant and farmer training, project commodities, and assistance for a rural literacy program. These inputs are intended to directly complement the U.S. loan as well as supplement the resources committed to the Rural Development Program by other external donors and the Government of Swaziland.

The overall design of this project is described in detail in the Non-Capital Project Paper (PROF) entitled "Swaziland Rural Development", and dated October 31, 1971. That document, which is attached as Annex B to this agreement, has been thoroughly reviewed and discussed with the Ministry of Agriculture and the Department of Planning and will serve as the basic framework for this and subsequent project agreements.

II. OBJECTIVES

Within the context of the broader framework of the Government of Swaziland Rural Development Areas (RDAs) Program, this project contributes to:

- a. improved crop management practices and more rational use of land
- b. increased production of maize and sorghum in addition to other crops and the use of fertilizer during the life of the project
- c. increased production and availability of the animal products
- d. increased rural livestock production
- e. improved rural village health services
- f. expanded farmer access to public services, credit and markets

For the U.S. Agency for International Development

For the Agency for International Development

AID 1528-1A (3-53)	PROJECT AGREEMENT BETWEEN A/R AND	1. Project/Activity No.	PAGE 3 OF 3 PAGES
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		2. Agreement No.	3. <input checked="" type="checkbox"/> Original or Revision No. _____
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- 7. Reduced erosion and expanded water supplies.
- 8. Construction of farm to market roads.
- 9. Increased literacy and farmer participation in extension programs.

III. GENERAL APPROACH

A. PROBLEM AREAS

Although the traditional sector of the Swaziland economy has a development potential in terms of natural resources and markets, serious constraints exist such as: (1) farm fragmentation, (2) erosion, (3) low productivity related to land use, (4) cropping practices, (5) overstocking, (6) the marketing and credit system, and (7) level of rural illiteracy and inadequately trained farmers. Some of the major problem areas addressed by this Project are:

1. Livestock. Some 70 percent of the total population of Swaziland lives in rural areas and has land for cattle grazing and the cultivation of crops. Small-unit agriculture and animal husbandry are the predominant activities of Swazi farmers. While grasslands cover 71.4 percent of the total area of Swaziland, livestock numbers are in excess of available grass and forage supplies. Under present range and management conditions, cattle require 7-8 years to mature. The national livestock off-take is 12 percent and since their condition is frequently poor the economics of livestock production is currently very marginal. Overgrazing leads to the deterioration of quality and quantity of forage, increasing death losses and lengthening the period required for cattle to reach maturity, thus reducing the productivity of the livestock industry.

2. Crop Production. Crop yields in the traditional sector are low due to inefficient cropping and management practices. Yields for maize on Swazi Nation land are 400 lbs/acre compared to about 1,800 lbs/acre yields on some neighboring expatriate farms. Production of maize, the staple cereal for Swazis, is not sufficient for demand and about one-third of maize consumed is imported in a year of normal production.

3. Land Use and Development. On the whole, the existing pattern of land use and development in the PDAs and adjacent areas is not supportive of efficient agriculture production or conservation of soil resources. The scattering of Swazi Nation land throughout the country in many non-contiguous parcels and the fragmentation of individual

For the Government of Swaziland or Agency

For the Agency for International Development

SIGNATURE

SIGNATURE

DATE

TITLE

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farm holdings result in substantial non-productive use of land. Improved control and utilization of water resources would provide much needed additional stock water and increased irrigated acreage while reducing erosion in the grazing areas as well as the cultivated lands. Considerable acreage of unused land could be opened up to productive use with the construction of access roads and the level of use of underutilized areas could be significantly increased with the strategic use of fencing.

B. PROJECT ASSISTANCE TO PROBLEM AREAS.

The RDA Program will address the rational development of about 500,000 acres of rural land principally for livestock and crop production by Swazi farmers. Approximately half of this consists of Swazi Nation land which comprises the presently demarcated three larger RDAs in addition to three smaller RDAs which are in various more advanced stages of completion. The remainder will consist of adjacent grazing lands to be purchased for incorporation into the existing RDAs as part of the development program. The total RDA program is planned to accommodate some 77,000 rural people, or about one-fourth of the farming population of Swaziland.

This comprehensive Swaziland rural development undertaking, which is receiving its chief external support from the United Kingdom, will include substantial assistance from the United States. This assistance is expected to include the following:

1. Through financing provided under the AID Agriculture Sector Loan (690-H-010), equipment and supplies will be furnished for the establishment of a Research and Demonstration Ranch in the Highveld. Together with the technical assistance to be provided under this agreement a ranch will be developed which will adopt known animal husbandry and range management technology to the Highveld, demonstrate practical benefits from changed practices and provide mechanisms for results to be extended to the RDAs. The Swaziland Agricultural College University Center will participate in providing the continuing institutional research and educational support for this activity. A ranch site of approximately 11,500 acres will be purchased by GOS from funds provided by the U.S. (Annex G of the aforesaid EAO² specifies the plan of development of the ranch and sequence of installation of its components.)

2. The AID loan will also provide equipment for soil conservation work and strategic programs needed to carry out the physical transformation (conservation of dams, access roads, rural water supplies, village and cooperative centers, soil erosion control schemes) of the presently underutilized pasture and arable land area in the RDAs. Technical assistance in the maintenance and utilization of this equipment

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ANNEX A

is being provided under this agreement. The Swaziland Government Land Planning Section (of the Ministry of Agriculture) has agreed to provide detailed work plans for the full utilization of this equipment through the period of its useful life. In addition, the Swaziland Government has agreed to provide sufficient budgetary and personnel resources to cover maintenance and operation of the equipment.

3. The Swaziland Credit and Savings Bank will utilize approximately \$250,000 of the Loan to finance sub-loans to farmers in the RDAs. USAID will make available the short-term services of an advisor as needed to advise the Government of Swaziland and assist the Bank with respect to measures required to meet the criteria for making sub-loans within the scope of this project as provided for under Sections 3.05 and 4.12 of the Loan Agreement. In this respect, the Swaziland Government agrees to cooperate in undertaking such measures as may be necessary to facilitate the most effective use of these loan funds.

4. In addition, grant technical assistance is planned to be provided as described under Section IV of this agreement.

5. The Peace Corps is expected to provide field mechanics to supervise a preventive maintenance and training program for each of the heavy equipment field maintenance units.

IV. U.S. GOVERNMENT CONTRIBUTIONS - AED GRANT PROJECT.

A. GENERAL.

Subject to the annual availability of funds and mutually satisfactory progress towards objectives, this project is scheduled to continue for approximately six years. During this period technical assistance will be supplied to the GOS in key areas of soil conservation planning and engineering, range management, animal husbandry, agriculture planning and marketing, heavy equipment maintenance and repair and other areas related to rural development. This project will also provide financing for the construction of housing for U.S. technicians and financial support for the literacy program.

B. SPECIFIC CONTRIBUTIONS TO PROJECT.

1. Technicians. Six technicians will be provided to be assigned to the Ministry of Agriculture. Under the supervision of the Ministry of Agriculture, the technicians, their responsibilities, and approximate duration of services are as follows:

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(a) Soil Conservation Engineer (Planning) - 4 years. He will be attached to the Land-use Planning Section of the Ministry of Agriculture. Along with the Senior Land Planner, he is responsible for designing actual infrastructure work plans for the RDAs and new land purchase areas.

(b) Soil Conservation Engineer (Construction) - 4 years. He will be attached to the Soil Conservation Section of the Ministry of Agriculture and will work with the Soil Conservation Officer, primarily in the field overseeing the implementation of land use work plans, construction of conservation structures, roads and dams. He will also, where appropriate, work with the extension service in demonstrating advantages of improving land use practices.

(c) Heavy Equipment Shop Foreman - 3 years. He will be attached to the Maintenance Sections in the Ministry of Agriculture. He will be responsible for establishing and operating a central heavy plant maintenance depot for major repairs and establishing a comprehensive training program for mechanics. He will work closely in a training capacity with field maintenance units to be staffed by Peace Corps Volunteers. Each PCV in turn will be responsible for training a number of GOS appointed mechanics.

(d) Range Management Specialist - 6 years and

(e) Animal Husbandry Specialist - 6 years. Both technicians (d) and (e) will be attached to the Division of Veterinary Services. As part of their responsibilities they will supervise the Development of the Highveld Ranch for research and demonstration on range management, livestock production and disease control. Both technicians will also be used extensively in an operational and advisory capacity in other GOS experimental ranches and in the livestock extension phase of the RDA program for advice and demonstration on livestock production, range management and other related activities.

(f) Agriculture Economist, Marketing Research and Planning - 4 years. He will be attached to the Economics and Marketing Research Section of the Ministry of Agriculture and will assist the Ministry in carrying out economic and financial analyses related to rural development and to specific project preparation and evaluation in the RDAs. He will be responsible for crops planning and marketing studies relative to the RDAs and will also work closely with the Department of Cooperatives and the Extension Service on bridging the gap between market analysis and actual production.

For the Government of Swaziland

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2. Short-term Technical Services. As the project progresses and as required by the GOS, it is anticipated that some short-term technical advice will be required. This may include consultants on rural development agronomic practices including seed multiplication, agriculture credit, and cooperatives.

3. Participant Training. AID will also provide training in the United States or elsewhere for counterparts of the U.S. technicians listed above so that they may replace the technicians at the end of the project.

4. Rural Literacy. Financial assistance will be available for the planned seven-year GOS functional literacy program in support of the RDA program.

5. Housing Construction. Subject to the conditions specified in Section V of this Agreement grant funds will be made available to finance construction of housing for five of the AID technicians.

6. Commodities. Minor training, demonstration and support equipment items and materials will be furnished for the technicians.

7. Project Coordinator. In addition to the above, AID will also provide a direct-hire Project Coordinator who will be responsible for all AID inputs into this Technical Assistance Project and the Agriculture Sector Loan on behalf of OSARAC. He will be the point of contact for the GOS on all parts of AID involvement in the project and will, in effect, provide full-time assistance to the GOS in the implementation of both the Agriculture Sector Loan and this grant project.

C. FISCAL YEAR 1972 CONTRIBUTIONS.

The present Agreement provides funding for the initial phase of the project. Subsequent funding will be added by annual supplements to this Agreement, contingent upon fund availability.

1. <u>Contract Services</u>	\$190,000
A. <u>Technicians</u>	\$190,000

Under funding provided in this Agreement, AID will contract for the services of six technicians listed below, and pay their full salaries plus certain allowances and benefits for the first year. Arrangements for paying their salaries after that time will

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be covered in subsequent Project Agreements.

- (a) Soil Conservation Engineer (Planning)
- (b) Soil Conservation Engineer (Construction)
- (c) Heavy Equipment Shop Foreman
- (d) Animal Husbandry Specialist
- (e) Range Management Specialist
- (f) Agriculture Economist, Marketing Research and Planning

2. Commodities \$6,000

One Vehicle for AID project coordinator and equipment and supplies for demonstration purposes as required.

3. Participant Training \$14,000

These funds will provide for approximately twenty-four man-months of training costs in the U.S. or third country.

4. Other Costs \$120,000

A. Literacy Program \$20,000

Under funding provided in this Agreement, AID will support the National Literacy Program. These funds will be used to provide materials and emoluments that will relate directly to improving farmers' ability to read about better methods of farming, grazing, and nutrition/health.

B. Housing for Technicians \$100,000

Through this Agreement, AID will assist in defraying the costs of construction for five houses that will be the property of the GOS but utilized by AID financed technicians. (See Part V for Special Provisions for Housing.)

C. Disbursement

Disbursement and the procedures concerning the construction of houses and the literacy program will be mutually developed and agreed to by both Governments through subsequent amendment to this Agreement.

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5. Project Coordinator

No funds are obligated under this Project Agreement for the costs of providing the services of the Project Coordinator, who is an employee of the USAID. These costs will include housing/furnishings and logistic support needs such as vehicle maintenance and operation, secretarial services and supplies. These costs will approximate \$30,000.

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V. SPECIAL PROVISIONS FOR HOUSING

AID will provide up to \$100,000 under this Agreement to assist in defraying the costs of constructing and site development of Government senior type housing to be titled in the Government of Swaziland. The housing will be reserved for assignment by USAID to U.S. financed technical personnel under this Agreement or other Project Agreements under the U.S. assistance program in Swaziland and will be rent-free. When not otherwise occupied by or required for such personnel, the housing units shall also be available for assignments to the members of the staff attached to the U.S. Office of Southern Africa Regional Activities Coordination or its successor organizations. At such time as the USAID determines that the housing units are no longer required for assignments exclusively to U.S. project or official personnel and so notifies the Government of Swaziland, the housing units will be available at the discretion of the Government of Swaziland for inclusion in the lists of housing units considered in the standard assignment procedures of Government housing pool.

Five housing units will be provided in accordance with the Project Agreement. Each housing unit will be in accordance with plans and standards accepted and approved in advance by AID and will include a hot water heater and hot water plumbing. The Government of Swaziland will provide the land, hard furnishings, and equipment in accordance with the standards of Government senior employee housing and will be responsible for maintenance of road, maintenance and repair of the housing and furnishings, and replacement of furnishings as needed, except in case of misuse by the occupant, in which case the occupant himself will be responsible for effecting the necessary repairs and replacements. The Government of Swaziland will make every endeavor to provide housing units for technicians arriving prior to completion of construction of AID financed housing. In those extreme cases when housing is not available, the Government of Swaziland will provide suitable accommodations.

VI. GOVERNMENT OF SWAZILAND CONTRIBUTIONS

A. GENERAL

The Government of Swaziland agrees to continue its general support of the Rural Development Area Program as outlined in the Post Independence Development Plan of 1969 and as specified in the Capital Budget Estimate for financial years 1970/71 and 1971/72 and subsequent years. Subject to the annual availability of financial resources and

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mutually satisfactory progress toward achievement of project objectives, the Government of Swaziland further agrees to make funds and personnel available on a timely basis for effective support of the AID inputs to this Project as provided herein.

B. SPECIFIC GOS CONTRIBUTIONS UNDER THIS AGREEMENT

1. For support of U.S. Project personnel (contract) the Government of Swaziland will provide:

(a) Housing and hard furnishings for the Shop Foreman of a comparable nature to that being provided for other U.S. technicians funded under this Project, in accordance with the standards established by the Government of Swaziland as normally provided for Swaziland Government employees of comparable rank. Since the Shop Foreman provided for under this Agreement will not receive direct compensation from the Swaziland Government, housing and hard furnishings will be provided at no cost to the technician nor USAID. (For housing and furnishings of other technicians see Section V of this Agreement.)

(b) Temporary lodging, if technicians arrive in Swaziland prior to approved availability of housing as outlined in Section V of this Agreement.

(c) Medical services, local transport, office facilities and supplies, and secretarial services as normally provided for GOS employees of comparable rank.

(d) Annual holiday and such leave in accordance with GOS standard provision for its employees.

(e) Any specific benefits and allowances, miscellaneous services and facilities usually provided for GOS employees of comparable rank.

2. For support of training opportunities provided by the U.S. under the terms of this Project, the Government of Swaziland agrees to nominate on a timely basis qualified counterparts for each technician to work with the technician on the-job training and be available for further training abroad. The GOS will make available the number of qualified participants called for under this Agreement and will continue to pay the salaries of the participants while in training abroad and initial clothing allowances which is in keeping with normal Government procedures for USAID financed trainees.

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Further, the GOS agrees that individuals receiving long-term training financed by the AID under this Project will be assigned to positions occupied by U.S. technicians or in closely related project activity as otherwise mutually agreed upon prior to their selection. The Government agrees that it will take appropriate measures to bond all participants trained under this project to remain employed in the project for a minimum of three years after completion of training.

The GOS will provide for initial group of four qualified trainee-mechanics for each of the mobile soil conservation units to be trained on-the-job by the Peace Corps Volunteers assigned to the units. These personnel should be available upon arrival of the PCVs. Each conservation field unit will maintain a full-time complement of maintenance personnel sufficient to keep the assigned equipment at a satisfactory maintenance standard. (Minimum adequate levels of trainees and other maintenance personnel will be established as soon as possible after the arrival of the Shop Foreman.)

3. In support of project operations directly related to U.S. contributions as provided herein, the Government of Swaziland will provide the following:

(a) Land; basic infrastructure; personnel; livestock; equipment, supplies and materials, operating expenses and supporting services required for establishing and operating the Ranch as specified in Annex C of the attached PROP.

(b) Special range of credit services which may be required to be made available to farmers for encouraging their participation in the demonstration/extension phase of the Ranch operation.

(c) Full-time use of four vehicles purchased under the Agriculture Sector Loan for the two Soils Conservation Engineers, the Range Management Specialist, and the Animal Husbandry Specialist. Vehicles, as needed for project implementation, will be provided for the other technicians except for the Project Coordinator. For all vehicles mentioned above, the GOS will provide maintenance, oil and petrol.

(d) Office space, furniture, clerical staff and other miscellaneous supporting services for U.S. technicians (contract) and short-term consultants.

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(e) Arrangements for periodic meeting with representatives of GOS, UK-ODA, and AID and other donors to discuss and evaluate project progress and problems.

(f) A plan for undertaking and administering a literacy program relevant to the needs of the RDA's and assurance of sufficient budgetary resources to support such a program.

4. For general support of project, the GOS will establish or provide the following:

(a) Effective organizational structure for coordination/administration of expanded RDA program.

(b) Arrangements for acquisition of adjacent grazing lands.

(c) Technicians to build the RDA infrastructure facilities.

(d) Maintenance POL and general upkeep of all equipment and vehicles.

(e) Improved seed varieties and agriculture extension services.

(f) Arrangements for self-help labor at RDA sites for fencing and shifting of kraals.

(g) All fencing materials for delineating arable and grazing areas in the RDAs.

(h) Expanded schools and public services in the RDAs.

VII. PROJECT WORK PLAN

The scheduling of planned U.S. inputs and directly related Swaziland contribution for the first two years of the project is shown in the "Project Work Plan," attached hereto as Annex C. Although the dates are approximate and will be revised from time to time as the project progresses, the schedules will be useful for planning purposes. It is understood that each party will make every effort to adhere to a mutually agreed upon schedule, particularly for those inputs which have an interdependence with other project inputs and are critical to project progress.

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V II. REPORTS

A. Reports by AID Financed Technicians

AID financed technicians under this project are required to meet reporting requirements of GOS, as well as those that may be necessary to AID and deemed appropriate to the job being done. They will also be required to make a formal report to the GOS six months prior to the end of each tour describing their activities together with practical recommendations for improvement.

B. Performance Evaluations of AID Financed Technicians

The GOS is responsible for the performance evaluation of each AID financed technician. Copies of these annual evaluations will be forwarded to AID. AID will not evaluate the individual's performance except as a part of the actual evaluation of the overall project.

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Work Plan for Swaziland Rural Development Project

Below are the work plans for the various segments of the Swaziland Rural Development Project as related to the Project Agreement. These segments are:

- I. Highveld Research & Demonstration Ranch
- II. Maintenance and Repair Workshop
- III. Field Maintenance Staff
- IV. Soil Conservation Field Units
- V. Marketing Research
- VI. Credit (Swaziland Credit and Savings Bank)
- VII. Literacy Program

1. Highveld Research and Demonstration Ranch

- 1. March, 1972. Determination of ranch site.
- 2. March - May, 1972. Preparation of Bid Documents and let bids.
- 3. April - July, 1972. Land Purchase Negotiations.
- 4. June - July, 1972. Arrival of Ranch Manager and Animal Husbandry Specialist.
- 5. June - July, 1972. Appointment of counterpart staff.
- 6. July, 1972. Preparation of Land Use Plan.
- 7. September - November 1972. Identification of problems and areas of possible research.
- * 8. December 1972 - March 1973. Road Construction for Ranch by P.W.D.

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- * 9. January - May 1973. Construction of Rondavels by MinAg.
- *10. January, 1973. Phased over 2 years construction of housing and buildings by P.W.D.
- *11. January - March, 1973. Preparation of initial grazing management and breeding plans.
- 12. February - April 1973. Equipment and fencing materials begin to arrive.
- *13. March - July 1973. Construction of yards etc. Fencing of ranch.
- *14. April - July, 1973. Earth Dam Construction.
- *15. May onwards. Purchase of livestock phased over 3 years.
- 16. January 1974. Begin training in U.S. for counterparts.

* These items may be started 2-3 months earlier if fencing and construction materials may be purchased from off-shelf items in Ag Sector Loan.

II Maintenance and Repair Workshop

- A. Early April 1972:- Matsapa site bought and clearing and drainage started.
- B. Mid April 1972:- Workshop Manager arrives.
- C. Mid April:- Plans and specifications for Matsapa workshop completed and approved, and tenders called for in local press.
- D. Mid May 1972:- Tenders close and work on erection of two main buildings starts. Security fence erected simultaneously.

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- E. Mid May to late September 1972:- Workshop Manager effects transfer from present workshop to Matsapa, and controls direct labor building construction work within the two main buildings. New equipment for the workshop to be installed in the Matsapa workshop as soon as possible.
- F. October 1972 to January 1973:- Tractors, scrapers and motor graders arrive by rail to Matsapa.
- G. Mid May 1972 onwards:- Workshop manager, in conjunction with Soil Conservation Officer, reviews workshop administration and costing systems both in central stores and units. During this period the W/S establishment will be brought up to full strength. The person recruited locally to fill the counterpart W/S Manager post will act as assistant to the person recruited from the U.S.A.
- H. February 1973 onwards:- Formal training courses start, supported by firms supplying plant and equipment. (Normal in-service training being automatic at all other times.)
- I. Circa March 1973:- Workshop building operations complete, and normal routine evolved.

III. Field Maintenance Staff

- A. April 1972:- Peace Corps Volunteers recruited and arrangements for selection of Swazi counterparts underway.
- B. May 1972:- Training on selected plant in U.S.A.
- C. September 1972:- Training courses completed.
- D. October 1972:- All personnel in post under direct control of W/S Manager who will conduct a short introductory course on workshop routine and administration for costs and records purposes.

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5. November onwards:- P.C.V.s start field training of counterparts. Formal courses will be held in conjunction with W/S staff.

IV. Soil Conservation Field Units.

The equipment received under terms of the loan agreement will be gradually absorbed into the present five Soil Conservation Field Units. In addition, with the arrival of seven new motor graders, a Terracing Unit will be established. This new unit will assist other units within the Rural Development Areas (RDAs).

In the existing RDA program, priority has been given to the Northern RDA. This area is already well established and successful. The initiation of construction work within the Central and Southern RDAs is dependent upon recruitment of key extension personnel and to formal clearance of the projects. A certain amount of work has already been completed in the Southern RDA utilizing the regular extension workers in the area rather than waiting for recruitment of extension workers specially for the project. Work is well advanced in the Lowveld Npolonjeni RDA. However, further plans are being considered to develop the irrigation potential in which the construction units be closely involved. Pending clearance of the Central RDA, work is proceeding on adjacent area where it is proposed to develop the production of tea. These two projects will be developed simultaneously.

It is expected that the two Soil Conservation Engineers will arrive in Swaziland at the latest June, 1972 and their counterparts selected shortly after their arrival.

The following is the planned usage of the six Conservation Units.

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- Unit I Mpolonjens RDA. Dam and road construction. (Ongoing work).
- Unit II Southern RDA. Ongoing work on dams, roads and terracing.
- Unit III Northern RDA. Ongoing work on dams, terracing and roads.
- Unit IV (a) Mdlaba Tea Project. Ongoing work on dams, roads and terracing.
 (b) Central RDA. Work to start during 1972.
- Unit V Mpolonjens RDA. Ongoing work on irrigation, roads and dams.

Unit VI. RDA terracing Unit. Initially working in the Northern RDA. It is the policy of the Soil Conservation Section to keep the units as flexible as possible so that they may be switched to other projects if conditions necessitate such action, and it is envisaged that up to three units may be called upon to combine forces e.g. in constructing an exceptionally large dam.

7. Marketing Research

The AIP sponsored Marketing Research Office will be attached to the Ministry of Agriculture Economics Section and be responsible to the Senior Agricultural Economist. This Section provides a common service for each of the Ministry's three departments.

The Office will be responsible for the following:

- (a) Market research investigations on both local and national levels.
- (b) Studies on marketing possibilities within the Southern African Customs Union.
- (c) Liaison with international organisations, including the ITC and IRRD in respect of international marketing data.
- (d) The provision of advice to, and liaison with the Ministry's Department of Co-operatives and Marketing.

For the Director General of Agriculture

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on question of practical marketing. This Department is responsible for the implementation of marketing schemes within Swaziland.

- (e) The provision of marketing intelligence to the Ministry's three other Departments.
- (f) The "on the job" training of a suitable local counterpart officer. This officer will be required to undertake further study outside Swaziland in the field of market research.
- (g) Liaison with other government and non-government bodies notably the Ministry of Commerce, Industry and Mines.
- (h) The formulation of recommendations on the improvement of present marketing arrangements and institutions.

Work Plan

The work plan will depend to some extent on the AID sponsored Marketing Research Officers assessment of the country's requirements.

1. April 1972. Counterpart appointed and offices available.
2. May 1972. Arrival to Swaziland of Research Officer
3. May 1972. Orientation and study of data currently available.
4. June 1972. Establishments of contacts in Swaziland including the Customs Union and with international organizations.
5. June 1972 onwards. Study of livestock marketing with particular reference to beef and dairy products.
6. June 1972 onwards. "On the job training" of local counterpart.
7. July 1972 onwards. Investigation into methods necessary to improve maize marketing.
8. August 1972. Identification of specific areas of research.

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9. July 1973. The selected counterpart will depart for U.S.A. for further study in the field of market research. He will already have received a diploma in the Agricultural College and have attended UBLS.

VI. Credit. (Swaziland Credit and Savings Bank)

The first step in any operations program where credit is required is to organize the sources of funds so that the Bank will be in a position to meet the credit needs generated by the overall development program. Therefore, SCSB will immediately request the assistance of AID to draft an application for long term funds at a sufficiently low interest rate. This will enable the Bank to carry out its vital Development role profitably.

The Bank will take upon itself the responsibility to train Swazi staff to fill all the key positions within the Bank in the shortest possible time compatible with maintaining efficiency. It will also expand its activities, and branch network to provide banking services to as many of the people of Swaziland as possible.

Work Plan:

1. March/April 1972 - 1) Negotiations with the assistance of AID regarding long term loans to SCSB.
 - 2) Opening of new Branch Office giving full range of services at Siteki.
2. May/July 1972. - Opening Loan supervisors Field Offices at Mkhosini, Vgenind, and Mahlangatsha. These offices in Rural Development areas are to enable the Bank to provide the credit extension service envisaged under the AID loan granted to the Bank in January 1972.

PROJECT AGREEMENT

BETWEEN AID AND

Ministry of Agriculture

AN AGENCY OF THE GOVERNMENT OF
Swaziland

1. Project/Activity No.

690-11-110-024

PAGE 8 OF 9 PAGES

2. Agreement No.

72-S-4

3. Original or
Revision No.

3. Project/Activity Title

Swaziland Rural Development

3. July 1972 - Agricultural Loan Appraisal Officer to United States for intensive course in evaluation of agricultural loans and projects. Followed by on the job training in loan appraisal work in Development Banks.

4. May 1972/Jan. 1973 - Opening new Branch office giving full range of services at Piggs Peak.

5. March/April 1973 - Agricultural Loan Appraisal Officer returns to take up duties ; these will include:-

- 1) In overall charge of Rural Field Offices.
- 2) Review all agricultural loans over R2,000 presented to the Bank. Where necessary do full project appraisal and report to senior Management and/or Board with specific recommendations.
- 3) Advise Board on Bank's overall policy with regard to agricultural lending.
- 4) Forecast fund requirements to meet lending in agricultural sphere.
- 5) Liaise with Ministry of Agriculture with regard to agricultural developments.

6. July 1973 - 1) Open 4th Loan Supervisors Field Office in MDA (site still to be selected).
2) Second Agricultural Loan Appraisal Officer to United States for training.
First Business Loan Appraisal Officer Overseas for training.

Dec. 1973/Jan. 1974 - Opening new Branch Office giving full services at Mkhlati.

Literary Program

1972 Program: 1) Evaluate experimental classes using new primer.
2) Send letter to Headquarters, Regional and Local leaders, organizers of associations, Agriculture Extension co. D.S.D.'s, Women's organizations, explaining working new program, recruitment of instructors and supervisors.
3) Begin meetings in Regions and set up organizations as required.

For the Participating Government or Agency

For the Agency for International Development

SIGNATURE

DATE

SIGNATURE

DATE

PROJECT AGREEMENT
BETWEEN AID AND
Ministry of Agriculture

1. Project/Activity No.
690-11-110-024

PAGE 2 OF 3 PAGES

2. Agreement No.
72-5-4

3. Original or
Revision No.

3. Project/Activity Title

Swaziland Rural Development

4) Start Instructor's Manual.

March: 5) Draw up statement of requirements for literacy.

6) Start new experimental classes.

7) Complete training manual.

8) Select potential instructors for May training courses.

9) Select 50 subjects for follow-up reading material.

10) Finalize accommodation for training courses for 160-200 instructors.

11) Hold first writer's workshop

12) Begin printing primer.

April:

13) Select class locations in conjunction with Regional Officers and Regional Advisory Committees.

14) Finalize manual after feed-back from experimental classes.

15) Finalize arrangement for class program for UBLS volunteers.

16) Hold instructor training course April-May.

17) Complete copy for additional 20 titles for follow-up reading material.

May

18) Hold training courses for instructors at St. Mark's Secondary School and William Fitcher College.

19) Begin general publicity for programs starting in July--
Teachers Journal, Radio, Press.

20) Prepare teaching aids.

21) Hold writers and artists workshop.

22) Make book boxes for classes to be ready by August.

June

23) Intensify publicity to beginning of July.

24) Reissue register newsletter to instructors.

25) Hold writer/artist follow-up week-ends for new instructors.

26) Prior follow-up texts in readiness for mid-August.

July onwards

27) 200 classes begin study in Rural Development Areas.

6900074-9
PD-AAC-380

AD 1330-1
(8-62)

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
MINISTRY OF FINANCE

AN AGENCY OF THE GOVERNMENT OF SWAZILAND

FY 74 Funds

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

1. PROJECT/ACTIVITY NO.
690-11-110-024

PAGE 1 OF 2 PAGES

2. AGREEMENT NO.
74-S-3

3. ORIGINAL OR
REVISION NO. _____

4. PROJECT/ACTIVITY TITLE

Swaziland Rural Development

OSARAC
clearances:

PROJECT DESCRIPTION ANNEX A
 FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
 STANDARD PROVISIONS ANNEX
 SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

5. PROJECT DESCRIPTION AND EXPLANATION:
(See Annex A attached)

Proj. Mgr.

PRM

GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE _____

ECONOMIC COOPERATION AGREEMENT DATE _____

(other) DATE _____

6. AID APPROPRIATION SYMBOL
72-1141004

7. AID ALLOTMENT SYMBOL
454-52-690-00-69-41

CON

B. AID FINANCING
 DOLLAR LOCAL CURRENCY

	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total		\$79,400		\$79,400
(b) Contract Services				
(c) Commodities		28,000		28,000
(d) PARTICIPANTS		51,400		51,400

(a) Total

(b) Contract Services

(c) Commodities

(d) PARTICIPANTS

C. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT

(a) Total (see Section II, page 2)

(b) Technical and other Services

(c) Commodities

(d) Other Costs

10. SPECIAL PROVISIONS (Use Additional Continuation Sheets, if Necessary)

Pursuant to M.O. 712.4, the issuance of AID implementing documents for participants and commodities is waived for six months from the date of this Agreement.

11. DATE OF ORIGINAL AGREEMENT: September 28, 1973
12. DATE OF THIS REVISION: _____
13. ESTIMATED FINAL CONTRIBUTION DATE: August 31, 1976

14. FOR THE COOPERATING GOVERNMENT OR AGENCY: SWAZILAND GOV.
15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: *[Signature]* DATE: 20/7/73
TITLE: Acting Perm Sec. of Finance
SIGNATURE: *[Signature]* DATE: 9/28/73
TITLE: 2nd Regional Development Officer

GOS Concurrences:
[Signature]
Acting Permanent Secretary
Ministry of Agriculture

AID 1011-1A (3-70) PRO AG CONTINUED SHEET ANNEX	PROJECT AGREEMENT BETWEEN AID AND MINISTRY OF FINANCE AN AGENCY OF THE GOVERNMENT OF SWAZILAND	1. Project/Activity No. 690-11-110-024	PAGE <u>2</u> OF <u>2</u> PAGES
		2. Agreement No. 74-S- 3	3. <input checked="" type="checkbox"/> Original or Revision No. _____
		3. Project/Activity Title Swaziland Rural Development	

I. This Project Agreement provides FY 1974 AID funds to train Swazi counterpart personnel for the Rural Development project and to procure demonstration and project support equipment and materials as specified below.

A. Training

AID agrees to finance three full-time academic participants in their first year of training as well as two participants proceeding on specialized six-month programs, at an estimated cost of \$51,400. Further details of training will be set forth in PIO/Ps.

B. Commodities

Large truck for livestock and equipment transport----\$18,000
 Miscellaneous farm machinery, maintenance
 equipment, demonstration materials and supplies----- 10,000

II. The Government of Swaziland agrees to continue, for these participants and commodities, the financial and administrative support provided by Section VI B 2 and VI B 4 (d) of Project Agreement 72-S-4, dated May, 1972.

[Handwritten signature]

For the Cooperating Government or Agency SWAZILAND GOV. <i>[Signature]</i> SIGNATURE: _____ DATE: <u>25/4/73</u> TITLE: <u>Asst. Perm Sec. Finance</u>	For the Agency for International Development SIGNATURE: _____ DATE: _____ TITLE: _____
--	--

**PROAG
STANDARD
PROVISIONS
ANNEX**

**PROJECT AGREEMENT
BETWEEN AID AND
MINISTRY OF FINANCE
AN AGENCY OF THE GOVERNMENT OF
SWAZILAND**

1. Project/Activity No.
690-11-110-024

2. Agreement No.
74-S-3

3. Original or Revision No. _____

A. As used herein, the term "AID" refers to the Agency for International Development, any component agency, or any successor agency. References to "this Project Agreement" shall mean the original Project Agreement as modified by any revisions which have entered into effect.

B. (1) AID will make available the amounts specified in Block 8 of this Project Agreement, as necessary for the project, for use for the designated purposes and as may be further described in Annex A, as required by Block 5 hereof. In addition, as may be further specified in Annex A, AID will, subject to the availability of funds and (where required by AID procedures) as provided for in Project Implementation Orders (PIOs) issued by AID in accordance with its procedures, make available funds (a) to pay costs of furnishing technical services to be performed by United States Government employees in connection with the project, (b) to pay a share of the costs of providing training outside the cooperating country in connection with the project for qualified persons from the cooperating country, and (c) to pay such additional costs as may be specified.

(2) The Cooperating Government Agency will make available the amounts specified in Block 9 of this Project Agreement, as necessary for the project, for use for the designated purposes and as may further be described in Annex A. The Cooperating Government Agency will also make, or arrange to have made, additional contributions of property, services, facilities and funds required for carrying out the project as may be specified in Annex A, or as may subsequently be agreed upon by the two parties.

C. AID and the Cooperating Agency may obtain the assistance of other public and private agencies in carrying out their respective obligations under this Project Agreement. The two parties may agree to accept contributions of property, services, facilities and funds for purposes of this Project Agreement from other public and private agencies, and may agree upon the participation of any such third party in carrying out activities under this Project Agreement.

D. AID shall not be required to make any contribution after the expiration of six months following the estimated final contribution date (Block 13 of the Project Agreement form AID 1330-1) or any amended final contribution date specified herein. Except as otherwise specified herein or subsequently agreed

by the parties, all contributions of the Cooperating Agency pursuant to this Project Agreement shall be made on or before said estimated termination date, or amended date. A contribution of goods or services shall be considered to have been made when the goods or services, provided or financed by the contributing party, are delivered in accordance with commercial practice.

E. The procurement of commodities and contract services to be financed in whole or in part by AID may (where so required by AID procedures) be undertaken only pursuant to PIOs issued by AID in accordance with its procedures.

F. Unless otherwise specified in the applicable PIO, the procurement of commodities financed with the AID contribution referred to in Block 8 of this Project Agreement shall be subject to the provisions of AID Regulation 1.

G. Unless otherwise specified in the applicable PIO, title to all property procured through financing by AID pursuant to Block 8(c) of this Project Agreement shall be in the Cooperating Agency, or such public or private agency as it may authorize. This provision is inapplicable to any property which may be used in connection with the project but is not financed pursuant to said Block 8(c).

H. Any property furnished to either party through financing by the other party pursuant to this Project Agreement shall, unless otherwise agreed by the party which financed the procurement, be devoted to the project until completion of the project, and thereafter shall be used so as to further the objectives sought in carrying out the project. Either party shall offer to return to the other, or to reimburse the other for, any property which it obtains through financing by the other party pursuant to this Project Agreement which is not used in accordance with the preceding sentence.

I. (1) If AID and any public or private organization furnishing commodities through AID financing for operations hereunder in the cooperating country, is, under the laws, regulations or administrative procedures of the cooperating country, liable for customs duties and import taxes on commodities imported into the cooperating country for purposes of carrying out this Project Agreement, the Cooperating Agency will pay such duties and taxes unless exemption is otherwise provided by any applicable international agreement.

(2) If any personnel (other than citizens and residents of the cooperating country), whether United

States Government employees, or employees of public or private organizations under contract with, or individuals under contract with, AID, the Cooperating Agency or any agency authorized by the Cooperating Agency, who are present in the cooperating country to provide services which AID has agreed to furnish or finance under this Project Agreement, are, under the laws, regulations or administrative procedures of the cooperating country, liable for income and social security taxes with respect to income upon which they are obligated to pay income or social security taxes to the Government of the United States of America, for property taxes on personal property intended for their own use, or for the payment of any tariff or duty upon personal or household goods brought into the cooperating country for the personal use of themselves and members of their families (not including such personal or household goods as may be sold by any such personnel in the cooperating country), the Cooperating Agency will pay such taxes, tariff, or duty unless exemption is otherwise provided by any applicable international agreement.

J. Any personnel (other than citizens and residents of the cooperating country), whether United States Government employees, or employees of public or private organizations under contract with, or individuals under contract with, AID, the Cooperating Agency or any agency authorized by the Cooperating Agency, who are present in the cooperating country to provide services which AID has agreed to furnish or finance under this Project Agreement shall be subject to the approval of the Cooperating Agency and AID, and shall be under the general direction of the Director of the Mission to the cooperating country.

K. If any commodity is furnished to the Cooperating Agency, or any public or private agency authorized by the Cooperating Agency, on a grant basis through financing by AID pursuant to this Project Agreement under arrangements which will result in the accrual of proceeds to the Cooperating Agency or any authorized agency and if the applicable agreement between the two governments referred to on the first page of this Project Agreement does not provide for the establishment of a Special Account and the deposit therein of currency of the cooperating country, the Cooperating Agency will make such arrangements as may be necessary to establish a Special Account and to deposit therein currency of the cooperating country in amounts equal to such proceeds, in accordance with such terms and conditions as may be agreed upon. Funds in the Special Account may be used only as agreed upon by AID and the Cooperating Agency; provided, that such portion of the funds in the Special Account as may be designated by AID shall be made available to AID to meet the requirements of the United States.

L. The Cooperating Agency will make such arrangements as may be necessary so that funds intro-

duced into the cooperating country by AID or any public or private agency for purposes of carrying out obligations of AID hereunder shall be convertible into currency of the cooperating country at the highest rate which, at the time the conversion is made, is not unlawful in the cooperating country.

M. AID shall expend funds and carry on operations pursuant to this Project Agreement only in accordance with the applicable laws and regulations of the United States Government.

N. The two parties shall have the right at any time to observe operations carried out under this Project Agreement. Either party during the term of the Project Agreement and three years after the completion of the project, shall further have the right (1) to examine any property procured through financing by that party under this Project Agreement, wherever such property is located, and (2) to inspect and audit any records and accounts with respect to funds provided by, or any properties and contract services procured through financing by, that party under this Project Agreement, wherever such records may be located and maintained. Each party, in arranging for any disposition of any property procured through financing by the other party under this Project Agreement, shall assure that the rights of examination, inspection and audit described in the preceding sentence are reserved to the party which did the financing.

O. Upon completion of the project, a Completion Report shall be drawn up, signed by appropriate representatives of AID and the Cooperating Agency, and submitted to AID and the Cooperating Agency. The Completion Report shall include a summary of the actual contributions by both AID and the Cooperating Agency to the project, and shall provide a record of the activities carried out, the objectives achieved, and related basic data. AID and the Cooperating Agency shall each furnish the other with such information as may be needed to determine the nature and scope of operations under this Agreement and to evaluate the effectiveness of such operations.

P. The present Agreement shall enter into force when signed. Either party may terminate this Project Agreement by giving the other party 30 days written notice of intention to terminate it. Termination of this Project Agreement shall terminate any obligations of the two parties to make contributions pursuant to Blocks 8 and 9 of this Project Agreement, except for payments which they are committed to make pursuant to non-cancellable commitments entered into with third parties prior to the termination of the Project Agreement. It is expressly understood that the obligations under paragraph H relating to the use of property shall remain in force after such termination.

U

AID 1330-1
(2-64)

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
THE MINISTRY OF FINANCE AND ECONOMIC PLANNING
AN AGENCY OF THE GOVERNMENT OF SWAZILAND

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

- PROJECT DESCRIPTION ANNEX A FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
- STANDARD PROVISIONS ANNEX SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

- GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE
- ECONOMIC COOPERATION AGREEMENT DATE
- (other) DATE

1. PROJECT/ACTIVITY NO.
690-11-110-024

PAGE 1 OF 4 PAGES

2. AGREEMENT NO.
74-S-3

3. ORIGINAL OR REVISION NO. 2

4. PROJECT/ACTIVITY TITLE
Swaziland Rural Development

4. PROJECT DESCRIPTION AND EXPLANATION
(See Annex A attached)

5. AID APPROPRIATION SYMBOL
72-11X1023

7. AID ALLOTMENT SYMBOL
402-52-690-00-69-41

8. AID FINANCING	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
<input checked="" type="checkbox"/> DOLLAR <input type="checkbox"/> LOCAL CURRENCY				
(a) Total	\$87,600	\$16,000		\$103,600
(b) Contract Services		\$16,000		16,000
(c) Commodities	28,000			\$28,000
(d) Participants Participants	59,600			59,600
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT				
\$1.00 =				
(a) Total	(See Section II, page 2, of original agreement)			
(b) Technical and other Services				
(c) Commodities				
(d) Other Costs				

10. SPECIAL PROVISIONS (Use Additional Continuation Sheets, if Necessary)

The purpose of this Revision is to obligate funds for a project evaluation.

11. DATE OF ORIGINAL AGREEMENT: 28 September 1973 12. DATE OF THIS REVISION: 14 June 1974 13. ESTIMATED FINAL CONTRIBUTION DATE: 31 August 1976

14. FOR THE COOPERATING GOVERNMENT OR AGENCY: SIGNATURE: *[Signature]* DATE: 4/6/74 TITLE: *[Title]*

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT: SIGNATURE: *[Signature]* DATE: 14 Jun '74 TITLE: Regional Development Officer

PROAG
CONTRIBUTION
SHEET

ANNEX

**PROJECT AGREEMENT
BETWEEN AID AND
THE MINISTRY OF FINANCE AND
ECONOMIC PLANNING**

**AN AGENCY OF THE GOVERNMENT OF
SWAZILAND**

1. Project/Activity No.
690-11-110-021
2. Agreement No.
74-S-3
3. Project/Activity Title

4. Original or
Revision No. 2

Swaziland Rural Development

1. Background. Since 1971, the Government of Swaziland (GOS) and the U.S. Agency for International Development (USAID) have been engaged in a joint program of cooperation in the field of rural development in Swaziland. A summary of the program's major USAID components follows:

(A) A USAID development loan for \$2,200,000, primarily for the purchase of heavy earthmoving equipment and related supplies and for the construction of a highveld demonstration ranch and a heavy equipment maintenance workshop. In addition \$250,000 from the loan was made available for agricultural credit through the then-Swaziland Credit and Savings Bank (SCSB), now the Swaziland Development and Savings Bank (SDSB). The loan agreement was signed on 13 October 1971.

(B) USAID grant financing for the technical services of six American technicians who serve as planning and construction officers in the Ministry of Agriculture, manage the heavy equipment maintenance workshop, supervise the development of the highveld demonstration ranch, and assist the Ministry with marketing research. Funds are also provided for related commodity procurement and participant training to prepare Swazi replacements for the U.S. officers. The first project agreement was signed on 4 May 1972, and the first American specialist arrived during the same month.

Other related activities include financing for an American group extension officer in the Ministry of Agriculture (from the Southern Africa Development Personnel and Training project) and support for the literacy program at the Sebenta National Institute. A separate development loan providing an additional \$750,000 for small farmer agricultural credit through the SDSB was signed on 21 May 1974, and USAID is recruiting technicians to serve as the Agricultural Loan Appraisal Officer for SDSB and as Land Development Officer in the Ministry as a part of the Southern Africa Development Personnel and Training project.

2. Course of Action. The purpose of this Project Agreement Revision is to obligate funds for the services of a three-man specialist team to evaluate the progress made to date in the joint GOS-USAID rural development program described above. Both parties to this Revision recognize the broad advantages of undertaking thorough periodic reviews of development activities in order to measure actual progress against plans and expectations and to provide a basis for future planning and improvement as well as for the consideration of possible additional inputs.

The GOS is carrying out a national rural development program with support from several donors. The program has many aspects not directly affected

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____
TITLE: _____

SIGNATURE: _____ DATE: _____
TITLE: _____

PROAC
CONTRIBUTION
INSET

ANNEX

PROJECT AGREEMENT
BE TWEEN AID AND
**THE MINISTRY OF FINANCE AND
ECONOMIC PLANNING**
**AN AGENCY OF THE GOVERNMENT OF
SWAZILAND**

1. Project/Activity No.
690-11-110-024

PAGE 3 OF 4 PAGES

2. Agreement No.

3. Original or
Revision No. 2

74-S-3

3. Project/Activity Title

Swaziland Rural Development

by USAID assistance. The evaluation team is expected to become familiar with the entire national rural development program in order to set the necessary background for their work, but the actual evaluation they undertake will be limited to USAID and USAID-supported inputs. An outline list of those inputs is shown as an Appendix to this Revision.

Specifically, the team shall:

- A. Examine the actual results of USAID inputs in the context of GOS and other donor activities and compare them with the projected results;
- B. Consider work plans and schedules against actual progress and make recommendations as necessary for revisions.
- C. Examine the nature and extent of past coordination of USAID inputs with the GOS and other donors and recommend improvements,
- D. Recommend improvements as necessary for future organization of USAID inputs and better definition of objectives,
- E. Evaluate the impact of the USAID inputs,
- F. Recommend whether additional USAID assistance is indicated.

The evaluation team is expected to spend several weeks in Swaziland, probably starting late July or August, 1974.

3. U.S. Contribution. USAID agrees to provide from FY 1974 funds the sum of \$16,000 to finance the services of the evaluation team. Transport within Swaziland, office space and services, and report costs will also be contributed by USAID.

4. Government of Swaziland Contribution. The GOS agrees to allow access for the evaluation team to all development projects, government officials, and documents pertinent to their work as described in paragraph 2 above. The GOS will also cooperate with the study by making available the time and attention of senior officials and will assign one senior officer to be the prime point of contact for the team during its stay in Swaziland.

5. Reports. Before departing, the evaluators will present a draft report to USAID and GOS for discussion and revision as necessary. The final report will be distributed to USAID and the GOS as soon thereafter as possible.

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____
TITLE: _____

SIGNATURE: _____ DATE: _____
TITLE: _____

AID 1800-74 10-501 PROAC CONTINUATION SHEET ANNEX _____	<p align="center"> PROJECT AGREEMENT BETWEEN AND AND THE MINISTRY OF FINANCE AND ECONOMIC PLANNING AN AGENCY OF THE GOVERNMENT OF SWAZILAND </p>	1. Project/Activity No. 090-11-110-024 2. Agreement No. 74-S-3 3. Project/Activity Title Swaziland Rural Development	PAGE <u>1</u> OF <u>1</u> PAGES 3. <input type="checkbox"/> Original or Revision No. <u>2</u>
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USAID INPUTS

APPENDIX

- A. Soil Conservation:
 - 1. Heavy earth-moving equipment
 - 2. Workshop and tools
 - 3. Soil Conservation Engineer (Plan.)
 - 4. Soil Conservation Engineer (Constr.)
 - 5. Shop Foremen
 - 6. Overseas training
 - 7. On-the-job training for counterparts
 - 8. Training of mechanics
 - 9. Grant commodities

- B. Range Management and Animal Husbandry:
 - 1. Highveld Ranch construction
 - 2. Ranch equipment
 - 3. Animal husbandry Officer
 - 4. Range Management Officer
 - 5. Overseas training
 - 6. On-the-job training for counterparts
 - 7. Grant commodities

- C. Marketing Research:
 - 1. Marketing Research Officer
 - 2. Overseas training
 - 3. On-the-job training for counterparts

- D. Swaziland Development and Savings Bank:
 - 1. \$250,000 loan
 - 2. Overseas training

- E. Management Improvement:
 - 1. USAID Project Coordinator
 - 2. Management seminars

- F. Group extension (provided under OP&X project).
 - 1. Group Extension Officer
 - 2. On-the-job training for counterparts
 - 3. Overseas training

- G. Literacy Program at Sebenta National Institute.
 Grant commodities.

For the Cooperating Government or Agency SIGNATURE: _____ DATE: _____ TITLE: _____	For the Agency for International Development SIGNATURE: _____ DATE: _____ TITLE: _____
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AID 380-1X (9-70)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Swaziland 32p.	Page 1 of 26 Pages
		2. PIO/T No. 690-024-3-20009	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	4. Project/Activity No. and Title Swaziland Rural Development 690-11-110-024	

DISTRIBUTION	5. Appropriation Symbol 72-1121004	6.A. Allotment Symbol and Charge 254-58-690-00-69-21	6.B. Funds Allotted to: <input checked="" type="checkbox"/> A.I.D./W <input type="checkbox"/> Mission
	7. Obligation Status <input checked="" type="checkbox"/> Administrative Reservation <input type="checkbox"/> Subobligation		8. Funding Period (Mo., Day, Yr.) From 2/1/72 to 5/1/74
9.A. Service to Start (Mo., Day, Yr.) Between 2/1/72 and 3/1/72		9.B. Completion date of Services (Mo., Day, Yr.) 5 - 1 - 74	
10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Country Contract <input type="checkbox"/> Participating Agency Service Agreement Other:			

10.B. Authorized Agent
AID/Washington

Estimated Financing		(1)	(2)	(3)	(4)
\$1.00 -		Previous Total	Increase	Decrease	Total to Date
11. Maximum A.I.D. Financing	A. Dollars		\$60,000		\$60,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other				

13. Mission References

14. Instructions to Authorized Agent

AID/W is hereby requested to obtain the services of a contractor who shall:

- Recruit:
 - Heavy Equipment Shop Foreman for employment in Swaziland.
- Provide for the payment of salary and certain allowances and benefits.
- Provide administrative services in the United States for personnel recruited under this PIO/T.

15. Clearances -- Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate <i>Eino M. Silva</i> Eino M. Silva, AFR/SAF, Agriculture Officer	F. Funds for the services requested are available <i>Dennis M. Brown</i> Dallas F. Brown, FC/ACC
C. The scope of work lies within the purview of the initiating office and approved Agency Programs: <i>Frank Scordato</i> Frank Scordato, AFR/SAF, Deputy Director	D.
E. Approved: <i>Athel H. Ellis</i> Athel H. Ellis, AFR/SAR, Director	G.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to	17. For the Agency for International Development <i>S. R. Nevin</i> Signature: S. R. Nevin Title: Deputy Director, AFR/MGT/C	18. Date of Issuance 2/18/72
Signature and date:		
Title:		

AID 1360-1X (9-70)	Cooperating Country Swaziland	PIO/T No. 690-024-3-20009	Page 2 of 16 Pages
PIO/T	Project/Activity No. and Title Swaziland Rural Development 690-11-110-024		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be Used To assist the Government of Swaziland in implementing its Rural Development Areas Program by providing technical personnel to work in key areas of this program, to improve the standard of living of the rural peoples through increased agricultural production and related public services.

B. Description AID/W will, by Task Order arrangement, authorize a contractor to provide the services required under Block 14 in accordance with the terms and conditions of this PIO/T and amendments thereto. The functions to be performed by the contractor are as follows:

1. Identify and recruit the person listed in Block 19 C for the Government of Swaziland; this includes coordination and management of recruitment consultants, groups or organizations which may assist in recruiting. Final decisions on selection and employment of personnel will be made by the Government of Swaziland.
2. Coordinate and manage recruitment.

(continued on pages 6 to 14)

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Man-Months)
1	Heavy Equipment Shop Foreman	N/A	24 months

(2) Duty Post and Duration of Technicians' Services

Manzini 24 months

(3) Language requirements

Not required

(4) Access to Classified Information

None

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$ 60,000

(2) By Cooperating Country -

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20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

A. (1) Quantity	(2) Description	(3) Estimated Cost	(4) Special Instructions
	POP		

9. Financing of Equipment and Supplies

(1) By AID - \$ _____ (2) By Cooperating Country - _____

21. Special Provisions

- A. This PIO/T is subject to AID (contracting) REGULATIONS (48 CFR 101-11.6) regulations.
- B. Except as specifically authorized by AID, when the direct purchase of commodities or services is authorized under this PIO/T, services authorized under this PIO/T must be obtained from U.S. sources.

N/A C. Except as specifically authorized by AID, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under ~~Section Code 200~~

D. Other (specify):

1. The terms and conditions of the Employment Agreement shall be consistent with AID legislative and policy requirements.
2. Employment contracts financed hereunder, shall contain provisions to the effect that the Government of Swaziland will:

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22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

Reports: Submit as follows:

1. The contractor will transmit or cause to be transmitted to GOS and to OSARAC two certified copies of each salary agreement.
2. Semi-annually to the OSARAC, and AID: A summary of operational personnel recruitment showing the positions filled, by titles, names of incumbents, dates of service, salary and the amounts of all U.S. dollar allowances provided by AID. This report shall be submitted as of September 30th and March 31st of each year and is due by the end of the month following.
3. Quarterly to OSARAC and AID: Expenditures from the inception of the Task Order through the end of the current quarter for both operational personnel costs (salary supplement, travel and transportation) and other contractor costs, using the same line item format as provided in the Task Order Budget. This report should also include a tabular comparison for operational personnel costs of (a) funds currently available under the Task Order and (b) cumulative commitments as authorized for reimbursement under each executed individual contract with GOS staff members. These reports shall be submitted as of March 31st, June 30th, September 30th and December 31st of each year and are due by the end of the month following.
4. Monthly to GOS, OSARAC, and AID: Status of recruitment for unfilled positions, to be submitted within two weeks after the end of each month. Report is not required if all positions are filled.

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23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Background information is available in AFR/SAF

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities

A Contract will be executed between contractor and AID/W. Under the contract the Contractor will perform all services directly for GOS and will be responsible to it, as well as to AID for satisfactory performance.

B. Cooperating Country Liaison Official

Permanent Secretary, Ministry of Agriculture.

C. AID Liaison Officials

AID Project Coordinator Rural Development OSARAC

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LOGISTIC SUPPORT

25. Provisions for Logistic Support

A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X		
(4) Furniture		X		
(5) Household Equipment (Stoves, Refrig., etc.)		X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services		X		
Other: (Specify) (8) International Travel	X	(a)		
(9) Excess Baggage	X	(a)		
(10) Unaccompanied Air Freight	X	(a)		
(11) Educational Allowance	X	(a)		
(12)				
(13)				
(14)				
(15)				

B. Additional Facilities Available From Other Sources

C. Comments

(a) These items will be provided through the contract

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3. Locate, screen and evaluate candidates for each position to be filled.
 - (a) Make detailed telephonic inquiry of the candidate's references, including an evaluation of the candidate's professional and technical competence and qualifications for the position; his and his family's suitability for living and working overseas as an American employee of GOS.
 - (b) Transmit dossiers, including vita, prior earnings and summary telephonic reference check forms, on all candidates (usually from two to five) for the position to GOS for review.
 - (c) Make arrangements to interview the candidate upon receipt of a strong indication that GOS wishes to consider him for employment.
 - (d) Forward the summary interview report to GOS for final evaluation, selection and possible offer of employment.
4. The Contractor will keep the GOS, OSARAC, and AID/W informed on the progress of recruitment.
5. Negotiate salary and/or salary supplements, and individual contract.
 - a. Explain and furnish a written statement to candidate of all allowances (and their limitation) to be provided in cash or in kind by GOS and the Contractor.
 - (1) Computation of total annual salary.

The total annual salary is computed as follows:

(a) Base salary.

In determining this figure start with:

(aa) "existing salary", which may be the individual's highest annual salary during the three years immediately preceding his employment;

(bb) annualize or deannualize existing salary depending on the work-year of his existing job and of the job to be filled; and

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(cc) add to the results of "bb" one half of all other substantiated professional income up to a maximum of 5%. This is the "base salary."

(b) Oversease Incentive.

Add 5% to the base salary. The result is the base salary plus incentive.

(c) Retirement.

A figure of 7% will be added to the base salary plus incentive. This will be the "total annual salary."

(d) Maximum annual salary.

The employee's maximum annual salary shall not exceed \$18,000 without the prior approval of the Contracting officer.

(e) Work Week.

The work week shall be in accordance with the practices of the host government. No overtime shall be reimbursable.

(f) Holidays.

Individuals will be permitted annual holiday in accordance with COS standard provision for its employees.

(g) Salary Increases.

A salary increase of 5% of the total annual salary will be made to personnel after satisfactory completion of each tour of duty.

(h) Salary Adjustment on Termination.

In the event that an individual's services are terminated by the contractor at the request of AID, or of the cooperating country, for reasons other than misconduct, contractor will be reimbursed for salary payments to individuals of base salary to the extent contractor is liable to make such payments under its agreements with such individual, provided that such individual is not otherwise gainfully employed during the compensable period following such termination, or if gainfully employed, but at a lesser compensation, payments will be made to equalize the difference between such lesser compensation and the individual's base salary and provided further, that such payments shall (cont' on page 8)

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not extend beyond four months from the date of the individual's termination, or the date on which the individual's contract would have expired but for termination, whichever is earlier. Contractor agrees to exert its best efforts to minimize costs under this provision and to provide in its contract with the individual that the latter in such case will actively seek gainful employment to minimize cost under this provision.

(1) Vacation and Sick Leave.

Vacation and sick leave, as well as "long" leave, earned by personnel must be in accordance with prevailing practices in the Swaziland. U.S. salary supplements will not be made for unused portions of such leave, except in the instance of official vacation leave which the personnel have not been able to use for valid official reasons. In such instances, a lump-sum payment can be made at the end of a tour limited to the pay applicable to the total number of unused days vacation leave earned under the provisions of the host country contract during a six month period, or 13 days, whichever is lesser.

(2) International Travel. See pages 1 and 2, 4 d.(3) Indirect Travel for Personal Convenience.

When travel is performed by an indirect route for the personal convenience of the traveler, the allowable costs of such travel will be computed on the basis of the cost of economy class air fare via the direct usually travelled route. Only that portion of travel accomplished by U.S. flag carriers will be reimbursable within the above limitation of allowable costs. The provisions of this paragraph do not apply when travel is financed by the host government.

(4) Limitation of Travel by Dependents

Travel costs and allowances will be allowed only for authorized dependents, who remain in the cooperating country for at least one-half of the required tour of duty, but not less than nine months, of the individual responsible for such dependents, whichever is greater. The intermediary contractor is responsible for compliance with the provisions of this paragraph.

b. Discuss with candidate items which are covered or not covered by allowances, but which may be particularly important to the welfare of the candidate or his family, such as:

(1) Educational Allowances

An allowance will be paid based on the direct-hire "at post" education allowance for each child if an adequate school is

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not available the payment would be on an "away from post" basis. This allowance is not accountable; i.e., payment will be made on the basis of number of children without requiring receipts to prove actual school attendance. This allowance will be paid only through the 12th grade.

(2) Educational Travel

An educational travel allowance is not authorized.

(3) Living Allowance

See page 10 item 12.

(4) Post Allowance

A post allowance will be paid. This allowance will be based on the direct-hire post allowance applicable to the capital city for a \$20,000 income (based on actual family size.)

(5) Post Differential

No post differential will be paid.

(6) Settling - in advance of funds

To meet the extraordinary initial expenses of establishing a household, the individuals recruited under this contract may be paid, on request, an advance of \$3,000 repayable over 12 months.

(7) Rest and Recuperation (R&R)

R&R is not authorized.

(8) Transportation of Personal Effects and Household Goods.

(a) The shipment of household effects is not authorized. However, if the GOS does not provide furniture or furniture allowance, or such is inadequate, and the cost of furniture is excessive, a furniture allowance will be granted. This will be determined by the contracting officer.

(b) USAID will not provide furniture, air conditioners, refrigerators, etc. to the shop foreman.

(c) Transportation of Car and Vehicle Allowance

No allowance for shipment or operation of a motor vehicle is authorized.

(d) Storage of Household Goods

A lump sum non-accountable allowance for storage of household effects will be paid. A single person will be paid \$1,000 per year and a married couple (with
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- or without children) will be paid \$1,600 per year.
- (9) Fringe Benefits - (Health Insurance, Disability Insurance, Emergency and Irregular Travel)

The individuals to be recruited under this contract are urged to take out appropriate insurance, the costs to be reimbursed by A.I.D.

- (10) Pre-Departure Expenses and Arrival Allowances
A. For pre-departure expenses \$75.00 for each adult and \$35.00 for each child under eleven years of age is authorized to be paid on a non-accountable lump sum basis.
- (11) Temporary Lodging Allowance
If the GOS does not provide temporary lodging, a flat lump sum allowance equal to 15 days lodging will be paid to the individuals recruited under this contract. This will not be accountable. This determination will be made by the contracting office.
- (12) Living Allowance
Housing will be provided by the G.O.S.. If the G.O.S. does not provide housing, an allowance for utilities maintenance, etc., or such allowance is inadequate this allowance will be provided by AID if the cost of these items in Swaziland were significantly higher than in the U.S. This determination will be made by the contracting officer.
- (13) Use of U.S. Diplomatic Facilities
Limitations preventing non-official use of U.S. diplomatic facilities. The shop foreman will not have access to U.S. diplomatic facilities, e.g. pouch mail, APO, PX, etc.

c. Prior to nominating anyone to GOS for employment, the Contractor will make known to the nominee the following specific conditions pertaining to his employment by G.O.S.:

- (1) The nominee, if accepted for employment by GOS, will be an employee of the GOS and not of AID or the Contractor.
- (2) The Contractor shall advise the employee prior to his departure from the United States concerning the advisability for his having or obtaining adequate insurance protection to cover unforeseen expenses resulting from medical problems and emergency travel, including evacuation, for himself and authorized dependents while travelling and living outside the United States. (continued on page 11)

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page 2)AID assumes no responsibility for medical problems
resulting from employment under this contract.

- (3) Following arrival in Swaziland, the accepted nominee, now a staff member of GOS, may encounter other U.S. citizens and citizens of other nations who are employed at GOS and elsewhere in Swaziland under agreements which are substantially different from his own contract of employment. It is not intended that all aliens employed in Swaziland, whether or not financed in whole or in part by the United States Government, should have the same compensation, allowances or privileges. The employment, compensation, allowances of a GOS staff member recruited under this PIO/T will be determined by his contract of employment not by the contract of any other employee working in the country, whether for GOS or elsewhere.
- (4) Provide advice on the Execution of Individual Contracts with GOS. Explain and clarify the meaning of the GOS contract, making clear the present dollar exchange rate and any limitations on the exchange of Swaziland Rand to U.S. currency. The contract the employee signs with GOS shall be compatible with the Task Order.
- (5) Execute an individual contract with the candidate, which includes the salary of the employee and his dependent's travel and transportation, extra baggage allowance, and other allowances permitted under this PIO/T.
- (6) Should the GOS terminate, for cause, the employment or appointment of any member supported by this Task Order, an automatic termination of his contract for U.S. dollar support shall be effective on the date his employment ceases at GOS.
- (7) Should the employee terminate his contract voluntarily, (for reasons other than ill-health), or is terminated by GOS for cause or is declared persona-non-grata, prior to the expiration of 12 months of his contract, he may be required to refund the full cost of his and his dependent's travel and other expenses from the point of origin within the United States to the place of assignment in Swaziland and return to the point of origin in the United States; or if the employee terminates his contract or is terminated for reasons cited above after 12 months but before the expiration of 24 months, he may be required to pay the full cost of his and his dependent's return travel and other expenses from his place of assignment in Swaziland to the point of origin within the United States.

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(8) Individual selected for GOS employment should be advised to refrain from participating in internal political activities, including joining or advising student activist movements, signing of petitions endorsing political candidates, and making statements in public which might be construed as anti-government.

6. Provide Administrative and Logistic Backstopping.
- a. Provide individual and/or group pre-departure orientation in the United States. This must be done immediately prior to leaving the U.S. and should require no less than one nor more than three days of seminar, lecture, workshop, or general discussion involving the use of written materials and appropriate audio-visual materials.
 - b. Communicate with GOS concerning the orientation and administrative requirements of all OPEX personnel. Special emphasis should be put upon the administrative requirements commonly made by foreign governments in such matters as identification papers, driver's license, inoculation data, etc.
 - c. Assist employees in obtaining necessary medical clearances, inoculations, passports, and visas for themselves and authorized dependents.
 - d. Arrange for U.S. and international travel and transportation, including other related allowances such as shipment of excess baggage and unaccompanied air freight to the extent allowed by this PIO/T herein. Travel Transportation, accompanied personal baggage, and related expenses, from normal place of residence in the United States, will be provided to the employee and each authorized dependent on the same basis as for U.S. direct hire personnel. These expenses are payable by the U.S. Government to the extent such expenses are not provided by the host government. Travel will be performed in accordance with U.S. Standardized Government Travel Regulations and on American-flag airlines, if available, except when the host government provides such travel, transportation, and related expenses, entirely at host government expenses.
 - e. Make monthly deposits of payment to the designated employee's U.S. bank.
 - f. Make such deductions as may be required by U.S. law, this Task Order, or as may be requested by the employee.

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- g. Provide such other relevant services as may be requested by AID, OSARAC, or the GOS in connection with the administrative support of OPEX personnel.'
- h. Provide recruiters with overall guidance coordination and supervision in order to ensure the orderly and timely recruitment of operational personnel for GOS in accordance with the established position list, position descriptions, recruitment procedures, allowance provisions, and AID funding limitations.
- i. Disburse funds in such amounts and for such specific items as may be agreed to by AID for the actual recruiting services performed by specially designated recruiters or existing organizations.
7. Employee bio-data and salary data upon which the base salary is determined will be kept by the contractor and made available to OSARAC or AID/W upon request and at the time of audit.
- (8) Position to be filled:
- Heavy Equipment - Workshop Manager
- Qualifications:
- Master Mechanic - A fully apprenticed mechanic of at least ten to fifteen years practical experience, on diesel and heavy earth moving equipment. Should be capable of office administration, the daily supervision and direction of four to five other mechanics and machine hands, and directing a training program for these mechanics and machine operators.
- Job Description:
- He would be required to:
1. Directly supervise the ministry of agriculture equipment workshop staff at Manzini.

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2. Be fully knowledgeable with the types and operation of a wide range of earth moving equipment of different manufacturers.
3. Organize and administer a preventative maintenance program for equipment operated by the ministry of agriculture.
4. Organize and administer a comprehensive on the job training program for the Ministry of agriculture work shop and field mechanic candidates and machine operators.
5. Organize and administer a spare parts inventory control system and order spare parts as required.
6. Develop and maintain an effective relationship with parts suppliers.
7. Improve the manufacture and/or reconditioning of construction materials and parts as required from time to time for railings, pipe fittings, suspension cables, spray rigs, etc.
8. Develop and maintain effective working relationships with operators and site foreman in the field, and instruct same in efficient, safe and economical use of machinery.
9. Make periodic inspection of heavy equipment in operation and field repair facilities.
10. Arrange for the transportation and movement of plant and equipment as instructed by the S.C.O. from time to time.
11. Arrange for fuel, oil, and lubricants supply to conservation units.
12. Understand and take prompt action to fulfill warranties as necessary
13. Prepare brief quarterly report on activities and problems.

End Block 19

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- a. Exempt the emoluments and allowances paid or made to the employee by the contractor for his services in Swaziland and any other income (not being income which accrues within Swaziland) received in or brought into Swaziland by the employee or his wife or children living with him, from income tax or any other tax on, or calculated in relation to, income which is payable under Government of Swaziland Legislation;
- b. Exempt such personal effects whether new or used, of the employee who enters Swaziland for the first time, as are imported into Swaziland within six months of the employee's arrival, or such further period as the Controller of Customs and Excise may allow, and which are not intended for sale or disposal, from customs duty; provided that appropriate import duties shall be paid if such effects are sold to a person who is not entitled to the same privileges, and provided further that this exemption shall

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apply only when the said personal and household effects are owned or ordered prior to the technician's arrival in Swaziland. "Personal" shall be interpreted by the Controller of Customs and excise as including also furniture, one radio, one record player, one tape recorder, minor electrical appliances, and photographic equipment;

c. Permit the exportation duty free of the materials and effects referred to in paragraph b. above, upon the termination of assignment of the employee.

3. GOS has a medical aid plan wherein the individuals

recruited under this contract and his authorized dependents shall receive free out-patient medical attention and inpatient treatment at reduced rates if they receive treatment at a Swazi Government Hospital; however the employee shall be responsible for health accident and life insurance on himself and dependents. If the staff member or his family attend a private doctor or hospital reimbursement against receipted accounts will be made at the rates which would have been charged by a Swazi Government Hospital. During his period of service the staff member shall be entitled to reimbursement at the rate to which he would be entitled to, were he in Swaziland for medical costs for himself and his family necessarily incurred outside Swaziland.

4. The Contractor will take appropriate steps to assure the suitability of the person sent to Swaziland under this contract. In affixing signature to its employment document, the contractor certifies that it has investigated and found the cosignator to the contract/agreement suitable for work in GOS, to the best of his knowledge and belief.

5. In the event GOS does not provide any of the above, AID will provide the items in cash or in "kind", subject to prior written approval of the contracting officer.

End Block 21.

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5. In both semi-annual and quarterly reports, a discussion of problems encountered, if any, in connection with the operation of the overall procedures for recruiting and backstopping staff members, including suggestions for their solution.

6. Personnel recruited under the terms of the PIO/T are required to meet reporting requirements to GOS, Personnel will be required to make a formal report to GOS six months prior to the end of each 24 month tour describing their activities together with practical recommendations for improvement. The contractor will be expected to obtain copies of such reports for project files and forward copies to the OSARAC Project Coordinator.

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Swaziland Rural Development 690-11-110-024

Indicate block
numbers.Block 22
(continued
from page 15)

Use this form to complete the information required in any block of a PIO or PA/PR form.

- 7, Performance Evaluations--In order to develop and foster and employee/ employer relationship between GOS and the personnel recruited under the terms of this PIO/T, GOS will be responsible for the performance evaluation of such personnel. The contractor will be expected to obtain copies of such reports and forward copies to OSARAC. The OSARAC should evaluate the performance of such personnel only as a part of the actual evaluation of the project. The individual's performance will be reflected in the success and accomplishment achieved toward the project goals.

End Block 22.

U

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DISTRIBUTION	5. Appropriation Symbol 72-1121004	6.A. Allotment Symbol and Charge 254-58-690-00-69-21	6.B. Funds Allotted to: <input checked="" type="checkbox"/> A.I.D./W <input type="checkbox"/> Mission			
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Subobligation	8. Funding Period (Mo., Day, Yr.) From 3/15/72 to 3/31/73				
	9.A. Service to Start (Mo., Day, Yr.) Between 3/15/72 and 7/31/72		9.B. Completion date of Services (Mo., Day, Yr.) 11/30/74			
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement		Other:			
	10.B. Authorized Agent AID/Washington					
	Estimated Financing	(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date	
	\$1.00 =					
11.	Maximum A.I.D. Financing	A. Dollars	\$60,000	\$130,000	--	\$190,000
		B. U.S.-Owned Local Currency				
12.	Cooperating Country Contributions	A. Counterpart				
		B. Other				

13. Mission References

14. Instructions to Authorized Agent

A. This amendment authorizes AID/W to execute a Task Order agreement with TransCentury Corporation for recruitment of five OPEX personnel (in addition to the ShopForemen previously authorized) to be employed by the Ministry of Agriculture for the positions identified in Block 19 C, and for payment of salary and certain allowances and benefits in accordance with the AFR Bureau Procedures for Compensation of OPEX Personnel, dated April 19, 1972.

B. Wherein differences exist between Blocks 19B and 25A of the original PIO/T and the AFR standardized guidelines cited above, the latter shall prevail.

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate Eino Siira, AFR/SAF, Agriculture Officer	B. Funds for the services requested are available Paulas J. Brown, Chief, C/ACC/CFSE 5/3/72
C. The scope of work lies within the purview of the initiating office and approved Agency Programs Frank Scordato, AFR/SAF, Deputy Director	D. 6/2/72
E. Approved: for Athol H. Ellis, AFR/SAF, Director	F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to	17. For the Agency for International Development Stan Nevil, AFR/MT/C Signature: Stan Nevil, AFR/MT/C Title: Deputy Director/Contracts	18. Date of Issuance 6/2/72
Signature and date:		
Title:		

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SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are ~~needed~~ to provide operational personnel in the specialized fields shown in C. below who will work in the Ministry of agriculture under the direction of the officials indicated in the job description on an OPEX basis. For purpose of specifying type of individual and required qualifications to be recruited, specific duties and responsibilities for each technician are described on continuation sheets (pages 8 to 16)

Recruitment of the technicians will be in accordance with AID Africa Bureau Procedures for compensation of OPEX personnel.

This PIO/T also provides funds for reimbursement to TransCentury for recruitment, orientation and the administrative costs of this activity.

To provide personnel covered under this PIO/T, TransCentury will carryout and be reimbursed for services under AID/af - 771 Task Order 1.

TransCentury will take appropriate steps to assure the suitability of the personnel sent to Swaziland under this contract. In affixing signature to its employment document, the contractor certifies that it has investigated and found the cosignators to the contract agreement suitable for work in GOS, to the best of their knowledge and belief.

(See continuation sheets pages 8 to 16)

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration * of Assignment (Man-Months)
1	Soil Conservation Engineer (planning)		24
1	Soil Conservation Engineer (construction)		24
1	Livestock Specialist		24
1	Range Management Specialist		24
1	Agricultural Economist (Marketing & Planning)		24

(2) Duty Post and Duration of Technicians' Services

Soil Conservation Engineer Planning - Mbabane	Soil Conservation Eng. Construction
Agriculture Economist - Mbabane	Manzini

(3) Language requirements

Not required	Livestock Specialist - Manzini
	Range Management - Manzini

(4) Access to Classified Information

Not required

* PIO/T provides 12 months initial funding. This it to be an incrementally funded contract. Additional funding will be provided as required, subject to availability of funds.

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services Details see budget pages 6 and 7

(1) By AID - \$ 190,000 *
(Includes all six positions covered by Original PIO/T and this amendment)
(2) By Cooperating Country -

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20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

A. (1) <u>Quantity</u> (2) <u>Description</u>	(3) <u>Estimated Cost</u>	(4) <u>Special Instructions</u>
---	---------------------------	---------------------------------

NONE

B. Financing of Equipment and Supplies

(1) By AID - \$

(2) By Cooperating Country -

21. Special Provisions

A. This PIO/T is subject to AID (contracting) (PASA implementation) regulations.

B. Except as specifically authorized by AID, or when local hire is authorized under the terms of a contract with a U.S. Supplier, services authorized under this PIO/T must be obtained from U.S. sources.

C. Except as specifically authorized by AID/W, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under Geographic Code 000.

D. Other (specify): **1. The terms and conditions of the Employment Agreement shall be consistent with AID legislative and Policy requirements.**

2. Government of Swaziland has agreed to provide those services and items noted in Project Agreement 72 - 5-4 Annex A section V, and VI, including Standard Provisions Annex of Project.

3. GOS/technician contract will be signed in the United States unless ~~xxx~~ waived by the AID contracting office. Among the provision included in the contract shall be the description of the duties and responsibilities of each technician.

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22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

1. The contractor will transmit or cause to be transmitted to GOS and to OSARAC two certified copies of each salary agreement.
2. Semi-annually to the OSARAC, and AID: A summary of operational personnel recruitment showing the positions filled, by titles, names of incumbents, dates of service, salary and the amounts of all U.S. dollar allowances provided by AID. This report shall be submitted as of September 30th and March 31st of each year and is due by the end of the month following.
3. Quarterly to OSARAC and AID: Expenditures from the inception of the Task Order through the end of the current quarter for both operational personnel costs (salary supplement, travel and transportation) and other contractor costs, using the same line item format as provided in the Task Order Budget. This report should also include a tabular comparison for operational personnel costs of (a) funds currently available under the Task Order and (b) cumulative commitments as authorized for reimbursement under each executed individual contract with GOS staff members. These reports shall be submitted as of March 31st, June 30th, September 30, and December 31st of each year and are due by the end of the month following.
4. Monthly to GOS, OSARAC, and AID: Status of recruitment for unfilled positions, to be submitted within two weeks after the end of each month. Report is not required if all positions are filled

continued on page 16

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Background information is available in AFR/SAF

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

- A. Relationships and Responsibilities : An agreement will be executed between the TransCentury Corporation and AID/W. Under this agreement, TransCentury will perform services directly for Ministry of Agriculture, Swaziland and will be responsible to it for the satisfactory performance of required services.
- B. Cooperating Country Liaison Official
Minister of Agriculture or his designee
- C. AID Liaison Officials
William Berg, AID Project Coordinator

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LOGISTIC SUPPORT

25. Provisions for Logistic Support	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")				
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities	x(a)	x(a)		
(4) Furniture		x(a)		
(5) Household Equipment (Stoves, Refrig., etc.)		x(a)		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services		NA		
Other: (Specify)				
(8) <u>International Travel</u>	x(b)			
(9) <u>Excess Baggage</u>	x(b)			
(10) <u>Unaccompanied Air Freight</u>	x(b)			
(11) <u>Educational Allowance & Travel</u>	x(b)			
(12)				
(13)				
(14)				
(15)				

B. Additional Facilities Available From Other Sources

- (a) See Pro-Ag 72 - 5 - 4 section V & VI for provision of housing and utilities. In the event GOS does not provide items (3), (4) and (5) in A Block 25, AID will provide the items in "cash" or in "kind", subject to prior written approval of the contracting officer.
- (b) These items will be provided through the contract.

C. Comments

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numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

Budget (US)

(For 6 Positions for Two Years)

	<u>1st</u>	<u>2nd</u>	<u>Total</u>
1. <u>Salary</u> (existing)	<u>129,000</u>	<u>134,820</u>	
Overseas incentive (5%)	6,000		
Retirement plan (7%)	8,820		
Annual increase (10%)		13,482	
	<u>134,820</u>	<u>148,302</u>	<u>283,123</u>
2. <u>Allowances</u>			
a. Educational	24,000	24,000	48,000
b. Health & Disability Insurance	3,000	3,000	6,000
c. Predeparture expenses 2 - adults & 2 - children	1,320		1,320
d. HHE Storage	9,600	9,600	19,200
e. Furniture		<u>10,860</u>	<u>10,860</u>
Total Allowances	<u>37,920</u>	<u>47,460</u>	<u>85,380</u>
3. <u>Travel and Transportation</u>			
a. Airfare (Chicago to Mbabane) \$600/person/24 travelers \$14,400		14,400	
b. Excess baggage \$400/lb (24 travelers x 22 lbs/traveler)	2,112	2,112	
c. Unaccompanied air freight \$2.20/lb (24 travelers x 175lbs/traveler)	9,240	9,240	
d. Per Diem (1) Washington Orientation 3 days 24 travelers/\$25/d	1,800	1,800	

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(2) International (2 days \$600/day 24 travelers	<u>1st</u> 288	<u>2nd</u> 288	<u>Total</u>
(3) 24 hr. rest stop \$25/day/ person 24 travelers	600	600	
Total Travel	\$28,440	\$28,440	\$56,880
4. Recruitment & Admin. Costs	<u>1st</u>	<u>2nd</u>	<u>Total</u>
a. Recruitment	9,000	_____	9,000
b. Orientation	1,000	_____	1,000
c. Administration			
(1) 12% of Travel & Trans- portation	3,486	3,486	6,972
(2) 2.41% of Salary	3,252	3,576	6,828
(3) 2.41% of Allowances	912	1,140	2,052
Summary	<u>1st Year</u>	<u>2nd Year</u>	<u>Total</u>
Base Salary	134,820	148,302	283,122
Allowances	37,920	47,460	85,380
Recruitment & Admin.	17850	8,202	26,052
Travel & Transportation	<u>28,440</u>	<u>28,440</u>	<u>56,880</u>
Total 1st Year	219,030	232,404	
Total for Two Years			451,434

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Agricultural Economist Marketing and PlanningQualifications:

This position calls for an Agricultural Economist preferably with some overseas experience in project preparation and setting up agricultural economics research programs and marketing studies in developing countries. A PhD in the field of agricultural economics is desirable but not required if the candidate is otherwise qualified on the basis of experience. The incumbent should have training and experience in agricultural marketing, economic analysis, and production economics.

Basic Function:

He will be attached to the Marketing Section of the Ministry of agriculture and will be responsible for economic analysis and crops planning and marketing studies relative to the RDAs. He will also work closely with the Department of cooperatives and Extension Service on bridging the gap between market analysis and actual production. He will provide expert economic advice as requested country wide in agricultural production and distribution and strengthening the crop and livestock reporting services. He will assist in the planning, development, and execution of projects which involves economic analysis; and acts as advisor on economic projects or the economic phases of other projects in agriculture.

Specific Duties and Responsibilities:

1. Assists the Ministry in economic and financial analysis rural development and in specific project preparation and evaluation.
2. Directs and assists the Ministry in carrying out needed agricultural economic studies and analysis relating to rural development program.
3. Assists in developing techniques for evaluating Agricultural Five-Year-Plan, and provides the leadership and direction in preparing the new Five-Year-Plan.
4. Serves as agricultural representative on inter-ministerial planning committee.
5. Provides country wide, as requested, technical advice on how to obtain evaluate, and interpret economic information and how to develop appropriate organizational procedures for obtaining, interpreting and publishing agricultural statistics.
6. Provides advice country wide, as requested, on basic economic problems and policies and relates these factors to planning and executing projects in agricultural development. Provides a continuous review and analysis of projects as they are implemented from a sound agricultural economic standpoint.

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7. Advises, assists and trains assigned personnel in marketing and processing as applied to cooperative techniques and skills; internal and external transport; in price structure as related to the economic production costs on the home market; and as related to the export markets of competing countries; and in the use of credit and other means of financing as applied to the Government of Swaziland processing and marketing projects,
8. Advises on the selection and training of participants in agricultural planning and marketing to fill the position now occupied by the incumbent.

Livestock SpecialistQualifications:

The person selected to fill this position should have a BS degree from a recognized University in Agriculture with specialization in livestock production and related courses. He must have at least five years professional experience background in breeding of livestock, selection for upgrading native as well as improved breeds of cattle, sheep and goats. He should be familiar with and treatment needs of animal diseases especially in endemic and erosion diseases. Knowledge of animal nutrition requirements based on native range forage, crop residue and local supplements is pertinent.

He must possess the ability to use this knowledge to develop workable plans and extension approaches to people and situations in the Highveld and other areas in Swaziland.

The ability to train and motivate all levels of persons in the livestock field is necessary, including counterparts, student trainees, farmers and leaders.

Basic Functions:

The livestock specialist will be attached to the division of Veterinary Services, Ministry of Agriculture and will be specifically responsible to the Highveld Ranch for research and demonstration in all applicable livestock improvement measures. He will also be used extensively in an advisory capacity in other Government of Swaziland ranches and in the Rural Areas Development Program for advice and demonstration, involving all classes of livestock and choices of species to best serve the needs for Swaziland in particular ecological Zones, animal breeding programs, management systems to achieve effective use of potentially available feed supplies, husbandry to maximize reproduction rates and weight gains (or

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production of milk as appropriate). He will cooperate intimately with all animal health and disease control activities.

Duties and Responsibilities:

1. At the outset he will identify livestock problems requiring research to be carried out on the Highveld trial and demonstration and develop a program of action.
2. He will provide long term perspectives and projections and policy implications on the livestock production potentials so as to identify opportunities for improvement, and the barriers to their development.
3. He will propose specific programs and projects for consideration on those opportunities identified in 2.
4. He will provide counsel on such as, government policies, infrastructure, and agribusiness aspects of livestock production.
5. He will cooperate and assist in coordinating the livestock program with UELS at SACUC, UK technicians and relevant GOS technicians.
6. He will plan and carry-out demonstrations in the RDAs with extension agents and local leaders to encourage farmers to adopt improved livestock management practices.
7. He will train his counterparts and other staff to carry programs in all aspects of livestock improvement.
8. And other duties as determined by the Chief of the Veterinary division.

Range Management Specialist

Qualifications:

The person selected to fill this position should have a BS degree from a recognized University, in agriculture with specialization in range management and livestock production. He should have at least five-years of experience in several range areas with a strong livestock and ecological background. He should be capable of developing sound technical guides incorporating management needs over a wide range of range sites covering several climatic and altitudinal zones having great variations in soils, slopes, vegetative compositions and condition.

He must have a capability to develop and apply practical and economically sound management plans over extensive range areas involving diverse groups. He should have an ability to work with high level governmental administrators and technicians as well as with farmers owning only a few head of

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stock. Training counterparts, student trainees, farmers and leaders is a requirement.

Basic Functions:

The range management specialist will be attached to the Division of veterinary Services and he will be specifically responsible to the Highveld Ranch for research and demonstration on range management, pasture and grasses, soil conservation measures, location of stock pond sites and their construction, fencing, and livestock selection and production. He will be used extensively in an advisory capacity in other GOS range areas and in particular in the RDAs in such range improvement programs as stock water and detention reservoir developments, construction of fire breaks, range condition and trend studies, range forage inventories, wildlife forage and utilization studies, and conservation programs regarding practices, locations, estimated costs, and priority of projects for implementation.

Duties and Responsibilities:

1. At the outset he will identify range management & livestock production problems requiring research to be carried out on the Highveld trial and demonstration ranch and develop a program to solve these problems.
2. He will provide long term perspectives and projections and policy implications on range management potentials so as to identify opportunities for improvement and the barriers to their development.
3. He will propose specific programs and projects for consideration on those opportunities identified in 2 above.
4. He will provide counsel on such as government policies, infrastructure and agribusiness aspects in utilizing the range for livestock production.
5. He will plan and carry-out, with extension agents and local leaders, demonstrations, matings, etc. to encourage farmers in the RDAs to adopt improved livestock production and range management practices.
6. He will cooperate and assist in coordinating the range management program with UBLs at SACUC, UK technicians and relevant GOS technicians.
7. He will train his counterparts and other staff to plan, develop, and implement all aspects of a range management program.
8. Burning of grass lands is a serious problem during the summer months. He will assess the fire damage and develop a program to arrest this serious problem.
9. He will carry out other duties as determined by the chief of the Veterinary Services Division.

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Soil Conservation Engineer (Construction)Qualifications:

The person selected to fill this position should have a BS degree in agriculture or in civil engineering; if the former then surveying, soil mechanics, hydrology and hydraulics should have been some of the courses studied for the degree in agriculture. If the latter, coupled with the required courses in civil engineering, he should have studied soil analysis and classification, land utilization, and field crops. The latter experience may be substituted with actual work on crop rotations, land use studies, and soils analysis in a soil conservation district. It would be helpful but not required to have training and experience in preparing cost benefit analysis and internal rates of return analysis on projects.

He must have at least five years experience in land utilization studies, development of overall infrastructural needs of a watershed and the development of physical plans illustrating the position of roads, waterways, diversions and storm drains, river crossings, and the other attendant features, including water storage dams.

In addition, he should have at least five years experience utilizing aerial photography and/or topographical mapping producing designs of water conservation structures, including open earth lined furrows or canals for irrigation, and utilizing applicable storm data and run-off characteristics and sedimentation, in determining watershed yields and storage needs for earth-fill dams for irrigation and other purposes, plus watershed protection needs. He should also have a good practical working knowledge of topographical survey and able to use both level and theodolite.

Basic Functions

He will be attached to the Soil Conservation Unit of the Ministry of Agriculture and will work primarily in the field overseeing the implementations of land use work plans, construction of conservation structures, roads and dams. He will also, where appropriate, work with the Extension Service in demonstrating to cooperation farmers soil erosion control and better land use practices.

Specific Duties and Responsibilities:

1. Prepares preliminary designs, plans, and specifications for cropping systems and soil conservation projects based on the concepts of proper land utilization.
2. Reviews plans for works of improvement, floodwater retarding dams, floodwater diversions, grade stabilization structures, floodways,

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- levees, channel stabilization structures, and appurtenant structures, and recommends needed changes to suit actual field conditions.
3. Shows construction sites to contractors interested in submitting bids to perform contract work on all types of soil conservation improvement.
 4. Inspects equipment of low bidder for adequacy of equipment to perform contract work and recommends award of contract.
 5. As Project Engineer on formal construction contracts, recommends assignment of inspectors and of inspector's duties and responsibilities; gives on-site training to construction inspectors and to engineers of lower grades, as assigned. Trains and supervised construction inspectors in the performance of their duties.
 6. Works with local sponsoring organization and contractor to develop construction schedule; arranges timely engineering assistance; recommends contract modifications; recommends and issues suspend-resume work orders; interprets plans and specifications, checks acceptability of construction materials; performs necessary field tests on earthfill, concrete, and other construction materials, and develops density curves for embankment materials not sampled by laboratory or when material varies greatly from those previously tested.
 7. Surveys or supervises necessary construction surveys for lines, grades and alignment for all works of improvement.
 8. Determines that construction work and materials are performed in accordance with contract plans and specifications, and recommends acceptance or rejection.
 9. Makes periodic inspection reports; construction progress reports; partial and final pay estimates; maintains Government's contract file; determines that required certification of construction material is obtained and current; and determines periodically that contractor is submitting required compliance statements.
 10. Inspects and evaluates engineering phases of construction work making recommendations relating to surveys, designs, operation, and maintenance of structures or systems.
 11. Performs or supervises field survey parties in making planning surveys for sites for floodwater retarding structures, floodwater diversions, floodways, levees, grade stabilization structures, channel stability structures and related water disposal systems, including establishing horizontal and vertical controls for topographic surveys and Kelsh stereo-plotting control surveys.
 12. Makes or supervises surveys for geological investigations of earth dams, floodwater diversions, grade stabilization structures, including

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		2.c. <input type="checkbox"/> Original <input type="checkbox"/> Amendment OR No.:	
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Indicate block numbers.	Use this form to complete the information required in any block of a PIO or PAA form.		
	plotting data and topographic features. Assists in other phases of geological site investigations.		
	13. Makes or supervises design surveys for earth dams, utilizing previous surveys to reduce work load, and computes estimated quantities for bid schedules.		
	14. Performs or supervises field survey parties making land surveys, and prepares land rights maps showing lands on which easements are needed for construction of watershed protection works; assists in review of property ownership and adequacy of easements; and assists local sponsoring organization with technical aspects of watershed work plans.		
	15. Assists Ministry of Agriculture officials in preparing news articles on soil conservation planning and construction activities; flood events; benefit-cost results; and other related engineering activities.		
	16. Performs other related duties as assigned, including training of counterparts and other staff as required on all aspects of the position.		
	<u>Soil Conservation Engineer (Planning)</u>		
	<u>Qualifications:</u>		
	The person selected to fill this position should have a BS degree in agriculture or in Civil Engineering; if the former then surveying soil mechanics, hydrology, and hydraulics should have been some of the courses studied for the degree in Agriculture. If the latter, coupled with the required courses in civil engineering, he should have studied soils analysis and classification, land utilization, and field crops. The latter required experience may be substituted with actual work in a soil conservation district. It would be helpful but not required to have training and experience in preparing cost benefit analysis and internal rates of return analysis on projects.		
	He must have at least five years experience in land utilization studies, development of overall infrastructural needs of a watershed and the development of physical plans illustrating the positions of roads, waterways, diversions and storm drains, river crossings, and the other attendant features, including water storage dams. In addition he should have at least five years experience utilizing aerial photography and/or topographical mapping producing detailed designs of water conservation structures, including open earth and lined furrows or canals for irrigation, and utilizing applicable storm data and run-off characteristics and sedimentation rates, in determining watershed yields and storage needs for earth-fill dams for irrigation and other purposes, plus watershed		

CONTINUATION
SHEET

FORM SYMBOL

PIO/T

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

TITLE OF FORM

 Worksheet Issuance

PAGE 14 OF 16 PAGES

1. Cooperating Country
Swaziland

2.a. Code No.

2.b. Effective Date

2.c. Original OR Amendment
No. 1

3. Project/Activity No. and Title

Swaziland Rural Development Project
690-11-110-024Indicate block
numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

protection needs. He should also have a good practical working knowledge of topographical survey, be able to use both level and theodolite.

Basic Functions:

He will be attached to the Planning Division of the Ministry of agriculture. Along with the Senior Land Planning, he is responsible for designing actual infrastructures work plans for the RDAs and new purchase lands.

Specific duties and responsibilities:

1. Analyzes pertinent data covering such elements as hydrology, geology, topography, soil characteristics and vegetation, agricultural and other land uses, property and water rights to determine specific performance, capacity, and operating characteristics of works of improvement, structures, systems and facilities he designs.
2. Utilizing data from soils investigations and design survey information. Supervises local design personnel, directs and coordinates their activities and efforts in the preparation of various portion of plans, designs, estimates and specifications for conservation structures. Explains and justifies proposed construction project plans before higher authority and serves as expert adviser in specialized areas of work involving establishment of design criteria and construction specifications for projects.
3. Develops new methods to be used in establishing design criteria to satisfy project purposes and requirements. Develops and recommends to head of the Planning Division modifications in existing criteria, techniques, and procedures, or develops new proposals or approaches, to solve problems involving the structure being designed. Computes quantities and schedules of quantities, prepares engineer's cost estimates, and assists in preparation of bid items for invitation to bid for works of improvement to be built under contract.
4. Develops and recommends to the head of the Planning Division schedules for orderly and timely work accomplishment; for obtaining necessary data; obtaining needed specialist assistance; and coordination of schedules and work assignment of various personnel assigned project responsibility for elements of investigation, design, or construction of projects.
5. Plans site investigations and collaborates and coordinates with the assigned operations geologist and soils engineer to obtain necessary

CONTINUATION SHEET

FORM SYMBOL

PIO/T

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

TITLE OF FORM

Worksheet Issuance

PAGE 16 OF 16 PAGES

1. Cooperating Country
Swaziland

2.a. Code No.

2.b. Effective Date

2.c. Amendment
 Original OR No: 1

3. Project/Activity No. and Title

Swaziland Rural Development Project
690-11-110-024

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

soil investigation, soil samples, and laboratory tests to provide information, design values, and test data for structural design. develops satisfactory methods for utilizing soils in vicinity of the structure to be designed. Analyzes and applies results for test data to structural designs.

- 6. Furnishes technical guidance to the Planning Division, Rural Area Development leaders, and watershed groups on land and management phases of watershed work plans and is responsible for intensive planning and application of conservation practices in these programs.
- 7. Assists the head of the Planning Division in development of program operations, plans, schedules, budgets, training plans, procedures, records, determining training needs, operation and maintenance agreements, and other related jobs to assure an orderly and complete development of all phases of the program.
- 8. Performs other related duties as assigned including training of counterparts and other staff as required on all aspects of the position.

End Block 19

Block 22
continued from
page 4

- 5. In both semi-annual and quarterly reports, a discussion of problems encountered, if any, in connection with the operation of the overall procedures for recruiting and backstopping staff members, including suggestions for their solution.
- 6. Personnel recruited under the terms of the PIO/T are required to meet reporting requirements to GOS, Personnel will be required to make a formal report to GOS six months prior to the end of each 24 month tour describing their activities together with practical recommendations for improvement. The contractor will be expected to obtain copies of such reports for project files and forward copies to the OSARAC Project Coordinator.
- 7. Performance Evaluations-In order to develop and foster an employee/ employer relationship between GOS and the personnel recruited under the terms of this PIO/T, GOS will be responsible for the performance evaluation of such personnel. The contractor will be expected to obtain copies of such reports and forward copies to OSARAC. The OSARAC should evaluate the performance of such personnel only as a part of the actual evaluation of the project. The individual's performance will be reflected in the success and accomplishment achieved toward the project goals.

End Block 22

6990024-N

PD-AAC-380

AID 1350-1 (9-70) FIO/T	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country SWAZILAND	Page 1 of 1 Pages
		2. PIO/T No. 690-024-3-40050	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 690-11-110-024 Swaziland Rural Development	

DISTRIBUTION	5. Appropriation Symbol 72-11X1023		6.A. Allotment Symbol and Charge 402-52-690-00-69-53		6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission	
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Subobligation				8. Funding Period (Mo., Day, Yr.) From 12/13/76 to 4/30/75	
	9.A. Service to Start (Mo., Day, Yr.) Between _____ and _____ Continuing				9.B. Completion date of Services (Mo., Day, Yr.) 4/13/74	
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement Other: _____					
	10.B. Authorized Agent AID/washington					
	Estimated Financing					
	\$1.00 =		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
	11. Maximum A.I.D. Financing	A. Dollars		\$8,000		\$8,000
		B. U.S.-Owned Local Currency				
	12. Cooperating Country Contributions	A. Counterpart	See Section II, page I of original Agreement 72-S-4.			Project
B. Other						

13. Mission References ProAg 74-S-3 Revision No.3	14. Instructions to Authorized Agent This PIO/T authorizes AID/W to amend T.O. No.13 of BOA AID/Afr-771 to include a four month extension of the tour of the livestock specialist. This order also provides funds for the required extension of services. The officer concerned will take home leave upon the expiration of the extended contract.
---	---

Page 1 only.

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.					
A. The specifications in the scope of work are technically adequate W. Johnson, AGB		B. Funds for the services requested are available R.S. Burford, CONT 8/16/74			
C. The scope of work lies within the purview of the initiating office and approved Agency Program G.T. Eaton, PRM			D.		
E. G.E. Lewis, APO 14 Aug, 74		F.			
16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to Signature and date: See ref. ProAg Title:			17. For the Agency for International Development Signature: Charles D. Ward Title: Regional Development Officer		18. Date of Issuance 19 August.1974

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

PIO/T

PROJECT IMPLEMENTATION
ORDER/TECHNICAL
SERVICES

1. Cooperating Country
SWAZILAND PD-AAC-380 of 8 Pages

2. PIO/T No.
690-024-3-40051

3. Original or Amendment No.

4. Project/Activity No. and Title
690-11-110-024 Swaziland Rural Development 8p.

DISTRIBUTION

5. Appropriation Symbol
72-11X1023

6.A. Allotment Symbol and Charge
402-52-690-00-69-53

6.B. Funds Allotted to:
 A.I.D./w Mission

7. Obligation Status
 Administrative Reservation Subobligation

8. Funding Period (Mo., Day, Yr.)
From **Continuing** to

9.A. Service to Start (Mo., Day, Yr.)
Between **Continuing** and

9.B. Completion date of Services (Mo., Day, Yr.)
Two years from start

10.A. Type of Action
 A.I.D. Contract Cooperating Country Contract Participating Agency Service Agreement Other:

10.B. Authorized Agent
AID/Washington

Estimated Financing		(1)	(2)	(3)	(4)
		Previous Total	Increase	Decrease	Total to Date
11. Maximum A.I.D. Financing	A. Dollars		\$138,000		\$138,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart	See Section II (Page 2)	of original	ProAg	
	B. Other	72-S-4			

13. Mission Reference
ProAg 74-S-3 Rev. 3
PIO/T 690-024-3-20009, Amendment 1.
PIO/T 690-024-3-40050

14. Instructions to Authorized Agent
This PIO/T sub-obligates funds for contract services for 24 months each of a Range Management Specialist and an Animal Husbandry Specialist. Recruitment for the Range Management position will be in accordance with the terms of the Africa Bureau Procedures for the compensation of OPEX Personnel dated August 31, 1972. The specialist presently filling the Animal Husbandry position has agreed, with GOS and USAID concurrence, to return for a second tour. OPEX provisions for a 10% salary increase and up to 45 days paid home leave therefore apply to this position. These technicians are fully funded.

This PIO/T also provides funds for the reimbursement of the contractor for recruitment and orientation where applicable and for the administrative

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate
W. Johnson, AGR *[Signature]*

B. Funds for the services requested are available
D. Hickson, CONT. *[Signature]* 11/27

C. The scope of work lies within the purview of the initiating office and approved Agency Programs
G.T. Eaton, FRM *[Signature]*

E. *[Signature]*
Lewis, APO

16. For the cooperating entity: The terms and conditions set forth herein are hereby agreed to

17. For the Agency for International Development
Signature: *[Signature]*
Title: Regional Development Officer

18. Date of Issuance
4 December 74

Signature and date:
Title:

AID 1380-1 (5-70)	Cooperating Country SWAZILAND	PIU/T No. 690-024-3-40051	Page 2 of 8 Pages
PIU/T	Project/Activity No. and Title 690-11-110-024 Swaziland Rural Development		

SCOPE OF WORK

16. Scope of Technical Services

A. Objective for which the Technical Services are to be Used To provide operational personnel in specialized fields listed below who work in the Ministry of Agriculture under the direction of the officials indicated in the following job description on an OPEX basis.

B. Description

Range Management Specialist

The person selected to fill this position should have a BS degree from a recognized University in agriculture with specialization in range management and livestock production. The specialist should have at least five-years of experience in several range areas with a strong livestock and ecological background. He or she should be capable of developing sound technical guidelines incorporating management needs over a wide spectrum of range sites covering several climatic and altitudinal zones having great variations in soils, slopes, vegetative compositions and conditions.

The technician must have a capability to develop and apply practical and economically sound management plans over extensive range areas involving diverse groups. He or she should have an ability to work with high level governmental administrators and technicians as well as with farmers owning only a few head of stock. Training

C. Technicians

(1) (2) Number	(3) Specialized Field	(4) Grade and/or Salary	(5) Duration of Assignment (Approximate)
1	Range Management Specialist		24
1	Animal Husbandry Specialist		24

(6) Duty Post and Location of Technicians' Services

Ministry of Agriculture, Manzini

(7) Language Requirements

None

(8) Access to Classified Information

Not required.

(9) Dependents

Will

Will Not

Be Permitted to Accompany Technicians

D. Financing of Technical Services

(1) By AID - \$138,000

(2) By Cooperating Country - \$25,000 (Est.)

AID 1850-1
(9-70)

Cooperating Country

SWAZILAND

PIO/T No.

690-074-3-40051

Page 3 of 8 Pages

PIO/T

Project/Activity No. and Title

690-11-110-024
Swaziland Rural Development

20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

A. (1) Quantity and Description

(3) Estimated Cost

(4) Special Instructions

NONE.

B. Financing of Equipment and Supplies

(1) By AID - 3

(2) By Cooperating Country -

21. Special Provisions

- A. This PIO/T is subject to AID (contracting) (FASA implementation) regulations.
- B. Except as specifically authorized by AID, or when local hire is authorized under the terms of a contract with a U.S. Supplier, services authorized under this PIO/T must be obtained from U.S. sources.
- C. Except as specifically authorized by AID/W, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under Geographic Code 000.
- D. Other (specify)

PIO/T	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Invoice	PAGE 3 OF 8 PAGES
		Cooperating Country SWAZILAND		PIO/T No. 690-024-3-40051
		Project/Activity No. and Title 690-11-110-024 Swaziland Rural Development		

25. Reports by Supplier of Services (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports and any special requirements)

1. The contractor will transmit or cause to be transmitted to GOS and to OSARAC two certified copies of each salary agreement.
2. Quarterly to OSARAC and AID: Expenditures from the inception of the Task Order through the end of the current quarter for both operational personnel costs (salary supplement, travel and transportation) and other contractor costs, using the same line item format as provided in the Task Order Budget. This report should also include a tabular comparison for operational personnel costs of (a) funds currently available under the Task Order and (b) cumulative commitments as authorized for reimbursement under each executed individual contract with GOS staff members. These reports shall be submitted as of March 31st, June 30th, September 30, and December 31st of each year and are due by the end of the month following.
4. Monthly to GOS, OSARAC, and AID: Status of recruitment for unfilled positions, to be submitted within two weeks after the end of each month until all positions are filled.

26. Availability of Background Information (Additional information, useful to Authorized Agent and Prospective Suppliers if necessary, cross reference Block 21.D(2) above)

Background information is available in AFR/ESA.

27. Relationships of Supplier to Cooperating Country and to AID.

A. Relationships and Responsibilities

An agreement will be executed between the contractor and AID/W. Under this agreement the contractor will perform services directly for the Ministry of Agriculture of Swaziland and will be responsible to the GOS for satisfactory performance of required services.

B. Cooperating Country Liaison Official

Permanent Secretary, Ministry of Agriculture, or his designee.

C. AID Liaison Officials

Regional Development Officer or his designee.

LOGISTIC SUPPORT

25. Provisions for Logistic Support	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
A. Specific Items (Insert "X" in applicable column of right. If entry needs qualification, insert asterisk and explain below in C. "Comments")				
(1) Office Space		X		
(2) Office Equipment		X		
(3) Heating and Utilities		X(a)		
(4) Furniture		X(b)		
(5) Household Equipment (Stoves, Refrig., etc.)		X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services		NA		
(8) International Travel	X(c)			
(9) Excess Baggage	X(c)			
(10) Unaccompanied Air Freight	X(c)			
(11) Education Allowance and Travel	X(c)			
(12)				
(13)				
(14)				
(15)				
B. Additional Facilities Available From Other Sources				

Other:
(Specify)

C. Comments

- (a) Utilities costs are the responsibility of the individual employee.
- (b) The contractor will provide a supplementary furniture allowance where the employee is newly recruited, in accordance with Africa Bureau OPEX procedures.
- (c) These items are provided through the contract.

CONTINUATION
SHEET

FORM SYMBOL

M
PIO/TDEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT Worksheet Issuance

PAGE 6 OF 8 PAGES

1. Cooperating Country
SWAZILAND

2.a. Code No.

2.b. Effective Date

2.c.

 Original OR No. Amendment

3. Project/Activity No. and Title

690-11-110-024
Swaziland Rural DevelopmentIndicate block
numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

Block 14 Continued:-

costs of this activity.

Block 19 B. Continued:-

counterparts, student trainees, farmers and leaders are additional responsibilities of this position.

Basic Functions:

The range management specialist will be attached to the Division of Veterinary Services and will be specifically responsible to the Highveld Ranch for research and demonstration on range management, pasture and grasses, soil conservation measures, location of stock pond sites and their construction, fencing, and livestock selection and production. The technician will be used extensively in an advisory capacity in other GOS range areas and in particular in the RDAs in such range improvement programs as stock water and detention reservoir developments, construction of fire breaks, range condition and trend studies, range forage inventories, wildlife forage and utilization studies, and conservation programs regarding practices, locations, estimated costs, and priority of projects for implementation.

Duties and Responsibilities:

The technician will

1. identify range management & livestock production problems requiring research to be carried out on the Highveld trial and demonstration ranch and develop a program to solve these problems;
2. assist (a) in the identification of opportunities for and impediments to improvement of range management practices and (b) in determining the policy implications of various options;
3. propose specific programs and projects for consideration relating to those opportunities identified in 2 above;
4. provide counsel as requested on government policies, infrastructure and agribusiness aspects of range management for livestock production;
5. in cooperation with extension agents and local leaders, plan and undertake demonstrations, meetings, etc. to encourage farmers in the RDAs to adopt improved livestock production and range management practices;
6. cooperate and assist in coordinating the range management program with UBLS other donor technicians and appropriate GOS technicians;

AID 1800-1 (5-80)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Issues	PAGE 7 OF 8 PAGES
CONTINUATION SHEET		1. Cooperating Country SWAZILAND		2. Code No.
FORM SYMBOL	TITLE OF FORM Project Implementation Order/Technical Services	2.b. Effective Date		2.c. Amount <input checked="" type="checkbox"/> Original OR No.
PIO/T		3. Project/Activity No. and Title Swaziland Rural Development		690-11-110-024

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

Block 19 B. Continued:-

7. train counterparts and other staff to plan, develop, and implement all aspects of a range management program;
8. assess the impact of widespread burning of grasslands and, as appropriate, recommend elements of a program to arrest this problem;
9. spend an average of up to three days and nights a week in quarters at the highveld ranch, although permanent housing will be provided in Manzini;
10. carry out other duties as determined by the chief of the Veterinary Services Division.

Animal Husbandry Specialist

Qualifications:

The person selected to fill this position should have a BS degree from a recognized university in agriculture with specialization in livestock production and related courses. He must have at least five years professional background in breeding of livestock, selection for upgrading native as well as improved breeds of cattle, sheep and goats. He should be familiar with animal diseases and treatment. Knowledge of animal nutrition requirements based on native range forage, crop residue and local supplements is pertinent.

He must possess the ability to use this knowledge to develop workable plans and extension approaches to people and situations in the Highveld and other areas in Swaziland.

The ability to train and motivate all levels of persons in the livestock field is necessary, including counterparts, student trainees, farmers and leaders.

Basic Functions:

The animal husbandry specialist will be attached to the Division of Veterinary Services, Ministry of Agriculture, and will be responsible to the Chief Veterinary Officer or his deputy. The technician will, in conjunction with the USAID Range Management Specialist or Senior Range Management Officer (Highveld Ranch), put into effect the Highveld Demonstration Ranch Plan, the objective of which is to determine suitable systems of livestock husbandry and management

CONTINUATION
SHEET

FORM SYMBOL

PIO/T

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT Worksheet Issuance

PAGE 8 OF 8 PAGES

TITLE OF FORM Project
Implementation Order/Technical
Services1. Cooperating Country
SWAZILAND

2.a. Code No.

2.b. Effective Date

2.c. Original OR No. Amendment

3. Project/Activity No. and Title

690-11-110-024
Swaziland Rural DevelopmentIndicate block
numbers.

Use this form to complete the information required in any block of a PIO or PAA form.

applicable to the highveld region of Swaziland, which could be demonstrated and extended to the Swazi farmers in the Rural Development areas in order to improve their livestock production.

Duties and Responsibilities:

In order to achieve the above objective the officer will be responsible for the execution of the following:-

1. In conjunction with the Range Management Specialist, to supervise the ranch as regards all its activities and management;
2. To supervise all ranch management personnel;
3. To provide in-service training for the ranch management staff;
4. To control all government expenditures and revenue pertaining to the ranch;
5. To carry out studies and investigation particularly in the following husbandry techniques, using breeds already selected in the plan: breeding methods, artificial insemination, upgrading of the Nguni animal, calving difficulties, weaning, performance testing, weight-gains, slaughter weights selection, animal handling, dehorning, castration, supplementary feeding, management of different age and sex groups, dairy farming practices, and preventive medicine e.g. vaccination, deworming, dipping etc.
6. To determine optimum and economically feasible methods of husbandry and management from (5) above which the Swazi farmer could adopt to increase beef and dairy production.
7. To determine the best form of extending and adapting information acquired from the ranch to the Swazi farmer in the Rural Development Area.
8. To assist with the planning and implementation of the national livestock development program as a whole as the CVO may direct.

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

PIO/T

PROJECT IMPLEMENTATION
ORDER/TECHNICAL
SERVICES

1. Cooperating Country
SWAZILAND **6900024-13** 6 Pages

2. PIO/T No.
690-024-3-60003

3. Original or
Amendment No. **U**

4. Project/Activity No. and Title
PD-AAC-380
690-11-110-024
Swaziland Rural Development **69.**

DISTRIBUTION

5. Appropriation Symbol
72-11X1023

6.A. Allotment Symbol and Charge
402-52-690-00-69-61

6.B. Funds Allotted to:
 A.I.D./W Mission

7. Obligation Status
 Administrative Reservation Subobligation

8. Funding Period (Mo., Day, Yr.)
From **Two years** to

9.A. Service to Start (Mo., Day, Yr.)
Between **ASAP** and

9.B. Completion date of Services
(Mo., Day, Yr.)
Two years from start

10.A. Type of Action
 A.I.D. Contract Cooperating Country Contract Participating Agency Service Agreement Other:

10.B. Authorized Agent
AID/W

Estimated Financing		(1)	(2)	(3)	(4)
\$1.00 :		Previous Total	Increase	Decrease	Total to Date
11. Maximum A.I.D. Financing	A. Dollars		\$85,000		\$85,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other				

(See ProAg 76-S-2)

13. Mission References

ProAg 76-S-2

14. Instructions to Authorized Agent
authorize
Amend contract AID/afr-c-1117, D.O. No.3 to also / the recruitment of an OPEX person to be employed by the Government of Swaziland (GOS) for the position identified in block 19 and for payment of salary supplements and other costs to this person in accordance with the Africa Bureau's procedures for compensation of OPEX personnel.

All allowances and benefits (except the Supplemental Post Allowance and the Separate Maintenance Allowance) described under Option L, Article VI-D, contract AID/CM/afr-C-1117 with the Near East Foundation, will be provided, as appropriate, for the technician recruited under this PIO/T.

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate
William H. Johnson, AGR

B. Funds for the services requested are available
Donald Hickson, CONT FMS

C. The scope of work lies within the purview of the initiating office and approved Agency Programs
George T. Eaton, A/RDO

D.
Jack E. Warner, APO

E.

F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to
Signature and date: **See ProAg 76-S-2**
Title:

17. For the Agency for International Development
Signature: **Charles D. Ward**
Title: **Regional Development Officer**

18. Date of Issuance
September 11, 1975

AID 1880-1 (10-68)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Host Govt	<input checked="" type="checkbox"/> Technical	PAGE 2 OF 6 PAGES
		Cooperating Country SWAZILAND		PIO/T No. 690-024-3-60003
		Project/Activity No. and Title 690-11-110-024 Swaziland Rural Development		

SCOPE OF WORK

21. Scope of Technical Services

A. Objective for which the Technical Services are to be Used.

To train heavy equipment operators in the fundamentals of earthmoving, and to assure that an effective preventive maintenance program is followed for all equipment operated by the GOS Land Development Section.

B. Description: The contractor will provide an OPEX person to staff the following position: Transport and Maintenance Officer. The incumbent, under the direction of the Land Development Officer, will perform the following duties:

1. Provide on-site training for operators in the art and science of earthmoving. He will spend time in the field actually demonstrating and instructing operators in how to move dirt with bulldozers, road graders, self propelled earthmovers, back hoes, and draglines. He will show the operators how to follow slope stakes, cut core trenches and lay down fill. Earthmoving jobs include earth fill dams, irrigation canals, ditches, roads, and terraces.

- Cont'd on page 6 -

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Max. Months)
1	Heavy Equipment operation and Maintenance	FSR 4 Equiv.	24

(2) Duty Post and Duration of Technicians' Services

Manzini with frequent travel throughout Swaziland 24 mm

(3) Language Requirements

None.

(4) Access to Classified Information

None.

(5) Dependents Will Will Not Be Permitted to Accompany Technicians

C. Financing Costs of Technical Services

(1) By AID - \$ 85,000

(2) By Cooperating Country - See NoAg 76-S-2

AID Project (9-70)	Cooperating Country SWAZILAND	Project No. 690-024-3-60003	Page 3 of 6 Pages
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20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

A. (1) Quantity	(2) Description	(3) Estimated Cost	(4) Special Instructions
None.			

B. Financing of Equipment and Supplies

(1) By AID - \$

(2) By Cooperating Country --

21. Special Provisions

- A. This PIO/T is subject to AID (contracting) (PASA implementation) regulations.
- B. Except as specifically authorized by AID, or when local hire is authorized under the terms of a contract with a U.S. Supplier, services authorized under this PIO/T must be obtained from U.S. sources.
- C. Except as specifically authorized by AID/W, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under Geographic Code 600.
- D. Other (specify)

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22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

- A. An activity plan will be prepared jointly (within 3 months) by the OPEX officer, USAID and the appropriate GOS representatives which will: (1) state a clearly defined purpose or objective, (2) indicate intended results within a specified time period, (3) identify the inputs (e.g., U.S. staff, participant training, and host country support) more specifically and (4) establish benchmarks for measuring progress.
- B. The OPEX officer will meet reporting requirements established by the GOS. Also, he will be required to make a special report to the GOS not later than six months prior to the end of his tour describing his activities, evaluating his own effectiveness in performing the prescribed duties of the position and training a local replacement, and making appropriate recommendations for assuring continued performance of the functions of the position. This report will also be made available to USAID.
- C. The contractor will provide USAID/Mbabane copies of all nominations sent to GOS. Also within fourteen days after execution, the contractor will provide to the GOS and USAID two copies of the salary topping agreements which are funded herein. Additionally, the contractor will provide such budgetary and other data as may be useful to expedite adjustments of funding and/or changes of administrative procedure to AID/W, OSARAC and/or GOS as required.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Obtainable in the office of Eastern and Southern Africa Affairs (AFR/ESA), AID/W.

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities An agreement will be executed between the contractor and AID/W. Under this agreement the contractor will perform services directly for the GOS and will be responsible to it for the satisfactory performance of services.

B. Cooperating Country Liaison Official

Permanent Secretary, Ministry of Agriculture, GOS, or his designee

C. AID Liaison Officials

Regional Development Officer, USAID, or his designee.

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LOGISTIC SUPPORT

25. Provisions for Logistic Support

A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")

	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X(A)		
(4) Furniture		X(B)		
(5) Household Equipment (Stoves, Refrig., etc.)		X(B)		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services		X		
Other: (Specify) (8) Secretarial and Admin. Support		X		
(9)				
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. Additional Facilities Available From Other Sources

C. Comments

- (A) GOS Provides housing and charges a sub-economic rent. Rent and utilities are paid by the technicians, with reimbursement by the intermediary contractor in accordance with USG Standardized Regulations (Government Civilians, Foreign Areas).
- (B) The Technician is also provided a one-time lump sum furniture allowance (refer to block 14 para 2).

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT Worksheet Issuance

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CONTINUATION
SHEET1. Cooperating Country
SWAZILAND

2a. Code No.

FORM SYMBOL

TITLE OF FORM

2b. Effective Date

2c.

 Original OR Amendment
No.

PIO/T

PROJECT IMPLEMENTATION
ORDER/TECHNICAL
SERVICES

3. Project/Activity No. and Title

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Indicate block
numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

2. Provide leadership for an aggressive preventive maintenance program. Help set up a maintenance schedule to be followed by field mechanics and alert operators in how to detect early trouble.
3. Assist the workshop manager in organizing a systematic flow of work through the shop including final inspection before a machine is released as ready for duty.
4. Organize an direct a transportation unit for the Land Development Section. In consultation with the Land Development Officer and the Unit Managers, assign transport to the units and assure development of drivers and assistants to handle the vehicles properly.
5. Assist the workshop manager and the Land Development Officer in setting up a structured training program to improve the knowledge and skills of the machinics, machinists, welders and other personnel in the workshop and in the field. Objectives and goals of the training are to be specifically set forth for each man.
6. Plan and direct a safety program for the Land Development Section.
7. Perform other related duties as directed by the Land Development Officer.

Qualifications

The incumbent should have a minimum of 10 years experience in operating earthmoving equipment including cats and scrapers, self propelled earthmovers, motor graders, draglines and backhoes, 5 years experience in construction of earth filled dams, terraces for erosion control, irrigation canals and other soil and water conservation practices. At least 2 years should be in a supervisory capacity.

Experience in a vocational heavy equipment school as an instructor or as a demonstrator for an earthmoving equipment company, or a dirt boss for an earthmoving contractor would also be desirable.