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**AGENCY FOR
INTERNATIONAL
DEVELOPMENT**



ANNUAL BUDGET SUBMISSION

FY 83

SWAZILAND

BEST AVAILABLE

JUNE 1981

**UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
WASHINGTON, D.C. 20523**

ANNUAL BUDGET SUBMISSION

FY 83

SWAZILAND

May 26, 1981

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EMBASSY OF THE
UNITED STATES OF AMERICA
MBABANE

May 26, 1981

The Honorable W. Haven North
Acting Assistant Administrator
Bureau for Africa
Agency for International Development
Washington, D. C. 20523

Dear Haven:

Enclosed with this letter is the FY 83 Annual Budget Submission for Swaziland. I have reviewed the on-going and proposed project proposals contained in this submission and find that they are consistent with the Country Development Strategy Statement and with overall United States policies and objectives in Swaziland. Therefore, I commend this submission to you and your colleagues in Washington.

You will note in this submission that USAID/S has proposed two projects for funding in FY 83. The first project proposed is a loan of \$4,000,000 to carry out a Pilot Small Farmer Irrigation project. This project proposal should assist the Government of Swaziland to increase agricultural production, employment opportunities and income levels of the small farmers on Swazi Nation Land by taking advantage of this country's abundant water resources. If this pilot effort is successful, I believe that it will provide a basis for the replication of small farmer irrigation schemes in other areas of the country. The second project proposal is for an Operational Program Grant of \$500,000 to enable a private voluntary agency to carry out a much needed Construction Skills Training program. This project should enable Swazis to participate in this growing job market which is currently dominated by foreign workers. Both of these proposed projects are fully consistent and supportive of USAID/S' approved Country Development Strategy Statement.

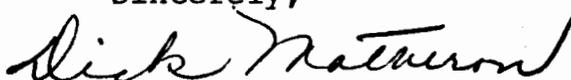
Although the proposed funding levels for these projects exceed the approved "AAPL" funding levels of

\$7,500,000 in FY 83 for Swaziland by \$2,500,000, I believe that these projects merit AID/Washington's full support at the funding levels requested. It should also be noted that these proposed projects will be fully funded in FY 83 and as a consequence will not add a mortgaging burden to USAID/S' program in future years.

I further believe that the personnel ceiling approved by AID/Washington of 14 USDH workyears (including 1 USDH-JAO and 1 PIT position) and 12 FNDH workyears should be sufficient to effectively manage and implement the proposed program in FY 83.

I would appreciate this covering letter being considered as an integral part of this submission and circulated as such.

Sincerely,

A handwritten signature in cursive script that reads "Dick Matheron".

Richard C. Matheron
Ambassador

Enclosure

FY 83 Annual Budget Submission for Swaziland

TABLE I - NARRATIVE

Relationship of CDSS Strategy and Long-Range Plan

The long-range plan presented in Table I proposes funding to assist Swaziland attain its goal of self-sufficiency and meet the basic human needs of its people by attacking four key inter-related problem areas identified in the approved CDSS document for Swaziland as follows: rapid population growth, high under-two mortality, low agricultural productivity and rising unemployment.

In regard to Swaziland's rapid population growth rate, which is currently estimated to be as high as 3.4 percent annually, USAID/S' CDSS strategy calls for carrying out a population awareness program through FY 84 to make both modern and traditional leaders aware of the adverse impact of a rapid population growth rate. This effort is being funded from AID/Washington central funds. In FY 84, USAID/S plans to launch a bilateral population/family planning project to provide community level population and family planning information and education programs to Swaziland's rural population.

Swaziland has a low life expectancy of 46 years, which results principally from an extremely high under-two mortality rate of 192 per 1,000 live births. Infectious diseases, early childhood malnutrition and closely spaced births are the principal cause of this problem. The health care system suffers from a lack of planning and trained personnel, which prevents effective delivery of health services. Focus on curative rather than preventive services has left the population largely unaware of good health practices. This problem area is being addressed in USAID/S' CDSS strategy through several ongoing projects. The Health Manpower Training project (0062), which requires additional funds through FY 82, is establishing nursing and paramedical training programs and assisting in the development of a locally staffed health services support system. The Rural Water-Borne Disease Control

project (0087) is working to develop a basic health education program which will, among other things, foster the use of improved water and sanitation practices, thereby reducing the incidence of infection from water-borne diseases and saving the lives of young children. This project will require additional funding through FY 83. Under an Operational Program Grant, International Human Assistance Programs (IHAP), a voluntary agency, will provide technical assistance in the area of health planning and management. The implementation of these health projects will continue through the mid-1980's, with no new health initiatives proposed during the long-range plan period.

Swaziland's agricultural productivity on Swazi Nation Land is extremely low, with residents earning less than \$50 per capita annual income from agriculture. In order to address this problem area, USAID/S' CDSS strategy calls for increasing agricultural productivity by carrying out environmental/conservation programs, cropping systems research, extension training and by converting many Swazi Nation Land farms from dryland to irrigated farming. The Rural Development Areas-Infrastructure Support project (0068) is primarily aimed at establishing conservation/environmental measures on arable land and increasing the capability of the GOS to carry out land use planning and development work. This project will require funding through FY 84. Another project, Cropping Systems Research and Extension Training (0212), which is expected to be approved in FY 81, will require additional funding through FY 86. This project will assist the GOS to attack the constraint posed by the scarce supply of on-farm labor by greatly increasing on-farm earning capabilities through the development and use of improved production practices and the upgrading of the quality of the extension service.

In FY 83, USAID/S plans to launch a major new initiative for increasing agricultural productivity on Swazi Nation Land by taking advantage of the country's abundant water resources and converting several farm homesteads on a pilot basis from dryland to irrigated farming. This new loan-funded project, Pilot Small Farmer Irrigation (0217), is described in the Table IV narrative. Both USAID/S and the GOS believe that small farmer irrigation will also provide a mechanism for increasing employment opportunities, agricultural productivity and income levels. This project is expected to be a key pilot effort in assisting the GOS to formulate its overall

agricultural development strategy for the small farmer on irrigated land. USAID/S further believes that this pilot effort will serve as the basis for the replication of other small farmer irrigation schemes throughout the country and has proposed additional funds in its long-range plan to cover the costs of developing other small farmer irrigation schemes from FY 85 to FY 87. The additional funds projected in the out years will be used as part of a multi-donor effort, involving the United Kingdom, World Bank, European Economic Community-Economic Development Fund, African Development Bank and Canada, to expand irrigation facilities for the small farmer on Swazi Nation Land.

In order to combat the rising unemployment problem, which is estimated to be 7 percent of the labor force of 197,000, as called for in the CDSS strategy, USAID/S is working with the GOS to improve and reorient its educational system to develop among Swazi students the types of skills required for the kinds of job opportunities the economy is expected to develop. The Primary Curriculum Development project (0009) has been the major area of USAID/S support in this area to date. The final obligation for this project is expected to be made in FY 82. A new Teacher Training project (0214) is planned to start in FY 82. This project will provide both in-service and pre-service training for primary and junior secondary school teachers and will serve as an added focal point of the USAID/S CDSS strategy to improve the educational system and make it more relevant to the needs of the Swazi economy. The final year of obligation proposed for this project is FY 87. USAID/S plans to continue funding its Southern Africa Manpower Development and Training project (0069) through FY 84. This project is assisting the GOS to upgrade the administrative, management and technical skills of its manpower through in-country training and participant training programs in the U.S. and third countries. As a follow-on to this project, USAID/S proposes to initiate another manpower training project in FY 85. In FY 83, USAID/S has proposed funding an Operational Program Grant with a voluntary agency to carry out a Construction Skills Training project (0216) to assist in combating unemployment and permit Swazis to participate in the growing construction field.

Implications of Proposed Program for Funding Guidelines

As the funding projections in Table I reveal, USAID/S does not have any serious pipeline or mortgaging problems associated with its planned program. For the FY 83 proposed program, USAID/S has been able to meet the forward funding guidelines of providing not less than 12 months of funding for all on-going grant projects requiring incremental funding. While USAID/S would have liked to increase the forward funding of its on-going projects by an even greater magnitude than specified in the FY 83 ABS guidelines, this has not been possible due to the sizeable cuts sustained by our program in FY 82 and the "AAPL" levels provided by AID/Washington for FY 83. Likewise, USAID/S is not able to fully fund the remainder of its current project portfolio by the end of FY 83 and will have to continue to incrementally fund its currently approved on-going projects through FY 84. New projects being proposed for implementation in FY 81 (Cropping Systems Research and Extension Training) and FY 82 (Teacher Training) will require continued incremental funding through FY 86 and FY 87 respectively as a result of USAID/S plans to start one new program activity each year and the low "AAPL" levels provided to USAID/S in the years beyond FY 83.

In FY 83, USAID/S has proposed a new Pilot Small Farmer Irrigation project (0217) on a loan basis for \$4,000,000, at the "AAPL" level. A detailed description of this project is contained in the Table IV narrative. While this same project is proposed on a loan basis at the "Current" level at \$2,000,000, USAID/S does not believe that it will be able to mount a meaningful pilot small farmer irrigation project at this reduced level. USAID/S firmly believes that a loan of \$4,000,000 is the minimum amount required to determine comparative merits of the various types of small-scale irrigation schemes for the small farmer in different parts of Swaziland and to lay the foundation for possible replicability of these schemes in larger land areas. In addition, USAID/S has proposed a small Construction Skills project at a funding level of \$500,000 to be carried out by a private voluntary agency to enable Swazis to enter the construction field where numerous job opportunities are available, but are often filled by foreign workers. Therefore, USAID/S has exceeded its "AAPL" level of \$7,500,000 by \$2,500,000 in order to

enable it to fully fund these two high priority projects in FY 83. Both of these projects are fully supportive of our approved CDSS strategy.

Staffing Implications of Funding Levels

In FY 83, USAID/S has an approved personnel planning level of 14 USDH workyears (including 12 USDH, 1 USDH-JAO and 1 PIT position) and 12 FNDH workyears. Even though 4 of the above workyears represent staff who provide regional program support services to other USAID missions in southern Africa (including Botswana, Lesotho, Malawi and Zambia), USAID/S believes that these approved personnel planning levels are sufficient to adequately manage our program proposals in FY 83 at the proposed "AAPL" level of \$10,000,000.

TABLE III - PROJECT OBLIGATIONS BY APPROPRIATION ACCOUNT
 FY 1981 to FY 1983
 (\$ thousands)

Country/Office USAID/SWAZILAND

APPROPRIATION ACCOUNT	FY 1981	FY 1982	FISCAL YEAR 1983		
			MINIMUM	CURRENT	AAPL
<u>Agriculture, Rural Development and Nutrition</u>					
645-0068 Rural Development Areas Infrastructure Support (G)	1,500	1,240	400	400	400
645-0212 Cropping Systems Research and Extension Training (G)	3,406		1,410	1,410	1,410
645-0217 Pilot Small Farmer Irrigation (L)				2,000	4,000
SUBTOTAL	4,906	1,240	1,810	3,810	5,810
<u>Health</u>					
645-0062 Health Manpower Training (G)	1,014	389			
645-0087 Rural Water-Borne Disease Control (G)		1,050	807	807	807
645-0215 Health Planning and Management (OPG) (non-add)	(996)				
SUBTOTAL	1,014	1,439	807	807	807
<u>Education</u>					
645-0009 Primary Curriculum Development (G)	1,080	980			
645-0069 Manpower Development and Training (G)	500	2,000	1,483	1,483	1,483
645-0081 University College of Swaziland (G)					
645-0214 Teacher Training (G)		1,150	1,400	1,400	1,400
645-0216 Construction Skills Training (OPG)					500
SUBTOTAL	1,580	4,130	2,883	2,883	3,383
TOTAL DEVELOPMENT ASSISTANCE	7,500	6,809	5,500	7,500	10,000

TABLE III A

Proposed Use of Program Development and Support Funds

(\$ Thousands)

	FY 82	FY 83
645-0217 Pilot Small Farmer Irrigation		
PID	30	
Environmental Assessment	30	
Project Paper		100
FY 84 Project Development		
Population/Family Planning PID		40
General Project Support	40	50
	<hr/>	<hr/>
	100	190

FY 1983 ANNUAL BUDGET SUBMISSION

TABLE IV PROJECT BUDGET DATA										Country/Office USAID/SWAZILAND									
NUMBER	PROJECT TITLE	G/L	OBLIGATION DATE		LIFE OF PROJECT COST	CUM PIPELINE AS OF 9/30/80	FY 1981		FY 1982		FY OBLIGATIONS				ITEM #				
			INITIAL	FINAL			EXP	OBL	EXP	OBL	1983 AA PL	1984	1985	1986		1987	FUTURE YEAR		
645-0055	Agriculture, Rural Development and Nutrition (FN)	G	76	80	2184	1228		406											
645-0068	Cooperatives & Marketing	G			2184				550										
645-0068	Rural Development Areas Infrastructure Support	G	78	84*	5070	669	1500	385	1240	1285	400	1235							
645-0068	Rural Development Areas Infrastructure Support	L	78	80	4600	4600			2000										
645-0212	Cropping Systems Research and extension Training	G	81	86*	11600		3406		1924		1410	2011	2400	2373					
645-0213	Lundzi-Mpuluzi Pig Production (OPG)	G	80	80	309	309		140	90										
645-0217	Pilot Small Farmer Irrigation	L	83	83	4000						4000								
	Sub-total						4906	931	1240	5849	5810	3246	2400	2373					
645-0062	Health (HE)	G	77	82	2442	552	1014	489	389	1000									
645-0087	Health Manpower Training	G			2442														
645-0087	Rural Water-Borne Disease Control	G	79	83	3297	1437		621	1050	811	807								
645-0215	Health Planning and Management (OPG)	G	81	81	(996)			(996)											
	Sub-total						1014	1110	1439	1811	807								

FY 1983 ANNUAL BUDGET SUBMISSION

TABLE IV PROJECT BUDGET DATA										Country/Office USAID/SWAZILAND									
PROJECT NUMBER	PROJECT TITLE	OBLIGATION DATE	LIFE OF PROJECT COST	CUM PIPELINE AS OF 9/30/80	ESTIMATED U.S. DOLLAR COST (\$000)										ITEM #				
					FY 1981		FY 1982		FY OBLIGATIONS										
					OBL	EXP	OBL	EXP	1983 AAPL	1984	1985	1986	1987	FUTURE YEAR					
645-0009	Education (EH)		5364	1225	1080	1073	980	1008											
645-0069	Primary Curriculum Development	75	5364																
645-0069	Southern Africa Manpower Development and Training	78	7637	1784	500	613	2000	1959	1483	1854									
645-0081	University College of Swaziland	78	375	375															
645-0214	Teacher Training	82	375																
645-0216	Construction Skills Training (OPG)	82	10,800																
	Sub-total	83	500		1580	1686	4130	3207	3383	3354	2000	2327	2423						
	Security Supporting Assistance (SA)																		
645-0009	Primary Curriculum Development	75	621	0															
645-0055	Cooperatives and Marketing	76	516	0															
645-0062	Health Manpower Training	77	592	6															
645-0068	Rural Development Areas Infrastructure Support	78	2077	1092															
645-0068	Rural Development Areas Infrastructure Support	78	5400	2808															

FY 1983 ANNUAL BUDGET SUBMISSION

TABLE IV PROJECT BUDGET DATA

Country/Office
USAID/SWAZILAND

PROJECT NUMBER	PROJECT TITLE	G/L	OBLIGATION DATE		LIFE OF PROJECT COST	CUM PIPELINE AS OF 9/30/80	ESTIMATED U.S. DOLLAR COST (\$000)						ITEM #					
			INITIAL	FINAL			FY 1981		FY 1982		FY OBLIGATIONS							
							OBL	EXP	OBL	EXP	1983 AAAPL	1984		1985	1986	1987	FUTURE YEAR	
645-0069	Security Supporting Assistance (SA) continued																	
	Southern Africa Manpower Development Training	G	78	84*	1655	1251		950	201									
645-0081	University College of Swaziland	G	78	80	1684	594		254	337									
	Sub-total							4790	858									
645-0062	Population and Planning (PN)	G	77	82	150	125		125										
	Health Manpower Training																	
	Sub-total							125										
645-0062	Population Planning & Health (PH)	G	77	82	1116	85		85										
	Health Manpower Training																	
	Sub-total							85										
	TOTAL							7500	6809	11,725	10,000	6600	4400	4700	2423			

* Final Obligations Dates Changed from FY 82 CP Dates

Country/Office USAID/SWAZILAND

TABLE IV - NARRATIVE

PILOT SMALL FARMER IRRIGATION, 645-0217

Proposed Funding: LOP \$4,000,000 Loan Appropriation Account: FN
FY 83 \$4,000,000 Loan

Purpose: Develop pilot small farmer irrigation schemes to increase employment opportunities, agricultural productivity and incomes on Swazi Nation Land.

Background: Agriculture is the most important sector for Swaziland's economic development. It contributes about 25 percent of the country's GDP and is vital in terms of foreign exchange earnings, contributing as much as 80 percent, primarily from the earnings of estate crops such as sugar, wood pulp and pineapples.

USAID/S' agricultural strategy, as presented in the CDSS, is based on converting a significant number of Swazi Nation Land farms from dryland to irrigated farming. This would allow double or triple cropping and higher yields per crop, which should in turn provide a major increase in incomes and encourage farmers to remain on the land and utilize its potential. There is evidence from a few small irrigation schemes that such a hypothesis is proving to be correct.

As a first step in moving toward irrigated agriculture, the water resources of Swaziland are being quantified and riparian rights are being negotiated with neighboring countries. USAID/S funded a U.S. Army Corps of Engineers team to carry out a water resources inventory study, the first step in the development of a comprehensive water use plan. The team's report, published May 1981, states that irrigated agriculture has the potential to make significant contributions to Swaziland's development goals and objectives. The report describes a number of areas where it believes economically feasible irrigation projects could be developed.

In addition to this study, the FAO completed a "Reconnaissance Irrigation Study of the Lushushwana River" in June 1980. The Government of Canada plans to carry out a ground water study and several other groups and individuals have prepared brief reports on Swaziland's irrigation potential. Based on these studies, the GOS estimates that within the next twenty years about 250,000 acres of irrigable land can be brought under cultivation.

The GOS is enthusiastic about the prospects for irrigated agriculture. The GOS Economic Review, 1978-80, issued in February 1981, states: "The [national development] approach that is showing the greatest promise is to base the growth strategy on the development of renewable resources, namely small-holder cash-crop irrigated agriculture integrated and interdependent with estate agriculture and agricultural processing industries."

Under this proposed Pilot Small Farmer Irrigation project, USAID/S plans to work with the GOS to select potential irrigation sites in different areas of the country and with differing physical, economic and social characteristics--climate, soils, types of crops, tenure arrangements, etc.--on which to establish pilot schemes. Enough information and experience should be gained through these pilot efforts to ensure replicability of viable irrigation projects wherever feasible throughout the country.

Host Country and Other-Donors Contributions: The GOS is expected to provide \$1,500,000 out of the total estimated cost of the project of \$5,500,000, which includes land, labor and other local costs. The United Kingdom and Canada are planning to carry out detailed water studies in Swaziland. The United Kingdom, the World Bank, the African Development Bank, the European Economic Community-Economic Development Fund and Canada all have expressed an interest in participating financially with other donors in GOS planned irrigation activities.

Beneficiaries: This project is expected to benefit 575 Swazi homesteads or about 5,200 people. These individuals are among the poorest in the country and the ones most likely to contribute to the rising unemployment problem. This proposed project offers them an incentive to continue in farming and could serve as the means for dramatically increasing their incomes.

Major Outputs:

All Years

Swazi Nation Land irrigated by ground water through use of boreholes and sprinklers	1200 acres
Swazi Nation Land irrigated by river flows through use of small dams and/or diversion weirs and surface furrows	1675 acres
Hypotheses tested to determine optimum methods of establishing irrigated agriculture in large areas of Swaziland	X

AID-Financed Inputs:

(\$000)

Construction of small dams and diversion weirs	670,000
Land clearing and preparation	730,000
Drilling boreholes and providing pumps and engines for each	200,000
Sprinkler systems for 1200 acres	1,510,000
Canal and pipe system for 1675 acres	890,000
<u>Life of Project Funding:</u>	<u>\$4,000,000</u>

Estimated Duration of Project: FY 83 - 87

TABLE V - FY 1983 PROPOSED PROGRAM RANKING		Country/Office USAID/SWAZILAND							
RANK	DECISION PACKAGES/PROGRAM ACTIVITY DESCRIPTION	OR GOING/ NEW	LOAN/ GRANT	APPROP. ACCT.	PROGRAM FUNDING (\$000)		WORKFORCE (Number of Workmonths)		
					INCR	CUM	INCR	CUM	INCR
	<u>DECISION PACKAGE MINIMUM</u>								
	<u>Pipeline Projects</u>					(4,999)	108	144	144*
	<u>New and Continuing Projects</u>								
1	645-0087 Rural Water-Borne Disease Control	0	G	HE	807	807	108	144	144*
2	645-0212 Cropping Systems Research and Extension Training	0	G	FN	1,410	2,217			
3	645-0068 Rural Development Areas Infra-structure Support	0	G	FN	400	2,617			
4	645-0214 Teacher Training	0	G	EH	1,400	4,017			
5	645-0069 Southern Africa Manpower Development and Training	0	G	EH	1,483	5,500	48	156*	144
	Basic Workforce						156	144	
	Total Minimum Package and Related Workforce				5,500				
	<u>DECISION PACKAGE CURRENT</u>								
6	645-0217 Pilot Small Farmer Irrigation	N	L	FN	2,000	7,500			
	Total Current Package and Related Workforce				2,000			156	144

* Equals personnel planning level. As directed, the JAO position (12 workmonths) is not included in these totals.

TABLE V - FY 1983 PROPOSED PROGRAM RANKING		Country/Office USAID/SWAZILAND									
RANK	DECISION PACKAGES/PROGRAM ACTIVITY DESCRIPTION	ONGOING/ NEW	LOAN/ GRANT	APPROP. ACCT.	PROGRAM FUNDING (\$000)		WORKFORCE (Number of Workmonths)				
					INCR	CUM	INCR	CUM	INCR	CUM	
7	<u>DECISION PACKAGE AAPL</u> 645-0217 Pilot Small Farmer Irrigation	N	L	FN	2,000	9,500					
8	645-0216 Construction Skills (Training) (OPG)	N	G	EH	500	10,000					
	Total AAPL Package and Related Workforce				2,500		156				144

TABLE V - NARRATIVE

Minimum Package

The program ranking as listed in Table V presents a total "Minimum Package" of \$5,500,000. In this package there are five ongoing projects which require additional funds in FY 83. All of these projects are designed to attack one or more of the key functional problem areas (rapid population growth, high under-two mortality, low agricultural productivity on Swazi Nation Land and rising unemployment) described in the CDSS document and briefly summarized in the Table I narrative of this ABS document.

The Rural Water-Borne Disease Control project (645-0087) has been assigned highest priority. This project gives heavy emphasis to basic health, sanitation, and rural-oriented preventive health services, but will also develop health education messages on proper nutrition, personal hygiene and family planning. The major focus of the project is the development of a strong rural-oriented health education program and the training of a cadre of Rural Health Visitors to deliver these messages. This project is expected to impact on the problems of high under-two mortality and a rising population growth rate. The proposed funding of \$807,000 in FY 83 is the final obligation planned for this project.

Two projects in the agriculture/rural development area are ranked second and third priority: Cropping Systems Research and Extension Training (645-0212) and Rural Development Areas-Infrastructure Support (645-0068). Both of these projects are directed at increasing agricultural productivity on Swazi Nation Land and improving the incomes of Swaziland's small farmers. The objective of the Cropping Systems Research and Extension Training project is to develop through applied on-farm multi-cropping and inter-cropping research recommendations for improving agricultural productivity for both dryland and irrigated farming and to make these recommendations available to small farmers through improved extension services. In FY 83, a funding level of \$1,410,000 is

proposed for this project. The Rural Development Areas-Infrastructure Support project is establishing soil conservation systems and providing a variety of physical infrastructure improvements--rural access roads, small-scale irrigation schemes, water systems, etc.--within the framework of a major multi-donor rural development program. The \$400,000 proposed in FY 83 will provide additional funding for the advisory teams in land use planning, land development and equipment maintenance.

In order to address the problems of rising unemployment, poor manpower planning and the lack of skilled middle-level manpower identified in the CDSS document, two ongoing education and human resources projects are included in the "Minimum Package": Teacher Training (645-0214) and Southern Africa Manpower Development and Training (645-0069). The Teacher Training project is ranked in fourth priority and is directed at improving and expanding the capacity of Swaziland's teacher training institutions to train both new and in-service primary and junior secondary level teachers, equipping them to teach practical skills needed by the growing Swazi economy and thereby better preparing students to take advantage of the employment opportunities being generated by the Swazi economy. In FY 83, a total of \$1,400,000 is proposed for this project. The Southern Africa Manpower Development project, ranked in fifth priority, is providing both in-country training and participant training in the United States and third countries for Swazis who will fill key development-related positions in government. If the GOS is unable to release a qualified staff member for training without suffering a drop in the pace, quality or magnitude of development services, the project provides operational technical assistance personnel to fill key positions until Swazi participants return from training. In FY 83, \$1,483,000 is proposed for this project.

To plan and manage the "Minimum Package" of projects, to continue with implementation of the remaining pipeline projects and to meet its obligation to provide technical services to the other southern Africa USAIDs, USAID/S requires a total workforce level of 156 workmonths of U.S. Direct-Hire staffing (one USDH JAO position at 12 workmonths is excluded from this total as requested in ABS guidance) and 144 workmonths of Foreign Service National employee staffing. Four of the USDH positions (representing 48 workmonths) have regional support responsibilities for the other USAIDs in southern Africa.

Current Package

The development strategy defined in the CDSS for Swaziland is further reinforced at the "Current Package" level with the introduction of a \$2,000,000 loan for a Pilot Small Farmer Irrigation project (645-0217), which brings the total funding proposed at this level to \$7,500,000. As described in the narrative accompanying Table IV of this ABS document, USAID/S and the GOS believe that small farmer irrigation provides an excellent mechanism for increasing employment opportunities, agricultural productivity and income levels. This project is expected to be a key pilot effort in assisting the GOS to formulate its overall agricultural development strategy for the small farmer on irrigated land. If this effort is successful, it will be replicated throughout Swaziland. Through this project, USAID/S will have the opportunity to provide key inputs and directions at the initial stage of what is expected to be a long-range, large-scale effort that will give the Swazi small farmer access to fertile irrigated land. On the other hand, USAID/S does not believe that the \$2,000,000 proposed at the "Current Package" level will be sufficient to develop and launch a project that will have a meaningful impact in this area.

At the "Current" level, the USAID/S workforce levels remain at 156 workmonths for USDH employees and 144 workmonths for FSN employees.

AAPL Package

At the "AAPL level", the Pilot Small Farmer Irrigation project increases by \$2,000,000 to a total of \$4,000,000. This is the level USAID/S firmly believes is actually required for this pilot project to have a significant impact and for USAID/S to determine the comparative merits of different types of small-scale irrigation activities in various parts of Swaziland. The GOS is highly committed to this project and has officially and publicly stated the high priority it assigns to small farmer irrigation development.

The "AAPL Package", totaling \$10,000,000, also includes \$500,000 for a small Construction Skills

Training project (645-0216). USAID/S plans to implement this project under an Operational Program Grant with a private voluntary organization. This pilot project will directly address the problem of rising unemployment by providing skills training for Swazis to enable them to enter a field where numerous job opportunities are available, but where the jobs are often filled by skilled workers from other countries in southern Africa.

USAID/S is confident that the additional funding proposed at the "AAPL" level can be developed and implemented with no increase in its current staff. Thus, even at these higher program levels USAID/S workforce requirements can be maintained at a level of 156 workmonths for USDH employees and 144 workmonths for FSN employees.

TABLE VIII
OPERATING EXPENSE SUMMARY

	FY 1980		FY 1981		FY 1982				
	(\$000's)	Related Workyear	Unit Cost	(\$000's)	Related Workyear	Unit Cost	(\$000's)	Related Workyear	Unit Cost
COST SUMMARIES									
US Direct Hire	747	14	53	816	13	63	850	14	61
FN Direct Hire	81	12	7	107	12	9	131	12	11
US Contract Pers.									
FN Contract Pers.	18	4	5	24	4	6	28	4	7
Housing Expense	116	13	9	87	12	7	122	12	10
Office Operations	265	xx	xx	272	xx	xx	321	xx	xx
Total Budget	1,227	xxx	xxx	1,306	xx	xx	1,452	xx	xx
Mission Allotment	717	xxx	xxx	738	xx	xx	847	xx	xx
FAAS	7	xxx	xxx	10	xx	xx	12	xx	xx
Trust Fund		xxx	xxx		xx	xx		xx	xx

TABLE VIII

	FY 1983 Minimum		FY 1983 Current		FY 1983 AAPL		
	(\$000's)	Related Workyear	(000's)	Related Workyear	(\$000's)	Related Workyear	Unit Cost
US Direct Hire	978	14	978	14	978	14	70
FN Direct Hire	140	12	140	12	140	12	12
US Contract Pers.							
FN Contract Pers.	32	4	32	4	32	4	8
Housing Expense	128	12	128	12	128	12	11
Office Operations	342	xx	342	xx	342	xx	xx
Total Budget	1,620	xx	1,620	xx	1,620	xx	xx
Mission Allotment	996	xx	996	xx	996	xx	xx
FAAS	14	xx	14	xx	14	xx	xx
Trust Fund		xx		xx		xx	xx

COST SUMMARIES

US Direct Hire

FN Direct Hire

US Contract Pers.

FN Contract Pers.

Housing Expense

Office Operations

Total Budget

Mission Allotment

FAAS

Trust Fund

TABLE VIII - NARRATIVE

Trends in Unit Costs from FY 80 to FY 83

The increase in U.S. direct-hire unit costs from \$53,000 in FY 80 to \$70,000 in FY 83 is primarily due to an approximate 18 percent increase in Foreign Service Officer salaries in October 1980, a 15 percent inflation factor per year applied to all line items associated with U.S. direct-hire costs other than U.S. direct-hire salaries and benefits and periodic step increases. The increase in Foreign National direct-hire unit costs from \$7,000 in FY 80 to \$12,000 in FY 83 is attributed to a 15 percent inflation factor per year, periodic step increases and the U.S. Government contribution to newly established retirement and health programs. The unit costs increases in housing expenses are minimal primarily due to the fact that the U.S. Government owns six of the twelve housing units required to support its USAID direct-hire staff. The increase of \$77,000 in Office Operations costs in FY 83 over FY 80 is primarily due to increased travel requirements for international and domestic operational travel for USAID/S' bilateral and regional staffs and a 15 percent inflation factor per year applied to several line items under this category. The following line items under Office Operations decreased in FY 83 in comparison with FY 80 actual obligations: building maintenance and renovations, other equipment, vehicles and supplies/materials.

Assumed Inflation Rates

U.S. direct-hire salaries and benefits are based on pay rates effective in October 1980 and no adjustment has been made for future general salary increases, as requested in the FY 83 ABS guidance. The assumed inflation rate used for FY 82 and FY 83 was 15 percent annually for Foreign National direct-hire and contract personnel

salaries, utilities, communications, other contractual services, international and domestic operational travel, transportation of persons/things and printing.

FAAS Costs

The U.S. Mission to Swaziland has submitted a proposal to State and AID/Washington to establish a Joint Administrative Office. Under this arrangement USAID/S anticipates receiving a meaningful offset for sharing vehicles, leased warehouse space and a TCN maintenance supervisor currently employed under a personal services contract. Therefore, USAID/S has projected only a modest increase in FAAS costs in FY 82 and FY 83.

BUREAU: BUREAU FOR AFRICA

DECISION UNIT: SWAZILAND

AGENCY FOR INTERNATIONAL DEVELOPMENT

OVERSEAS WORKFORCE REQUIREMENTS

IN WORKMONTHS

ITEM	US/ FN	FUNC TION	SKILL	POSITION NUMBER AND TITLE	LEVEL	PERS CAT	SHC	FY 81	FY 82	AT MIN	AT CURR	AT ANPL	ABOVE PLAN LEVEL	FY 84	FY 85
390	U	10	011	50005 DIRECTOR	S	-	40	12	12	12	12	12	-	12	12
399	U	10	013	50010 ASSISTANT DIRECTOR	S	-	40	12	12	12	12	12	-	12	12
423	U	20	021	50042 PROGRAM ECONOMIST	H	-	40	8	12	12	12	12	-	12	12
407	U	10	050	50021 SECRETARY	E	-	40	12	12	12	12	12	-	12	12
431	U	20	023	50036 PROGRAM OFFICER	H	-	40	12	12	12	12	12	-	12	12
1094	U	30	940	50111 CAPITAL PROJECTS DEV OFFICER	H	-	40	12	12	12	12	12	-	12	12
1402	U	20	023	PROGRAM IDI	M	I	40	-	12	12	12	12	-	12	12
1402	F	20	024	PROGRAM ASSISTANT	P	-	40	12	12	12	12	12	-	12	12
	U	20	050	50112 SECRETARY	E	-	32	12	12	12	12	12	-	12	12
487	U	40	103	50051 AGRICULTURAL DEVELOPMENT OFFICER	H	-	40	12	12	12	12	12	-	12	12
495	U	40	600	50130 EDUCATION/HUMAN RESOURCES OFFICER	H	-	40	12	12	12	12	12	-	12	12
510	U	40	502	50090 HEALTH DEV OFFICER	H	-	40	12	12	12	12	12	-	12	12
450	U	40	850	50025 REGIONAL LEGAL ADVISOR	H	-	40	12	12	12	12	12	-	12	12
523	U	40	500	50095 HEALTH/POPULATION DEVELOPMENT OFF M	M	-	40	7	-	-	-	-	-	-	-
1404	F	40	050	SECRETARY	N	-	40	12	12	12	12	12	-	12	12
1403	F	40	910	TRAINING ASSISTANT	P	-	40	12	12	12	12	12	-	12	12
552	U	50	043	50070 CONTROLLER	H	-	40	12	12	12	12	12	-	12	12
1405	F	50	043	ASSISTANT CONTROLLER	P	-	40	12	12	12	12	12	-	12	12
1406	F	50	041	ACCOUNTING TECHNICIAN	P	-	40	12	12	12	12	12	-	12	12
1407	F	50	041	ACCOUNTING TECHNICIAN	P	-	40	12	12	12	12	12	-	12	12

AGENCY FOR INTERNATIONAL DEVELOPMENT
OVERSEAS WORKFORCE REQUIREMENTS
IN WORKMONTHS

-2-

ITEM	US/ FN	FUNC TION	SKILL	POSITION NUMBER AND TITLE	LEVEL	PEFS CAT	WORK SCH	FY 81	FY 82	AT MIN	AT CURR	AT AAPL	ABOVE PLAN LEVEL	FY 84	FY 85		
1408	F	50	041	ACCOUNTANT	P	-	40	-	12	12	12	12	-	12	12		
1409	F	50	050	SECRETARY	N	-	40	12	12	12	12	12	-	12	12		
506	U	60	032	50076 MANAGEMENT OFFICER	H	J	40	12	12	12	12	12	-	12	12		
1410	F	60	034	GENERAL SERVICES SUPERVISOR	P	-	40	12	12	12	12	12	-	12	12		
1414	F	60	050	SECRETARY/PERSONNEL ASSISTANT	N	-	40	12	12	12	12	12	-	12	12		
1412	F	60	072	COMMUNICATIONS AND RECORDS SUPER	P	-	40	12	12	12	12	12	-	12	12		
1411	F	60	932	PROPERTY RECORDS AND SUPPLY ASSIST	P	-	40	12	12	12	12	12	-	12	12		
1415	F	60	990	DRIVER/MESSENGER	N	-	40	6	-	-	-	-	-	-	-		
								297	312	312	312	312		312	312		
TOTAL FOR DECUNIT																	