AID 1330-1 (6-64)

PRO AG

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PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
Central Planning and Development Office
AN AGENCY OF THE GOVERNMENT OF Lesotho

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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:

[X] PROJECT DESCRIPTION ANNEX A
[ ] FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
[X] 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:

	DATE
[ ] GENERAL AGREEMENT FOR TECHNICAL COOPERATION	
[ ] ECONOMIC COOPERATION AGREEMENT	
[ ] (other)	

1. PROJECT/ACTIVITY NO. 690-11-720-030.2

PAGE 1 OF 9 PAGES

2. AGREEMENT NO. 73-1-3

3. [X] ORIGINAL OR REVISION NO.

4. PROJECT/ACTIVITY TITLE

Southern Africa Development Personnel and Training

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL 72-1131004

7. AID ALLOTMENT SYMBOL 354-58-690-00-69-31

8. AID FINANCING [X] DOLLARS [ ] LOCAL CURRENCY	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	ACTUAL TO DATE (D)
(a) Total		$135,000		$135,000
(b) Contract Services		$100,000		$100,000
(c) Commodities		$15,000		$15,000
~~(d) Participant Training~~				
(d) Other Costs Housing		$20,000		$20,000
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT $1.00=				
(a) Total		$35,000		$35,000
(b) Technical and other Services		$35,000		$35,000
(c) Commodities				
(d) Other Costs				

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

This is the initial Agreement for a new project. Additional financing if required, subject to availability of funds, will be provided in subsequent Project Agreements. All mutual commitments and special provisions are included in Annex A and Standard Provisions Annex attached.

11. DATE OF ORIGINAL AGREEMENT	12. DATE OF THIS REVISION	13. ESTIMATED FINAL CONTRIBUTION DATE
Nov. 28, 1972		June, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY	15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT
T. T. Thahane	Charles D. Ward
SIGNATURE: DATE:	SIGNATURE: DATE:
TITLE: DIRECTOR OF PLANNING	TITLE: Regional Development Officer

Best Available Document

I. BACKGROUND DESCRIPTION

As in most of Africa, one of the key constraints limiting effective development efforts by the Government of Lesotho is a critical shortage of middle and higher level manpower in both the technical and general management areas. Many of the development activities undertaken by Lesotho are seriously hampered by the lack of effective technical expertise in key ministries and parastatal organizations. The manpower base is stretched thin by the need to administer a wide variety of development activities; and with increasing levels of public and private assistance, the inability to adequately plan and implement development activities has become a major constraint affecting the country's absorptive capacity. Lesotho is in need of substantial numbers of staff for the top echelons of the civil service in order to strengthen the general administration of development programs.

II. OBJECTIVES

The overall objective of this project is to assist in overcoming this manpower constraint by furnishing U.S. technicians in the key land conservation problem area. This two-year interim project will provide two such technicians and funds for the construction of a house for one of the technicians.

III. COURSE OF ACTION

Two senior OPEX staff will be provided to the GOL Conservation Division. One will be a replacement for the incumbent Chief Conservation Officer who is scheduled to leave in November, and the other position will be the Soil Surveyor/Project Officer who will work closely with the Thaba Bosiu Project.

IV. U.S. Contribution

1. Under this Project Agreement the U.S. agrees to provide supplemented salary funds to finance the services of two technicians to fill the following two established positions.

A. Chief Conservation Officer in the Ministry of Agriculture, Cooperatives and Marketing. The Officer selected will be responsible to the Permanent Secretary for control and administration of the Division of Conservation and Engineering Works.

B. Projects Officer-Soil Survey, Conservation Division, Ministry of Agriculture, Cooperatives and Marketing. The Officer selected will be responsible to the Chief Conservation Officer for the performance of his duties.

2. Subject to special provisions in Section V below, the U.S. agrees to provide funds for the construction of one three-bedroom Class A house for the Projects Officer at a level of quality commensurate with his position.

3. The U.S. agrees to provide training as may be appropriate for up to two (2) Lesotho citizens. The training will be in the U.S. and/or a third country and may include short courses, on-the-job training, undergraduate and graduate university training, as may be most suited to the individual candidate's needs and the post to which he will be assigned upon completion of training.

4. FY 73 Funding

U.S. Personnel	(Contract)	$100,000
Participant Training	(Two candidates)	15,000
Other Costs	(One House)	20,000
	Total U.S. Contribution	$135,000

V. SPECIAL PROVISIONS FOR HOUSING

AID will provide up to $20,000 under this Agreement for the construction of one three-bedroom Class A house at standards commensurate to the position of the Projects Officer/Soil Scientist. This housing will be reserved for assignment by AID to U.S. financed technical personnel provided under this Agreement or to other Project Agreements in Lesotho in connection with the U.S. technical assistance program. When not otherwise occupied by or required for such personnel, the housing unit shall also be available for assignment to the members of the AID staff attached to the U.S. Embassy. The housing will be titled to the Government of Lesotho.

The house will be constructed in accordance with plans and specifications accepted and approved in advance by AID and will include, among other requirements, provisions for a hot water system with ancillary plumbing for bathrooms and kitchen. The Government of Lesotho shall provide the land, connections for utilities, access roads, and maintenance for the road and house. The Government shall also provide hard furnishings and appliances in accordance with the standards applicable to senior Government employees and will be

responsible for maintenance, repair and/or replacement of such furnishings and appliances as required except in cases of negligence or misuse by the occupant, in which case the occupant himself may be held responsible for effecting necessary repair and/or replacements. The Government will provide adequate temporary lodging for the technician financed under this Agreement if he should arrive prior to completion of construction of the AID-financed house. Disbursement and contracting procedures related to construction of the houses will be developed and mutually agreed to by both Governments.

VI. GOVERNMENT OF LESOTHO CONTRIBUTIONS AND COMMITMENTS

A. For support of U.S. technical personnel the Government of Lesotho will provide:

1. Suitable three-bedroom Class A house for the Chief of the Soil Conservation Division.

2. Hard furnishings and household appliances, including a stove, for all technicians financed under this Agreement in accordance with the standards established by the Government of Lesotho for its senior employees of comparable rank and family size. In accordance with GOL policy regarding Basuto civil servants and expatriate salary supplemented personnel, the occupants of the AID constructed housing will be responsible for paying the recurrent cost of utilities. The question of rental payment on AID-financed housing will be subject to a subsequent agreement between AID and the Government of Lesotho.

3. Temporary lodging, if the technical personnel arrive in Lesotho prior to the availability of suitable permanent housing or if they must remain in Maseru prior to proceeding to permanent duty station.

4. Local salaries in accordance with the scale set for the above positions.

5. Medical services, local transport, office facilities and supplies, and clerical/secretarial services as normally provided for GOL employees of comparable rank.

6. Annual holidays and leave in accordance with GOL provisions for its employees.

7. Any other special benefits, allowances, miscellaneous services, or facilities usually provided for GOL employees of comparable rank and not otherwise provided by AID contractual arrangements.

B. In reference to participant training provided by the U.S. under the terms of this Agreement, the Government of Lesotho agrees to:

1. Nominate qualified candidates on a timely basis.

2. Meet the internal transportation and incidental costs within Lesotho prior to departure of participants from Lesotho.

3. Continue the salary of participants in accordance with Government procedures relating to overseas training.

4. Take appropriate measures to assure that all participants trained under U.S. financing remain employed with the cooperating ministry or office for a minimum of two years after completion of training.

C. The Government of Lesotho agrees to provide suitable office space and secretarial services necessary to the achievement of project activities. Where necessary, the GOL assures the availability of vehicles for all official transportation necessary in performing the duties outlined in the job description.

D. To assure successful continuity of project activities, the Government of Lesotho agrees to appoint appropriately trained counterpart replacements for the U.S. technicians prior to departure of the U.S. personnel. The only exception to this provision occurs when the counterpart is still undergoing training and has not yet returned to Lesotho.

VII. REPORTS

A. REpotts by AID Financed Technicians. AID financed technical personnel under this project are required to meet reporting requirements established by the Government of Lesotho. In addition

they will also be required to make a special report to the Government of Lesotho not later than six months prior to the end of each tour describing their activities, evaluating their own effectiveness in performing the prescribed duties of the position and in training a Mosotho replacement, and making appropriate recommendations for assuring continued performance of the functions of the position. After review by the Government of Lesotho, the latter report shall be made available to AID for purposes of project evaluation.

B. Performance Evaluations of AID Financed Technicians. The GOL 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.

AID 1330-1 (6-64)

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

Central Planning and Development Office & Ministry of Finance, Commerce and Industry

AN AGENCY OF THE GOVERNMENT OF Lesotho

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:

[X] PROJECT DESCRIPTION ANNEX A [ ] FOREIGN CURRENCY STANDARD PROVISIONS ANNEX

[X] 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. 690-11-720-030.2

PAGE 1 OF 3 PAGES

2. AGREEMENT NO. 73-L-3

3. [ ] ORIGINAL OR REVISION NO. 1

4. PROJECT/ACTIVITY TITLE

Southern Africa Development Personnel and Training

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL 72-1131004

7. AID ALLOTMENT SYMBOL 354-58-690-00-69-31

8. AID FINANCING [X] DOLLARS [ ] LOCAL CURRENCY	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total	$135,000			$135,000
(b) Contract Services	$100,000			$100,000
(c) Commodities	$ 15,000			$ 15,000
(d) Other Costs	$ 20,000			$ 20,000
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT $1.00=				
(a) Total	$ 35,000			$ 35,000
(b) Technical and other Services	$ 35,000			$ 35,000
(c) Commodities				
(d) Other Costs				

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

This revision incorporates the disbursing provisions for construction of one house (see V of original Pro/Ag).

11. DATE OF ORIGINAL AGREEMENT November 28, 1972

12. DATE OF THIS REVISION

13. ESTIMATED FINAL CONTRIBUTION DATE June, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

SIGNATURE: E. Waddington DATE: 25/4/73

TITLE: Permanent Secretary of Finance

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: Charles T Ward DATE: May 3, 1973

TITLE: Regional Development Officer

Robert Burford
Controller

Roy A. Stacy
Regional Program Officer

AID 1330-1A (9-70) PRO AG CONTINUATION SHEET ANNEX A	PROJECT AGREEMENT BETWEEN AID AND Central Planning and Development Office & Ministry of Finance AN AGENCY OF THE GOVERNMENT OF Lesotho	1. Project/Activity No. 690-11-720-030.2	PAGE 2 OF 8 PAGES
		2. Agreement No. 73-7-3	3. ☐ Original or Revision No. 1
		3. Project/Activity Title Southern Africa Development Personnel and Training	

A. Housing Construction Costs

1. Disbursement Provisions

The funds contributed by A.I.D. under this agreement for the construction of one house to be arranged by the Government of Lesotho and supervised by the Ministry of Public Works will be provided by OSARAC, American Embassy, Mbabane, Swaziland. Upon receipt of a written request from the Ministry of Finance, acting for the Government of Lesotho, OSARAC will advance an amount in the Rand equivalent of US$10,000. The Ministry of Finance will receive and control these funds and make payments for the construction of the house. The Ministry of Finance will maintain or cause to be maintained separate records for all items of expenditures, and will insure that fiscal reports will be made and forwarded to OSARAC by or through the Ministry of Finance to account for the expenditures.

OSARAC will provide additional funds on a quarterly basis or as additional funds are required in an amount equal to reported expenditures. These additional funds will be made available upon submission of documents prescribed in B below until such time as the total payments added to the initial advance equals US$20,000. Thereafter, reports of expenditures will continue to be submitted to OSARAC until the outstanding advance is liquidated.

If total expenditures exceed US$20,000, the excess cost will be borne by the Government of Lesotho. In the event the total expenditures fall below US$20,000, the excess advance will be refunded to OSARAC.

B. Documentation Requirements

1. Initial Advance of US$10,000

The Ministry of Finance shall submit to OSARAC a letter request for the advance citing this agreement as a reference. The letter should be signed by the Minister of Finance or the Permanent Secretary (Finance).

2. Certified Fiscal Report

The Ministry of Finance will prepare or cause to be prepared for OSARAC certified fiscal reports signed by the Accountant General quarterly, or as additional funds are required, or to liquidate the advance in a form substantially as follows:

For the Cooperating Government or Agency	For the Agency for International Development
SIGNATURE: L Daddington DATE: 29/4/73	SIGNATURE: DATE:
TITLE: Permanent Secretary of Finance	TITLE:

AID 1330-1A (8-70) PRO AG CONTINUATION SHEET ANNEX A	PROJECT AGREEMENT BETWEEN AID AND Central Planning and Development Office & Ministry of Finance AN AGENCY OF THE GOVERNMENT OF Lesotho	1. Project/Activity No. 690-11-720-030.2	PAGE 3 OF 3 PAGES
		2. Agreement No. 73-L-3	3. ☐ Original or Revision No. 1
		3. Project/Activity Title Southern Africa Development Personnel and Training	

Report for Period _____ to _____

Purpose	Total Expenditures	
	This Period	To Date
TOTAL		

This fiscal report shall include a certification as follows:

The Undersigned hereby certifies: (1) that payment of the sum claimed is proper and due and that appropriate refund to A.I.D. will be made promptly upon request of A.I.D. in the event of non-performance, in whole or in part for any breach of the terms of Project Agreement 690-11-720-030.2, and (2) that information on the fiscal report is correct.

BY _____

TITLE _____

DATE _____

Supporting documentation such as receipts, paid invoices, etc., that briefly describe the applicable items of goods or services for which the funds were used will be attached to the certified fiscal report. These fiscal reports are to be made until the outstanding advance has been liquidated and the total funds provided by A.I.D. have been accounted for by reported expenditures or by appropriate refunds.

For the Cooperating Government or Agency	For the Agency for International Development
SIGNATURE: E Waddington DATE: 25/4/73	SIGNATURE: _____ DATE: _____
TITLE: Permanent Secretary of Finance	TITLE:

AID 1150-1 (9-62)

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 Central Planning and Development Office

AN AGENCY OF THE GOVERNMENT OF Lesotho

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:

[X] PROJECT DESCRIPTION ANNEX A
[ ] FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
[X] 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. 690-11-720-030.2

PAGE 1 OF 6 PAGES

2. AGREEMENT NO. 74-L-7

3. [X] ORIGINAL OR REVISION NO.

4. PROJECT/ACTIVITY TITLE: Southern Africa Development Personnel and Training

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL 72-11X1025

7. AID ALLOTMENT SYMBOL 425-52-690-00-69-41

8. AID FINANCING [X] DOLLARS [ ] LOCAL CURRENCY

	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total		$222,000		$222,000
(b) Contract Services		144,000		144,000
(c) Participant Training		55,000		55,000
(d) Other Costs - housing & misc. support		23,000		23,000
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT $1.00=				
(a) Total		57,000		57,000
(b) Technical and other Services		35,000		35,000
(c) Commodities				
(d) Other Costs		22,000		22,000

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

This is a subsequent Agreement to Project Agreement 73-L-3 of the same title dated November 28, 1972. The purpose of this Agreement is to provide for the assignment of two additional U.S. specialists to the Project activity. All mutual commitments and special provisions are included in Annex A. Standard Provision Annex Attached. Issuance of PIO/Ps is hereby waived for 12 months from the effective date of this Agreement in accordance with MO 712.4

11. DATE OF ORIGINAL AGREEMENT: 16 April 1974

12. DATE OF THIS REVISION:

13. ESTIMATED FINAL CONTRIBUTION DATE: 15 April 1977

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

SIGNATURE: [signature] DATE: 11-2-74

TITLE: Director of Planning

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: Charles D Ward DATE: 16Apr1974

TITLE: Regional Development Officer

CONT: RSBurford

PRM: GTEaton

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PROJECT AGREEMENT
BETWEEN AID AND
Central Planning and Development Office
AN AGENCY OF THE GOVERNMENT OF
Lesotho

1. Project/Activity No. 690-11-720-030.2
2. Agreement No. 74-L-7
3. Project/Activity Title: Southern Africa Development Personnel and Training

I. BACKGROUND DESCRIPTION

As in most of Africa, one of the key constraints limiting effective development efforts by the Government of Lesotho is a critical shortage of middle and higher level manpower in both the technical and general management areas. Many of the development activities undertaken by Lesotho are seriously hampered by the lack of effective technical expertise in key ministries and paraestatal organizations. The manpower base is stretched thin by the need to administer a wide variety of development activities, and with increasing levels of public and private assistance, the inability to adequately plan and implement development activities has become a major constraint affecting the country's absorptive capacity. Lesotho is in need of substantial numbers of staff for the top echelons of the civil service in order to strengthen the general administration of development programs.

II. OBJECTIVES

The overall objective of this project is to assist in overcoming this manpower constraint by providing U.S. specialists in the key land and water resource development area. This project will provide two such specialists to supplement the activities of two specialists provided under a prior agreement and also finances the construction of one house for one specialist.

III. COURSE OF ACTION

Two senior OPEX staff will be provided to the Government of Lesotho (GOL) Conservation Division within the Ministry of Agriculture to fill two established positions within the Division; Conservation Engineer and Conservation Planner. The specialists will head up, respectively, the Engineering Section and the Land Use Planning Section, both program staff sections operating under the direction of the Chief Conservation Officer.

IV. U.S. CONTRIBUTION

1. Under the Project Agreement, the United States Agency for International Development (USAID) agrees to provide supplemented salary funds to finance the services of the two specialists described in Section III.

2. Subject to special provisions in Section V below, USAID agrees to provide up to $22,000 toward the construction of one three-bedroom Class A house for one of the specialists.

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3. USAID agrees to provide training as may be appropriate for up to six (6) Lesotho citizens. The training will be in the United States and/or another African Country and may include short courses, on-the-job training, and undergraduate and graduate academic training as may be suited to the individual candidate's needs and the post to which he will be assigned upon completion of training.

4. Subject to special provisions in Section VI below, USAID agrees to provide up to one thousand ($1,000) during U.S. FY 74 for training materials and miscellaneous costs in support of the two specialists provided for in this Agreement and the two specialists provided in the previous Agreement (73-L-3).

5. U.S. FY 74 funding:

U.S. Personnel (contract)	$144,000
Participant Training (up to 6 candidates)	55,000
Other Costs (one house)	22,000
Other Costs (special support)	1,000
TOTAL U.S. CONTRIBUTION	$222,000

V. SPECIAL PROVISIONS FOR HOUSING

AID will provide up to $22,000 under this Agreement for the construction of one three-bedroom Class A house at standards commensurate to the position of the Conservation Planner or Conservation Engineer. This housing will be reserved for assignment by AID to U.S. -financed technical personnel provided under this Agreement or under other Project Agreements in Lesotho in connection with the U.S. technical assistance program. When not otherwise occupied by or required for such personnel, the housing unit shall also be available for assignment to the members of the AID staff attached to the U.S. Embassy. The housing will be titled to the Government of Lesotho.

The house will be constructed in accordance with plans and specifications accepted and approved in advance by AID and will include, among other requirements, provisions for a hot water system and ancillary plumbing for bathrooms and kitchen. The Government of Lesotho shall provide the land, connections for utilities, access roads, and maintenance for the road and house. The Government shall also provide hard furnishings and appliances in accordance with the standards applicable to senior Government employees and will be responsible for maintenance, repair and/or replacement of such furnishings and appliances as required except in cases of negligence or misuse by the occupant, in which case the occupant himself may be held

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responsible for effecting necessary repair and/or replacements. The Government will provide adequate temporary lodging for the technician financed under this Agreement if he should arrive prior to completion of construction of the AID-financed house. Provisions for disbursement of funds for construction of the house will be identical to those of the original Agreement which are found in Revision No. 1 of Project Agreement 73-L-3, which was effective May 3, 1973. Contracting procedures will be mutually agreed to by both Government in an exchange of letters and will be subject to current U.S. legislative requirements.

VI. SPECIAL PROVISION FOR SUPPORT COSTS

All expenditures made in support of U.S. specialists under the "special support" funds provided will have the prior approval of the Chief Conservation Officer. Additionally, any expenditures in excess of $100 will have the prior approval of the AID official in Maseru. The Chief Conservation Officer will periodically, but not more than once per month, submit invoices and receipts for incurred expenditures with a covering letter containing his approval of all expenditures, a total of all expenditures made to date and including, if necessary, a copy of AID approval of expenditures in excess of $100. Reimbursement will be made in cash by the AID official from petty cash funds after his administrative approval, and documentation will be forwarded to OSARAC/Mbabane for processing.

VII. GOVERNMENT OF LESOTHO CONTRIBUTIONS AND COMMITMENTS

A. For support of U.S. technical personnel, the Government of Lesotho will provide:

1. Suitable three-bedroom Class A house for one of the specialists.

2. Hard furnishings and household applicances, including a stove, for all technicians financed under this Agreement in accordance with the standard established by the Government of Lesotho for its senior employees of comparable rank and family size. In accordance with GOL policy regarding Basotho civil servants and expatriate salary supplemented personnel, the occupants of the AID constructed housing will be responsible for paying the recurrent cost of utilities. The specialists will pay standard sub-economic rent at the same rate as GOL employees of equivalent rank.

3. Temporary lodging, if the technical personnel arrive in Lesotho

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prior to the availability of suitable permanent housing.

4. Local salaries in accordance with the scale set for the above positions.

5. Medical services, local transport, office facilities and supplies, and clerical/secretarial services as normally provided for GOL employees of comparable rank.

6. Annual holidays and leave in accordance with GOL provisions for its employees.

7. Duty free import of one vehicle, new or used, and personal effects, new or used, for a period of 6 months after the arrival of a specialist.

8. Any other special benefits, allowances, miscellaneous services, or facilities usually provided for GOL employees of comparable rank and not otherwise provided by AID contractual arrangements.

B. In reference to participant training provided by the U.S. under the terms of this Agreement, the Government of Lesotho agrees to:

1. Nominate qualified candidates on a timely basis.

2. Meet the internal transportation and incidental costs within Lesotho prior to departure of participants from Lesotho.

3. Continue the salary of participants in accordance with Government procedures relating to overseas training.

4. Take appropriate measures to assure that all participants trained under U.S.-financing remain employed with the cooperating ministry or office in suitable positions for a minimum of two years after completion of training.

C. The Government of Lesotho agrees to provide suitable office space and secretarial services necessary to the achievement of project activities. Where necessary, the GOL assures the availability of vehicles for all official transportation necessary in performing the duties outlined in the job description.

D. To assure successful continuity of project activities, the Government of Lesotho agrees to appoint appropriately trained counterpart replacements for

.../6

the U.S. technicians prior to departure of the U.S. personnel. The only exception to this provision occurs when the counterpart is still undergoing training and has not yet returned to Lesotho.

VIII. REPORTS

A. Reports by AID-financed Technicians. AID-financed technical personnel under this project are required to meet reporting requirements established by the Government of Lesotho. In addition, they will also be required to make a special report to the Government of Lesotho not later than six months prior to the end of each tour describing their activities, evaluating their own effectiveness in performing the prescribed duties of the position and in training a Mosotho replacement, and making appropriate recommendations. After review by the Government of Lesotho, the latter report shall be made available to AID for purposes of project evaluation.

B. Performance Evaluation of AID-financed Technicians. The GOL is reponsible 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.

C. Project Evaluation. As a means to assist subsequent project evaluation a simplified logical framework matrix will be prepared for the Soil Conservation Division. It will be prepared at an appropriate time after the entrance on duty of the first OPEX technician. The matrix will be prepared jointly among OSARAC, the appropriate host government representative, and the OPEX technician and will:

a) state a clearly defined purpose or objective;

b) indicate intended results within a specified time period;

c) identify the inputs (e.g., OPEX staff, participant training and host country support) more specifically; and,

d) establish benchmarks for measuring progress.

In this way an assessment of the project's progress can be made with some measure of its more lasting accomplishments.