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USAID/South Africa

# **ACTION PLAN**

July 1994

USAID/SOUTH AFRICA  
ACTION PLAN  
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## **I. PROGRAM SUMMARY**

### **A. OVERVIEW**

With the submission of this our first Action Plan, USAID/South Africa celebrates the landmark achievement of the country's first, all race, democratic elections 10 weeks ago, and the birth of a new Government of National Unity. Our sustained efforts of the past decade, and those of our partners in development, have played a major role in this achievement. As we celebrate, however, we embrace with renewed vigor and determination the seemingly endless challenges that lie ahead.

The USAID/South Africa program will continue to focus clearly on three (3) of the Agency's five (5) strategic areas of concentration: (a) Building Democracy, (b) Stabilizing World Population Growth and Protecting Human Health and (c) Encouraging Broad-Based Economic Growth. Our broad strategic objective is to support the social, political and economic empowerment of the disadvantaged, disadvantaged majority population. This covers the areas of building the foundations for democracy, civil society and the respect for the rule of law; support to governance by a new national and provincial governmental structure and with the support and "watch-dog" role of a strong civil society; examining effective and efficient models for broader, non-racial distribution of educational services within the formal and non-formal sectors; promoting the establishment/growth of disadvantaged business, the creation of jobs and the integration of the disadvantaged majority in the economy. Ours is a program founded on the principles of effective participation--helping to ensure that people at the grass-roots level--men, women, children, workers, un/underemployed, youth, entrepreneurs, etc.--have a voice in the decisions that affect their lives.

While our assistance and that of other donors has been considerable over the past decade, the new Government faces major challenges during this 5 year transition period. At the national level, a thin layer of majority political leadership directs entrenched, white-led bureaucracies and presides over an extensive network of laws inherited from the apartheid regime. At the new provincial level, new structures must be organized and institutionalized from a near zero base. Policies, structures, institutions, laws and procedures governing fundamental social services delivery across the spectrum must be revamped, rationalized or established.

During the last decade, we have seen our program of assistance doubled and redoubled as the U.S. signaled its commitment to the establishment of a free South Africa. We are yet again sobered by the recent doubling of our program from \$93 million level to a projected \$181 million in FYs 95 and 96. With the elections behind us we are refocussing our collective energies on the task of effectively and efficiently programming this magnitude of assistance.

During this Action Plan period, the Mission will, for the first time, initiate a dialogue with the South African Government (SAG) culminating in a bilateral assistance agreement and several key project and/or program agreements targeting important elements of its Reconstruction and Development Program (RDP). We will also expand and redirect our considerable support to the NGO community to ensure a renewed emphasis on institutional sustainability and accountability as much of our strategy turns away from the more political issues to long-term development

meet vital monitoring and evaluation concerns." (USAID/South Africa Strategy Concept Paper, March 1993, p.55)

Thus, three main approaches to monitoring and evaluation of the Mission's program were proposed and approved:

- a. A major program evaluation covering the period 1986 to 1994;
- b. Activity-specific evaluations for significant grant programs; and
- c. Sector/sub-sector-specific assessments.

These are discussed briefly below.

a. Program Evaluation

The Mission is currently undertaking a major program impact evaluation covering the 1986-1994 period. The evaluation is addressing two principal issues. First, how was the process of responding to the CAAA managed and what implications, if any, does this have for future USAID programming in Africa and elsewhere? Second, what impact did the program have, especially in terms of meeting the objectives established for it by Congress under the CAAA? Both concerns are closely linked. The first focuses on internal issues (e.g., the process of organizing, managing and delivering the resources needed to respond to a unique Congressional mandate). The second focuses on external issues (e.g., the extent to which that response has made a difference to the historical political transition now underway in South Africa). Thus, the evaluation report will provide an excellent assessment of the goals, purposes and impact of our program in South Africa during a critical period in its history, and valuable insights as to how the Agency can build upon important lessons learned.

The program evaluation does not fit neatly into the Mission's program strategic framework, but it does represent a major evaluative effort of the program as a whole. In this regard, it will provide a critical foundation for the pending Assessment of Program Impact (API) this fall and a revised Country Program Strategic Plan (CPSP) early next year.

b. Activity-specific Evaluations

The Mission routinely includes in every significant grant signed a requirement for independent activity evaluation. These evaluations have provided the basis for documenting and disseminating our experience in various approaches to problems which are likely to have applicability in a post-apartheid South Africa. Additionally, they provide the basis for substantive modifications in activity programs of work, for adjusting Mission monitoring and grantee management objectives, and for key decisions related to follow-on assistance to a particular grantee or a specific sub-sector of emphasis.

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Next year, with the addition of a Mission Evaluation Officer to the staff, the Mission will examine opportunities for restructuring the planning, management and follow-up of these evaluations. This will include a systematic integration of activity evaluations into the program monitoring and evaluation framework to be established with the support of TDYs from PRISM, AFR and REDSO.

c. Sector/sub-sector-specific Assessments

The Mission proposed and is now mounting a series of assessments of several similar activities for their effectiveness and as a basis for future programming/project design decisions.

For example, in early FY 95, the Mission will assess our experience with Advice Centers, Paralegal and Community Law programs, Conflict Resolution and Mediation, Community Development and Civil Society activities. From these assessments, we will be able to understand, in the aggregate, our accomplishments more specifically (quantitatively and qualitatively) than can be done in activity evaluations and an overall program evaluation. These assessments will also be instrumental to us in identifying institutional requirements and roles for the future.

2. Progress by Strategic Objective

(See Section II.B. for a detailed discussion of progress by strategic objective.)

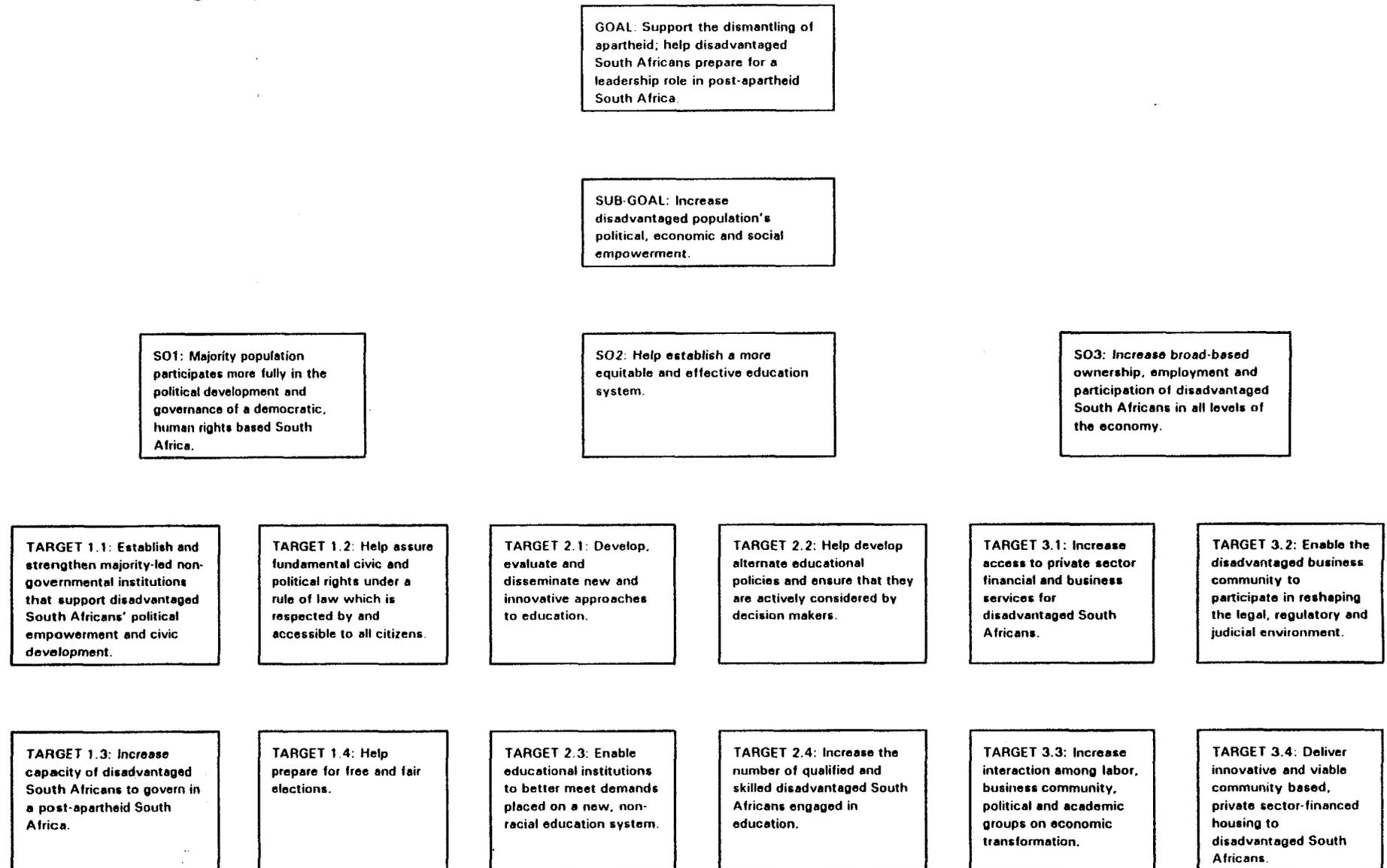
**C. PROPOSED CHANGES IN STRATEGIC OBJECTIVES**

At this time, the Mission does not anticipate substantive changes in the approved strategic objectives and targets, as these will remain relevant throughout the country's five-year transitional Government. Nevertheless, the Mission will carefully review its strategic objectives and targets and, more particularly, our program indicators over the coming months and agree with the Africa Bureau on a final program objective tree which will provide the basis for (a) USAID/South Africa's first Country Program Strategic Plan and (2) a more traditional foundation for program monitoring and evaluation.

This will be done largely this summer with the assistance of a follow-on PRISM contract team plus assistance from the Africa Bureau and REDSO. A draft of the revised evaluation and monitoring paradigm will be presented in the Assessment of Program Impact (API) this fall, and will be finalized in the Country Program Strategic Plan early next calendar year.

See Section II.C. for further discussion of possible changes in the Mission's strategic objective tree.

FIGURE 1: Strategic Objective Tree



## D. PROGRAM OBJECTIVE TREE

In May 1993, the Africa Bureau approved the Mission's Strategy Concept Paper which outlined our strategy for the transitional period leading up to the establishment of majority rule in South Africa. At that time, the Bureau and the Mission agreed that the Mission would begin working on developing a set of performance indicators for the transitional program. Substantive work in this regard was done in October-November 1993 with the assistance of Bureau and CDIE/PRISM consultants. Considerable progress was made in each of the strategic objective areas, i.e., political, social and economic empowerment. The Mission made progress in identifying performance indicators at the Target or Program Outcome level. Much work remains to be done, however, to identify performance indicators at the strategic objective level. This task assumed a lower priority within the Mission given the highly transitional and short-term nature of the approved strategy and given the quantum leap which the Mission was preparing to make in an extremely labor-intensive and highly time-sensitive elections assistance program.

Having successfully completed our elections assistance program, the Mission will now subject the tentative indicators to closer scrutiny as it is clear that the approved strategic objectives and, in many respects, the program targets will remain largely applicable during the post-elections transition period. This will be done in context of completing a major program evaluation this summer, and preparing for submission of an API and Country Program Strategic Plan in October 1994 and February 1995, respectively.

### Objective Tree

Figure 1 presents the approved Mission strategic objective tree. Following is a narrative presentation of Figure 1 with comments on the current status of the performance indicators.

**GOAL:** Support the dismantling of apartheid; help disadvantaged South Africans prepare for a leadership role in post-apartheid South Africa.

**Sub-Goal:** Increase political, economic and social empowerment of the disadvantaged population.

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.

**Performance Indicators:** To be developed. The level of diversity in our project/activity portfolio renders it difficult to determine indicators that are within our "manageable interest." The Mission is considering indicators which are more of a "general barometer" of emerging conditions within country rather than those which attempt to measure the specific performance of our program.

**Target 1.1:** Establish and strengthen disadvantaged, non-governmental institutions that support political empowerment and civic development of the disadvantaged community.

**Performance Indicator:** Number of new disadvantaged organizations and those established through USAID funding. This requires more work on the operational definition of a "disadvantaged" institution.

**Target 1.2:** Help assure fundamental civic and political rights under a rule of law which is respected by and accessible to all citizens.

**Performance Indicator:** To be developed. The Mission is considering such indicators as changes in popular perceptions of the effectiveness of and accessibility to the criminal justice system, to legal representation and to defenders assistance.

**Target 1.3:** Increase capacity of disadvantaged South Africans to govern in a post-apartheid South Africa.

**Performance Indicator:** To be developed. The Mission is considering such indicators as:

- (1) Number of disadvantaged South Africans trained in various skills at national, provincial and local levels;
- (2) Number of ministers and senior officials sent to the U.S. or third countries for exposure to government practices;
- (3) Number of organizational units of the South African Government receiving technical assistance; and
- (4) Number of graduates of USAID-funded scholarship programs hired by the South African Government.

**Target 1.4:** Help prepare for free and fair elections.

**Performance Indicators:**

- (1) Number of USAID-supported organizations that are providing election services/activities;
- (2) Level of technical capability of USAID-supported NGOs that are operating in the elections area;
- (3) Number of voter education trainers trained;
- (4) Levels of skills of specialists involved in the elections; and
- (5) Number of people who received voter education from USAID-supported trainers and NGOs.

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

**Performance Indicator:** To be developed. As indicators of equity, the Mission is considering:

- (1) Resource allocation (e.g., books per student, share of budget per organizational unit, per capita expenditure per student, student/teacher ratio, etc.);

- (2) Number of individuals with certification at the high school, college, university levels;
- (3) Average credentials of teaching staff; and
- (4) The ratio of certified teachers to all teachers.

As indicators of effectiveness, the Mission is considering:

- (5) Increases in the numbers of teachers trained;
- (6) Reductions in dropout rates by level (primary, high school, college, university);
- (7) Increases in the number of literate adults;
- (8) Increases in the number of trained school managers;
- (9) Reductions in the average number of years to complete education
- (10) Increased promotion rate by level;
- (11) Increased enrollment rate by level;
- (12) Increased student achievement scores; and
- (13) Reduced teacher/student ratio.

**Target 2.1:** Develop, evaluate and disseminate new and innovative approaches to education.

**Performance Indicators:**

- (1) Number of new and innovative approaches developed;
- (2) Number of new and innovative approaches evaluated;
- (3) Number of new and innovative approaches disseminated;
- (4) Number of teachers in innovative approaches; and
- (5) Number of students receiving innovative approaches.

**Target 2.2:** Help develop alternate educational policies and ensure that they are actively considered by decision makers.

**Performance Indicators:**

- (1) Number of policy options developed by area;
- (2) Number of policy-related workshops/seminars by area;
- (3) Number of individuals trained in policy development;
- (4) Number of publications/reports; and
- (5) Number of policy activities assisted within grants.

**Target 2.3:** Enable educational institutions to better meet demands placed on a new, non-racial education system.

**Performance Indicators:** Tentative indicators, which relate to capacity building, service delivery, and advocacy within/by targeted institutions, are:

- (1) Number/percent of increases or improvement in product or service delivery;
- (2) Evidence of financial sustainability;
- (3) Evidence of human resource sustainability; and

- (4) Evidence of key stakeholders' approval of institution re-alignment or improvement.

**Target 2.4:** Increase the number of qualified and skilled disadvantaged South Africans engaged in education.

**Performance Indicators:** Number of training graduates by technical sector, aggregated by:

- (1) In-service domestic training--number of training graduates by location and by sector;
- (2) Distance/regional education--number of training graduates by location and sector;
- (3) Number of training graduates by length of program--short and long-term

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

**Performance Indicator:** To be developed.

**Target 3.1:** Increase access to private sector financial and business services for disadvantaged South Africans.

**Performance Indicators:**

- (1) Number of loans to small and medium businesses;
- (2) Value of loans to small and medium businesses;
- (3) Number of microenterprise loans;
- (4) Value of microenterprise loans;
- (5) Number of clients assisted;
- (6) Number of business development organizations assisted;
- (7) Value of housing-related credit extended;
- (8) Number of bridging loans to small, disadvantaged contractors;
- (9) Value of bridging loans to small, disadvantaged contractors;
- (10) Value of contracts completed with bridging loan assistance;
- (11) Number of small, disadvantaged contractors assisted by the South African Black Construction Assistance Program (SABCAB);
- (12) Average increase in annual gross revenue of contractors assisted by SABCAB;
- (13) Average increase in value of contracts of contractors assisted by SABCAB;

**Target 3.2:** Enable disadvantaged business communities to participate in reshaping the legal, regulatory and judicial environment.

**Performance Indicators:**

- (1) Specific policies changed and
- (2) Number of new members of business organizations.

**Target 3.3:** Increase interaction among labor, business community, political and academic groups on economic transformation.

**Performance Indicators:** To be developed.

**Target 3.4:** Deliver innovative and viable community-based, private sector-financed housing to disadvantaged South Africans.

**Performance Indicators:** Number of residential units built through community-based programs and number of non-traditional lenders active in providing housing loans to disadvantaged South Africans.

**E. TABLE I, APPROPRIATIONS SUMMARY**

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SOUTH AFRICA (674)

FY 1996 BUDGET PLANNING DOCUMENT

TABLE 1 : APPROPRIATION SUMMARY (\$000)

ACCOUNT	FY 1993 ACTUAL	FY 1994 ESTIMATE	FY 1995 CP	FY 1995 PLANNED	FY 1996 REQUEST
SUSTAINABLE DEVELOPMENT			120,000	110,000	110,000
*DEVELOPMENT ASSISTANCE FUND		45,197			
*DEVELOPMENT FUND FOR AFRICA	79,750	74,803			
SUSTAINABLE DEVELOPMENT THEMES:					
BROAD BASED ECON GRWTH		66,466		71,695	74,200
GLOBAL ENVIRONMENT		6,120		7,200	8,400
POPULATION GROWTH				2,970	4,125
DEMOCRATIC PARTICIPATION		47,414		28,135	23,275
*ECONOMIC SUPPORT FUND		3,000			

## II. STRATEGIC OBJECTIVES

### A. RELEVANCE OF MISSION'S STRATEGIC OBJECTIVES

Heretofore, the USAID program in South Africa owed its existence to the Comprehensive Anti-Apartheid Act (CAAA) of 1986 which described how the U.S. Government would relate to South Africa. This act was repealed earlier this year and replaced by the South African Democratic Transition Support Act of 1993 (SADTSA), which, *inter alia*, (1) recognized the move by the former South African Government to dismantle the legal structures of apartheid through the establishment of a Transitional Executive Council and the setting of a date for non-racial elections and (2) provides a basis for the integration of the USAID/South Africa program into the development strategies of the Agency. The Agency's strategies for sustainable development target the areas of:

- (a) Protecting the Environment,
- (b) Building Democracy,
- (c) Stabilizing World Population Growth and Protecting Human Health,
- (d) Encouraging Broad-Based Economic Growth, and
- (e) Providing Humanitarian Assistance and Aiding Post-Crisis Transitions.

The three types of country programs that AID supports include:

- o an integrated package of assistance--sustainable development countries, based upon an integrated strategy with clearly defined objectives and performance targets;
- o transitional country programs for those countries having experienced a national crisis, a significant political transition or natural disaster, where timely support is required; and
- o limited presence programs in which the non-governmental sector or institutional/policy changes may be supported, perhaps from a regional/central base.

While South Africa is clearly emerging from a significant political transition, following the first democratic elections under a universal franchise, it has done/is doing so with principal institutions of civil society (public and private) intact. In fact, the presence of a major, sustained USAID presence over the past decade has, without doubt, contributed to this reality--as we and other donors have contributed to laying important foundations for, and sustaining the gains achieved from, deep-rooted political, social and economic transition.

Thus, the USAID/South Africa program has been and shall continue as a "sustainable development program", providing an integrated package of assistance. In a post-apartheid South Africa, we will be able more deliberately to broaden the scope and deepen the integration of our program as (a) energies (within USAID and throughout the country) that had been focussed on ending the abomination of apartheid can now be redirected to grass-roots developmental issues and (b) the Administration has substantially increased the level of resources available for

programming in South Africa over the Action Plan period.

The USAID/South Africa program will continue to focus clearly on three five strategic areas of concentration: (a) Building Democracy, (b) Stabilizing World Population Growth and Protecting Human Health and (c) Encouraging Broad-Based Economic Growth. These are briefly discussed below along with a note on other strategic areas not directly targeted.

### **1. Building Democracy**

Supporting this strategic area of concentration are:

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa; and

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

Building Democracy has unquestionably been the hallmark of our assistance over the last decade. We are indeed proud of our achievements in this area, and are expanding our work to document and ensure the continuing sustainability of our contributions. Additionally, the Mission is rapidly expanding the program to embrace a host of public-sector issues pertaining to building democracy, including quick-response governance support to the new SAG. This will result in a balanced approach focussing on the key roles of civil society, public sector institutions and political parties in support of a sustainable democracy. Our training and educational programs broadly undergird other, more direct efforts in this area. A democracy requires an educated and trained populace to direct and manage private and public institutions of civil society. The support which we have provided in this regard has been unequalled in the donor community.

### **2. Stabilizing World Population Growth and Protecting Human Health**

Supporting this strategic area of concentration, in a less direct manner, are:

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system; and

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

Our on-going assistance in the health area has focused to date on two sets of issues: (1) HIV/AIDS, including institutional strengthening of NGOs, service delivery, educational programs and commodity support and (2) community upgrading through the shelter program with special emphasis on provision of water and sewerage to over 20,000 very low income urban squatters. Our support to effective educational systems includes formal and non-formal sectors,

and addresses training and education on the risks and prevention of HIV/AIDS for youth and adults. In this regard, our program is working with NGOs to develop delivery/service models that can be replicated as an integral part of the Government's health educational system. This is also a small but increasingly important contribution to our objective to increase effective participation in all levels of the economy, as the prevalence of HIV/AIDS is increasing rapidly across South Africa, but particularly within the disadvantaged community--robbing its victims of their economic potential.

Our post-apartheid program will expand considerably in this important area to help the new Government of National Unity to address thorny issues of primary health care delivery, decentralization, demographic data collection, and information systems. The project will assist government and non-government organizations in the construction of a modern and racially-inclusive health system to accommodate the health needs of the disenfranchised majority. Apart from working with the SAG and NGOs on demographic health information systems, at this time, we do not anticipate a discrete program addressing population issues, although some NGOs will likely include in community education programs elements relating to individual health matters--reproductive health, maternal and child health/survival issues.

### **3. Encouraging Broad-Based Economic Growth**

Supporting this strategic area of concentration are:

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system; and

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

A rapidly expanding element of our program since 1990 has been an emphasis on development of the disadvantaged private sector, jobs creation and infrastructure, in support of increased economic growth and more equitable participation by disadvantaged elements of society in the economy. Education and training has always been an important foundation supporting this objective. Skills training, particularly among the youth, will become an increasingly important aspect of our post-apartheid program. Another important expansion area will be working directly with the SAG to provide a more balanced (private and public sector) program in support of the Reconstruction and Development Program.

A small and often overlooked aspect of our program of supporting economic growth, both nationally and in a regional context, is the institutional development of several private, think-tank agencies that promote research and debate on important policy issues of the day. Our support to one such organization helped to provide the policy and research foundations for the Reconstruction and Development Program, and, as noted earlier, many individuals involved have since taken up key policy posts in the new SAG. In this way, our program will continue to make important contributions to policy debate and formulation where economic growth is

concerned.

#### 4. Other Strategic Areas

Providing Humanitarian Assistance and Aiding Post-Crisis Transitions and Protecting the Environment will not constitute elements of our bilateral program. As noted above, South Africa is emerging from a major transition (literally a "negotiated revolution") largely unscathed in terms of negative impacts on key institutions, physical infrastructure, individual lives and natural environment. Past assistance has addressed the impact of a prolonged drought, and there are continuing signs that the country has successfully emerged from this problem. Barring unforeseen disasters of major proportions, we do not anticipate that humanitarian assistance will be an issue during this Action Plan period.

An important component of the bilateral loan guarantee programs (Basic Shelter and Township Electrification) will be to redirect the economic policies affecting the urban environment and to strengthen more appropriate and sustainable management of the urban environment. Accompanying technical assistance activities will seek to increase public awareness and knowledge of existing urban environmental problems of contaminated water, improper sewage disposal and use of environmentally polluting energy sources. It is also important to note that our extensive program in governance, building civil society and broad-based participation in the social, political and economic fabric of society by the disadvantaged majority is rooted in ensuring that people have an effective voice in decisions that will affect their lives--at the national, provincial, metropolitan, community and family levels. In this regard, we are helping to lay a foundation for people's participation in identifying and resolving issues that they themselves deem as important.

Our work with community based organizations has shown a keen sensitivity to targeting local environmental issues as they strengthen themselves institutionally and develop specific programs of work--without donor or governmental intervention at the specific level of the environment. We have also found this to be true in our support to mobilize communities in planning for housing construction--an area where we do work more deliberately to ensure that environmental issues are duly considered. Similarly, our support to the establishment of micro and small businesses ensures that, where applicable, environmental issues are properly addressed in concert with community action.

Apart from these "natural integrations" of environmental sensitivities into our program, the Mission will actively participate more broadly in the regional environmental protection program to be developed under the Initiative for Southern Africa. The parameters and implementing arrangements of that program are currently being developed.

#### B. PROGRESS TO DATE

Following are a few of the significant accomplishments to date per strategic objective. While

the Mission requires further work on our management information system for monitoring and tracking performance, project activities have routinely incorporated extensive data collection and analysis elements. Therefore, most of the following includes objectively verifiable accomplishments. While much of our work in the institutional development arena is qualitative in terms of impact, our projects do attempt, with measured successes, to establish quantitative indications of progress.

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.

The Mission's contributions to this overall objective comprises the unequalled achievements of our Community Development, Human Rights and Democracy program, the impacts from a very broad education and training program, a growing program in support of policy debate and formulation, and a recent program of transition support to the new, democratic Government.

Chief among our accomplishments has been our Community Development, Human Rights and Democracy program which, through activities funded in approximately 500 grants to indigenous and 8 U.S. NGOs/PVOs, has become the most important activity of this nature in South Africa both from the point of view of the amount of funds invested as well as the scope and depth of the activities entertained. The program is known to and respected in all sectors and geographical regions of the South African society. The persons and organizations who participated in the liberation and democratization movement regard our programs as safe havens in which they were free to express their opinions and catalyze wide-spread community action towards the realization of a free, democratic South Africa. Through these programs, we have helped to establish a strong civil society and culture of accountability which are making major contributions to the quality of governance in the new South Africa.

Many of these leaders (about 200) have now taken up responsible positions within the new South African Government and will undoubtedly use their USAID-supported experiences to have substantial and broad influence on the development and implementation of the Government's Reconstruction and Development Program (RDP). Such leaders include the Minister of Justice, the head of the Constitutional Committee, the head of the Death Penalty Commission, members of the Truth and Reconciliation Commission, members of Parliament, Regional Ministers, City Councilors, Provincial Minister of Housing in the greater Johannesburg area (the Pretoria-Witwatersand-Vaal--PWV--area which is South Africa's largest province with over 8 million people), Chairman of the Provincial Commission (one of three principal Constitutionally-established Commissions), Members of Parliament, and many others.

With this as a foundation, and with support from other elements of our program, the Mission has successfully:

- o strengthened South Africa's first non-racial election by providing voter education through over 100 organizations who reached over 4 million disadvantaged South Africans; deployed over 30,000 local election observers; institutionally strengthened the Independent Electoral

Commission (IEC) with about 25 person months of technical assistance plus the participation of 50 NGO leaders in the IEC and other transitional structures to successfully carry out a substantially free and fair national election;

- o increased capacity of over 200 NGOs and their leadership to effect community involvement; to participate effectively in the IEC and other transitional structures prior to elections; and to be qualified and prepared to take up key positions in a new South African Government;

- o helped to assure fundamental civil and political rights through programs with NGOs and other groups to strengthen the management of judicial systems and by enabling NGO leadership to provide direct input to SAG on how to restructure the judicial system;

- o empowered disadvantaged leaders and organizations resisting the apartheid regime at the regional as well as national level;

- o consistently and systematically supported a wide range of efforts (e.g., programs, seminars, workshops, meetings, publications, pamphlets, posters, t-shirts, etc.) to help create a culture of political, racial, ethnic and gender tolerance in the country, thereby helping to diminish the level of violence in the country;

- o supported the creation of a national network of human, civil, and legal rights and democracy institutions to the point that currently there are active and institutionally stronger agencies covering the areas from the border of Zimbabwe to Cape Town, from the border of Botswana and Namibia to the Indian Ocean, constituting the cornerstone of a new human rights-based and democracy-oriented society and the "watchdogs" of the new democracy;

- o responded to a host of short term needs while helping to lay a solid foundation for longer-term restructuring in support of a sustainable democracy. We provided prompt assistance to victims of violence, political detainees, community organizations working in legal and human rights-related subjects; strengthened disadvantaged majority organizations; helped in the fight against police brutality, judicial bias and inequality;

- o provided to many poor South Africans their only effective "connection to justice" through our support to more than 200 grass roots advice centers, civic organizations and paralegal/defense representation, legal education and training and community law centers. In sum, our support to the creation and strengthening of a truly national network of human, civil, legal rights and democracy institutions will continue to have major impacts across a wide spectrum of the South African society for decades to come;

- o supported the particularly noteworthy "Peace Initiative" which helped to lead to a peaceful and participatory election. President Mandela, Zulu Chief Buthelezi, Mangope and Zulu King Swelithini participated in this initiative;

- o catalyzed the establishment of policy-based think-tanks, conferences, workshops and fora to

build economics, public administration and "watch dog"/advisory capacity in the disadvantaged majority community in support of the Reconstruction and Development Program. For example, support to the establishment of one economic policy think-tank resulted in the development of critical analyses which laid a solid foundation for the strategies outlined in the Government's Reconstruction and Development Program; and

o laid a foundation for quick-response, transition support to the new Government to facilitate effective governance at the national, provincial and municipal levels. Provided various workshops, observation tours and training courses for new provincial officials.

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

This objective is currently supported by three principal projects: the South African Basic Education, the Education Support and Training, and the Support to Tertiary Education projects (SABER, ESAT and STEP). A fourth project, the Tertiary Education Linkages Project (TELP) will be approved this fiscal year for immediate implementation in FY 95.

Through current activities, the Mission has:

o assisted in developing a democratic, non-racial, compulsory, unitary education system in South Africa by developing and disseminating innovative educational models and policy systems which improve the quality of pre-primary and primary education for historically disadvantaged South Africans. These focus on: 1) school administration; 2) teacher training; 3) curriculum development; 4) provision of materials and technology; 5) improvement of NGO and, eventually, new government monitoring capacity; 6) promotion of nonsexist role models; and 7) development of new educational policies;

o underwritten the programs of and provided capacity building to numerous (over 100) NGOs in support of the above;

o developed innovative curriculum design, educational materials and teacher training models in 1) English language instruction; 2) mathematics education; 3) science education; 4) pre-school education; 5) increased educational policy debate at the regional and national levels; and 6) innovative uses of media technology. Beneficiaries of these investments include pre-primary and primary school children, teachers, school principals and staff members of NGOs;

o established NGO outreach centers in the nine regions (provinces), thereby multiplying the number of recipients of key programs;

o helped to build NGO "umbrella" coalitions such as the National Literacy Corporation (NLC) and the South African Congress for Early Childhood Education in fields such as adult literacy and pre-primary education.

- o laid an important foundation towards a single assessment and accreditation system for South Africa through the Independent Examination Board (IEB);
- o successfully influenced non-majority grantee organizations and coalitions to recruit disadvantaged South Africans in leadership positions to the point that a significant number of such organizations are now managed by disadvantaged South Africans;
- o in the formal education sector, developed models for decentralized education; developed model curricula for a post-apartheid society; improved education in the disadvantaged community through in-service teacher training; and expanded access to secondary education;
- o in the non-formal education sector, developed post-secondary remediation; developed applied adult training models and techniques; and developed pre-school preparation programs;
- o developed a national forum for information exchange and sharing among career guidance centers, resulting in a marked improvement in the promotion of cooperation and resource sharing and the development of a national strategy for addressing the lack of career counselling in the disadvantaged community. The career guidance centers have demonstrated the potential to become an effective political lobbying agency with the new democratically- elected Government;
- o produced a national policy document, "A Framework for the Provision of Adult Basic and Further Education," which outlines the central role that community colleges can play in the new national education and training dispensation;
- o established a national forum of nine historically black universities, identifying common problems and formulating a program for the development of the institutional capacity of disadvantaged universities as they seek to position themselves strategically for a future non-racial and non-sexist educational system; and
- o provided long-term academic degree training, career development fellowships and short-term training opportunities in the U.S. and South Africa for legally disadvantaged South Africans. To date 3,750 persons, about 40 percent of whom are women, have received training in the U.S., South African and third countries since 1979. This includes about 1,900 students who have completed graduate and undergraduate degrees in the U.S., over 1,500 in South African universities or technikons and about 100 in third countries. Most of these students have been placed in positions of high responsibility and leadership in South Africa. About 950 professionals who are academic or community leaders have completed short-term training opportunities and have returned to their jobs and communities to have substantive impacts on wider audiences. For FY 93 and 94 progress to date include:

	<u>Long-Term</u>	<u>Short-Term</u>	<u>Females</u>	<u>Males</u>
FY 93	158	200	134	224
FY 94	27	207	102	132

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

This strategic objective is supported by the Black Private Enterprise Development Program, the Shelter and Urban Development Support Project, the Private Sector Housing Guaranty Project, and by the following planned bilateral activities: the Basic Shelter Housing Guaranty Project and Township Electrification Program. The Mission also participates in the AID/W-funded Small Business Loan Portfolio Guarantee program.

Significant impacts to date include:

- o the growth of South African initiatives targeted at increasing the capacity of disadvantaged businesses has been accelerated by establishing linkage mechanisms between local initiatives and suitable U.S. expertise in the following sectors:
  - the informal sector (micro-enterprise development);
  - the formal sector (growing high-potential firms and facilitating trade/investment);
  - the financial sector (financial services, leveraging debt and equity capital, and partnerships);
  - the policy sector (improving the "voice" of the disadvantaged and the enabling environment);
  - business interest groups (capacity building); and
  - the academic sector (leadership development and policy formulation);
- o 20,000 microenterprises have received loans from local organizations. USAID placed a major emphasis on providing support to NGOs which work in the micro-enterprise and lending sectors, leading to development of replicable models of sustainable and vibrant micro-enterprise creation. A major sub-project design effort is underway to deliver support and technical assistance to NGOs providing business development services to the small business sector. This effort will encourage the sustainable delivery of services which are "needs-based" and which are of measurable value to small business clients;
- o 300 small majority-owned firms have been helped to expand their role in the mainstream economy;
- o disadvantaged business interest groups and participation in national and regional economic forums have been strengthened with a grant to a coalition of over 60 groups which represent the interests of small business;
- o a financial sector analysis was concluded and is helping us to determine how to address the financial and capital needs of the disadvantaged business sector in a quickly changing political and economic environment;

- o a diverse group of disadvantaged shareholders purchased a controlling interest in African Life, a large South African insurance company. This is indeed a major accomplishment and represents the first time that disadvantaged shareholders gained control of an Anglo-American company that is listed on the Johannesburg Stock Exchange;
- o several majority-owned construction firms have expanded their operations and are helping to address the country's dire housing shortage;
- o more than 1,000 low-income families obtained access to private sector financing for low-cost housing mortgages for basic shelter; and
- o 22,170 serviced sites were financed at locations throughout the country for purchase by the disadvantaged majority.

### C. PROPOSED CHANGES

As noted above, the Mission will review the continued relevance of its program strategic objective tree in a post-apartheid South Africa this Summer with the assistance of a PRISM team and support from AFR and REDSO. We do not currently anticipate major modifications. While specific changes are not discussed herein, following are two areas that will probably be adjusted:

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.

- Target 1.1:** Establish and strengthen disadvantaged, non-governmental institutions that support political empowerment and civic development in the disadvantaged community.
- Target 1.2:** Help assure fundamental civic and political rights under a rule of law which is respected by and accessible to all citizens.
- Target 1.3:** Increase capacity of disadvantaged South Africans to govern in a post-apartheid South Africa.
- Target 1.4:** Help prepare for free and fair elections.

**REVISION:** These targets will likely be modified to reflect the existence of a new government and to incorporate a reference to our strategy to work with that government to achieve broad participation in the implementation of the RDP. Target 1.4 will likely be revised to reflect preparations for free and fair local government elections. A Target 1.5 may be added: Strengthen the capacity of selected municipal, metropolitan or provincial governments to deliver appropriate services to their disadvantaged constituents.

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

**REVISION:** This strategic objective will probably be modified to reflect our expanded interventions in the health sector.

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

**REVISION:** Expand majority participation and ownership in South Africa's economy.

**CURRENT TARGETS:**

**Target 3.1:** Increase access to private sector financial and business services for disadvantaged South Africans.

**Performance Indicators:** (1) Number of loans to small and medium businesses; (2) Value of loans to small and medium businesses; (3) Number of microenterprise loans; (4) Value of microenterprise loans; (5) Number of clients assisted; (6) Number of business development organizations assisted; and (7) value of housing-related credit extended.

**Target 3.2:** Enable disadvantaged business communities to participate in reshaping the legal, regulatory and judicial environment.

**Performance Indicators:** (1) Specific policies changed and (2) Number of new members of business organizations.

**Target 3.3:** Increase interaction among labor, business community, political and academic groups on economic transformation.

**Performance Indicators:** To be developed.

**Target 3.4:** Deliver innovative and viable community-based, private sector-financed housing to disadvantaged South Africans.

**Performance Indicators:** Number of residential units built through community-based programs.

**REVISION:** The Mission will likely modify all of the performance indicators for S.O. #3. These changes will reflect the fact that, given the magnitude of the problems and the size of the economy in South Africa, success for both private enterprise and housing activities needs to be evaluated more in terms of the development of viable models that are disseminated and adopted

locally, the leverage of private sector capital, and changes in policies that facilitate the expansion of participation in the economy rather than in terms of numbers of enterprises assisted, value of loans, new members of business organizations, residential units built, etc.

#### **D. EXPECTED IMPACT**

While the guidance calls for quantification of expected impacts over the Action Plan period, the Mission is only able at this time to present a narration of such impacts. As noted above, our projects and activities incorporate extensive data collection activities. Because of the highly transitional and political nature of the program, however, the Mission has not accorded a high priority to a program-wide coordination of such a vast range and number of these activities. By any measure, nevertheless, the program has had and continues to have a major impact on the approved strategic objectives. This has been attested by activity evaluations and sector assessments, and will soon be further documented by an extensive program evaluation and additional sector assessments. The pending work of a PRISM/AFR/REDSO team will go a long ways to assisting the Mission to lay the foundation for more traditional impact monitoring.

The Mission anticipates the following impacts over the Action Plan period.

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.

Important areas in which the Mission's program will be strengthened during the Action Plan period include: (a) human, legal/constitutional, civil rights, democracy and conflict resolution education, (b) administration of justice, including training of the judiciary, law reform and establishment of an independent public defender system, (c) grass-roots/rural advice and human rights centers; (d) affirmative action, democratization with particular emphasis on the rights of workers, women, children and the rural poor; (e) transition support to the Government to support bureaucratic restructuring and integration of the civil service; and (f) support to Government ministries and NGOs involved in implementing the Reconstruction and Development Program. Such an aggressive program will have the general impact of helping newly elected officials to influence policy and to implement the Reconstruction and Development Program, making the law more easily accessible by marginalized/rural communities, creation and strengthening of a culture of tolerance, mitigation of violence and helping to deepen the culture of tolerance. These are critical elements of promoting broad participation. These impacts will be achieved via strong and consistent support to the NGO community plus the addition of bilateral agreements with the Government. Across the board, the Mission will emphasize institutional capacity development which is consistent with increasing the efficiency of assistance delivery as we seek to work more with larger, grant-making entities.

On a long-term basis the activities supported in the past helped to build/strengthen the institutional and personal capacity of the NGOs and also helped them to develop policies and strategies for a democratic South Africa. However, a new and important phase is beginning in

which USAID/South Africa will (1) work with NGOs and the Government to bring lessons learned from NGO activities into the mainline of Government service delivery; (2) support Government cooperation with NGOs and community groups to implement the Reconstruction and Development Program in a participatory manner; (3) begin the long-term restructuring of the civil service and governmental structures to meet the social and development needs of the new South Africa; and (4) plan, change, update and upgrade governmental systems, beginning with the justice and education systems.

Over the FY 95-96 period, the Mission's program will:

- o Strengthen institutional capacity at national and regional levels to carry out free and fair elections--focussing particularly on the up-coming municipal elections but also assessing and documenting the experience of national elections for the future. This includes support for independent electoral systems, enhanced technical capacity of electoral systems, improved management of elections and encouraging independence, transparency and accountability in the electoral process;
- o Consolidation of the human and civil rights gains of an interim constitution through support in finalizing the new constitution while promoting debate within civil society on constitutional issues;
- o Strengthen multi-party democratic systems, including increasing the analytical capacity and engagement of political parties in addressing national problems such as land and water rights, enhancing technical capacity of political groups in responding to their membership and constituencies, and supporting the establishment of coalitions and collaboration among political groups;
- o Improve the administration of justice, including supporting organizational restructuring within the Ministry of Justice; improving training within court and legal systems for magistrates, advocates and justices; supporting the establishment of realistic curricula and establishing valid certification for paralegal training; improving management of the judicial system; increasing the respect for the rights of disadvantaged groups; improving the constitutional law systems; increasing the respect for freedom of expression; and supporting emerging partnerships between the SAG, the NGO and the university communities;
- o Strengthen community development organizations and civil society. The focus here will be on increasing and strengthening the engagement of community development NGOs and community-based organizations in the Government's Reconstruction and Development Program (RDP); targeting more directly on the sustainability of NGOs, in general, and 5 NGOs as potentially key RDP partners, in particular; and supporting at least 3 NGOs in the provision of technical input to SAG Ministries for developing solutions to major, national problems; and
- o Strengthen the capacity of newly elected leaders to (1) influence government policy and the allocation of resources, (2) make the civil service more representative, (3) improve the

transparency and accountability of government, (4) promote participatory development in the Reconstruction and Development Program, and (5) achieve measurable progress toward the RDP goals of higher living standards and improved services.

**STRATEGIC OBJECTIVE #2: Help establish a more equitable and effective education system.**

The Mission will continue its broad-based support in the education sector, and will expand this to include start-up of the new Tertiary Education Linkages Project (TELP) and a direct, bilateral program with the SAG in basic education. Regarding the latter, a principal impact will be a clear delineation between the SAG and the NGO sector of areas of responsibility in providing quality basic education--including further development of majority-led NGOs; a strategic approach to the continued development and dissemination of appropriate models for services delivery--with emphasis on private sector involvement; and the establishment of an effective, resource-sharing partnership between the SAG, the NGO sector and the donor community in implementing this strategy.

Over the FY 95-96 period, the Mission's program will:

- o focus on an area of increasing importance--evaluation and monitoring through the Improving Educational Quality (IEQ) buy-in. The purpose of the IEQ buy-in is to obtain the services of American experts who, in collaboration with South African counterparts, will assist in obtaining qualitative and quantitative information on short- and long-term impact achieved through the educational interventions carried out by SABER-funded NGOs. Because of the critical need for increased attention to monitoring and evaluation in the education reconstruction process, the IEQ will focus on training both SABER and Education Support and Training (ESAT) grantees in research and data collection in order to assess the impact of their program on quality of learning in the classroom. IEQ's short-term objectives are to provide NGOs with the necessary skills, research methods and monitoring systems to begin this process. Beyond its impact in this area of activity, it is anticipated that the SABER Project will proceed on schedule throughout the remainder of FY 94 and into FY 95 until the development of a bilateral agreement with the South African Government;
- o shift gradually to focus on support for NGO coalition bodies of key stakeholders, working closely with the newly-elected democratic Government. The program will also support such umbrella organizations to provide services to new municipal, regional and national government bodies, as well as to increase the equity and access to (dissemination of) new curriculum developments and materials;
- o work directly with the South African Government under an anticipated bilateral agreement, remaining flexible in order to accommodate changes brought about by the Government's Reconstruction and Development Program and to support new policies emanating from the Ministry of Education; and

o retain long-term training as an important part of the Mission's program. Consistent with the new legislation governing our program in South Africa, we expect a considerable decline in long-term bursaries and scholarships for U.S.-based training in favor of a substantial increase in training at South African tertiary institutions. Additionally, where long-term overseas training will be funded, the focus will largely be on two-year Master's degrees rather than the much longer undergraduate training programs that were emphasized in the past. These modifications will increase the impact of our assistance and will integrate USAID-supported education in South Africa with other important programs aimed at strengthening historically black universities (HBUs) and helping to rationalize the tertiary educational system.

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

The objective of the program is to overcome those legacies of apartheid which have barred South Africa's majority population from fully participating in the country's economy, especially private enterprise and home ownership. The challenge faced by the democratically elected, majority led Government is to harness the tremendous wealth of South Africa in ways that encourage the growth of the private sector while ensuring that partnerships between the public and the private sector deliver improvements in the lives of the majority population. The opportunity for USAID is to help the majority population access local and international capital through the use of development assistance for credit guarantee programs, support for pilot programs, provision of access to technical expertise, targeted training, and support for appropriate policies.

Over the FY 95-96 period, the Mission will:

- o continue its range of activities from innovative microenterprise development programs to assistance to established enterprises as they seek to expand their operations through direct support and access to credit. Specific support will be given to business associations and other interest groups aimed at expanding participation by the disadvantaged community in the economy;
- o promote increased production and greater ownership of affordable shelter within viable urban communities. Specific activities will include the use of USAID-funded housing guarantees to provide home loans for formally employed but limited income urban disadvantaged families, basic-shelter, necessary infrastructure, and shelter-related micro-enterprise opportunities for disadvantaged households at the lowest income levels, urban environmental policy support, and assistance to local government to access private capital for public services like electricity;
- o initiate the work of an economic policy support staff to ensure that USAID funded support is available to help participants in the private enterprise and housing sectors articulate their needs for policy changes and that USAID is ready to react to requests from the Government of South Africa for assistance in responding to these requests;

o considerably broaden and deepen our focus in the arena of urban development, to embrace three principal, mutually supportive areas: housing and urban development, local/metro/provincial government and concentrated household electricity connections;

o in the housing and urban development sector, we will broaden our support to include direct programs with the SAG as an integral aspect of the RDP. We will support government's efforts in restructuring/establishing key government institutions which support private/public partnerships in the delivery of housing and related basic infrastructure with special emphasis on those development models which can leverage finance and speed the delivery of basic housing for disadvantaged South Africans;

yo in the local government arena, we will impact on policies and leveraging of municipal finance, possibly including bond financing, and institutional management of new housing construction programs.

o in the arena of electricity connections, we will substantially help the Government to double its current rate of new electricity connections in the disadvantaged communities to 400,000 annually. The program will also impact on planned SAG institutional and financial reorganization for electricity distribution and will integrate other USAID/South Africa resources in affected communities to demonstrate the developmental impacts that can be achieved from electrification--particularly in the small business sector; and

o initiate a comprehensive program of project monitoring, evaluation, research, and dissemination covering both housing and private sector development activities. Special focus will be placed on identifying lessons that can be learned from USAID-funded activities and making this information available throughout South Africa, on identifying where and how this information is used by others, on monitoring the ability of USAID/South Africa to leverage private resources for development purposes, and on documenting the role of USAID/South Africa assistance in promoting policy dialogue and change.

## **E. DONOR COORDINATION**

The Mission will continue to build upon its excellent record of coordinating with other donors. In many respects, the Mission emerged as the leader of many coordination efforts--particularly in the education sector and in support to both the transitional structures and NGOs in the run-up to the elections. Notwithstanding the new presence of the United Nations Development Program (UNDP) and the World Bank--traditional leaders in donor coordination, we continue to receive important signals from both the SAG and the donor community that they expect the U.S. to play a key coordinating role. The magnitude of our assistance to South Africa combined with our broad and long in-country experience and deepening commitment to developments across the region all help to ensure this role. The Mission will continue to work very closely with the Embassy in this regard.

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.

Particular attention will be paid to coordination with the European Union, the British Overseas Development Program and the Dutch Government regarding community development and land tenure programs. Similarly, coordination will be an important element in joining other donors to strengthen the independent electoral systems in South Africa. Based upon an assessment of needs for improving the judicial system, the Mission may identify, in conjunction with the Ministry of Justice and the NGO community, opportunities for coordinating with other interested donors.

The Canadians chair a dormant donor coordination group in public administration. The British are contemplating a more strategic approach to their pre-elections civil service training. Other donors (French, European Union, etc.) may increase their activity in this area. USAID/South Africa has been the most active donor in the past in support of public administration and governance and will likely play an increasingly important role in donor coordination.

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

The Mission has served for some time as the chair of the donor coordination group in this sector. With our considerable investment in this sector and plans for a major bilateral initiative in support of basic education, we expect to continue in this role.

The Mission conducts periodic consultations with counterparts from various other donor agencies in order to compare assessments of funding proposals under consideration and to consider co-funding possibilities. The Mission also engages in on-going interaction with other donor agencies at professional conferences and/or meetings within the education community.

In the tertiary education structure, donor coordination will expand as we began implementation of the TELP project which has a major focus on policy analysis, strategic planning, institutional capacity building and linkages. Coordination among donors will be instrumental in helping the SAG achieve a unitary, equitable, creditable and effective tertiary education system, particularly as it seeks to address the thorny issues of rationalization, articulation, accreditation, common qualification structure, transferability, student provision and mobility.

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

The Mission serves as the chair of the private sector donor coordination group. In the future, particular attention will be paid to coordinating with the World Bank (which established a country presence in May of this year), the European Union and the British Overseas Development Administration since all of these agencies have studied the sector in detail or are currently providing assistance.

**F. TABLE III, STRATEGIC OBJECTIVES**

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TABLE III: Strategic Objectives by Project  
(U. S. Dollars Thousands)

STRATEGIC OBJECTIVE NUMBER AND TITLE	PROJECT NUMBER AND TITLE		FY1994 ESTIM.	FY1995 PLAN	FY1996 PROP.
01	Majority pop. participates more fully in political dev. and governance				
01	674-0223	SS LABOR UNION TRAINING ( 45 %, 30 %, 30 %)	1,125		
01	674-0223	ST LABOR UNION TRAINING ( 45 %, 30 %, 30 %)		600	600
01	674-0301	DP COMMUNITY OUTREACH AND LEADERSHIP DEV ( 60 %, 70 %, 70 %)	26,220		
01	674-0301	ES COMMUNITY OUTREACH AND LEADERSHIP DEV ( 60 %, 70 %, 70 %)	1,680		
01	674-0301	ST COMMUNITY OUTREACH AND LEADERSHIP DEV ( 60 %, 70 %, 70 %)		15,050	12,950
01	674-0302	DP EDUCATIONAL SUPPORT AND TRAINING ( 12 %, 12 %, 12 %)	180		
01	674-0302	SS EDUCATIONAL SUPPORT AND TRAINING ( 12 %, 12 %, 12 %)	480		
01	674-0302	ST EDUCATIONAL SUPPORT AND TRAINING ( 12 %, 12 %, 12 %)		360	600
01	674-0309	SS SUPPORT TO TERTIARY EDUCATION ( 37 %, 37 %, 37 %)	8,991		
01	674-0309	ST SUPPORT TO TERTIARY EDUCATION ( 37 %, 37 %, 37 %)		7,585	7,215
01	674-0312	SS SHELTER AND URBAN DEVELOPMENT SUPPORT ( 5 %, 15 %, 15 %)	510		
01	674-0312	ST SHELTER AND URBAN DEVELOPMENT SUPPORT ( 5 %, 15 %, 15 %)		1,800	2,100
01	674-0314	SS SOUTH AFRICA BASIC ED RECONSTRUCTION ( 15 %, 15 %, 15 %)	1,365		
01	674-0314	ST SOUTH AFRICA BASIC ED RECONSTRUCTION ( 15 %, 15 %, 15 %)		1,500	1,500
01	674-0315	SS TERTIARY EDUCATION LINKAGES ( 10 %, 10 %, 10 %)	30		
01	674-0315	ST TERTIARY EDUCATION LINKAGES ( 10 %, 10 %, 10 %)		1,200	1,000
01	674-0318	SS TRANSITION SUPPORT FUND ( 70 %, 80 %, 80 %)	6,300		
01	674-0318	ST TRANSITION SUPPORT FUND ( 70 %, 80 %, 80 %)		3,600	2,400
S. O. 01	SUB-TOTAL BILATERAL PROGRAM		46,881	31,695	28,365
	Central/Regional Costs				1,500
S. O. 01	TOTAL				29,865
	Mission USDH Staff (FTE)		2.3	2.4	2.4
02	Help establish a more equitable and effective education system.				
02	674-0223	SS LABOR UNION TRAINING ( 35 %, 35 %, 35 %)	875		
02	674-0223	ST LABOR UNION TRAINING ( 35 %, 35 %, 35 %)		700	700
02	674-0301	DP COMMUNITY OUTREACH AND LEADERSHIP DEV ( 20 %, 20 %, 20 %)	8,740		
02	674-0301	ES COMMUNITY OUTREACH AND LEADERSHIP DEV ( 20 %, 20 %, 20 %)	560		
02	674-0301	ST COMMUNITY OUTREACH AND LEADERSHIP DEV ( 20 %, 20 %, 20 %)		4,300	3,700
02	674-0302	DP EDUCATIONAL SUPPORT AND TRAINING ( 81 %, 81 %, 81 %)	1,213		
02	674-0302	SS EDUCATIONAL SUPPORT AND TRAINING ( 81 %, 81 %, 81 %)	3,242		
02	674-0302	ST EDUCATIONAL SUPPORT AND TRAINING ( 81 %, 81 %, 81 %)		2,430	4,050
02	674-0303	SS BLACK PRIVATE ENTERPRISE DEVELOPMENT ( 10 %, 10 %, 10 %)	1,490		
02	674-0303	ST BLACK PRIVATE ENTERPRISE DEVELOPMENT ( 10 %, 10 %, 10 %)		1,500	1,500
02	674-0304	SS SELF HELP SUPPORT COMMUNITY DEV FUND ( 34 %, 34 %, 34 %)	170		
02	674-0304	ST SELF HELP SUPPORT COMMUNITY DEV FUND ( 34 %, 34 %, 34 %)		170	170
02	674-0309	SS SUPPORT TO TERTIARY EDUCATION ( 49 %, 49 %, 49 %)	11,907		
02	674-0309	ST SUPPORT TO TERTIARY EDUCATION ( 49 %, 49 %, 49 %)		10,045	9,555

TABLE III: Strategic Objectives by Project  
(U. S. Dollars Thousands)

STRATEGIC OBJECTIVE NUMBER AND TITLE	PROJECT NUMBER AND TITLE		FY1994 ESTIM.	FY1995 PLAN	FY1996 PROP.
02 674-0312	SS SHELTER AND URBAN DEVELOPMENT SUPPORT	( 5 %, 5 %, 5 %)	510		
02 674-0312	ST SHELTER AND URBAN DEVELOPMENT SUPPORT	( 5 %, 5 %, 5 %)		600	700
02 674-0314	SS SOUTH AFRICA BASIC ED RECONSTRUCTION	( 80 %, 80 %, 80 %)	7,280		
02 674-0314	ST SOUTH AFRICA BASIC ED RECONSTRUCTION	( 80 %, 80 %, 80 %)		8,000	8,000
02 674-0315	SS TERTIARY EDUCATION LINKAGES	( 80 %, 80 %, 80 %)	240		
02 674-0315	ST TERTIARY EDUCATION LINKAGES	( 80 %, 80 %, 80 %)		9,600	8,000
02 674-0318	ST TRANSITION SUPPORT FUND	( 0 %, 2 %, 2 %)		90	60
S. O. 02 SUB-TOTAL BILATERAL PROGRAM			36,227	37,435	36,435
Central/Regional Costs					
S. O. 02 TOTAL					36,435
Mission USDH Staff (FTE)			3.0	3.0	3.0
03 Increase black ownership, employment and participation in economy.					
03 674-0223	SS LABOR UNION TRAINING	( 20 %, 35 %, 35 %)	500		
03 674-0223	ST LABOR UNION TRAINING	( 20 %, 35 %, 35 %)		700	700
03 674-0301	DP COMMUNITY OUTREACH AND LEADERSHIP DEV	( 20 %, 10 %, 10 %)	8,740		
03 674-0301	ES COMMUNITY OUTREACH AND LEADERSHIP DEV	( 20 %, 10 %, 10 %)	560		
03 674-0301	ST COMMUNITY OUTREACH AND LEADERSHIP DEV	( 20 %, 10 %, 10 %)		2,150	1,850
03 674-0302	DP EDUCATIONAL SUPPORT AND TRAINING	( 7 %, 7 %, 7 %)	105		
03 674-0302	SS EDUCATIONAL SUPPORT AND TRAINING	( 7 %, 7 %, 7 %)	280		
03 674-0302	ST EDUCATIONAL SUPPORT AND TRAINING	( 7 %, 7 %, 7 %)		210	350
03 674-0303	SS BLACK PRIVATE ENTERPRISE DEVELOPMENT	( 90 %, 90 %, 90 %)	13,410		
03 674-0303	ST BLACK PRIVATE ENTERPRISE DEVELOPMENT	( 90 %, 90 %, 90 %)		13,500	13,500
03 674-0304	SS SELF HELP SUPPORT COMMUNITY DEV FUND	( 37 %, 37 %, 37 %)	185		
03 674-0304	ST SELF HELP SUPPORT COMMUNITY DEV FUND	( 37 %, 37 %, 37 %)		185	185
03 674-0309	SS SUPPORT TO TERTIARY EDUCATION	( 14 %, 14 %, 14 %)	3,402		
03 674-0309	ST SUPPORT TO TERTIARY EDUCATION	( 14 %, 14 %, 14 %)		2,870	2,730
03 674-0312	SS SHELTER AND URBAN DEVELOPMENT SUPPORT	( 90 %, 80 %, 80 %)	9,180		
03 674-0312	ST SHELTER AND URBAN DEVELOPMENT SUPPORT	( 90 %, 80 %, 80 %)		9,600	11,200
03 674-0314	SS SOUTH AFRICA BASIC ED RECONSTRUCTION	( 5 %, 5 %, 5 %)	455		
03 674-0314	ST SOUTH AFRICA BASIC ED RECONSTRUCTION	( 5 %, 5 %, 5 %)		500	500
03 674-0315	SS TERTIARY EDUCATION LINKAGES	( 10 %, 10 %, 10 %)	30		
03 674-0315	ST TERTIARY EDUCATION LINKAGES	( 10 %, 10 %, 10 %)		1,200	1,000
03 674-0318	SS TRANSITION SUPPORT FUND	( 10 %, 10 %, 10 %)	900		
03 674-0318	ST TRANSITION SUPPORT FUND	( 10 %, 10 %, 10 %)		450	300
S. O. 03 SUB-TOTAL BILATERAL PROGRAM			37,747	31,365	32,315
Central/Regional Costs					
S. O. 03 TOTAL					33,565
Mission USDH Staff (FTE)			5.0	5.0	5.0

OTHER ACTIVITIES IN SUPPORT OF AGENCY GOALS

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TABLE III: Strategic Objectives by Project  
(U. S. Dollars Thousands)

STRATEGIC OBJECTIVE NUMBER AND TITLE	PROJECT NUMBER AND TITLE	FY1994 ESTIM.	FY1995 PLAN	FY1996 PROP.
XX 674-0304	SS SELF HELP SUPPORT COMMUNITY DEV FUND ( 29 %, 29 %, 29 %)	145		
XX 674-0304	ST SELF HELP SUPPORT COMMUNITY DEV FUND ( 29 %, 29 %, 29 %)		145	145
XX 674-0318	SS TRANSITION SUPPORT FUND ( 20 %, 8 %, 8 %)	1,800		
XX 674-0318	ST TRANSITION SUPPORT FUND ( 20 %, 8 %, 8 %)		360	240
XX 674-0320	ST FAMILY HEALTH		9,000	12,500
SUB-TOTAL BILATERAL PROGRAM		1,945	9,505	12,885
Central/Regional Costs				
TOTAL				12,885
Mission USDH Staff (FTE)		0.5	1.5	1.5
REPORT TOTALS - BILATERAL PROGRAM		122,800	110,000	110,000
Central/Regional Costs				
REPORT TOTALS				112,750
Mission USDH Staff (FTE)		10.8	11.9	11.9

**G. TABLE IV, PROJECT DATA**

TABLE IV : PROJECT BUDGET DATA(U. S. Dollars Thousands)

PROJECT NO.	OBLIG FUND NPA SRC IND	OBLIG DATE IN/FIN PACD	--TOTAL COST--		CUME THRU FY 1993		--FY 1994 EST.--		-----FY 1995 PLANNED-----			--FY 1996 PROP.--		
			AUTH	PLAN	OBLIG.	EXPEND.	OBLIG ATIONS	EXPEND ITURES	OBLIG ATIONS	EXPEND ITURES	YR END MORTGAGE	OBLIG ATIONS	EXPEND ITURES	
674-0213			TRNG OF DISADVANTAGED SO. AFRICANS											
	DP G	82 91 12/96	1,500	1,500	1,500	1,500								
	SS G	82 91 12/96	20,919	20,049	20,049	15,063		4,986						
	ES G	82 91 12/96	5,000	5,000	5,000	5,000								
	PROJECT TOTAL:		27,419	26,549	26,549	21,563	0	4,986	0	0	0	0	0	0
674-0223			LABOR UNION TRAINING											
	ST G	83 96 09/97		13,500					2,000	500	11,500	2,000	500	
	SS G	83 96 09/97	13,700	15,200	12,700	4,406	2,500	3,000		3,000			4,794	
	ES G	83 96 09/97	1,500	1,500	1,500	1,500								
	PROJECT TOTAL:		15,200	30,200	14,200	5,906	2,500	3,000	2,000	3,500	11,500	2,000	5,294	
674-0230			SO AFRICAN BURSARIES PROGRAM											
	SS G	85 90 09/95	11,640	11,640	11,637	7,284		3,000		659	3			
	ES G	85 90 09/95	5,500	5,500	5,500	1,813		1,000		515				
	PROJECT TOTAL:		17,140	17,140	17,137	9,097	0	4,000	0	1,174	3	0	0	
674-0301			COMMUNITY OUTREACH AND LEADERSHIP DEV											
	ST G	PA 86 99 12/98		80,000					21,500	10,000	58,500	18,500	10,000	
	DP G	PA 86 99 12/98	58,828	58,828	2,942	2,931	43,700	8,000		8,000	12,186		8,000	
	SS G	PA 86 99 12/98	46,112	46,112	46,112	19,377		6,000		10,000			5,000	
	ES G	PA 86 99 12/98	5,060	5,060	2,256	2,256	2,800			2,500	4		300	
	PROJECT TOTAL:		110,000	190,000	51,310	24,564	46,500	14,000	21,500	30,500	70,690	18,500	23,300	
674-0302			EDUCATIONAL SUPPORT AND TRAINING											
	ST G	86 96 09/96	1,131	19,634					3,000		16,634	5,000	5,000	
	DP G	86 96 09/96	1,696	3,193	1,696	1,696	1,497						5,000	
	SS G	86 96 09/96	26,419	26,419	22,416	12,780	4,003	3,500		5,000				
	ES G	86 96 09/96	754	754	746	746					8			
	PROJECT TOTAL:		30,000	50,000	24,858	15,222	5,500	3,500	3,000	5,000	16,642	5,000	10,000	
674-0303			BLACK PRIVATE ENTERPRISE DEVELOPMENT											
	ST G	87 96 09/97	17,800	17,800					15,000	3,500	2,800	15,000	16,000	
	SS G	87 96 09/97	35,000	35,000	19,000	7,961	14,900	12,370		12,000	1,100			
	ES G	87 96 09/97	7,200	7,200	6,705	5,564		800		150	495		191	
	PROJECT TOTAL:		60,000	60,000	25,705	13,525	14,900	13,170	15,000	15,650	4,395	15,000	16,191	
674-0304			SELF HELP SUPPORT COMMUNITY DEV FUND											
	ST G	80 96 N/A	873	873					500	140	373	500		
	SS G	80 96 N/A	3,366	3,366	2,811	2,318	500	600		393	55			
	ES G	80 96 N/A	200	189	189	189								
	PROJECT TOTAL:		4,439	4,428	3,000	2,507	500	600	500	533	428	500	0	
674-0305			HUMAN RIGHTS SUPPORT											
	ST G	80 96 N/A												
	SS G	80 96 N/A	20,170	20,170	20,170	14,053		1,800		2,000			2,317	
	ES G	80 96 N/A	1,426	1,426	1,426	1,385		41						

TABLE IV : PROJECT BUDGET DATA(U. S. Dollars Thousands)

PROJECT NO.	OBLIG FUND NPA SRC IND IN/FIN PACD	DATE	--TOTAL COST--		CUME THRU FY 1993		--FY 1994 EST.--		-----FY 1995 PLANNED-----			--FY 1996 PROP.--	
			AUTH	PLAN	OBLIG.	EXPEND.	OBLIG ATIONS	EXPEND ITURES	OBLIG ATIONS	EXPEND ITURES	YR END MORTGAGE	OBLIG ATIONS	EXPEND ITURES
PROJECT TOTAL:			21,596	21,596	21,596	15,438	0	1,841	0	2,000	0	0	2,317
674-0309	SUPPORT TO TERTIARY EDUCATION												
ST G	90 96	06/00	11,050	41,505					20,500	10,000	21,005	19,500	10,000
SS G	90 96	06/00	88,538	88,538	64,238	12,441	24,300	15,000		18,000			20,000
ES G	90 96	06/00	9,957	9,957	9,957	6,193		3,764					
PROJECT TOTAL:			109,545	140,000	74,195	18,634	24,300	18,764	20,500	28,000	21,005	19,500	30,000
674-0310	TRANSITION TO DEMOCRACY												
ES G	91 91	09/92	10,200	10,200	10,000	6,273	200	2,000		1,927			
674-0312	SHELTER AND URBAN DEVELOPMENT SUPPORT												
ST G	92 96	09/95	19,600	39,600					12,000		27,600	14,000	12,000
SS G	92 96	09/95	30,400	30,400	20,200	7,468	10,200	7,500		12,000			
PROJECT TOTAL:			50,000	70,000	20,200	7,468	10,200	7,500	12,000	12,000	27,600	14,000	12,000
674-0314	SOUTH AFRICA BASIC ED RECONSTRUCTION												
ST G	92 97	09/98	20,400	27,900					10,000		17,900	10,000	
SS G	92 97	09/98	19,600	22,100	13,000	2,164	9,100	2,500		7,000			7,000
PROJECT TOTAL:			40,000	50,000	13,000	2,164	9,100	2,500	10,000	7,000	17,900	10,000	7,000
674-0315	TERTIARY EDUCATION LINKAGES												
ST G	94 02	N/A		49,700					12,000		37,700	10,000	
SS G	94 02	N/A		300			300	500		1,000			
PROJECT TOTAL:			0	50,000	0	0	300	500	12,000	1,000	37,700	10,000	0
674-0317	SO AFRICA DISPLACED CHILDREN FUND												
SS G	92 93	N/A	500	500	500	39		300		161			
674-0318	TRANSITION SUPPORT FUND												
ST G	93 96	09/97		15,000					4,500	500	10,500	3,000	1,000
SS G	93 96	09/97	10,000	10,000	800		9,000	1,000		2,000	200		2,000
PROJECT TOTAL:			10,000	25,000	800	0	9,000	1,000	4,500	2,500	10,700	3,000	3,000
674-0320	FAMILY HEALTH												
ST G	PA 95	00 N/A		50,000					9,000	900	41,000	12,500	12,000
674-0510	PROGRAM DEVELOPMENT & SUPPORT												
SS G	91 C	N/A		1,000	1,000	142		858					
REPORT TOTALS			506,039	796,613	304,050	142,542	123,000	78,519	110,000	111,845	259,563	110,000	121,102

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TABLE IV : PROJECT BUDGET DATA(U. S. Dollars Thousands)

PROJECT NO. FUND NPA SRC IND	OBLIG DATE IN/FIN PACD	--TOTAL COST--		CUME THRU FY 1993		--FY 1994 EST.--		-----FY 1995 PLANNED-----			--FY 1996 PROP.--	
		AUTH	PLAN	OBLIG.	EXPEND.	OBLIG ATIONS	EXPEND ITURES	OBLIG ATIONS	EXPEND ITURES	YR END MORTGAGE	OBLIG ATIONS	EXPEND ITURES

APPROPRIATION SUMMARY

ST			0	0	110,000	25,540	245,512	110,000	66,500
DP			45,197	8,000	0	8,000	12,186	0	8,000
SS			74,803	62,914	0	73,213	1,358	0	46,111
ES			3,000	7,605	0	5,092	507	0	491
REPORT TOTALS			123,000	78,519	110,000	111,845	259,563	110,000	121,102

AC/SI AGGREGATE ANALYSIS  
ACTIVITY CODES  
(U. S. Dollars Thousands)

ACTIVITY	FY 1994 ESTIMATE		FY 1995 PLANNED		FY 1996 PROPOSED	
	AMOUNT	PCT OF TOTAL PROGRAM	AMOUNT	PCT OF TOTAL PROGRAM	AMOUNT	PCT OF TOTAL PROGRAM
DICE CIVIC EDUCATION. . . . .	6,535	5.3 %	4,475	4.1 %	4,525	4.1 %
DICS CIVIL SOCIETY . . . . .	13,415	10.9 %	6,250	5.7 %	4,725	4.3 %
DIDE DECENTRALIZATION/LOCAL GOVERNANCE. . . . .	2,439	2.0 %	2,410	2.2 %	2,250	2.0 %
DIEA ELECTORAL ASSISTANCE . . . . .	4,850	3.9 %	3,225	2.9 %	925	0.8 %
DIFM ACCOUNTABILITY OF THE EXECUTIVE . . . . .	2,355	1.9 %	2,275	2.1 %	2,850	2.6 %
DIHR HUMAN RIGHTS. . . . .	6,975	5.7 %	2,150	2.0 %	1,850	1.7 %
DILJ LEGAL AND JUDICIAL DEVELOPMENT. . . . .	2,325	1.9 %	2,150	2.0 %	1,850	1.7 %
DIME FREE FLOW OF INFORMATION. . . . .	6,450	5.2 %	3,050	2.8 %	2,450	2.2 %
DIPP POLITICAL PARTY SUPPORT . . . . .	4,650	3.8 %	2,150	2.0 %	1,850	1.7 %
EDAL ADULT LITERACY . . . . .	5,776	4.7 %	4,475	4.1 %	5,325	4.8 %
EDEC BASIC EDUCATION FOR CHILDREN . . . . .	9,580	7.8 %	10,010	9.1 %	10,350	9.4 %
EDEI HUMAN RES DVLPMT FOR EDUCATIONAL INSTITUTIONS. . . . .	5,556	4.5 %	12,910	11.7 %	11,290	10.3 %
EDTD HUMAN RESOURCE DEVELOPMENT FOR INDIVIDUALS. . . . .	10,970	8.9 %	10,055	9.1 %	9,485	8.6 %
EDPE GENERAL PUBLIC EDUCATION AND EXTENSION . . . . .	2,407	2.0 %	2,330	2.1 %	2,370	2.2 %
EDVT VOCATIONAL EDUCATION AND TECHNICAL TRAINING . . . . .	1,528	1.2 %	1,360	1.2 %	1,480	1.3 %
EVMP ENVIRONMENTAL MGMT, PLANNING AND POLICY. . . . .	6,120	5.0 %	7,200	6.5 %	8,400	7.6 %
HEEV ENVIRONMENTAL HEALTH . . . . .	1,020	0.8 %	1,200	1.1 %	1,400	1.3 %
HEHA HIV/AIDS . . . . .	2,325	1.9 %	4,045	3.7 %	5,050	4.6 %
HEMH WOMEN'S HEALTH . . . . .			4,135	3.8 %	6,100	5.5 %
PDAS PROGRAM DEVELOPMENT AND SUPPORT . . . . .	1,800	1.5 %	900	0.8 %	600	0.5 %
PEBD BUSINESS DEVELOPMENT PROMOTION. . . . .	12,814	10.4 %	12,900	11.7 %	12,900	11.7 %
PEFM FINANCIAL MARKETS . . . . .	3,060	2.5 %	3,600	3.3 %	4,200	3.8 %
PMPD FAMILY PLANNING PROGRAM DEVELOPMENT . . . . .			2,970	2.7 %	4,125	3.8 %
PRNS POLICY REFORM, NONSECTORAL N.E.C . . . . .	5,400	4.4 %	2,700	2.5 %	1,800	1.6 %
UNCODED ACTIVITIES	4,650	3.8 %	1,075	1.0 %	1,850	1.7 %
PROGRAM TOTAL	123,000	100.0 %	110,000	100.0 %	110,000	100.0 %

AC/SI AGGREGATE ANALYSIS  
SPECIAL INTEREST CODES  
(U. S. Dollars Thousands)

SPECIAL INTEREST	FY 1994 ESTIMATE		FY 1995 PLANNED		FY 1996 PROPOSED		
	AMOUNT	PCT OF TOTAL PROGRAM	AMOUNT	PCT OF TOTAL PROGRAM	AMOUNT	PCT OF TOTAL PROGRAM	
<b>I. Substantive</b>							
<b>A. Special Targets</b>							
FBN	FEMALE SHARE OF BENEFITS. . . . .	17,131	13.9 %	17,214	15.6 %	19,270	17.5 %
MBN	MALE SHARE OF BENEFITS . . . . .	15,472	12.6 %	14,286	13.0 %	14,610	13.3 %
CHS	CHILD SURVIVAL . . . . .			3,060	2.8 %	4,250	3.9 %
PSD	PRIVATE SECTOR DEVELOPMENT . . . . .	11,304	9.2 %	11,640	10.6 %	11,940	10.9 %
PVX	PVO INSTITUTIONAL DEVELOPMENT . . . . .	32,285	26.2 %	19,538	17.8 %	19,223	17.5 %
INS	INSTITUTION BUILDING . . . . .	15,134	12.3 %	16,330	14.8 %	18,000	16.4 %
SPR	SECTORAL POLICY REFORM . . . . .	389	0.3 %	328	0.3 %	312	0.3 %
EPR	NONSECTORAL POLICY REFORM . . . . .	3,780	3.1 %	1,890	1.7 %	1,260	1.1 %
ECD	EARLY CHILDHOOD DEVELOPMENT. . . . .	6,812	5.5 %	7,279	6.6 %	7,415	6.7 %
<b>B. Food, Agriculture &amp; Rural Development</b>							
<b>C. Energy/Environment</b>							
<b>II. Institutional Mechanisms</b>							
<b>A. PVO/NGOs</b>							
PVU	PVO/NGOs, U.S. . . . .	4,069	3.3 %	1,613	1.5 %	1,156	1.1 %
PVL	PVO/NGOs, LOCAL. . . . .	58,474	47.5 %	38,981	35.4 %	36,498	33.2 %
<b>B. Universities</b>							
HBC	HISTORICALLY BLACK COLLEGES AND UNIVERSITIES . . . . .	5,586	4.5 %	14,110	12.8 %	12,290	11.2 %
<b>III. Research and Development Activities</b>							
<b>A. Applied Research</b>							
RBE	EDUCATION RESEARCH. . . . .	3,297	2.7 %	10,350	9.4 %	9,223	8.4 %
RSS	SOCIAL SCIENCE RESEARCH . . . . .	5,421	4.4 %	7,498	6.8 %	6,780	6.2 %
ROR	OPERATIONAL RESEARCH . . . . .	1,080	0.9 %	540	0.5 %	360	0.3 %
<b>B. Basic Research</b>							
<b>C. Development</b>							
RDV	DEVELOPMENT (if not applied or basic) . . . . .	900	0.7 %	450	0.4 %	300	0.3 %
<b>IV. Training</b>							
TUS	TRAINING, U.S.-BASED . . . . .	8,231	6.7 %	8,820	8.0 %	8,296	7.5 %
ITH	TRAINING, THIRD COUNTRY-BASED . . . . .	1,268	1.0 %	1,622	1.5 %	1,476	1.3 %
TIC	TRAINING, IN-COUNTRY . . . . .	25,306	20.6 %	13,677	12.4 %	10,157	9.2 %
TPV	TRAINING, PRIVATE . . . . .	2,086	1.7 %	2,100	1.9 %	2,100	1.9 %

AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
PROJECT NUMBER: 674-0223      TITLE: LABOR UNION TRAINING						
DICE CIVIC EDUCATION SI CODE: INS	50 %	50 %	50 %	250	200	200
TOTAL AC CODE:	20 %	20 %	20 %	500	400	400
DICS CIVIL SOCIETY SI CODE: INS	50 %	50 %	50 %	750	600	600
TOTAL AC CODE:	60 %	60 %	60 %	1,500	1,200	1,200
EDID HUMAN RESOURCE DEVELOPMENT FOR INDIVIDUALS SI CODE: INS	50 %	50 %	50 %	250	200	200
TOTAL AC CODE:	20 %	20 %	20 %	500	400	400
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>2,500</b>	<b>2,000</b>	<b>2,000</b>

PROJECT NUMBER: 674-0301      TITLE: COMMUNITY OUTREACH AND LEADERSHIP DEV						
DICE CIVIC EDUCATION SI CODE: PVL	50 %	50 %	50 %	1,162	537	462
SI CODE: PVU	50 %	50 %	50 %	1,162	537	462
SI CODE: PVX	80 %	80 %	80 %	1,860	860	740
TOTAL AC CODE:	5 %	5 %	5 %	2,325	1,075	925
DICS CIVIL SOCIETY SI CODE: PVL	75 %	75 %	75 %	8,718	3,225	2,081
SI CODE: PVU	25 %	25 %	25 %	2,906	1,075	693
SI CODE: PVX	80 %	80 %	80 %	9,300	3,440	2,220
SI CODE: TIC	60 %	60 %	60 %	6,975	2,580	1,665
TOTAL AC CODE:	25 %	20 %	15 %	11,625	4,300	2,775
DIEA ELECTORAL ASSISTANCE SI CODE: PVL	100 %	100 %	100 %	4,650	3,225	925
SI CODE: TIC	75 %	75 %	75 %	3,487	2,418	693
TOTAL AC CODE:	10 %	15 %	5 %	4,650	3,225	925
DIFM ACCOUNTABILITY OF THE EXECUTIVE						
TOTAL AC CODE:	5 %	5 %	10 %	2,325	1,075	1,850

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
<b>DIHR HUMAN RIGHTS</b>						
SI CODE: PVL	100 %	100 %	100 %	6,975	2,150	1,850
SI CODE: PVX	80 %	80 %	80 %	5,580	1,720	1,480
SI CODE: TIC	60 %	60 %	60 %	4,185	1,290	1,110
<b>TOTAL AC CODE:</b>	<b>15 %</b>	<b>10 %</b>	<b>10 %</b>	<b>6,975</b>	<b>2,150</b>	<b>1,850</b>
<b>DILJ LEGAL AND JUDICIAL DEVELOPMENT</b>						
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>10 %</b>	<b>10 %</b>	<b>2,325</b>	<b>2,150</b>	<b>1,850</b>
<b>DIME FREE FLOW OF INFORMATION</b>						
SI CODE: PVL	100 %	100 %	100 %	4,650	2,150	1,850
SI CODE: PVX	100 %	100 %	100 %	4,650	2,150	1,850
SI CODE: TIC	50 %	50 %	50 %	2,325	1,075	925
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>4,650</b>	<b>2,150</b>	<b>1,850</b>
<b>DIPP POLITICAL PARTY SUPPORT</b>						
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>4,650</b>	<b>2,150</b>	<b>1,850</b>
<b>HEHA HIV/AIDS</b>						
SI CODE: PVL	100 %	100 %	100 %	2,325	1,075	925
SI CODE: PVX	80 %	80 %	80 %	1,860	860	740
SI CODE: TIC	80 %	80 %	80 %	1,860	860	740
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>5 %</b>	<b>5 %</b>	<b>2,325</b>	<b>1,075</b>	<b>925</b>
<b>HEMH WOMEN'S HEALTH</b>						
<b>TOTAL AC CODE:</b>	<b>0 %</b>	<b>5 %</b>	<b>10 %</b>		<b>1,075</b>	<b>1,850</b>
<b>PROJECT TOTAL</b>	<b>90 %</b>	<b>95 %</b>	<b>90 %</b>	<b>41,850</b>	<b>20,425</b>	<b>16,650</b>
<b>PROJECT NUMBER: 674-0302 TITLE: EDUCATIONAL SUPPORT AND TRAINING</b>						
<b>DICE CIVIC EDUCATION</b>						
SI CODE: FBN	50 %	50 %	50 %	412	225	375
SI CODE: MBM	50 %	50 %	50 %	412	225	375
SI CODE: PVL	15 %	15 %	15 %	123	67	112
<b>TOTAL AC CODE:</b>	<b>15 %</b>	<b>15 %</b>	<b>15 %</b>	<b>825</b>	<b>450</b>	<b>750</b>
<b>DICS CIVIL SOCIETY</b>						

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
SI CODE: FBN	50 %	50 %	50 %	137	75	125
SI CODE: MBN	50 %	50 %	50 %	137	75	125
SI CODE: PVL	15 %	15 %	15 %	41	22	37
SI CODE: RBE	25 %	25 %	25 %	68	37	62
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>5 %</b>	<b>5 %</b>	<b>275</b>	<b>150</b>	<b>250</b>
<b>EDAL ADULT LITERACY</b>						
SI CODE: FBN	50 %	50 %	50 %	1,237	675	1,125
SI CODE: MBN	50 %	50 %	50 %	1,237	675	1,125
SI CODE: PVL	85 %	85 %	85 %	2,103	1,147	1,912
<b>TOTAL AC CODE:</b>	<b>45 %</b>	<b>45 %</b>	<b>45 %</b>	<b>2,475</b>	<b>1,350</b>	<b>2,250</b>
<b>EDEC BASIC EDUCATION FOR CHILDREN</b>						
SI CODE: ECD	40 %	40 %	40 %	374	204	340
SI CODE: FBN	65 %	65 %	65 %	607	331	552
SI CODE: MBN	35 %	35 %	35 %	327	178	297
SI CODE: PVL	85 %	85 %	85 %	794	433	722
SI CODE: RBE	3 %	3 %	3 %	28	15	25
<b>TOTAL AC CODE:</b>	<b>17 %</b>	<b>17 %</b>	<b>17 %</b>	<b>935</b>	<b>510</b>	<b>850</b>
<b>EDPE GENERAL PUBLIC EDUCATION AND EXTENSION</b>						
SI CODE: FBN	70 %	70 %	70 %	307	168	280
SI CODE: MBN	30 %	30 %	30 %	132	72	120
<b>TOTAL AC CODE:</b>	<b>8 %</b>	<b>8 %</b>	<b>8 %</b>	<b>440</b>	<b>240</b>	<b>400</b>
<b>EDVT VOCATIONAL EDUCATION AND TECHNICAL TRAINING</b>						
SI CODE: FBN	45 %	45 %	45 %	247	135	225
SI CODE: MBN	55 %	55 %	55 %	302	165	275
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>550</b>	<b>300</b>	<b>500</b>
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>5,500</b>	<b>3,000</b>	<b>5,000</b>

PROJECT NUMBER: 674-0303 TITLE: BLACK PRIVATE ENTERPRISE DEVELOPMENT

<b>EDAL ADULT LITERACY</b>						
SI CODE: PSD	100 %	100 %	100 %	2,086	2,100	2,100
SI CODE: PVL	100 %	100 %	100 %	2,086	2,100	2,100
SI CODE: TPV	100 %	100 %	100 %	2,086	2,100	2,100
<b>TOTAL AC CODE:</b>	<b>14 %</b>	<b>14 %</b>	<b>14 %</b>	<b>2,086</b>	<b>2,100</b>	<b>2,100</b>

AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
<b>PEBD BUSINESS DEVELOPMENT PROMOTION</b>						
SI CODE: INS	35 %	35 %	35 %	4,484	4,515	4,515
SI CODE: PSD	60 %	60 %	60 %	7,688	7,740	7,740
SI CODE: PVL	65 %	65 %	65 %	8,329	8,385	8,385
SI CODE: TIC	15 %	15 %	15 %	1,922	1,935	1,935
SI CODE: TUS	15 %	15 %	15 %	1,922	1,935	1,935
<b>TOTAL AC CODE:</b>	<b>86 %</b>	<b>86 %</b>	<b>86 %</b>	<b>12,814</b>	<b>12,900</b>	<b>12,900</b>
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>14,900</b>	<b>15,000</b>	<b>15,000</b>
<b>PROJECT NUMBER: 674-0304 TITLE: SELF HELP SUPPORT COMMUNITY DEV FUND</b>						
<b>EDPE GENERAL PUBLIC EDUCATION AND EXTENSION</b>						
<b>TOTAL AC CODE:</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>500</b>	<b>500</b>	<b>500</b>
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>500</b>	<b>500</b>	<b>500</b>
<b>PROJECT NUMBER: 674-0309 TITLE: SUPPORT TO TERTIARY EDUCATION</b>						
<b>DICE CIVIC EDUCATION</b>						
SI CODE: FBN	50 %	50 %	50 %	1,215	1,025	975
SI CODE: MBN	50 %	50 %	50 %	1,215	1,025	975
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>2,430</b>	<b>2,050</b>	<b>1,950</b>
<b>DIDE DECENTRALIZATION/LOCAL GOVERNANCE</b>						
SI CODE: INS	30 %	30 %	30 %	729	615	585
SI CODE: PVL	100 %	100 %	100 %	2,430	2,050	1,950
SI CODE: PVX	15 %	15 %	15 %	364	307	292
SI CODE: SPR	16 %	16 %	16 %	388	328	312
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>2,430</b>	<b>2,050</b>	<b>1,950</b>
<b>EDAL ADULT LITERACY</b>						
SI CODE: FBN	30 %	30 %	30 %	364	307	292
SI CODE: MBN	70 %	70 %	70 %	850	717	682
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>5 %</b>	<b>5 %</b>	<b>1,215</b>	<b>1,025</b>	<b>975</b>
<b>EDEI HUMAN RES DVLPHNT FOR EDUCATIONAL INSTITUTIONS</b>						
SI CODE: HBC	100 %	100 %	100 %	5,346	4,510	4,290

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
SI CODE: PVL	22 %	22 %	22 %	1,176	992	943
SI CODE: RSS	100 %	100 %	100 %	5,346	4,510	4,290
TOTAL AC CODE:	22 %	22 %	22 %	5,346	4,510	4,290
EDID HUMAN RESOURCE DEVELOPMENT FOR INDIVIDUALS						
SI CODE: FBN	42 %	42 %	42 %	4,388	3,702	3,521
SI CODE: MBN	58 %	58 %	58 %	6,060	5,112	4,863
SI CODE: TIC	28 %	28 %	28 %	2,925	2,468	2,347
SI CODE: TTH	12 %	12 %	12 %	1,253	1,057	1,006
SI CODE: TUS	60 %	60 %	60 %	6,269	5,289	5,031
TOTAL AC CODE:	43 %	43 %	43 %	10,449	8,815	8,385
EDPE GENERAL PUBLIC EDUCATION AND EXTENSION						
SI CODE: FBN	30 %	30 %	30 %	437	369	351
SI CODE: MBN	70 %	70 %	70 %	1,020	860	819
TOTAL AC CODE:	6 %	6 %	6 %	1,458	1,230	1,170
EDVT VOCATIONAL EDUCATION AND TECHNICAL TRAINING						
SI CODE: FBN	40 %	40 %	40 %	388	328	312
SI CODE: MBN	60 %	60 %	60 %	583	492	468
TOTAL AC CODE:	4 %	4 %	4 %	972	820	780
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>24,300</b>	<b>20,500</b>	<b>19,500</b>

PROJECT NUMBER: 674-0310 TITLE: TRANSITION TO DEMOCRACY

DIEA ELECTORAL ASSISTANCE

TOTAL AC CODE:	200		
<b>PROJECT TOTAL</b>	<b>200</b>	<b>0</b>	<b>0</b>

PROJECT NUMBER: 674-0312 TITLE: SHELTER AND URBAN DEVELOPMENT SUPPORT

EVMP ENVIRONMENTAL MGMT, PLANNING AND POLICY						
SI CODE: FBN	20 %	30 %	40 %	1,224	2,160	3,360
SI CODE: INS	100 %	100 %	100 %	6,120	7,200	8,400
SI CODE: PVL	75 %	60 %	60 %	4,590	4,320	5,040
SI CODE: PVX	100 %	100 %	100 %	6,120	7,200	8,400
TOTAL AC CODE:	60 %	60 %	60 %	6,120	7,200	8,400

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
<b>HEEV ENVIRONMENTAL HEALTH</b>						
SI CODE: FBN	20 %	30 %	40 %	204	360	560
SI CODE: INS	100 %	100 %	100 %	1,020	1,200	1,400
SI CODE: PVL	75 %	50 %	50 %	765	600	700
SI CODE: PVX	100 %	100 %	100 %	1,020	1,200	1,400
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>1,020</b>	<b>1,200</b>	<b>1,400</b>
<b>PEFM FINANCIAL MARKETS</b>						
SI CODE: INS	50 %	50 %	50 %	1,530	1,800	2,100
SI CODE: PSD	50 %	50 %	50 %	1,530	1,800	2,100
SI CODE: PVL	75 %	50 %	50 %	2,295	1,800	2,100
SI CODE: PVX	50 %	50 %	50 %	1,530	1,800	2,100
<b>TOTAL AC CODE:</b>	<b>30 %</b>	<b>30 %</b>	<b>30 %</b>	<b>3,060</b>	<b>3,600</b>	<b>4,200</b>
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>10,200</b>	<b>12,000</b>	<b>14,000</b>

PROJECT NUMBER: 674-0314 TITLE: SOUTH AFRICA BASIC ED RECONSTRUCTION

<b>DICE CIVIC EDUCATION</b>						
SI CODE: ECD	85 %	85 %	85 %	386	425	425
SI CODE: FBN	70 %	70 %	70 %	318	350	350
SI CODE: MBN	30 %	30 %	30 %	136	150	150
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>5 %</b>	<b>5 %</b>	<b>455</b>	<b>500</b>	<b>500</b>
<b>EDEC BASIC EDUCATION FOR CHILDREN</b>						
SI CODE: ECD	70 %	70 %	70 %	6,051	6,650	6,650
SI CODE: FBN	65 %	65 %	65 %	5,619	6,175	6,175
SI CODE: MBN	35 %	35 %	35 %	3,025	3,325	3,325
SI CODE: PVL	40 %	40 %	40 %	3,458	3,800	3,800
SI CODE: RBE	35 %	35 %	35 %	3,025	3,325	3,325
<b>TOTAL AC CODE:</b>	<b>95 %</b>	<b>95 %</b>	<b>95 %</b>	<b>8,645</b>	<b>9,500</b>	<b>9,500</b>
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>9,100</b>	<b>10,000</b>	<b>10,000</b>

PROJECT NUMBER: 674-0315 TITLE: TERTIARY EDUCATION LINKAGES

<b>DICS CIVIL SOCIETY</b>						
SI CODE: FBN	50 %	50 %	50 %	7	300	250
SI CODE: MBN	50 %	50 %	50 %	7	300	250
<b>TOTAL AC CODE:</b>	<b>5 %</b>	<b>5 %</b>	<b>5 %</b>	<b>15</b>	<b>600</b>	<b>500</b>

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
<b>DIDE DECENTRALIZATION/LOCAL GOVERNANCE</b>						
SI CODE: RBE	70 %	70 %	70 %	6	252	210
SI CODE: RSS	30 %	30 %	30 %	2	108	90
SI CODE: TIC	10 %	10 %	10 %		36	30
SI CODE: TTH	20 %	20 %	20 %	1	72	60
SI CODE: TUS	70 %	70 %	70 %	6	252	210
<b>TOTAL AC CODE:</b>	<b>3 %</b>	<b>3 %</b>	<b>3 %</b>	<b>9</b>	<b>360</b>	<b>300</b>
<b>DIFM ACCOUNTABILITY OF THE EXECUTIVE</b>						
SI CODE: HBC	100 %	100 %	100 %	30	1,200	1,000
SI CODE: RBE	70 %	70 %	70 %	21	840	700
SI CODE: RSS	30 %	30 %	30 %	9	360	300
SI CODE: TIC	10 %	10 %	10 %	3	120	100
SI CODE: TTH	20 %	20 %	20 %	6	240	200
SI CODE: TUS	70 %	70 %	70 %	21	840	700
<b>TOTAL AC CODE:</b>	<b>10 %</b>	<b>10 %</b>	<b>10 %</b>	<b>30</b>	<b>1,200</b>	<b>1,000</b>
<b>EDEI HUMAN RES DVLPMT FOR EDUCATIONAL INSTITUTIONS</b>						
SI CODE: HBC	100 %	100 %	100 %	210	8,400	7,000
SI CODE: RBE	70 %	70 %	70 %	147	5,880	4,900
SI CODE: RSS	30 %	30 %	30 %	62	2,520	2,100
<b>TOTAL AC CODE:</b>	<b>70 %</b>	<b>70 %</b>	<b>70 %</b>	<b>210</b>	<b>8,400</b>	<b>7,000</b>
<b>EDID HUMAN RESOURCE DEVELOPMENT FOR INDIVIDUALS</b>						
SI CODE: FBN	30 %	30 %	30 %	6	252	210
SI CODE: MBN	70 %	70 %	70 %	14	588	490
SI CODE: TIC	10 %	10 %	10 %	2	84	70
SI CODE: TTH	30 %	30 %	30 %	6	252	210
SI CODE: TUS	60 %	60 %	60 %	12	504	420
<b>TOTAL AC CODE:</b>	<b>7 %</b>	<b>7 %</b>	<b>7 %</b>	<b>21</b>	<b>840</b>	<b>700</b>
<b>EDPE GENERAL PUBLIC EDUCATION AND EXTENSION</b>						
SI CODE: FBN	50 %	50 %	50 %	4	180	150
SI CODE: MBN	50 %	50 %	50 %	4	180	150
<b>TOTAL AC CODE:</b>	<b>3 %</b>	<b>3 %</b>	<b>3 %</b>	<b>9</b>	<b>360</b>	<b>300</b>
<b>EDVT VOCATIONAL EDUCATION AND TECHNICAL TRAINING</b>						
SI CODE: FBN	40 %	40 %	40 %	2	96	80

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AC/SI SUMMARY REPORT  
 (U. S. Dollars Thousands)

	% FY94	% FY95	% FY96	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
SI CODE: MBN	60 %	60 %	60 %	3	144	120
TOTAL AC CODE:	2 %	2 %	2 %	6	240	200
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>300</b>	<b>12,000</b>	<b>10,000</b>

PROJECT NUMBER: 674-0318 TITLE: TRANSITION SUPPORT FUND

DIME FREE FLOW OF INFORMATION						
SI CODE: PVL	100 %	100 %	100 %	1,800	900	600
TOTAL AC CODE:	20 %	20 %	20 %	1,800	900	600
PDAS PROGRAM DEVELOPMENT AND SUPPORT						
SI CODE: RDV	20 %	20 %	20 %	360	180	120
TOTAL AC CODE:	20 %	20 %	20 %	1,800	900	600
PRNS POLICY REFORM, NONSECTORAL N.E.C						
SI CODE: EPR	70 %	70 %	70 %	3,780	1,890	1,260
SI CODE: RDV	10 %	10 %	10 %	540	270	180
SI CODE: ROR	20 %	20 %	20 %	1,080	540	360
SI CODE: TIC	30 %	30 %	30 %	1,620	810	540
TOTAL AC CODE:	60 %	60 %	60 %	5,400	2,700	1,800
<b>PROJECT TOTAL</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>	<b>9,000</b>	<b>4,500</b>	<b>3,000</b>

PROJECT NUMBER: 674-0320 TITLE: FAMILY HEALTH

HEHA HIV/AIDS						
TOTAL AC CODE:		33 %	33 %		2,970	4,125
HEMH WOMEN'S HEALTH						
SI CODE: CHS		100 %	100 %		3,060	4,250
TOTAL AC CODE:		34 %	34 %		3,060	4,250
PNPD FAMILY PLANNING PROGRAM DEVELOPMENT						
TOTAL AC CODE:		33 %	33 %		2,970	4,125
<b>PROJECT TOTAL</b>		<b>100 %</b>	<b>100 %</b>	<b>0</b>	<b>9,000</b>	<b>12,500</b>

REPORT TOTALS 118,350 108,925 108,150

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AGGREGATION OF AC/SI CODES FOR SPECIAL ISSUES  
(U. S. Dollars Thousands)

	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST	
(1) Child Survival funding	1,020	4,260	5,650	--
(2) Other Health	--	1,075	1,850	--
(3) Environment	6,120	7,200	8,400	--
(4) Energy	--	--	--	--

Refer to BPD Guidance Annex D for aggregation basis

The above summaries are aggregations of ACs and SIs. Other aggregations consist of ACs only and can be derived from AC section of the Aggregate Analysis Report

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CONGRESSIONAL INTEREST ATTRIBUTION  
(U.S Dollars Thousands)

PROJECT NUMBER	PROJECT TITLE/AREA	FY 1994 ESTIMATE	FY 1995 PLANNED	FY 1996 REQUEST
674-0223	LABOR UNION TRAINING			
674-0301	COMMUNITY OUTREACH AND LEADERSHIP DEV			
	TOTAL HEALTH	2,325	2,150	2,775
	NON-CHLD SURV	0	1,075	1,850
	AIDS	2,325	1,075	925
674-0302	EDUCATIONAL SUPPORT AND TRAINING			
	BASIC EDUCATION	3,410	1,860	3,100
674-0303	BLACK PRIVATE ENTERPRISE DEVELOPMENT			
	BASIC EDUCATION	2,086	2,100	2,100
674-0304	SELF HELP SUPPORT COMMUNITY DEV FUND			
674-0309	SUPPORT TO TERTIARY EDUCATION			
	BASIC EDUCATION	1,215	1,025	975
674-0310	TRANSITION TO DEMOCRACY			
674-0312	SHELTER AND URBAN DEVELOPMENT SUPPORT			
	ENVIRONMENT	6,120	7,200	8,400
	TOTAL HEALTH	1,020	1,200	1,400
	CHILD SURVIVAL	1,020	1,200	1,400
674-0314	SOUTH AFRICA BASIC ED RECONSTRUCTION			
	BASIC EDUCATION	8,645	9,500	9,500
674-0315	TERTIARY EDUCATION LINKAGES			
674-0318	TRANSITION SUPPORT FUND			
674-0320	FAMILY HEALTH			
	POPULATION	0	2,970	4,125
	TOTAL HEALTH	0	6,030	8,375
	CHILD SURVIVAL	0	3,060	4,250
	AIDS	0	2,970	4,125
-----				
	REPORT TOTALS			
	BASIC EDUCATION	15,356	14,485	15,675
	ENVIRONMENT	6,120	7,200	8,400
	POPULATION	0	2,970	4,125
	TOTAL HEALTH	3,345	9,380	12,550
	CHILD SURVIVAL	1,020	4,260	5,650
	NON-CHLD SURV	0	1,075	1,850
	AIDS	2,325	4,045	5,050

## H. PIPELINE

This Mission faces some significant, generic problems across the board which impact heavily on our existing and projected pipelines. These are discussed below. They clearly distinguish our's as a unique program, the effectiveness of which simply must not be judged with the Agency's "traditional yardsticks." These problems include the following:

1. Ours is a very large program which is heavily rooted in support to grass-roots NGOs, many of which are relatively new institutions and/or which are moving into relatively new areas of technical emphasis. By definition, NGO programs are slow disbursing as they are fundamentally based upon extensive consultation with their membership, constituencies, beneficiaries and other NGOs. From a developmental impact point of view, these very processes help to ensure effective participatory development. From a development administration view point, however, the price we pay is in the form of relatively slower disbursements.

2. Given the political sensitivities associated with U.S. assistance to a new, democratic South Africa, our OYBs traditionally have not been determined by the disbursement patterns of our projects and the myriad of activities which they support. OYBs have been based on higher level, more policy-based reasoning. The combination of this important factor and item #1 above places the Mission in a position of being unable to clearly justify the tendency to large pipelines as would a more traditional mission. A clear example of this is the recent decision by the Administration to more than double the resources we program (OYB and regional resources)--from \$80 million to \$166 million this year and \$181 million over the next two years. This decision was made well into the second half of this fiscal year and effectively means a continuation of relatively large pipelines for the near future.

3. Traditionally, the largest element of the Mission's program has been in education/training, requiring, according to the Agency's funding guidelines, full funding of all participant training activities at their initiation. Slow disbursing in nature, this requirement adds to what might be regarded as a "pipeline problem" for this Mission. In the future, more of our human resources development budget will be focussing on institutionalization rather than participant training, and this should lessen pipeline pressures.

4. Many of the NGOs that we support have been very heavily engaged in the fight for democracy and free elections, either directly or indirectly. Across the spectrum, traditional NGO programs were negatively impacted as energies were turned to the issues of the election. As the whole country is now returning to more of a "normal" situation, we expect progress to resume on our traditional programs of assistance, further reducing pipeline problems.

5. As the fight for democracy and free/fair elections was led by NGOs, they have been a principal beneficiary in terms of their leadership being offered key posts in a new government. The NGO sector has lost many of its top leaders to the SAG. This has resulted in a considerable slow-down, and in some cases, a stoppage, of work among NGOs as they seek to adjust to the

new institutional realities. This is clearly taking a toll on some of our programs and adds to the pipeline problem.

6. As we seek to increase the efficiency of our operations in the face of a 126 percent increase in the resources we program, the Mission is looking to larger "umbrella" grants to organizations which will sub-grant increasingly larger proportions of our program to grass-roots agencies. While this will hopefully increase our efficiency, it will also likely increase problems with our pipeline as many of these organizations are on the "steep end of the learning curve" with respect to selecting sub-grantees and managing large programs. Similarly, experience elsewhere has demonstrated that, to administer sub-grant programs effectively, PVOs/NGOs may require having full funding available for the sub-grants they are expected to negotiate and oversee, so as to ensure smooth, timely implementation. We are, nevertheless, deeply committed to the institutionalization objectives implied in a program of this nature (i.e., umbrellas), and believe that, in the long run, South Africa will be well served with our approach.

7. Concurrent with our search for opportunities to continue working with NGOs on an expanded, "umbrella" basis, we have initiated early, substantive dialogues with the SAG concerning bilateral programs of assistance. Some of these programs, no doubt, will seek to lever and channel funds for the NGO sector (particularly in areas where the SAG does not/will not have a delivery capability), triggering more of the problems noted above. To this end, therefore, even our bilateral programs will face the range of implementation/pipeline problems noted above. In those cases where we will mount truly bilateral programs (relying solely on SAG structures, as opposed to NGOs, as implementing agencies), we will surely confront issues of a new government which has literally no experience in managing donor resources--pointing to substantial pipeline problems. (The Mission has and will continue to consider opportunities for program assistance to the SAG. While such assistance would be quick-disbursing, if decided upon, it would clearly only constitute a minor aspect of our program.)

8. In some areas such as quick-response transition support to the new Government, the Mission will have to make conscious decisions to increase our pipelines in order to have the flexibility to respond to late-breaking requests for assistance. The nature of this element of our public administration and governance program is such that we cannot anticipate the areas or magnitudes of requests. It is clear, however, that flexibility and responsiveness is the order of the day here.

9. Relative to the problem of "first-in, first-out" accounting, the Mission has made the necessary adjustments in its accounting structures to ensure that "old funds" are drawn down first prior to drawing down more recently-obligated funds. The recent installation of the UNIX-based MACS in the Mission, making us an official accounting station, should facilitate more accurate and timely monitoring of our pipeline.

## I. CENTRAL SUPPORT NEEDS

USAID/SOUTH Africa's best estimates of Mission requirements for technical assistance and training are provided below. Buy-in requirements and OYB transfers for FY 94, FY 95, and FY 96 are listed by priority strategic objective by Mission project and Global Bureau project and by funding level in the Table below.

**STRATEGIC OBJECTIVE #1:** Disadvantaged population participates more fully in the political development and governance of a democratic human rights-based South Africa.

To achieve strategic objective #1, the Mission will continue to buy-in to the AIDSCAP Project. The Mission anticipates technical assistance in developing scopes of work for the assessment of the administration system and for an analysis of local government and legislative support activities.

**STRATEGIC OBJECTIVE #2:** Help establish a more equitable and effective education system.

Two Mission projects in the education sector will continue to buy-in to the Advancing Basic Education and Literacy Project and Improving Education Quality Project.

**STRATEGIC OBJECTIVE #3:** Increase broad-based ownership, employment and participation by disadvantaged South Africans in all levels of the economy.

Two projects in the Office of Economic Development will buy-in to the Implementing Policy Change and Financial Sector Development Phase II projects. Furthermore, continuation of the provision of two Global Bureau FTEs from the Environmental Center (Housing Office) is requested. The two FTEs will continue to work with the Office of Economic Development to work on basic shelter, electrification, and housing guarantee programs.

Moreover, the Mission will require assistance from PRISM to revise its performance standard measurements and from MATCH to assist with its gender planning. The Mission anticipates more field support from the Global Bureau. However, given the transition changes in South Africa which will, to some extent, determine what the new South African Government priorities are that will require a rapid and flexible response from USAID/South Africa, an exhaustive of all Mission needs from the Global Bureau is not possible at this time. A case in point is the planned new Health Reconstruction Project which will be designed in FY 95.

## CENTRAL SUPPORT NEEDS

STRATEGIC OBJECTIVE	MISSION PROJECTS WITH CENTRAL REQUIREMENTS	BUY-IN/OYB TO CENTRAL BUREAU PROJECTS
#1: Disadvantaged population participates more fully in the political development and governance of a democratic, human rights-based South Africa.	674-0301 Com Outreach & Leader Dev	FY 94 - \$2,400,000 AIDSCAP FY 95 - \$1,500,000 AIDSCAP FY 96 - \$1,500,000 AIDSCAP
#2: Help establish a more equitable and effective education system.	674-0302 Educational Support and Training	FY 94 - \$2,443,000 Advancing Basic Ed and Literary (ABEL) FY 95 - \$500,000 ABEL
	674-0314 SA Basic Educ Reconstruction	FY 94 - \$500,000 ABEL FY 94 - \$1,500,000 Improving Education Quality (IEQ) FY 94 - \$450,000 LearnTech FY 95 - \$300,000 ABEL FY 95 - \$1,500,000 IEQ
#3: Increase broad-based ownership, employment, and participation by disadvantaged South Africans in all levels of the economy.	674-0303 Black Enterprise Development	FY 94 - \$500,000 Implementing Policy Change FY 95 - \$750,000 Implementing Policy Change FY 96 - \$750,000 Implementing Policy Change
	674-0312 Shelter & Urban Development Support	FY 94 - \$200,000 Financial Sector Dev Phase II FY 95 - \$200,000 Financial Sector Dev Phase II FY 95 - \$500,000 Implementing Policy Change FY 96 - \$500,000 Implementing Policy Change
Other	674-0310 Transition to Democracy	FY 94 - \$ 60,000 Match (WID Strategies and Resources) FY 94 - \$ 60,000 PRISM

**J. ADDITIVE RESOURCE REQUEST**

Not applicable.

**K. NEW ACTIVITY DESCRIPTIONS**

The Mission anticipates developing three (3) new projects during the Action Plan period--all in FY 95: a Health Reconstruction Project; and two regionally-financed projects--the Basic Shelter Housing Guaranty and Township Electrification projects. New Activity Descriptions for these projects are presented in Attachment A.

Based upon a substantial and expanding technical and support capability at post, plus anticipated agreement with AFR on a revised strategic objective tree and Country Program Strategic Plan, the Mission proposes to submit the Project Identification Documentations for these projects for AID/W review and approval, but requests delegation of authority to the Mission Director for approval of the Project Papers and Project Authorizations.

**L. MONITORING AND EVALUATION TRACKING REPORT**

Attachment B presents the Mission's Monitoring and Evaluation Tracking Report for the Action Plan period. The Mission will be hiring a FSN Evaluation Officer early in FY 95. As noted earlier, next year, with the addition of this officer to the staff, the Mission will examine opportunities for restructuring the planning, management and follow-up of activity evaluations. This will include a systematic integration of activity evaluations into the program monitoring and evaluation framework to be established with the assistance of PRISM and REDSO consultants.

**III. OPERATING EXPENSE AND WORKFORCE REQUIREMENTS**

Insert Table VIII(a)

TABLE VIII (a)  
OPERATING EXPENSE BUDGET REQUEST  
BPC: FOEA  
Mission: USAID/SOUTH AFRICA

EXPENSE CATEGORY	FUNC CODE	FY 1994 ESTIMATE				FY 1995 REQUEST				FY 1996 REQUEST			
		OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS
<b>U.S. DIRECT HIRE:</b>													
Other Salary	U105			0.0			0.0			0.0		0.0	
Education Allowances	U106	428.1		428.1	35.0		431.0	27.0		581.0		581.0	32.0
Cost of Living Allow.	U108			0.0			0.0			0.0		0.0	
Other Benefits	U110	11.3		11.3			7.1			4.9		4.9	
Post Assign Travel	U111	88.9		88.9	15.0		24.0	3.0		62.0		62.0	7.0
Post Assign Freight	U112	285.0		285.0	15.0		80.0	3.0		140.0		140.0	7.0
Home Leave Travel	U113	110.6		110.6	39.0		73.0	27.0		141.0		141.0	58.0
Home Leave Freight	U114	90.0		90.0	39.0		82.0	27.0		120.0		120.0	58.0
Education Travel	U115	13.0		13.0	3.0		18.0	4.0		24.0		24.0	6.0
R & R Travel	U116	47.5		47.5	23.0		167.5	58.0		80.0		80.0	24.0
Other Travel	U117	55.0		55.0	5.0		30.0	5.0		30.0		30.0	5.0
Subtotal	U100	1,129.4	0.0	1,129.4			870.6	0.0	870.6	1,182.9	0.0	1,182.9	
<b>F.N. DIRECT HIRE:</b>													
F.N. Basic Pay	U201	110.0		110.0	4.0		117.7	4.0		126.0		126.0	4.0
Overtime/Holiday Pay	U202	0.5		0.5	0.1		0.5	0.1		0.5		0.5	0.1
Other Code 11 - FN	U203	17.5		17.5			18.7			20.0		20.0	
Other Code 12 - FN	U204	8.0		8.0			8.0			8.0		8.0	
Benefits - Former FN	U205	0.0		0.0			0.0			0.0		0.0	
Accrued Separation Liability	U206	0.0		0.0			0.0			0.0		0.0	
Subtotal	U200	134.0	0.0	134.0			142.9	0.0	142.9	152.5	0.0	152.5	
<b>CONTRACT PERSONNEL:</b>													
U.S. PSC - S&B	U302	225.0		225.0	5.5		430.0	8.0		455.0		455.0	8.0
Other U.S. PSC Costs	U303	50.0		50.0			65.0			40.0		40.0	
FN PSC - S&B	U304	1,100.5		1,100.5	57.0		1,405.0	70.0		1,650.0		1,650.0	78.0
Other FN PSC Costs	U305	9.0		9.0			15.0			15.0		15.0	
Manpower Contracts	U306	0.0		0.0			0.0			0.0		0.0	0.0
Accrued Separation Liability	U307	0.0		0.0			0.0			0.0		0.0	
Subtotal	U300	1,384.5	0.0	1,384.5			1,915.0	0.0	1,915.0	2,180.0	0.0	2,180.0	
<b>HOUSING:</b>													
Residential Rent	U401	337.3		337.3	25.0		401.0	29.0		445.0		445.0	30.0
Residential Utilities	U402	57.0		57.0			68.0			75.0		75.0	
Maint/Repairs	U403	27.0		27.0			30.0			32.3		32.3	
Living Quarters Allow	U404	0.0		0.0			0.0	0.0		0.0		0.0	0.0
Security Guards	U407	2.2		2.2			2.2	0.5		2.2		2.2	0.5
Official Res. Exp.	U408	0.0		0.0			0.0			0.0		0.0	
Representation Allow.	U409	2.5		2.5			2.5			2.5		2.5	
Subtotal	U400	426.0	0.0	426.0			503.7	0.0	503.7	557.0	0.0	557.0	
<b>OFFICE OPERATIONS:</b>													
Office Rent	U501	386.2		386.2			423.0			465.0		465.0	
Office Utilities	U502	42.0		42.0			60.0			60.0		60.0	
Building Maint/Repair	U503	60.0		60.0			20.0			15.0		15.0	
Equip. Maint/Repair	U506	33.0		33.0			35.0			39.0		39.0	
Communications	U509	178.0		178.0			190.0			200.0		200.0	
Security Guards	U510	40.0		40.0	8.0		55.0	10.0		60.0		60.0	3.0
Printing	U511	1.0		1.0			1.0			1.0		1.0	
Site Visits - Mission	U513	71.0		71.0	100.0		85.0	120.0		90.0		90.0	120.0
Site Visits - AID/W	U514	70.0		70.0	11.0		40.0	6.0		40.0		40.0	8.0
Information Meetings	U515	28.5		28.5	7.0		30.0	8.0		30.0		30.0	8.0
Training Travel	U516	23.5		23.5	4.0		30.0	8.0		30.0		30.0	8.0
Conference Travel	U517	30.1		30.1	13.0		34.0	8.0		34.0		34.0	8.0
Other Operational Trvl	U518	22.0		22.0	13.0		25.0	10.0		25.0		25.0	10.0
Supplies	U519	105.0		105.0			115.0			120.0		120.0	
FAAS	U520	118.4		118.4			120.0			120.0		120.0	
Consultant Contracts	U521	0.0		0.0	0.0		0.0	0.0		0.0		0.0	0.0
Mgmt/Prof Svcs Cont	U522	0.0		0.0	0.0		0.0	0.0		0.0		0.0	0.0
Spec. Studies/Analyses	U523	0.0		0.0	0.0		0.0	0.0		0.0		0.0	0.0
ADP HW Lease/Maint	U525	22.3		22.3			25.0			28.0		28.0	
ADP SW Lease/Maint	U526	5.7		5.7			7.0			7.5		7.5	
Trans/Freight - US00	U586	0.0		0.0			0.0			0.0		0.0	
Other Contract Svcs	U589	102.7		102.7			75.0			72.0		72.0	
Subtotal	U500	1,335.4	0.0	1,335.4			1,370.0	0.0	1,370.0	1,441.5	0.0	1,441.5	
<b>NXP PROCUREMENT:</b>													
Vehicles	U801	0.0		0.0	0.0		50.0	2.0		50.0		50.0	2.0
Residential Furniture	U802	163.2		163.2			125.0			100.0		100.0	
Residential Equipment	U803	71.9		71.9			50.0			35.0		35.0	
Office Furniture	U804	90.0		90.0			20.0			20.0		20.0	
Office Equipment	U805	61.5		61.5			30.0			45.0		45.0	
Other Equipment	U806	0.0		0.0			0.0			0.0		0.0	
ADP HW Purchases	U807	198.8		198.8			75.0			100.0		100.0	
ADP SW Purchases	U808	52.0		52.0			32.0			30.0		30.0	
Trans/Freight - US00	U809	35.0		35.0			10.0			10.0		10.0	
Subtotal	U800	672.4	0.0	672.4			362.0	0.0	362.0	390.0	0.0	390.0	
636(c) REQUIREMENTS	U600	0.0		0.0			0.0			0.0		0.0	
<b>TOTAL OE COSTS</b>		<b>5,081.7</b>	<b>0.0</b>	<b>5,081.7</b>			<b>5,194.2</b>	<b>0.0</b>	<b>5,194.2</b>	<b>5,863.9</b>	<b>0.0</b>	<b>5,863.9</b>	
Less "OE" FAAS		118.4		118.4			120.0		120.0	120.0		120.0	
<b>TOTAL OE BUDGET REQUEST</b>	<b>U000</b>	<b>4,963.3</b>	<b>0.0</b>	<b>4,963.3</b>			<b>5,074.2</b>	<b>0.0</b>	<b>5,074.2</b>	<b>5,763.9</b>	<b>0.0</b>	<b>5,763.9</b>	

SPECIAL INFORMATION:

Program funded Accrued Separation Liability  
Local Currency Usage - %  
Exchange Rate used in Calculations  
Trust Fund End-of-Year Balance  
USDH FTE

0  
75%  
R3.55 = \$1.00  
n/a  
22.5

0  
79%  
R3.55 = \$1.00  
n/a  
28.0

0  
80%  
R3.55 = \$1.00  
n/a  
28.0

NAMING CONVENTION: 98OE2674.WK1

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TABLE VII (a)  
OPERATING EXPENSE BUDGET REQUEST  
BPC: DHHA (RHJDO)  
Mission: USAID/SOUTH AFRICA

EXPENSE CATEGORY	FUNC CODE	FY 1994 ESTIMATE				FY 1995 REQUEST				FY 1996 REQUEST				
		OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS	
<b>U.S. DIRECT HIRE:</b>														
Other Salary	U105	0.0		0.0		0.0		0.0		0.0		0.0		0.0
Education Allowances	U106	19.0		19.0	2.0	22.0		22.0	2.0	43.0		43.0	3.0	
Cost of Living Allow.	U108	0.0		0.0		0.0		0.0		0.0		0.0		
Other Benefits	U110	0.7		0.7		0.0		0.0		0.7		0.7		
Post Assign Travel	U111	5.0		5.0	1.0	0.0		0.0	0.0	9.0		9.0	1.0	
Post Assign Freight	U112	20.0		20.0	1.0	0.0		0.0	0.0	20.0		20.0	1.0	
Home Leave Travel	U113	9.0		9.0	4.0	0.0		0.0	0.0	15.0		15.0	6.0	
Home Leave Freight	U114	5.0		5.0	4.0	0.0		0.0	0.0	5.0		5.0	6.0	
Education Travel	U115	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
R & R Travel	U116	0.0		0.0	0.0	14.0		14.0	6.0	0.0		0.0	0.0	
Other Travel	U117	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Subtotal	U100	58.7	0.0	58.7		36.0	0.0	36.0		92.7	0.0	92.7		
<b>F.N. DIRECT HIRE:</b>														
F.N. Basic Pay	U201	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Overtime/Holiday Pay	U202	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Other Code 11 - FN	U203	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Other Code 12 - FN	U204	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Benefits - Former FN	U205	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Accrued Separation Liability	U206	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Subtotal	U200	0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	0.0		
<b>CONTRACT PERSONNEL:</b>														
U.S. PSC - S&B	U302	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Other U.S. PSC Costs	U303	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
FN PSC - S&B	U304	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Other FN PSC Costs	U305	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Manpower Contracts	U306	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Accrued Separation Liability	U307	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Subtotal	U300	0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	0.0		
<b>HOUSING:</b>														
Residential Rent	U401	26.0		26.0	2.0	30.4		30.4	2.0	34.0		34.0	2.0	
Residential Utilities	U402	2.5		2.5		4.0		4.0		4.5		4.5		
Maint/Repairs	U403	1.0		1.0		2.0		2.0		2.0		2.0		
Living Quarters Allow	U404	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Security Guards	U407	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Official Res. Exp.	U408	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Representation Allow.	U409	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Subtotal	U400	31.5	0.0	31.5		36.4	0.0	36.4		40.5	0.0	40.5		
<b>OFFICE OPERATIONS:</b>														
Office Rent	U501	0.0		0.0		0.0		0.0		0.0		0.0		
Office Utilities	U502	0.0		0.0		0.0		0.0		0.0		0.0		
Building Maint/Repair	U503	0.0		0.0		0.0		0.0		0.0		0.0		
Equip. Maint/Repair	U506	0.0		0.0		0.0		0.0		0.0		0.0		
Communications	U509	0.0		0.0		0.0		0.0		0.0		0.0		
Security Guards	U510	0.0		0.0		0.0		0.0		0.0		0.0		
Printing	U511	0.0		0.0		0.0		0.0		0.0		0.0		
Site Visits - Mission	U513	2.5		2.5	5.0	8.0		8.0	10.0	10.0		10.0	11.0	
Site Visits - AID/W	U514	5.5		5.5	1.0	5.0		5.0	1.0	10.0		10.0	2.0	
Information Meetings	U515	8.3		8.3	2.0	9.0		9.0	3.0	5.0		5.0	1.0	
Training Travel	U516	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Conference Travel	U517	0.0		0.0	0.0	6.0		6.0	1.0	5.0		5.0	1.0	
Other Operational Trvl	U518	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Supplies	U519	0.0		0.0		0.0		0.0		0.0		0.0		
FAAS	U520	0.0		0.0		0.0		0.0		0.0		0.0		
Consultant Contracts	U521	0.0		0.0		0.0		0.0		0.0		0.0		
Mgmt/Prof Svcs Cont	U522	0.0		0.0		0.0		0.0		0.0		0.0		
Spec. Studies/Analyses	U523	0.0		0.0		0.0		0.0		0.0		0.0		
ADP H/W Lease/Maint	U525	0.0		0.0		0.0		0.0		0.0		0.0		
ADP S/W Lease/Maint	U526	0.0		0.0		0.0		0.0		0.0		0.0		
Trans/Freight - US00	U596	0.0		0.0		0.0		0.0		0.0		0.0		
Other Contract Svcs	U599	0.0		0.0		0.0		0.0		0.0		0.0		
Subtotal	U500	16.3	0.0	16.3		26.0	0.0	26.0		30.0	0.0	30.0		
<b>NXP PROCUREMENT:</b>														
Vehicles	U601	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0	
Residential Furniture	U602	26.0		26.0		0.0		0.0		2.0		2.0		
Residential Equipment	U603	5.0		5.0		0.0		0.0		1.0		1.0		
Office Furniture	U604	7.0		7.0		0.0		0.0		0.0		0.0		
Office Equipment	U605	8.0		8.0		2.0		2.0		0.0		0.0		
Other Equipment	U606	8.0		8.0		0.0		0.0		0.0		0.0		
ADP H/W Purchases	U607	5.0		5.0		5.0		5.0		3.0		3.0		
ADP S/W Purchases	U608	2.0		2.0		2.0		2.0		1.0		1.0		
Trans/Freight - U600	U609	3.0		3.0		1.0		1.0		0.5		0.5		
Subtotal	U600	65.0	0.0	65.0		10.0	0.0	10.0		7.5	0.0	7.5		
<b>606(c) REQUIREMENTS</b>														
	U600			0.0				0.0				0.0		
<b>TOTAL OE COSTS</b>														
		172.5	0.0	172.5		110.4	0.0	110.4		170.7	0.0	170.7		
<b>Less "OE" FAAS</b>														
		0.0		0.0		0.0		0.0		0.0		0.0		
<b>TOTAL OE BUDGET REQUEST</b>														
	U000	172.5	0.0	172.5		110.4	0.0	110.4		170.7	0.0	170.7		

SPECIAL INFORMATION:

Program funded Accrued Separation Liability  
Local Currency Usage - %  
Exchange Rate used in Calculations  
Trust Fund End-of-Year Balance  
USDH FTE

0  
74%  
R3.55=\$1.00  
n/a  
1.2

0  
80%  
R3.55=\$1.00  
n/a  
2.0

0  
70%  
R3.55=\$1.00  
n/a  
2.0

NAMING CONVENTION: 98OE4674.WK1

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TABLE VIII (a) - NARRATIVE  
OPERATING EXPENSE BUDGET REQUEST  
BPC: FOEA  
MISSION: USAID/SOUTH AFRICA  
NAMING CONVENTION:96OE2674

In May 1994, shortly after South Africa's very successful first non racial, democratic elections, President Clinton announced a more than doubling of the USAID FY 1994 assistance program, including further increases for FY's 1995 and 1996. This has a direct and immediate impact on the Mission's O.E. requirements.

The Mission's approved O.E. for FY 1994, at the time of the Budget Planning Document, is \$4.4 million. However, as a result of the May increase in program levels, the Mission determined that its minimal OE requirements for FY 1994 would increase by approximately \$560,000. Because USAID/W has approved staff increases yet has not formally approved an increase to the O.E. level, the O.E. related VIII Tables assume approval of a FY 1994 O.E. budget totalling \$4,963,300.

Overview of FY 1994 Estimate - While the majority of staff (USDH, USPSC, and FSN) are not projected to be employed until the first part of FY 1995, the costs of procuring office space, housing, and office/residential/automation NXP are budgeted to be incurred in FY 1994. The bulk of the additional \$560,000 in FY 1994 OE funds are directly attributable to the doubling of program levels and related staff increases. A portion, however, of the increase is needed to offset some unanticipated costs (primarily function code U 514 - AID/W travel and ADP needs to accommodate the establishment of the Mission as an accounting station).

Overview of FY 1995 - FY 1996 Request - The total increase in FY 1995 over 1994 is relatively modest. This is because the U500 (primarily office space) and U600 (NXP) requirements related to the Mission's growth were incurred in FY 1994. Increases in FY 1996 are due solely to inflation. The significant increases between FY 1994 and 1995 fall in U300 (Contract Personnel) and U400 (Housing), as new staff actually come on board. These costs continue to rise in FY 1996 as they impact on the full year but, then, begin to stabilize in FY 1997.

U100 (USDH Costs) vary between fiscal years because of the cyclical nature of entitlement travel and allowances.

The FTE ceiling for USDH employees is less than the Mission requires to adequately manage and account for its assistance program. Therefore, the Table VIII budgets include funding for three long term US PSC employees, hired in the U.S., to help compensate for the low FTE levels.

Material Weakness Investments - The Mission has no reported material weaknesses in its FY 1993 FMFIA.

Table VIII(b) FY 1996 Workforce Summary In Workyears

Due to the increase in program funding from \$80 million to approximately \$160 million in 1994, the Mission has started an intensive recruitment program. Already in FY 1994, 19 new positions were filled, and most of the 34 additional positions will be filled in FY 1995. The Mission has had to respond quickly to the changing needs and requirements of the New South African Government. Maximum flexibility in staffing is essential to meet our program goals in this environment.

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2167410001	LETEBELE, MARGARET OFFICE OF DIRECTOR	SECRETARY 11/04/91	10001 05120	FSN-06 FSN-05	11/04/91 11/03/95	HRC 40	FNPS LO	OE \$11,000	\$9,651 \$0		N 3.60
2167410002	LOUTERS, HILARY OFFICE OF DIRECTOR	LEGAL ADMINISTRATIVE 04/05/93	10002 07105	FSN-07 FSN-07	04/05/93 04/04/99	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649		N 3.60
DELETE 2167410003	CORONADO, SANDRA OFFICE OF DIRECTOR	SECRETARY 02/22/94	10003 05120	FS 07 FS 07	02/22/94 07/01/94	FIC 40	USPS LO	OE \$9,400	\$8,212 \$0		N 0.00
2167410070	DEAN, LESLIE OFFICE OF DIRECTOR	MISSION DIRECTOR 01034001	10070 01034001	FE FE OC	06/03/92 06/03/94		USFS 40		\$0 \$0		N 0.00
2167410100	FORD, WILLIAM OFFICE OF DIRECTOR	DEPUTY DIRECTOR 01034002	10100 01034002	FE FE OC	08/24/92 08/24/94		USFS 40		\$0 \$0		N 0.00
2167410150	BRENT, ROBERT OFFICE OF DIRECTOR	SPECIAL PROJECTS OFF 1203167	10150 1203167	FS 02 FPL 01	10/03/92 10/03/94		USFS 40		\$0 \$0		N 0.00
2167410200	WALSH, KATHY OFFICE OF DIRECTOR	EXECUTIVE ASSISTANT 07030301	10200 07030301	FS 06 FP 05	01/27/94 07/27/96		USFS 40		\$0 \$0		N 0.00
2167410250	MCAVOY, JOHN OFFICE OF DIRECTOR	REGIONAL CONTRACTING 93110209	10250 93110209	FS 01 FS 01	01/04/94 06/04/94		USFS 40		\$0 \$0		N 0.00
2167410300	KEENE, DONALD OFFICE OF THE DIRECTOR	REGIONAL LEGAL OFFIC 85090500	10300 85090500	FO 01 FS 01	02/03/91 01/04/96		USFS 40		\$0 \$0		N 0.00
2167420001	MANGERA, FAROOQ PROGRAM OFFICE	SNR. PROGRAM SPECIAL 02/26/89	20001 024005	FSN-10 FSN-10	02/26/89 02/25/95	HRC 40	FNPS LO	OE \$33,300	\$23,910 \$5,174		N 3.60
2167420002	MAJELA, TSHIDI PROGRAM OFFICE	PROGRAM SPECIALIST 07/02/93	20002 024005	FSN-10 FSN-09	07/02/93 07/01/94	HRC 40	FNPS LO	OE \$27,700	\$17,880 \$5,350		N 3.60
2167420003	MABETA, MAUDLENE PROGRAM OFFICE	SECRETARY 02/08/93	20003 05120	FSN-07 FSN-06	02/08/93 02/07/95	HRC 40	FNPS LO	OE \$13,800	\$10,458 \$769		N 3.60
2167420100	WOOTEN, JOHN PROGRAM OFFICE	PROGRAM OFFICER 02034501	20100 02034501	FS 01	02/03/94 10/03/94		USFS 40		\$0 \$0		N 0.00
2167420150	HARBER, RICHARD PROGRAM OFFICE	PROGRAM ECONOMIST 11011007	20150 11011007	FS 02 FO 03	01/14/94 01/14/96		USFS 40		\$0 \$0		N 0.00
2167430001	CIMINELLA, ROSALIA GENERAL DEVELOPMENT OFFICE	ADMIN. ASST/SECRETAR 03/07/94	30001 05120	FS 08 FS 08	03/07/94 03/06/96	FIC 40	USPS LO	OE \$24,700	\$22,486 \$0		N 0.00
2167430002	VACANT GENERAL DEVELOPMENT OFFICE	PROJECT DEV SPEC 124005	30002 124005	FSN-10		HRC 40	FNPS LO	OE \$26,600	\$24,600 \$2,000		N 3.60

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2167430050	BEEBE, JAMES GENERAL DEVELOPMENT OFFICE	SUP GENERAL DVL OFFI	30050 12030161	FS 01 FO 02	01/11/94 01/11/96	40	USFS	\$0	\$0	N	0.00
2167430100	(CORNELIO BRUNO) PRIVATE SECTOR DVL.DIVISION	SUP PRIVATE ENTER. O	30100 21110101	FS 01	07/19/94	40	USFS	\$0	\$0	N	0.00
2167430160	(ELLIS, MARGOT) PRIVATE SECTOR DVL. DIVISION	PRIVATE ENTER. OFFICE	30160 21110102	FS 02	08/05/94	40	USFS	\$0	\$0	N	0.00
2167430210	WENDEL, DENNIS COMMUNITY DVL DIVISION	PROJECT DVL OFFICER	30210 94034511	FS 01 FP 01	08/13/92 08/11/95	40	USFS	\$0	\$0	N	0.00
2167430300	CORONADO, LOUIS HUMAN RIGHTS DIVISION	SPECIAL PROJECTS OFF	30300 12030167	FS 02 FO 03	11/02/91 08/16/94	40	USFS	\$0	\$0	N	0.00
2167430350	HEISLER, DOUGLAS HSNG/URBAN DVL DIVISION	HSNG/URBAN DVL OFFIC	30350 20002001	FS 02 FPL 03	08/26/92 01/26/96	40	USFS	\$0	\$0	N	0.00
2167431001	ROACH, CRYSTAL PRIVATE SECTOR DIV.	SECRETARY 12/14/92	31001 05120	FSN-06 FSN-05	12/14/92 12/13/96	40	FNPS LO	OE \$11,000	\$8,996 \$0	N	0.00
2167431002	RADEBE, DAWN PRIVATE SECTOR DIV.	PROJECT MANAGEMENT A 12/28/92	31002 074005	FSN-08 FSN-08	12/28/92 12/27/96	40	FNPS LO	PROJ \$23,810	\$17,123 \$3,876	N	3.60
DELETE 2167431003	VACANT PRIVATE SECTOR DIVISION	PRIVATE SECTOR SPEC	31003 21110102	FS-02		40	FIC US	USPS PROJ \$0	\$0	N	0.00
NEW 2167431004	VACANT PRIVATE SECTOR DEVEL. DIVISION	PRIVATE SECT. SPECIA	31004 21110102	FS 02		40	FIC US	USPS PROJ \$400,000	\$86,000 \$80,000	N	0.00
2167432001	MURERIWA, AGNES HOUSING & URBAN DVL DIV.	SECRETARY 10/04/93	32001 05120	FSN-06 FSN-05	10/04/93 10/04/94	40	FNPS LO	OE \$13,800	\$11,439 \$0	N	3.60
DELETE 2167432002	BROWN, ALLISON HOUSING & URBAN DVL DIV.	SUDS PROJ. TECH. SPE 09/27/93	32002 20002001		09/27/93 09/30/94	40	FIC LO	USPS PROJ \$30,000	\$30,000 \$0	N	0.00
2167432003	VACANT HOUSING & URBAN DEVELOPMENT DIVISION	PROJECT DEV. OFF.HOU	32003 20002001	FS 02		40	FIC US	USPS PROJ \$350,000	\$85,000 \$60,000	N	0.00
2167432004	VACANT HOUSING AND URBAN DEV. DIVISION	PROJ/ DEV. SPEC. HOU	32004 204005	FSN-10		40	HRC LO	FNPS \$26,600	\$24,600 \$2,000	N	3.60
2167433001	MASHILEHO, NOMEA COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 05/08/89	33001 944005	FSN-10 FSN-10	05/08/89 05/07/95	40	FNPS LO	PROJ \$30,500	\$19,258 \$5,350	N	3.60
2167433002	PILLAY, SURYKUMARIE COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 10/04/93	33002 094005	FSN-11 FSN-09	10/04/93 10/03/94	40	FNPS LO	PROJ \$30,555	\$20,189 \$5,316	N	3.60

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2167433003	MAKENA, PRIMROSE COMMUNITY DVL DIV.	SECRETARY 11/02/92	33003 05120	FSN-06 FSN-06	11/02/92 11/01/95	HRC 40	FNPS LO	OE \$13,000	\$9,667 \$800	3.60 N
2167433004	MOTSWANE, CLAUDIA COMMUNITY DVL DIV.	AIDS PREVENTION ASSI 12/01/93	33004 074005	FSN-08 FSN-08	12/01/93 11/30/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,123 \$3,876	3.60 N
DELETE 2167433005	MCCOURT, DANIELLE COMMUNITY DVL DIVISION	ELECTIONS OFFICER 12/27/93	33005 94034511	FS-04 FS-04	12/27/93 09/28/94	FIC 40	USPS LO	OE \$24,000	\$22,006 \$0	0.00 N
DELETE 2167433006	CONLEY, JACQUILYNE COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/14/94	33006 94034511	FS-04 FS-04	01/14/94 11/13/94	FIC 40	USPS LO	PROJ \$62,671	\$49,054 \$0	0.00 N
DELETE 2167433007	NKHEREANYE, PHATANG COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/18/94	33007 94034511	FS-04 FS-4/1	01/18/94 11/17/94	FIC 40	USPS LO	PROJ \$38,981	\$35,438 \$0	0.00 N
2167433008	VACANT COMMUNITY DEVELOPMENT DIVISION	PROJ. DEV. OFF. COMM	33008 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	3.60 N
2167434001	MOTSHWANE, HAROLD HUMAN RIGHTS DIV.	PROGRAM SPECIALIST 01/18/88	34001 944005	FSN-10 FSN-10	01/18/88 01/17/97	HRC 40	FNPS LO	PROJ \$33,000	\$22,216 \$5,245	3.60 N
2167434002	RALEFETA, WILLIE HUMAN RIGHTS DIVISION	HR PROGRAM SPECIALIS 10/18/93	34002 944005	FSN-10 FSN-09	10/18/93 10/17/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,889 \$3,848	3.60 N
2167434003	OLIFANT, THERESA HUMAN RIGHTS DIVISION	HR DVL ASSISTANT 08/31/87	34003 944005	FSN-08 FSN-07	08/31/87 08/30/95	HRC 40	FNPS LO	PROJ \$19,444	\$16,296 \$547	3.60 N
2167434004	VACANT HUMAN RIGHTS DIVISION	SECRETARY	34004 05120	FSN-06		HRC 40	FNPS LO	OE \$12,000	\$10,500 \$1,500	0.00 N
2167440001	MHLANGA, EMILY PRJ & HUMAN RES. DVL DIV.	SECRETARY 10/01/91	40001 05120	FSN-07 FSN-07	10/01/91 09/30/95	HRC 40	FNPS LO	OE \$18,400	\$15,219 \$588	3.60 N
2167440050	DUNCAN, WILLIAM PRJT & HUMN RESOURCES DVL OFFICE	SUP PROJ DVL OFFIC	40050 94034510	FS 01 FO 02	07/05/92 01/05/95		USFS 40		\$0 \$0	0.00 N
2167440100	(HARMON, JAMES) PROJECT DEVELOPMENT DIVISION.	PROJ. DEV. OFF.	40100 94034511	FS 01	08/07/94		USFS 40		\$0 \$0	0.00 N
2167440200	VACANT PROJECT DVL DIVISION	PROJ. DEV. OFFICER	40200 94034511	FS 02 FPL 05			USFS 40		\$0 \$0	0.00 N
DELETE 2167440210	VACANT PROJECT DEV. DIVISION	PROJECT DEV. SPECIAL	40210 94034511	FS 05			USPS 40	PROJ \$13,500	\$12,000 \$1,500	0.00 N
DELETE 2167440215	VACANT PROJECT DEV. DIVISION	PROJ. DEV. SPEC.	40215 94034511	FS 05			USPS 40	PROJ \$13,500	\$12,000 \$1,500	0.00 N

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2167440250	(KHAN, KHANWARI) HUMAN RESOURCES DEV. DIV.	SUP. EDUCATION DEV.	40250 60170150	FS 01	07/31/94 07/30/96	40	USFS	\$0	\$0	N	0.00
2167440310	NAVA, HECTOR HUMAN RESOURCES DEV DIV.	EDUCATION DEV. OFFIC	40310 60171011	FS 02 FP 02	07/31/93 06/21/96	40	USFS	\$0	\$0	N	0.00
2167441001	SEBATI, CAROLINE PROJECT DVL DIV.	SECRETARY 07/26/93	41001 05120	FSN-06 FSN-05	07/26/93 07/25/94	40	FNPS LO	OE \$11,600	\$8,996 \$0	N	3.60
2167442001	VACANT HUMAN RESOURCES DEVELOPMENT DIVISION	PROJECT DEVL SPECIAL	42001 944005	FSN-10		40	HRC FNPS LO	PROJ \$26,600	\$24,600 \$2,000	N	3.60
2167442002	MADIBA, PUMLA HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 10/18/93	42002 944005	FSN-10 FSN-09	10/18/93 10/17/94	40	HRC FNPS LO	PROJ \$27,700	\$17,889 \$3,848	N	3.60
2167442003	TSHABALALA, AMY HUMAN RES. DVL DIV.	TRAINING SPECIALIST 08/03/87	42003 074015	FSN-08 FSN-08	08/03/87 08/02/99	40	HRC FNPS LO	OE \$20,800	\$15,258 \$3,953	N	3.60
2167442004	KELEMBE, MLUNGISI HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/04/93	42004 074015	FSN-08 FSN-07	10/04/93 10/03/94	40	HRC FNPS LO	OE \$16,600	\$13,600 \$649	N	3.60
2167442005	HEADBUSH, DIPUO HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/18/93	42005 074015	FSN-08 FSN-07	10/18/93 10/17/95	40	HRC FNPS LO	PROJ \$16,600	\$13,600 \$649	N	3.60
2167442006	KRUGER, LYNNE HUMAN RES. DVL DIV.	SECRETARY 05/17/92	42006 05120	FSN-06 FSN-05	05/17/92 05/16/95	40	HRC FNPS LO	OE \$14,166	\$11,287 \$0	N	3.60
2167442007	MUSE, BRIGHT HUMAN RES. DVL DIV.	SECRETARY 10/18/93	42007 05120	FSN-05 FSN-04	10/18/93 10/17/94	40	HRC FNPS LO	OE \$9,722	\$7,793 \$0	N	3.60
2167442008	SEBOTHOMA, JUNETY HUMAN RES. DVL DIV.	SECRETARY 05/03/93	42008 05120	FSN-05 FSN-05	05/03/93 05/02/99	40	HRC FNPS LO	OE \$15,270	\$12,268 \$0	N	3.60
2167442009	WARD-BRENT, MICHELLE HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/21/93	42009 94034511	FS 04 FS 04	06/21/93 09/30/94	40	FIC USPS LO	PROJ \$41,606	\$37,824 \$0	N	0.00
2167442010	LABAREE, SARAH HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/14/92	42010 94034511	FS 03 FS 03	06/14/92 06/14/94	40	FIC USPS US	PROJ \$52,712	\$47,920 \$0	N	0.00
2167442011	RASSAS, CHERI HUMAN RES. DVL DIV.	SABER PROJECT SPECIA 10/05/92	42011 94034511	FS 03 FS 03	10/05/92 10/04/94	40	FIC USPS LO	PROJ \$68,522	\$62,293 \$0	N	0.00
2167442012	MBERE, AGGREY HUMAN RES. DVL DIV.	EDUC. PROJECT SPECIA 07/25/93	42012 94170151	FS 04 FS 04	07/26/93 07/25/95	40	FIC USPS LO	PROJ \$54,668	\$49,699 \$0	N	0.00
DELETE 2167442013	CLEVERLEY, KAARINA HUMAN RES. DVL DIV.	SECRETARY(TEMP) 04/25/94	42013 05120	GS-4 GS-4/9	04/25/94 09/02/94	40	FIC USPS LO	OE \$8,557	\$7,960 \$0	N	0.00

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2167442014	VACANT HUMAN RES. DEV. DIV.	PROJ. DEV. SPEC. SAB	42014 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	3.60 N
2167450001	CHANG, JENNY OFFICE OF CONTROLLER	ACCOUNTANT 12/19/66	50001 04430	FSN-10 FSN-10	12/19/66	CSR 40	FNDH LO	OE \$38,800	\$29,492 \$4,962	3.60 N
2167450002	VAN DE VENTER, ANNALIE OFFICE OF CONTROLLER	FINANCIAL ANALYST 03/16/92	50002 04435	FSN-11 FSN-11	03/16/92 03/16/97	HRC 40	FNPS LO	OE \$41,600	\$31,000 \$4,900	3.60 N
2167450003	KEW, LORRAINE OFFICE OF CONTROLLER	PROJECT ACCOUNTANT 12/04/73	50003 04430	FSN-10 FSN-10	12/04/73	CSR 40	FNDH LO	OE \$33,300	\$22,049 \$5,245	3.60 N
2167450004	MATHEBULA, LEBOHANG OFFICE OF CONTROLLER	FINANCIAL ANALYST 06/01/93	50004 04435	FSN-10 FSN-10	06/01/93 05/31/97	HRC 40	FNPS LO	OE \$29,160	\$20,189 \$5,316	3.60 N
2167450005	LEHABE, ANDREW CONTROLLERS OFFICE	SUPERVISORY VOUCHER 01/15/89	50005 04420	FSN-09 FSN-09	01/15/89 01/15/95	HRC 40	FNPS LO	OE \$27,700	\$17,889 \$3,848	3.60 N
2167450006	DA COSTA, MARIA OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/05/92	50006 04410	FSN-08 FSN-08	02/05/92 04/30/99	HRC 40	FNPS LO	OE \$22,200	\$15,164 \$3,953	3.60 N
2167450007	LETLE, NOMVUYO OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/22/94	50007 04410	FSN-08 FSN-07	02/22/94 02/21/95	HRC 40	FNPS LO	OE \$16,600	\$13,603 \$649	3.60 N
2167450008	NKAMBULE, SILAS OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 01/10/94	50008 04410	FSN-07 FSN-06	01/10/94 01/09/95	HRC 40	FNPS LO	OE \$13,000	\$9,667 \$799	3.60 N
2167450009	SEHERI, MALILEMO OFFICE OF CONTROLLER	FINANCIAL ASSISTANT 01/12/81	50009 04401	FSN-08 FSN-08	01/12/81	CSR 40	FNDH LO	OE \$22,000	\$14,437 \$3,979	3.60 N
2167450010	NDLOVU, SYDWELL OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 04/05/83	50010 04420	FSN-08 FSN-08	04/05/83	CSR 40	FNDH LO	OE \$21,000	\$14,400 \$3,979	3.60 N
2167450011	MOKOANA, SESANA OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 10/28/91	50011 04420	FSN-08 FSN-07	10/28/91 10/28/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N
2167450012	MORAKE, LINDA OFFICE OF CONTROLLER	VOUCHER EXAMINER 05/06/90	50012 04420	FSN-07 FSN-06	05/06/90 05/06/95	HRC 40	FNPS LO	OE \$12,500	\$9,667 \$799	3.60 N
2167450013	TSOTETSI, PRISCILLA OFFICE OF CONTROLLER	SECRETARY 02/09/88	50013 05120	FSN-07 FSN-07	02/09/88 02/09/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N
2167450014	MOKUA, TABEA OFFICE OF CONTROLLER	ADMINISTRATIVE CLERK 07/12/93	50014 05105	FSN-05 FSN-05	07/12/93 07/12/94	HRC 40	FNPS LO	OE \$11,600	\$8,996 \$0	3.60 N
DELETE 2167450015	VACANT OFFICE OF THE CONTROLLER	FINANCIAL MGT SPEC	50015 04050116	FS-03	FIC	USPS 40	OE LO	\$50,000 \$80,000	\$2,000	0.00 N

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2167450016	VACANT OFFICE OF THE CONTROLLER	MACS DATA CONTROLLER	50016 04410	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N
2167450017	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50017 04420	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N
2167450050	(JACOBS, ROBERT P.) OFFICE OF THE CONTROLLER	CONTROLLER	50050 04050502	FS 01 08/16/96	08/17/94	USFS 40		\$0	\$0	0.00 N
2167450100	LIVENGOOD, WILLIAM OFFICE OF CONTROLLER	SUP FIN MGT OFFICER	50100 04050515	FS 02 FP 01	06/01/92 06/01/94	USFS 40		\$0	\$0	0.00 N
2167470002	MORRIS, THEODORA EXECUTIVE OFFICE	SECRETARY	70002 05120	FSN FSN	11/30/92 11/29/95	HRC 40	FNPS LO	OE \$13,300	\$10,000 \$784	3.60 N
2167470003	VACANT EXECUTIVE OFFICE	RECEPTIONIST	70003 05125	FSN		HRC 40	FNPS LO	OE \$10,000	\$7,800 \$0	3.60 N
2167470004	MOTAUNG, MAXWELL EXECUTIVE OFFICE	RECEPTIONIST	70004 05125	FSN FSN	03/07/94 03/06/95	HRC 40	FNPS LO	OE \$10,000	\$7,793 \$0	3.60 N
2167470005	(PENNO, JERRY) EXECUTIVE OFFICE	SUP EXECUTICE OFFICER	70005 03034109	FS 01 FS 01	07/26/94 07/25/95	FIC 40	USPS US	OE \$121,000	\$86,000 \$35,000	0.00 N
2167470022	MCAVOY, LUCINDA EXECUTIVE OFFICE	ASSIST EXECUTIVE OF	70022 03034101	GS 13 GS 12	02/22/94 02/21/96	FIC 40	USPS LO	OE \$54,688	\$49,699 \$0	0.00 N
2167470050	VACANT EXECUTIVE OFFICE	EXECUTIVE OFFICER	70050 03034109	FS 01 FS 01	01/11/91 09/18/95	USFS 40		\$0	\$0	0.00 N
2167470100	MCNEILL, LOU ANN COMMUNICATIONS & RECORDS DIVISION	COMM. AND RECORDS SU	70100 07030509	FS 06 FS 06	02/08/93 12/31/94	USFS 32		\$0	\$0	0.00 N
2167471001	NDINISA, ZANELE COMMUNICATIONS & RECORDS DIVISION	RECORDS & CORRESPOND	71001 07130	FSN-03 FSN-03	06/14/93 06/13/94	HRC 40	FNPS LO	OE \$9,722	\$7,818 \$0	3.60 N
2167471002	NYAKALE, PRUDENCE COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71002 07130	FSN-01 FSN-04	03/08/93 03/07/99	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	0.00 N
2167471003	CAVE, MADEIRA COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71003 07130	FSN-03 FSN-03	03/22/93 03/22/99	HRC 40	FNPS LO	OE \$8,880	\$7,337 \$0	3.60 N
2167471004	SEBOTHOMA, PETER COMMUNICATIONS & RECORDS DIVISION	C&R MESSENGER/DRIVER	71004 071015	FSN-03 FSN-03	07/12/93 07/11/94	HRC 40	FNPS LO	OE \$11,100	\$8,059 \$0	3.60 N
2167471005	MORALOKI, URIEL COMMUNICATIONS & RECORDS DIVISION	ROVING SECRETARY	70003 05120	FSN-05 FSN-04	05/03/93 05/02/98	HRC 40	FNPS LO	OE \$10,000	\$7,793 \$0	3.60 N

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2167472001	BRUNETTE, JAMES GENERAL SERVICE DIV.	BUILDING MAINTANANCE 07/13/92	72001 061205	FSN-08 FSN-08	07/13/92 07/12/94	HRC 40	FNPS LO	OE \$21,100	\$14,437 \$3,979	3.60 N
2167472002	KEKANA, EPHRAIM GENERAL SERVICES DIV.	GSO-ADMINISTRATIVE A 07/31/89	72002 06805	FSN-07 FSN-07	07/31/89 07/30/95	HRC 40	FNPS LO	OE \$16,660	\$13,603 \$649	3.60 N
2167472003	RADEBE, TULANE GENERAL SERVICES DIV.	PURCHASING AGENT 03/08/93	72003 06810	FSN-07 FSN-07	03/08/93 03/07/99	HRC 40	FNPS LO	OE \$18,055	\$14,141 \$1,734	3.60 N
2167472004	DENATION, DAVID GENERAL SERVICES DIV.	OFFICE SERVICES SUPE 10/05/92	72004 061205	FSN-05 FSN-04	10/05/92 10/04/94	HRC 40	FNPS LO	OE \$11,600	\$10,060 \$0	3.60 N
2167472005	MDUMBE, JABULANE GENERAL SERVICES DIV.	STOREKEEPER 06/01/93	72005 06805	FSN-06 FSN-06	06/01/93 05/31/94	HRC 40	FNPS LO	OE \$12,500	\$9,667 \$799	3.60 N
2167472006	CARTWRIGHT, MARJORIE GENERAL SERVICES DIV.	SECRETARY 08/24/92	72006 05120	FSN-06 FSN-05	08/24/92 08/23/95	HRC 40	FNPS LO	OE \$10,500	\$8,996 \$0	3.60 N
2167472007	RAMOSHABA, WILLIAM GENERAL SERVICES DIV.	SUPPLY CLERK 03/08/93	72007 06805	FSN-05 FSN-04	03/08/93 03/07/99	HRC 40	FNPS LO	OE \$11,000	\$8,996 \$0	3.60 N
2167472008	VOS, JACOBUS GENERAL SERVICES DIV.	MAINTENANCE MAN 05/26/92	72008 061210	FSN-04 FSN-04	05/26/92 05/25/99	HRC 40	FNPS LO	OE \$11,000	\$8,640 \$0	3.60 N
2167472009	MALULEKA, SAMUEL GENERAL SERVICES DIV.	MAINTENANCE MAN 08/22/94	72009 061210	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$9,700	\$8,780 \$0	3.60 N
2167472010	SANDERSON, EPHRAIM GENERAL SERVICES DIV.	MAINTENANCE MAN 08/23/93	72010 061210	FSN-02 FSN-02	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$7,700	\$5,575 \$0	3.60 N
2167472011	NNAWE, LUCAS GENERAL SERVICES DIV.	DISPATCHER 04/01/92	72011 991010	FSN-04 FSN-04	04/01/92 03/31/99	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	3.60 N
2167472012	MOIMA, JOHANNES GENERAL SERVICES DIV.	DRIVER 08/23/93	72012 991015	FSN-01 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	3.60 N
2167472013	MEKOA, SIMON GENERAL SERVICES DIV.	DIR'S DRIVER 03/23/87	72013 991015	FSN-04 FSN-04	03/23/87 03/22/99	HRC 40	FNPS LO	OE \$11,000	\$8,643 \$0	3.60 N
2167472014	MOIFATSWANE, BENJAMIN GENERAL SERVICES DIV.	DRIVER 06/12/89	72014 991015	FSN-03 FSO-03	06/12/89 06/11/99	HRC 40	FNPS LO	OE \$10,500	\$7,818 \$0	3.60 N
2167472015	RAMOHOEBO, ROLAND GENERAL SERVICES DIV.	DRIVER 11/15/93	72015 991015	FSN-03 FSN-03	11/15/93 11/14/94	HRC 40	FNPS LO	OE \$8,800	\$6,615 \$0	3.60 N
2167472016	MATLALA, JOHN GENERAL SERVICES DIV.	DRIVER 08/23/93	72016 991015	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	3.60 N

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2167472017	MONAMA, LUCAS GENERAL SERVICES DIV.	DRIVER 10/05/92	72017 991015	FSN-03 FSN-03	10/05/92 10/04/94	HRC 40	FNPS LO	OE \$8,300	\$6,856 \$0	3.60 N
2167472018	LAMBANI, JOSEPH GENERAL SERVICES DIV.	WAREHOUSE MAN 01/25/93	72018 06805	FSN-02 FSN-02	01/25/93 01/24/99	HRC 40	FNPS LO	OE \$7,500	\$5,575 \$0	3.60 N
2167472019	SITHOLE, ELIAS GENERAL SERVICES DIV.	WAREHOUSE MAN 11/16/92	72019 06805	FSN-02 FSN-02	11/16/92 11/15/94	HRC 40	FNPS LO	OE \$7,700	\$5,770 \$0	3.60 N
2167472020	MABENA, RACHEL GENERAL SERVICES DIV.	JANITOR 12/28/92	72020 061305	FSN-01 FSN-01	12/28/92 12/28/94	HRC 40	FNPS LO	OE \$6,944	\$5,452 \$0	3.60 N
2167472021	MAHLANGU, MERRIAM GENERAL SERVICES DIV.	JANITOR 12/28/92	62021 061305	FSN-01 FSN-01	12/28/92 12/27/94	HRC 40	FNPS LO	OE \$6,900	\$5,116 \$0	3.60 N
2167472023	MCCOURT, RANDOLPH GENERAL SERVICES DIVISION	GENERAL SERVICES OFF 11/23/92	72023 061215	FS 03 FS 04	11/23/92 11/22/94	FIC 40	USPS LO	OE \$46,546	\$42,315 \$0	0.00 N
2167472024	WALSH, JOHN EXECUTIVE OFFICE	HOUSING COORDINATOR 06/25/94	72028 06034201	FS 09 FS 09	06/25/94 06/24/96	FIC 40	USPS LO	OE \$62,000	\$29,000 \$2,000	0.00 N
2167473001	BAYARD, ROVARO DATA MANAGEMENT DIVISION	DATA MANAGEMENT SPEC 06/14/93	73001 031805	FSN-11 FSN-10	06/14/93 06/13/94	HRC 40	FNPS LO	OE \$33,300	\$24,840 \$5,139	3.60 N
2167473002	FOBA, RAQUEL DATA MANAGEMENT DIVISION	JNR DATA MANAGEMENT 04/13/87	73002 031805	FSN-08 FSN-08	04/13/87 04/12/97	HRC 40	FNPS LO	OE \$25,000	\$17,123 \$3,876	3.60 N
2167474001	MTAKATI, GORDON EXECUTIVE OFFICE	PERSONNEL SPECIALIST 08/24/92	70001 03305	FSN-08 FSN-08	08/24/92 08/23/95	HRC 40	FNPS LO	OE \$20,000	\$13,765 \$4,000	3.60 N
2167474002	PIZARRO, RICARDO EXO/PERSONNEL DIVISION	TRAVEL/PERSONNEL ASS 02/28/94	74002 07305	FS 07 FS 07	02/28/94 02/27/96	FIC 40	USPS LO	OE \$32,483	\$29,530 \$0	0.00 N
2167499040	MAJETTE, RICKY R. PROJECT & HUMAN RESOURCE DEV. OFF.	PROJECT DEV. OFF. 95012003	99040 95012003	FS 05 FPL-05	01/07/93 01/06/95		USFS 40		\$0 \$0	0.00 N
2167499060	JOHNSON-PIZARRO, MARY LOU HUMAN RESOURCES DVL DIV.	IDI (HUMAN RESOURCES) 95171015	99060 95171015	FP 04 FP 04	05/25/93 05/25/95		USFS 40		\$0 \$0	0.00 N
2469820110	HAGGER, JEREMY HOUSING/URBAN DEVL DIVISION	RHUDO HOUSING OFFICE 20002004	20110 20002004	FE FO 01	09/02/92 09/02/94		USFS 40		\$0 \$0	0.00 N
PASA-00010	GAYLE, JACOB COMMUNITY DVL DIVISION	CDC AIDS ADVISOR 50068506	00010 50068506	FS 01 FS 01	09/07/92 09/07/94		USFS 40		\$0 \$0	0.00 N

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SUMMARY FOR COUNTRY: 674 - SOUTH AFRICA

USHD SUMMARY		FSN, TCN AND PSC SUMMARY		TOTAL LIFETIME COST OF EXISTING CONTRACTS		TOTAL ANNUAL BASE PAY		TOTAL ALL OTHER COSTS	
US Direct Hire Ceiling	23	FSN Direct Hire Ceiling	4	USPSC On Board	\$1,644,222	FSNDH	\$28,837	FSNDH	\$7,958
USDH Deleted Positions	0	FSNDH On Board	4	FSNPSC On Board	\$1,359,654	TCNDH	\$0	TCNDH	\$0
USDH on Board	22	FSNDH Vacant	0	TCNPSC On Board	\$0	USPSC	\$903,135	USPSC	\$0
USDH Vacant	-1	FSNDH Full Time	4	FSNPSC	\$870,216	FSNPSC	\$234,100	TCNPSC	\$0
USDH Full Time	21	FSNDH Part Time	0	TCNPSC	\$0				
USDH Part Time	1	TCNDH On Board	0						
USPSC On Board	24								
USPSC No. Hired in US	4								
USPSC No. Hired Locally	20								
FSNPSC On Board	74								
TCNPSC On Board	0								
OTHER On Board	0								

GRAND TOTALS ON BOARD FULL AND PART TIME

USDH	29
FSNDH	2
TCNDH	0
USPSC	26
FSNPSC	80
TCNPSC	0
PASA	1
SSA	0
JCCO	0
IPAO	0
AAAS	0
TACS	0
POPF	0
NFSU	0
NPSF	0

Retirement Summary for FSDH

CSR	3
NRP	0
HRC	0
PFR	0
ANU	0
FIC	0
OTHER	0

ceilings Comments:

USDH assumption is that only one USDH position will be vacant at the end of FY 1994.

FSNPSC assumption is that all vacancies will be filled by year end.

USPSC shows all positions occupied during the fiscal year. Number of USPSC positions occupied by the end of FY 1994 is 16.

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2167410001	LETEBELE, MARGARET OFFICE OF DIRECTOR	SECRETARY 11/04/91	10001 05120	FSN-06 FSN-05	11/04/91 11/03/95	HRC 40	FNPS LO	OE \$11,000	\$9,651 \$0	N 3.60
2167410002	LOUTERS, HILARY OFFICE OF DIRECTOR	LEGAL ADMINISTRATIVE 04/05/93	10002 07105	FSN-07 FSN-07	04/05/93 04/04/99	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	N 3.60
DELETE 2167410003	CORONADO, SANDRA OFFICE OF DIRECTOR	SECRETARY 02/22/94	10003 05120	FS 07 FS 07	02/22/94 07/01/94	FIC 40	USPS LO	OE \$9,400	\$8,212 \$0	N 0.00
NEW 2167410004	VACANT OFFICE OF THE DIRECTOR	CONTRACTS ASSISTANT	10004	FSN-08		HRC 40	FNPS LO	OE \$0	\$0 \$0	N 0.00
NEW 2167410005	VACANT OFFICE OF THE DIRECTOR	PROGRAM ASST (TSS)	10005	FSN-09		HRC 40	FNPS LO	PROJ \$0	\$0 \$0	N 0.00
2167410070	DEAN, LESLIE OFFICE OF DIRECTOR	MISSION DIRECTOR	10070 01034001	FE FE OC	06/03/92 06/03/94		USFS 40		\$0 \$0	N 0.00
2167410100	FORD, WILLIAM OFFICE OF DIRECTOR	DEPUTY DIRECTOR	10100 01034002	FE FE OC	08/24/92 08/24/94		USFS 40		\$0 \$0	N 0.00
2167410150	BRENT, ROBERT OFFICE OF DIRECTOR	SPECIAL PROJECTS OFF	10150 1203167	FS 02 FPL 01	10/03/92 10/03/94		USFS 40		\$0 \$0	N 0.00
2167410200	WALSH, KATHY OFFICE OF DIRECTOR	EXECUTIVE ASSISTANT	10200 07030301	FS 06 FP 05	01/27/94 07/27/96		USFS 40		\$0 \$0	N 0.00
2167410250	MCAVOY, JOHN OFFICE OF DIRECTOR	REGIONAL CONTRACTING	10250 93110209	FS 01 FS 01	01/04/94 06/04/94		USFS 40		\$0 \$0	N 0.00
2167410300	KEENE, DONALD OFFICE OF THE DIRECTOR	REGIONAL LEGAL OFFIC	10300 85090500	FO 01 FS 01	02/03/91 01/04/96		USFS 40		\$0 \$0	
2167420001	MANGERA, FAROOQ PROGRAM OFFICE	SNR. PROGRAM SPECIAL 02/26/89	20001 024005	FSN-10 FSN-10	02/26/89 02/25/95	HRC 40	FNPS LO	OE \$33,300	\$23,9 \$5,17	
2167420002	MAJELA, TSHIDI PROGRAM OFFICE	PROGRAM SPECIALIST 07/02/93	20002 024005	FSN-10 FSN-09	07/02/93 07/01/94	HRC 40	FNPS LO	OE \$27,700	\$17,8 \$5,35	
2167420003	MABETA, MAUDLENE PROGRAM OFFICE	SECRETARY 02/08/93	20003 05120	FSN-07 FSN-06	02/08/93 02/07/95	HRC 40	FNPS LO	OE \$13,800	\$10,4 \$769	
NEW 2167420004	VACANT PROGRAM OFFICE	PROG SPEC-STRATEGY	20004	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	
NEW 2167420005	VACANT PROGRAM OFFICE	PROG SPEC-TSF	20005	FSN-10		HRC 40	FNPS LO	OE \$0	\$0 \$0	N 0.00

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NEW 2167420006	VACANT PROGRAM OFFICE	PROG SPEC-EVAL	20006	FSN-12		HRC 40	FNPS LO	OE \$0	\$0		0.00
2167420100	WOOTEN, JOHN PROGRAM OFFICE	PROGRAM OFFICER	20100 02034501	FS 01	02/03/94 10/03/94		USFS 40		\$0		0.00
2167420150	HARBER, RICHARD PROGRAM OFFICE	PROGRAM ECONOMIST	20150 11011007	FS 02 FO 03	01/14/94 01/14/96		USFS 40		\$0		0.00
NEW 2167420200	VACANT PROGRAM OFFICE	SUP PROGRAM OFFICER	20200 02034501	FS 01			USFS 40		\$0		0.00
2167430001	CIMINELLA, ROSALIA GENRAL DEVELOPMENT OFFICE	ADMIN. ASST/SECRETAR 03/07/94	30001 05120	FS 08 FS 08	03/07/94 03/06/96	FIC 40	USPS LO	OE \$24,700	\$22,486 \$0		0.00
2167430002	VACANT GENERAL DEVELOPMENT OFFICE	PROJECT DEV SPEC	30002 124005	FSN-10		HRC 40	FNPS LO	OE \$26,600	\$24,600 \$2,000		3.60
2167430050	BEEBE, JAMES GENERAL DEVELOPMENT OFFICE	SUP GENERAL DVL OFFI	30050 12030161	FS 01 FO 02	01/11/94 01/11/96		USFS 40		\$0		0.00
2167430100	(CORNELIO BRUNO) PRIVATE SECTOR DVL.DIVISION	SUP PRIVATE ENTER. O	30100 21110101	FS 01	07/19/94		USFS 40		\$0		0.00
2167430160	(ELLIS, MARGOT) PRIVATE SECTOR DVL. DIVISION	PRIVATE ENTER. OFFICE	30160 21110102	FS 02	08/05/94		USFS 40		\$0		0.00
2167430210	WENDEL, DENNIS COMMUNITY DVL DIVISION	PROJECT DVL OFFICER	30210 94034511	FS 01 FP 01	08/13/92 08/11/95		USFS 40		\$0		0.00
2167430300	CORONADO, LOUIS HUMAN RIGHTS DIVISION	SPECIAL PROJECTS OFF	30300 12030167	FS 02 FO 03	11/02/91 08/16/94		USFS 40		\$0		0.00
2167430350	HEISLER, DOUGLAS HSNG/URBAN DVL DIVISION	HSNG/URBAN DVL OFFIC	30350 20002001	FS 02 FPL 03	08/26/92 01/26/96		USFS 40		\$0		0.00
NEW 2167430400	VACANT COMMUNITY DVL DIVISION	HEALTH DVL OFFICER	30400	FS 01			USFS 40		\$0		0.00
2167431001	ROACH, CRYSTAL PRIVATE SECTOR DIV.	SECRETARY 12/14/92	31001 05120	FSN-06 FSN-05	12/14/92 12/13/96	HRC 40	FNPS LO	OE \$11,000	\$8,996 \$0		0.00
2167431002	RADEBE, DAWN PRIVATE SECTOR DIV.	PROJECT MANAGEMENT A 12/28/92	31002 074005	FSN-08 FSN-08	12/28/92 12/27/96	HRC 40	FNPS LO	PROJ \$23,610	\$17,123 \$3,876		3.60
DELETE 2167431003	VACANT PRIVATE SECTOR DIVISION	PRIVATE SECTOR SPEC	31003 21110102	FS-02		FIC 40	USPS US	PROJ \$0	\$0		0.00

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NEW 2167431004	VACANT PRIVATE SECTOR DEVEL. DIVISION	PRIVATE SECT. SPECIA	31004 21110102	FS 02		FIC 40	USPS US	PROJ \$400,000	\$86,000 \$80,000	0.00 N
2167432001	MURERIWA, AGNES HOUSING & URBAN DVL DIV.	SECRETARY 10/04/93	32001 05120	FSN-06 FSN-05	10/04/93 10/04/94	HRC 40	FNPS LO	OE \$13,800	\$11,439 \$0	3.60 N
DELETE 2167432002	BROWN, ALLISON HOUSING & URBAN DVL DIV.	SUDS PROJ. TECH. SPE 09/27/93	32002 20002001		09/27/93 09/30/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
2167432003	VACANT HOUSING & URBAN DEVELOPMENT DIVISION	PROJECT DEV. OFF.HOU	32003 20002001	FS 02		FIC 40	USPS US	PROJ \$350,000	\$85,000 \$60,000	0.00 N
2167432004	VACANT HOUSING AND URBAN DEV. DIVISION	PROJ/ DEV. SPEC. HOU	32004 204005	FSN-10		HRC 40	FNPS LO		\$24,600 \$2,000	3.60 N
2167433001	MASIHLEHO, NOMEA COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 05/08/89	33001 944005	FSN-10 FSN-10	05/08/89 05/07/95	HRC 40	FNPS LO	PROJ \$30,500	\$19,258 \$5,350	3.60 N
2167433002	PILLAY, SURYKUMARIE COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 10/04/93	33002 094005	FSN-11 FSN-09	10/04/93 10/03/94	HRC 40	FNPS LO	PROJ \$30,555	\$20,189 \$5,316	3.60 N
2167433003	MAKENA, PRIMROSE COMMUNITY DVL DIV.	SECRETARY 11/02/92	33003 05120	FSN-06 FSN-06	11/02/92 11/01/95	HRC 40	FNPS LO	OE \$13,000	\$9,667 \$800	3.60 N
2167433004	MOTSWANE, CLAUDIA COMMUNITY DVL DIV.	AIDS PREVENTION ASSI 12/01/93	33004 074005	FSN-08 FSN-08	12/01/93 11/30/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,123 \$3,876	3.60 N
DELETE 2167433005	MCCOURT, DANIELLE COMMUNITY DVL DIVISION	ELECTIONS OFFICER 12/27/93	33005 94034511	FS-04 FS-04	12/27/93 09/26/94	FIC 40	USPS LO	OE \$0	\$0 \$0	0.00 N
DELETE 2167433006	CONLEY, JACQUILYNE COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/14/94	33006 94034511	FS-04 FS-04	01/14/94 11/13/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
DELETE 2167433007	NKHEREANYE, PHATANG COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/18/94	33007 94034511	FS-04 FS-4/1	01/18/94 11/17/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
2167433008	VACANT COMMUNITY DEVELOPMENT DIVISION	PROJ. DEV. OFF. COMM	33008 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	3.60 N
NEW 2167433009	VACANT COMMUNITY DVL DIVISION	SUP PROJ SPEC	33009	FS 01		FIC 0	USPS US	PROJ \$350,000	\$85,000 \$80,000	0.00 N
NEW 2167433010	VACANT COMMUNITY DVL DIVISION	PROJ DEV SPEC	33010 024005	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0 \$0	0.00 N
NEW 2167433011	VACANT COMMUNITY DVL DIVISION	SECRETARY-HEALTH	33011	FSN-06		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N

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NEW 2167433012	VACANT COMMUNITY DVL DIVISION	PROJ DEV SPEC-HEALTH	33012 024005	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0 \$0	0.00 N
2167434001	MOTSHWANE, HAROLD HUMAN RIGHTS DIV.	PROGRAM SPECIALIST 01/18/88	34001 944005	FSN-10 FSN-10	01/18/88 01/17/97	HRC 40	FNPS LO	PROJ \$33,000	\$22,216 \$5,245	3.60 N
2167434002	RALEFETA, WILLIE HUMAN RIGHTS DIVISION	HR PROGRAM SPECIALIS 10/18/93	34002 944005	FSN-10 FSN-09	10/18/93 10/17/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,889 \$3,848	3.60 N
2167434003	OLIFANT, THERESA HUMAN RIGHTS DIVISION	HR DVL ASSISTANT 08/31/87	34003 944005	FSN-08 FSN-07	08/31/87 08/30/95	HRC 40	FNPS LO	PROJ \$19,444	\$16,296 \$547	3.60 N
2167434004	VACANT HUMAN RIGHTS DIVISION	SECRETARY	34004 05120	FSN-06		HRC 40	FNPS LO	OE \$12,000	\$10,500 \$1,500	0.00 N
NEW 2167434005	VACANT HUMAN RIGHTS DIVISION	COMM DVL SPEC	34005	FSN-10		HRC 40	FNPS LO	PROJ \$0	\$0 \$0	0.00 N
2167440001	MHLANGA, EMILY PRJ & HUMAN RES. DVL DIV.	SECRETARY 10/01/91	40001 05120	FSN-07 FSN-07	10/01/91 09/30/95	HRC 40	FNPS LO	OE \$19,400	\$15,219 \$588	3.60 N
2167440050	DUNCAN, WILLIAM PRJT & HUMN RESOURCES DVL OFFICE	SUP PROJCT DVL OFFIC	40050 94034510	FS 01 FO 02	07/05/92 01/05/95		USFS 40		\$0 \$0	0.00 N
2167440100	(HARMON, JAMES) PROJECT DEVELOPMENT DIVISION.	PROJ. DEV. OFF.	40100 94034511	FS 01	08/07/94		USFS 40		\$0 \$0	0.00 N
2167440200	VACANT PROJECT DVL DIVISION	PROJ. DEV. OFFICER	40200 94034511	FS 02 FPL 05			USFS 40		\$0 \$0	0.00 N
DELETE 2167440210	VACANT PROJECT DEV. DIVISION	PROJECT DEV. SPECIAL	40210 94034511	FS 05			USPS LO	PROJ \$0	\$0 \$0	0.00 N
DELETE 2167440215	VACANT PROJECT DEV. DIVISION	PROJ. DEV. SPEC.	40215 94034511	FS 05			USPS LO	PROJ \$0	\$0 \$0	0.00 N
2167440250	(KHAN, KHANWARI) HUMAN RESOURCES DEV. DIV.	SUP. EDUCATION DEV.	40250 60170150	FS 01	07/31/94 07/30/96		USFS 40		\$0 \$0	0.00 N
2167440310	NAVA, HECTOR HUMAN RESOURCES DEV DIV.	EDUCATION DEV. OFFIC	40310 60171011	FS 02 FP 02	07/31/93 06/21/96		USFS 40		\$0 \$0	0.00 N
2167441001	SEBATI, CAROLINE PROJECT DVL DIV.	SECRETARY 07/26/93	41001 05120	FSN-06 FSN-05	07/26/93 07/25/94	HRC 40	FNPS LO	OE \$11,600	\$8,996 \$0	3.60 N
NEW 2167441002	VACANT PROJECT DVL DIVISION	PROJ DEV OFF	41002 94034511	FS 02			USPS US	OE \$350,000	\$75,000 \$80,000	0.00 N

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2167442001	VACANT HUMAN RESOURCES DEVELOPMENT DIVISION	PROJECT DEVL SPECIAL	42001 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	3.60 N
2167442002	MADIBA, PUMLA HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 10/18/93	42002 944005	FSN-10 FSN-09	10/18/93 10/17/94	HRC 40	FNPS LO	PROJ \$27,700	\$17,889 \$3,848	3.60 N
2167442003	TSHABALALA, AMY HUMAN RES. DVL DIV.	TRAINING SPECIALIST 08/03/87	42003 074015	FSN-08 FSN-08	08/03/87 08/02/99	HRC 40	FNPS LO	OE \$20,800	\$15,258 \$3,953	3.60 N
2167442004	KELEMBE, MLUNGISI HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/04/93	42004 074015	FSN-08 FSN-07	10/04/93 10/03/94	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N
2167442005	HEADBUSH, DIPUO HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/18/93	42005 074015	FSN-08 FSN-07	10/18/93 10/17/95	HRC 40	FNPS LO	PROJ \$16,600	\$13,600 \$649	3.60 N
2167442006	KRUGER, LYNNE HUMAN RES. DVL DIV.	SECRETARY 05/17/92	42006 05120	FSN-06 FSN-05	05/17/92 05/16/95	HRC 40	FNPS LO	OE \$14,166	\$11,287 \$0	3.60 N
2167442007	MUSE, BRIGHT HUMAN RES. DVL DIV.	SECRETARY 10/18/93	42007 05120	FSN-05 FSN-04	10/18/93 10/17/94	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	3.60 N
2167442008	SEBOTHOMA, JUNETY HUMAN RES. DVL DIV.	SECRETARY 05/03/93	42008 05120	FSN-05 FSN-05	05/03/93 05/02/99	HRC 40	FNPS LO	OE \$15,270	\$12,268 \$0	3.60 N
2167442009	WARD-BRENT, MICHELLE HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/21/93	42009 94034511	FS 04 FS 04	06/21/93 09/30/94	FIC 40	USPS LO	PROJ \$41,606	\$37,824 \$0	0.00 N
2167442010	LABAREE, SARAH HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/14/92	42010 94034511	FS 03 FS 03	06/14/92 06/14/94	FIC 40	USPS US	PROJ \$52,712	\$47,920 \$0	0.00 N
2167442011	RASSAS, CHERI HUMAN RES. DVL DIV.	SABER PROJECT SPECIA 10/05/92	42011 94034511	FS 03 FS 03	10/05/92 10/04/94	FIC 40	USPS LO	PROJ \$68,522	\$62,293 \$0	0.00 N
2167442012	MBERE, AGGREY HUMAN RES. DVL DIV.	EDUC. PROJECT SPECIA 07/25/93	42012 94170151	FS 04 FS 04	07/26/93 07/25/95	FIC 40	USPS LO	PROJ \$54,668	\$49,699 \$0	0.00 N
DELETE 2167442013	CLEVERLEY, KAARINA HUMAN RES. DVL DIV.	SECRETARY(TEMP) 04/25/94	42013 05120	GS-4 GS-4/9	04/25/94 09/02/94	FIC 40	USPS LO	OE \$0	\$0 \$0	0.00 N
2167442014	VACANT HUMAN RES. DEV. DIV.	PROJ. DEV. SPEC. SAB	42014 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	3.60 N
NEW 2167442015	VACANT HUMAN RES DVL DIV	TELP PROECT MGR	42015	FS 02		FIC 40	USPS LO	PROJ \$350,000	\$86,000 \$80,000	0.00 N
NEW 2167442016	VACANT HUMAN RES DVL DIV	PROJ DVL SPEC	42016	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0 \$0	0.00 N

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NEW 2167442017	VACANT HUMAN RES DVL DIV	PROJ DVL SPEC	42017	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0		0.00
NEW 2167442018	VACANT HUMAN RES DVL DIV	SECRETARY	42018	FSN-05		HRC 40	FNPS LO	OE \$0	\$0		0.00
NEW 2167442019	VACANT HUMAN RES DVL DIV	PTMS CLERK	42019	FSN-04		HRC 40	FNPS LO	OE \$0	\$0		0.00
2167450001	CHANG, JENNY OFFICE OF CONTROLLER	ACCOUNTANT 12/19/66	50001 04430	FSN-10 FSN-10	12/19/66	CSR 40	FNDH LO	OE \$38,800	\$29,492 \$4,962		3.60
2167450002	VAN DE VENTER, ANNALIE OFFICE OF CONTROLLER	FINANCIAL ANALYST 03/16/92	50002 04435	FSN-11 FSN-11	03/16/92 03/16/97	HRC 40	FNPS LO	OE \$41,600	\$31,000 \$4,900		3.60
2167450003	KEW, LORRAINE OFFICE OF CONTROLLER	PROJECT ACCOUNTANT 12/04/73	50003 04430	FSN-10 FSN-10	12/04/73	CSR 40	FNDH LO	OE \$33,300	\$22,049 \$5,245		3.60
2167450004	MATHEBULA, LEBOHANG OFFICE OF CONTROLLER	FINANCIAL ANALYST 06/01/93	50004 04435	FSN-10 FSN-10	06/01/93 05/31/97	HRC 40	FNPS LO	OE \$29,160	\$20,189 \$5,316		3.60
2167450005	LEHABE, ANDREW CONTROLLERS OFFICE	SUPERVISORY VOUCHER 01/15/89	50005 04420	FSN-09 FSN-09	01/15/89 01/15/95	HRC 40	FNPS LO	OE \$27,700	\$17,889 \$3,848		3.60
2167450006	DA COSTA, MARIA OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/05/92	50006 04410	FSN-08 FSN-08	02/05/92 04/30/99	HRC 40	FNPS LO	OE \$22,200	\$15,164 \$3,953		3.60
2167450007	LETELE, NOMVUYO OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/22/94	50007 04410	FSN-08 FSN-07	02/22/94 02/21/95	HRC 40	FNPS LO	OE \$16,600	\$13,603 \$649		3.60
2167450008	NKAMBULE, SILAS OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 01/10/94	50008 04410	FSN-07 FSN-06	01/10/94 01/09/95	HRC 40	FNPS LO	OE \$13,000	\$9,667 \$799		3.60
2167450009	SEHERI, MALILEMO OFFICE OF CONTROLLER	FINANCIAL ASSISTANT 01/12/81	50009 04401	FSN-08 FSN-08	01/12/81	CSR 40	FNDH LO	OE \$22,000	\$14,437 \$3,979		3.60
2167450010	NDLOVU, SYDWELL OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 04/05/83	50010 04420	FSN-08 FSN-08	04/05/83	CSR 40	FNDH LO	OE \$21,000	\$14,400 \$3,979		3.60
2167450011	MOKOANA, SESANA OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 10/28/91	50011 04420	FSN-08 FSN-07	10/28/91 10/28/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649		3.60
2167450012	MORAKE, LINDA OFFICE OF CONTROLLER	VOUCHER EXAMINER 05/06/90	50012 04420	FSN-07 FSN-06	05/06/90 05/06/95	HRC 40	FNPS LO	OE \$12,500	\$9,667 \$799		3.60
2167450013	TSOTETSI, PRISCILLA OFFICE OF CONTROLLER	SECRETARY 02/09/88	50013 05120	FSN-07 FSN-07	02/09/88 02/09/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649		3.60

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2167450014	MOKUA, TABEA OFFICE OF CONTROLLER	ADMINISTRATIVE CLERK 07/12/93	50014 05105	FSN-05 FSN-05	07/12/93 07/12/94	HRC 40	FNPS LO	OE \$11,600	\$8,996 \$0	3.60 N	
DELETE 2167450015	VACANT OFFICE OF THE CONTROLLER	FINANCIAL MGT SPEC	50015 04050116	FS-03	FIC	USPS 40	OE LO	\$0 \$0	\$0 \$0	0.00 N	
2167450016	VACANT OFFICE OF THE CONTROLLER	MACS DATA CONTROLLER	50016 04410	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N	
2167450017	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50017 04420	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N	
NEW 2167450018	VACANT OFFICE OF THE CONTROLLER	ACCOUNTING TECHNICIA	50018	FSN-08		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N	
NEW 2167450019	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50019	FSN-08		HRC 0	FNPS LO	OE \$0	\$0 \$0	0.00 N	
NEW 2167450020	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50020	FSN-07		HRC 0	FNPS LO	OE \$0	\$0 \$0	0.00 N	
NEW 2167450021	VACANT OFFICE OF THE CONTROLLER	FIN MGT SPECIALIST	50021 04050115	FS 02		FIC 40	USPS LO	OE \$350,000	\$70,000 \$80,000	0.00 N	
2167450050	(JACOBS, ROBERT P.) OFFICE OF THE CONTROLLER	CONTROLLER	50050 04050502	FS 01	08/17/94 08/16/96		USFS	\$0	\$0	\$0 N	0.00
2167450100	LIVENGOOD, WILLIAM OFFICE OF CONTROLLER	SUP FIN MGT OFFICER	50100 04050515	FS 02 FP 01	06/01/92 06/01/94		USFS	\$0	\$0	\$0 N	0.00
2167470002	MORRIS, THEODORA EXECUTIVE OFFICE	SECRETARY	70002 05120	FSN	11/30/92 11/29/95	HRC 40	FNPS LO	OE \$13,300	\$10,000 \$784	3.60 N	
2167470003	VACANT EXECUTIVE OFFICE	RECEPTIONIST	70003 05125	FSN		HRC 40	FNPS LO	OE \$10,000	\$7,800 \$0	3.60 N	
2167470004	MOTAUNG, MAXWELL EXECUTIVE OFFICE	RECEPTIONIST	70004 05125	FSN	03/07/94 03/06/95	HRC 40	FNPS LO	OE \$10,000	\$7,793 \$0	3.60 N	
2167470005	(PENNO, JERRY) EXECUTIVE OFFICE	SUP EXECUTICE OFFICER	70005 03034109	FS 01 FS 01	07/26/94 07/25/95	FIC 40	USPS US	OE \$121,000	\$86,000 \$35,000	0.00 N	
NEW 2167470006	VACANT EXECUTIVE OFFICE	DEP EXEC OFFICER	70006	FS 02		FIC 40	USPS US	OE \$350,000	\$70,000 \$80,000	0.00 N	
2167470022	MCAVOY, LUCINDA EXECUTIVE OFFICE	ASSIST EXECUTIVE OF	70022 03034101	GS 13 GS 12	02/22/94 02/21/96	FIC 40	USPS LO	OE \$54,688	\$49,689 \$0	0.00 N	

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2167470050	VACANT EXECUTIVE OFFICE	EXECUTIVE OFFICER	70050 03034109	FS 01 FS 01	01/11/91 09/18/95	USFS 40		\$0 \$0	\$0 \$0	N 0.00
2167470100	MCNEILL, LOU ANN COMMUNICATIONS & RECORDS DIVISION	COMM. AND RECORDS SU	70100 07030509	FS 06 FS 06	02/08/93 12/31/94	USFS 32		\$0 \$0	\$0 \$0	N 0.00
2167471001	NDINISA, ZANELE COMMUNICATIONS & RECORDS DIVISION	RECORDS & CORRESPOND	71001 06/14/93 07130	FSN-03 FSN-03	06/14/93 06/13/94	HRC FNPS 40 LO	OE	\$9,722 \$0	\$7,818 \$0	N 3.60
2167471002	NYAKALE, PRUDENCE COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71002 03/08/93 07130	FSN-01 FSN-04	03/08/93 03/07/99	HRC FNPS 40 LO	OE	\$9,722 \$0	\$7,793 \$0	N 0.00
2167471003	CAVE, MADEIRA COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71003 03/22/93 07130	FSN-03 FSN-03	03/22/93 03/22/99	HRC FNPS 40 LO	OE	\$8,880 \$0	\$7,337 \$0	N 3.60
2167471004	SEBOTHOMA, PETER COMMUNICATIONS & RECORDS DIVISION	C&R MESSENGER/DRIVER	71004 07/12/93 071015	FSN-03 FSN-03	07/12/93 07/11/94	HRC FNPS 40 LO	OE	\$11,100 \$0	\$8,059 \$0	N 3.60
2167471005	MORALOKI, URIEL COMMUNICATIONS & RECORDS DIVISION	ROVING SECRETARY	70003 05/03/93 05120	FSN-05 FSN-04	05/03/93 05/02/98	HRC FNPS 40 LO	OE	\$10,000 \$0	\$7,793 \$0	N 3.60
NEW 2167471006	VACANT COMMUNICATIONS & RECORDS DIVISION	C&R CLERK	71006	FSN-04		HRC FNPS 40 LO	OE	\$0 \$0	\$0 \$0	N 0.00
NEW 2167471007	VACANT COMMUNICATIONS & RECORDS DIVISION	RECORDS MGT SPEC	71007	FSN-06		HRC FNPS 40 LO	OE	\$0 \$0	\$0 \$0	N 0.00
NEW 2167471008	VACANT COMMUNICATIONS & RECORDS DIVISION	SECRETARY-ROVER	71008	FSN-05		HRC FNPS 40 LO	OE	\$0 \$0	\$0 \$0	N 0.00
2167472001	BRUNETTE, JAMES GENERAL SERVICE DIV.	BUILDING MAINTANANCE	72001 07/13/92 061205	FSN-08 FSN-08	07/13/92 07/12/94	HRC FNPS 40 LO	OE	\$21,100 \$0	\$14,437 \$3,979	N 3.60
2167472002	KEKANA, EPHRAIM GENERAL SERVICES DIV.	GSO-ADMINISTRATIVE A	72002 07/31/89 06805	FSN-07 FSN-07	07/31/89 07/30/95	HRC FNPS 40 LO	OE	\$16,660 \$0	\$13,603 \$649	N 3.60
2167472003	RADEBE, TULANE GENERAL SERVICES DIV.	PURCHASING AGENT	72003 03/08/93 06810	FSN-07 FSN-07	03/08/93 03/07/99	HRC FNPS 40 LO	OE	\$18,055 \$0	\$14,141 \$1,734	N 3.60
2167472004	DENATION, DAVID GENERAL SERVICES DIV.	OFFICE SERVICES SUPE	72004 10/05/92 061205	FSN-05 FSN-04	10/05/92 10/04/94	HRC FNPS 40 LO	OE	\$11,600 \$0	\$10,060 \$0	N 3.60
2167472005	MDUMBE, JABULANE GENERAL SERVICES DIV.	STOREKEEPER	72005 06/01/93 06805	FSN-06 FSN-06	06/01/93 05/31/94	HRC FNPS 40 LO	OE	\$12,500 \$0	\$9,667 \$799	N 3.60
2167472006	CARTWRIGHT, MARJORIE GENERAL SERVICES DIV.	SECRETARY	72006 08/24/92 05120	FSN-06 FSN-05	08/24/92 08/23/95	HRC FNPS 40 LO	OE	\$10,500 \$0	\$8,996 \$0	N 3.60

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2167472007	RAMOSHABA, WILLIAM GENERAL SERVICES DIV.	SUPPLY CLERK 03/08/93	72007 06805	FSN-05 FSN-04	03/08/93 03/07/99	HRC 40	FNPS LO	OE \$11,000	\$8,996 \$0	3.60 N
2167472008	VOS, JACOBUS GENERAL SERVICES DIV.	MAINTENANCE MAN 05/26/92	72008 061210	FSN-04 FSN-04	05/26/92 05/25/99	HRC 40	FNPS LO	OE \$11,000	\$8,640 \$0	3.60 N
2167472009	MALULEKA, SAMUEL GENERAL SERVICES DIV.	MAINTENANCE MAN 08/22/94	72009 061210	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$9,700	\$8,780 \$0	3.60 N
2167472010	SANDERSON, EPHRAIM GENERAL SERVICES DIV.	MAINTENANCE MAN 08/23/93	72010 061210	FSN-02 FSN-02	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$7,700	\$5,575 \$0	3.60 N
2167472011	NNAWE, LUCAS GENERAL SERVICES DIV.	DISPATCHER 04/01/92	72011 991010	FSN-04 FSN-04	04/01/92 03/31/99	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	3.60 N
2167472012	MOIMA, JOHANNES GENERAL SERVICES DIV.	DRIVER 08/23/93	72012 991015	FSN-01 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	3.60 N
NEW 2167472012	VACANT GENERAL SERVICES DIV	DRIVER	72012			HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
2167472013	MEKOA, SIMON GENERAL SERVICES DIV.	DIR'S DRIVER 03/23/87	72013 991015	FSN-04 FSN-04	03/23/87 03/22/99	HRC 40	FNPS LO	OE \$11,000	\$8,643 \$0	3.60 N
2167472014	MOIFATSWANE, BENJAMIN GENERAL SERVICES DIV.	DRIVER 06/12/89	72014 991015	FSN-03 FSO-03	06/12/89 06/11/99	HRC 40	FNPS LO	OE \$10,600	\$7,818 \$0	3.60 N
2167472015	RAMOHOEBO, ROLAND GENERAL SERVICES DIV.	DRIVER 11/15/93	72015 991015	FSN-03 FSN-03	11/15/93 11/14/94	HRC 40	FNPS LO	OE \$8,800	\$6,615 \$0	3.60 N
2167472016	MATLALA, JOHN GENERAL SERVICES DIV.	DRIVER 08/23/93	72016 991015	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	3.60 N
2167472017	MONAMA, LUCAS GENERAL SERVICES DIV.	DRIVER 10/05/92	72017 991015	FSN-03 FSN-03	10/05/92 10/04/94	HRC 40	FNPS LO	OE \$8,300	\$6,856 \$0	3.60 N
2167472018	LAMBANI, JOSEPH GENERAL SERVICES DIV.	WAREHOUSE MAN 01/25/93	72018 06805	FSN-02 FSN-02	01/25/93 01/24/99	HRC 40	FNPS LO	OE \$7,500	\$5,575 \$0	3.60 N
2167472019	SITHOLE, ELIAS GENERAL SERVICES DIV.	WAREHOUSE MAN 11/16/92	72019 06805	FSN-02 FSN-02	11/16/92 11/15/94	HRC 40	FNPS LO	OE \$7,700	\$5,770 \$0	3.60 N
2167472020	MABENA, RACHEL GENERAL SERVICES DIV.	JANITOR 12/28/92	72020 061305	FSN-01 FSN-01	12/28/92 12/28/94	HRC 40	FNPS LO	OE \$6,944	\$5,452 \$0	3.60 N
2167472021	MAHLANGU, MERRIAM GENERAL SERVICES DIV.	JANITOR 12/28/92	82021 061305	FSN-01 FSN-01	12/28/92 12/27/94	HRC 40	FNPS LO	OE \$6,900	\$5,116 \$0	3.60 N

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2167472023	MCCOURT, RANDOLPH GENERAL SERVICES DIVISION	GENERAL SERVICES OFF 11/23/92	72023 061215	FS 03 FS 04	11/23/92 11/22/94	FIC 40	USPS LO	OE \$46,546	\$42,315 \$0	0.00 N
2167472024	WALSH, JOHN EXECUTIVE OFFICE	HOUSING COORDINATOR 06/25/94	72028 06034201	FS 09 FS 09	06/25/94 06/24/96	FIC 40	USPS LO	OE \$62,000	\$29,000 \$2,000	0.00 N
NEW 2167472025	VACANT GENERAL SERVICES DIV	DRIVER	72025			HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
2167473001	BAYARD, ROVARO DATA MANAGEMENT DIVISION	DATA MANAGEMENT SPEC 06/14/93	73001 031805	FSN-11 FSN-10	06/14/93 06/13/94	HRC 40	FNPS LO	OE \$33,300	\$24,840 \$5,139	3.60 N
ND 11 2167473002	FOBA, RAQUEL DATA MANAGEMENT DIVISION	JNR DATA MANAGEMENT 04/13/87	73002 031805	FSN-08 FSN-08	04/13/87 04/12/97	HRC 40	FNPS LO	OE \$25,000	\$17,123 \$3,876	3.60 N
NEW SPEC 2167473003	VACANT DATA MANAGEMENT DIVISION	DATA MGT SPEC-LAN 04/13/87	73003	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
NEW SPEC 2167473004	VACANT DATA MANAGEMENT DIVISION	DATA MGT SPEC-SOFTWRE 04/13/87	73004	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
NEW 2167473005	VACANT DATA MANAGEMENT DIVISION	SECRETARY 08/24/92	73005	FSN-06		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
2167474001	MTAKATI, GORDON EXECUTIVE OFFICE	PERSONNEL SPECIALIST 08/24/92	70001 03305	FSN-08 FSN-08	08/24/92 08/23/95	HRC 40	FNPS LO	OE \$20,000	\$13,765 \$4,000	3.60 N
2167474002	PIZARRO, RICARDO EXO/PERSONNEL DIVISION	TRAVEL/PERSONNEL ASS 02/28/94	74002 07305	FS 07 FS 07	02/28/94 02/27/96	FIC 40	USPS LO	OE \$32,483	\$29,530 \$0	0.00 N
NEW 2167474003	VACANT PERSONNEL DIVISION	PERSONNEL CLERK	74003	FSN-05		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
DELETE 2167499040	MAJETTE, RICKY R. PROJECT & HUMAN RESOURCE DEV. OFF.	PROJECT DEV. OFF.	99040 95012003	FS 05 FPL-05	01/07/93 01/06/95		USFS 40		\$0 \$0	0.00 N
DELETE 2167499060	JOHNSON-PIZARRO, MARY LOU HUMAN RESOURCES DVL DIV.	IDI (HUMAN RESOURCES)	99060 95171015	FP 04 FP 04	05/25/93 05/25/95		USFS 40		\$0 \$0	0.00 N
2469820110	HAGGER, JEREMY HOUSING/URBAN DEVL DIVISION	RHUDO HOUSING OFFICE	20110 20002004	FE FO 01	09/02/92 09/02/94		USFS 40		\$0 \$0	0.00 N
2469820150	DEI, CARLEEN HSNG/URBAN DVL DIVISION	HSNG/URBAN DVL OFFIC 20002001	20510	FS 02			USFS 40		\$0 \$0	0.00 N
PASA-00010	GAYLE, JACOB COMMUNITY DVL DIVISION	CDC AIDS ADVISOR	00010 50068506	FS 01 FS 01	09/07/92 09/07/94		USFS 40		\$ \$0	0.00 N

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SUMMARY FOR COUNTRY: 674 - SOUTH AFRICA

USHD SUMMARY		FSN, TCN AND PSC SUMMARY		TOTAL LIFETIME COST OF EXISTING CONTRACTS		TOTAL ANNUAL BASE PAY		TOTAL ALL OTHER COSTS	
US Direct Hire Ceiling	26	FSN Direct Hire Ceiling	4	USPSC On Board	\$3,117,951	FSNDH	\$88,416	FSNDH	\$18,165
USDH Deleted Positions	0	FSNDH On Board	4	FSNPSC On Board	\$1,840,914	TCNDH	\$0	TCNDH	\$0
USDH on Board	26	FSNDH Vacant	0	TCNPSC On Board	\$0	USPSC	\$1,042,786	USPSC	\$0
USDH Vacant	0	FSNDH Full Time	4	FSNPSC	\$870,216	FSNPSC	\$1,496,250	FSNPSC	\$0
USDH Full Time	25	FSNDH Part Time	0	TCNPSC	\$0	TCNPSC	\$0		
USDH Part Time	1	TCNDH On Board	0						
USPSC On Board	18								
USPSC No. Hired in US	7								
USPSC No. Hired Locally	11								
FSNPSC On Board	74								
TCNPSC On Board	0								
OTHER On Board	0								

GRAND TOTALS ON BOARD FULL AND PART TIME

USDH	26
FSNDH	4
TCNDH	0
USPSC	18
FSNPSC	97
TCNPSC	0
PASA	1
SSA	0
JCCO	0
IPAO	0
AAAS	0
TACS	0
POPF	0
NPSU	0
NPSF	0

Retirement Summary for FSDH

CSR	3
NRP	0
HRC	0
PFR	0
ANU	0
FIC	0
OTHER	0

Ceilings Comments:

USDH assumption is that all USDH positions will be filled at the end of FY 1995.

FSNPSC assumption is that all vacancies will be filled by year end, and a 10% salary increase shown in totals only.

USPSC shows the number of USPSC positions occupied by the end of FY 1995...18, and a 6% salary increase shown in totals only.

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2167410001	LETEBELE, MARGARET OFFICE OF DIRECTOR	SECRETARY 11/04/91	10001 05120	FSN-06 FSN-05	11/04/91 11/03/95	HRC 40	FNPS LO	OE \$11,000	\$9,651 \$0	3.60 N
2167410002	LOUTERS, HILARY OFFICE OF DIRECTOR	LEGAL ADMINISTRATIVE 04/05/93	10002 07105	FSN-07 FSN-07	04/05/93 04/04/99	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N
DELETE 2167410003	CORONADO, SANDRA OFFICE OF DIRECTOR	SECRETARY 02/22/94	10003 05120	FS 07 FS 07	02/22/94 07/01/94	FIC 40	USPS LO	OE \$9,400	\$8,212 \$0	0.00 N
NEW 2167410004	VACANT OFFICE OF THE DIRECTOR	CONTRACTS ASSISTANT	10004	FSN-08		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
NEW 2167410005	VACANT OFFICE OF THE DIRECTOR	PROGRAM ASST (TSS)	10005	FSN-09		HRC 40	FNPS LO	PROJ \$0	\$0 \$0	0.00 N
2167410070	DEAN, LESLIE OFFICE OF DIRECTOR	MISSION DIRECTOR	10070 01034001	FE FE OC	06/03/92 06/03/94		USFS 40		\$0 \$0	0.00 N
2167410100	FORD, WILLIAM OFFICE OF DIRECTOR	DEPUTY DIRECTOR	10100 01034002	FE FE OC	08/24/92 08/24/94		USFS 40		\$0 \$0	0.00 N
2167410150	BRENT, ROBERT OFFICE OF DIRECTOR	SPECIAL PROJECTS OFF	10150 1203167	FS 02 FPL 01	10/03/92 10/03/94		USFS 40		\$0 \$0	0.00 N
2167410200	WALSH, KATHY OFFICE OF DIRECTOR	EXECUTIVE ASSISTANT	10200 07030301	FS 06 FP 05	01/27/94 07/27/96		USFS 40		\$0 \$0	0.00 N
2167410250	MCAVOY, JOHN OFFICE OF DIRECTOR	REGIONAL CONTRACTING	10250 93110209	FS 01 FS 01	01/04/94 06/04/94		USFS 40		\$0 \$0	0.00 N
2167410300	KEENE, DONALD OFFICE OF THE DIRECTOR	REGIONAL LEGAL OFFIC	10300 85090500	FO 01 FS 01	02/03/91 01/04/96		USFS 40		\$0 \$0	0.00 N
2167420001	MANGERA, FAROOQ PROGRAM OFFICE	SNR. PROGRAM SPECIAL	20001 024005	FSN-10 FSN-10	02/26/89 02/25/95	HRC 40	FNPS LO	OE \$33,300	\$23,100 \$5,100	
2167420002	MAJELA, TSHIDI PROGRAM OFFICE	PROGRAM SPECIALIST	20002 024005	FSN-10 FSN-09	07/02/93 07/01/94	HRC 40	FNPS LO	OE \$27,700	\$17,600 \$5,350	
2167420003	MABETA, MAUDLENE PROGRAM OFFICE	SECRETARY	20003 05120	FSN-07 FSN-06	02/08/93 02/07/95	HRC 40	FNPS LO	OE \$13,800	\$10,400 \$769	
NEW 2167420004	VACANT PROGRAM OFFICE	PROG SPEC-STRATEGY	20004	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	
NEW 2167420005	VACANT PROGRAM OFFICE	PROG SPEC-TSF	20005	FSN-10		HRC 40	FNPS LO	OE \$0	\$0 \$0	

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NEW 2167420006	VACANT PROGRAM OFFICE	PROG SPEC-EVAL	20006	FSN-12		HRC 40	FNPS LO	OE \$0	\$0	0.00
2167420100	WOODEN, JOHN PROGRAM OFFICE	PROGRAM OFFICER	20100 02034501	FS 01	02/03/94 10/03/94	40	USFS	\$0	\$0	0.00
2167420150	HARBER, RICHARD PROGRAM OFFICE	PROGRAM ECONOMIST	20150 11011007	FS 02 FO 03	01/14/94 01/14/96	40	USFS	\$0	\$0	0.00
NEW 2167420200	VACANT PROGRAM OFFICE	SUP PROGRAM OFFICER	20200 02034501	FS 01		40	USFS	\$0	\$0	0.00
2167430001	CIMINELLA, ROSALIA GENERAL DEVELOPMENT OFFICE	ADMIN. ASST/SECRETAR 03/07/94	30001 05120	FS 08 FS 08	03/07/94 03/06/96	40	USPS LO	OE \$24,700	\$22,486 \$0	0.00
2167430002	VACANT GENERAL DEVELOPMENT OFFICE	PROJECT DEV SPEC	30002 124005	FSN-10		HRC 40	FNPS LO	OE \$26,600	\$24,600 \$2,000	3.60
2167430050	BEEBE, JAMES GENERAL DEVELOPMENT OFFICE	SUP GENERAL DVL OFFI	30050 12030161	FS 01 FO 02	01/11/94 01/11/96	40	USFS	\$0	\$0	0.00
2167430100	(CORNELIO BRUNO) PRIVATE SECTOR DVL.DIVISION	SUP PRIVATE ENTER. O	30100 21110101	FS 01	07/19/94	40	USFS	\$0	\$0	0.00
2167430160	(ELLIS, MARGOT) PRIVATE SECTOR DVL. DIVISION	PRIVATE ENTER. OFFICE	30160 21110102	FS 02	08/05/94	40	USFS	\$0	\$0	0.00
2167430210	WENDEL, DENNIS COMMUNITY DVL DIVISION	PROJECT DVL OFFICER	30210 94034511	FS 01 FP 01	08/13/92 08/11/95	40	USFS	\$0	\$0	0.00
2167430300	CORONADO, LOUIS HUMAN RIGHTS DIVISION	SPECIAL PROJECTS OFF	30300 12030167	FS 02 FO 03	11/02/91 08/16/94	40	USFS	\$0	\$0	0.00
2167430350	HEISLER, DOUGLAS HSNG/URBAN DVL DIVISION	HSNG/URBAN DVL OFFIC	30350 20002001	FS 02 FPL 03	08/26/92 01/26/96	40	USFS	\$0	\$0	0.00
NEW 2167430400	VACANT COMMUNITY DVL DIVISION	HEALTH DVL OFFICER	30400	FS 01		40	USFS	\$0	\$0	0.00
2167431001	ROACH, CRYSTAL PRIVATE SECTOR DIV.	SECRETARY 12/14/92	31001 05120	FSN-06 FSN-05	12/14/92 12/13/96	HRC 40	FNPS LO	OE \$11,000	\$8,996 \$0	0.00
2167431002	RADEBE, DAWN PRIVATE SECTOR DIV.	PROJECT MANAGEMENT A 12/28/92	31002 074005	FSN-08 FSN-08	12/28/92 12/27/96	HRC 40	FNPS LO	PROJ \$23,610	\$17,123 \$3,876	3.60
DELETE 2167431003	VACANT PRIVATE SECTOR DIVISION	PRIVATE SECTOR SPEC	31003 21110102	FS-02		40	FIC US	USPS PROJ \$0	\$0	0.00

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NEW 2167431004	VACANT PRIVATE SECTOR DEVEL. DIVISION	PRIVATE SECT. SPECIA	31004 21110102	FS 02		FIC 40	USPS US	PROJ \$400,000	\$86,000 \$80,000	0.00 N
2167432001	MURERIWA, AGNES HOUSING & URBAN DVL DIV.	SECRETARY 10/04/93	32001 05120	FSN-06 FSN-05	10/04/93 10/04/94	HRC 40	FNPS LO	OE \$113,800	\$11,439 \$0	3.60 N
DELETE 2167432002	BROWN, ALLISON HOUSING & URBAN DVL DIV.	SUDS PROJ. TECH. SPE 09/27/93	32002 20002001		09/27/93 09/30/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
2167432003	VACANT HOUSING & URBAN DEVELOPMENT DIVISION	PROJECT DEV. OFF.HOU	32003 20002001	FS 02		FIC 40	USPS US	PROJ \$350,000	\$85,000 \$60,000	0.00 N
2167432004	VACANT HOUSING AND URBAN DEV. DIVISION	PROJ/ DEV. SPEC. HOU	32004 204005	FSN-10			HRC 40	FNPS LO	\$24,600 \$2,000	3.60 N
2167433001	MASIHLEHO, NOMEA COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 05/08/89	33001 944005	FSN-10 FSN-10	05/08/89 05/07/95	HRC 40	FNPS LO	PROJ \$30,500	\$19,258 \$5,350	3.60 N
2167433002	PILLAY, SURYKUMARIE COMMUNITY DVL DIV.	PROJECT DVL SPECIALI 10/04/93	33002 094005	FSN-11 FSN-09	10/04/93 10/03/94	HRC 40	FNPS LO	PROJ \$30,555	\$20,189 \$5,316	3.60 N
2167433003	MAKENA, PRIMROSE COMMUNITY DVL DIV.	SECRETARY 11/02/92	33003 05120	FSN-06 FSN-06	11/02/92 11/01/95	HRC 40	FNPS LO	OE \$113,000	\$9,667 \$800	3.60 N
2167433004	MOTSWANE, CLAUDIA COMMUNITY DVL DIV.	AIDS PREVENTION ASSI 12/01/93	33004 074005	FSN-08 FSN-08	12/01/93 11/30/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,123 \$3,876	3.60 N
DELETE 2167433005	MCCOURT, DANIELLE COMMUNITY DVL DIVISION	ELECTIONS OFFICER 12/27/93	33005 94034511	FS-04 FS-04	12/27/93 09/26/94	FIC 40	USPS LO	OE \$0	\$0 \$0	0.00 N
DELETE 2167433006	CONLEY, JACQUILYNE COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/14/94	33006 94034511	FS-04 FS-04	01/14/94 11/13/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
DELETE 2167433007	NKHEREANYE, PHATANG COMMUNITY DVL DIVISION	ELECTIONS SPECIALIST 01/18/94	33007 94034511	FS-04 FS-4/1	01/18/94 11/17/94	FIC 40	USPS LO	PROJ \$0	\$0 \$0	0.00 N
2167433008	VACANT COMMUNITY DEVELOPMENT DIVISION	PROJ. DEV. OFF. COMM	33008 944005	FSN-10			HRC 40	FNPS LO	\$24,600 \$2,000	3.60 N
NEW 2167433009	VACANT COMMUNITY DVL DIVISION	SUP PROJ SPEC	33009	FS 01		FIC 0	USPS US	PROJ \$350,000	\$85,000 \$80,000	0.00 N
NEW 2167433010	VACANT COMMUNITY DVL DIVISION	PROJ DEV SPEC	33010 024005	FSN-10			HRC 0	FNPS LO	\$0 \$0	0.00 N
NEW 2167433011	VACANT COMMUNITY DVL DIVISION	SECRETARY-HEALTH	33011	FSN-06			HRC 40	FNPS LO	\$0 \$0	0.00 N

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NEW 2167433012	VACANT COMMUNITY DVL DIVISION	PROJ DEV SPEC-HEALTH	33012 024005	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0	N	0.00
2167434001	MOTSHWANE, HAROLD HUMAN RIGHTS DIV.	PROGRAM SPECIALIST 01/18/88	34001 944005	FSN-10 FSN-10	01/18/88 01/17/97	HRC 40	FNPS LO	PROJ \$33,000	\$22,216 \$5,245	N	3.60
2167434002	RALEFETA, WILLIE HUMAN RIGHTS DIVISION	HR PROGRAM SPECIALIS 10/18/93	34002 944005	FSN-10 FSN-09	10/18/93 10/17/94	HRC 40	FNPS LO	PROJ \$25,000	\$17,889 \$3,848	N	3.60
2167434003	OLIFANT, THERESA HUMAN RIGHTS DIVISION	HR DVL ASSISTANT 08/31/87	34003 944005	FSN-08 FSN-07	08/31/87 08/30/95	HRC 40	FNPS LO	PROJ \$19,444	\$16,296 \$547	N	3.60
2167434004	VACANT HUMAN RIGHTS DIVISION	SECRETARY	34004 05120	FSN-06		HRC 40	FNPS LO	OE \$12,000	\$10,500 \$1,500	N	0.00
NEW 2167434005	VACANT HUMAN RIGHTS DIVISION	COMM DVL SPEC	34005	FSN-10		HRC 40	FNPS LO	PROJ \$0	\$0	N	0.00
2167440001	MHLANGA, EMILY PRJ. & HUMAN RES. DVL DIV.	SECRETARY 10/01/91	40001 05120	FSN-07 FSN-07	10/01/91 09/30/95	HRC 40	FNPS LO	OE \$19,400	\$15,219 \$588	N	3.60
2167440050	DUNCAN, WILLIAM PRJT. & HUMAN RESOURCES DVL OFFICE	SUP PROJCT DVL OFFIC	40050 94034510	FS 01 FO 02	07/05/92 01/05/95		USFS	\$0	\$0	N	0.00
2167440100	(HARMON, JAMES) PROJECT DEVELOPMENT DIVISION.	PROJ. DEV. OFF.	40100 94034511	FS 01	08/07/94		USFS	\$0	\$0	N	0.00
2167440200	VACANT PROJECT DVL DIVISION	PROJ. DEV. OFFICER	40200 94034511	FS 02 FPL 05			USFS	\$0	\$0	N	0.00
DELETE 2167440210	VACANT PROJECT DEV. DIVISION	PROJECT DEV. SPECIAL	40210 94034511	FS 05			USPS LO	PROJ \$0	\$0	N	0.00
DELETE 2167440215	VACANT PROJECT DEV. DIVISION	PROJ. DEV. SPEC.	40215 94034511	FS 05			USPS LO	PROJ \$0	\$0	N	0.00
2167440250	(KHAN, KHANWARI) HUMAN RESOURCES DEV. DIV.	SUP. EDUCATION DEV.	40250 60170150	FS 01	07/31/94 07/30/96		USFS	\$0	\$0	N	0.00
2167440310	NAVA, HECTOR HUMAN RESOURCES DEV DIV.	EDUCATION DEV. OFFIC	40310 60171011	FS 02 FP 02	07/31/93 06/21/96		USFS	\$0	\$0	N	0.00
2167441001	SEBATI, CAROLINE PROJECT DVL DIV.	SECRETARY 07/28/93	41001 05120	FSN-06 FSN-05	07/28/93 07/25/94	HRC 40	FNPS LO	OE \$11,600	\$8,996 \$0	N	3.60
NEW 2167441002	VACANT PROJECT DVL DIVISION	PROJ DEV OFF	41002 94034511	FS 02			USPS US	OE \$350,000	\$75,000 \$80,000	N	0.00

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2167442001	VACANT HUMAN RESOURCES DEVELOPMENT DIVISION	PROJECT DEVL SPECIAL	42001 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	N 3.60
2167442002	MADIBA, PUMLA HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 10/18/93	42002 944005	FSN-10 FSN-09	10/18/93 10/17/94	HRC 40	FNPS LO	PROJ \$27,700	\$17,889 \$3,848	N 3.60
2167442003	TSHABALALA, AMY HUMAN RES. DVL DIV.	TRAINING SPECIALIST 08/03/87	42003 074015	FSN-08 FSN-08	08/03/87 08/02/99	HRC 40	FNPS LO	OE \$20,800	\$15,258 \$3,953	N 3.60
2167442004	KELEMBE, MLUNGISI HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/04/93	42004 074015	FSN-08 FSN-07	10/04/93 10/03/94	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	N 3.60
2167442005	HEADBUSH, DIPUO HUMAN RES. DVL DIV.	ASST. PARTICIPANT TR 10/18/93	42005 074015	FSN-08 FSN-07	10/18/93 10/17/95	HRC 40	FNPS LO	PROJ \$16,600	\$13,600 \$649	N 3.60
2167442006	KRUGER, LYNNE HUMAN RES. DVL DIV.	SECRETARY 05/17/92	42006 05120	FSN-06 FSN-05	05/17/92 05/16/95	HRC 40	FNPS LO	OE \$14,166	\$11,287 \$0	N 3.60
2167442007	MUSE, BRIGHT HUMAN RES. DVL DIV.	SECRETARY 10/18/93	42007 05120	FSN-05 FSN-04	10/18/93 10/17/94	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	N 3.60
2167442008	SEBOTHOMA, JUNETY HUMAN RES. DVL DIV.	SECRETARY 05/03/93	42008 05120	FSN-05 FSN-05	05/03/93 05/02/99	HRC 40	FNPS LO	OE \$15,270	\$12,268 \$0	N 3.60
2167442009	WARD-BRENT, MICHELLE HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/21/93	42009 94034511	FS 04 FS 04	06/21/93 09/30/94	FIC 40	USPS LO	PROJ \$41,606	\$37,824 \$0	N 0.00
2167442010	LABAREE, SARAH HUMAN RES. DVL DIV.	PROJECT DVL SPECIALI 06/14/92	42010 94034511	FS 03 FS 03	06/14/92 06/14/94	FIC 40	USPS US	PROJ \$52,712	\$47,920 \$0	N 0.00
2167442011	RASSAS, CHERI HUMAN RES. DVL DIV.	SABER PROJECT SPECIA 10/05/92	42011 94034511	FS 03 FS 03	10/05/92 10/04/94	FIC 40	USPS LO	PROJ \$68,522	\$62,293 \$0	N 0.00
2167442012	MBERE, AGGREY HUMAN RES. DVL DIV.	EDUC. PROJECT SPECIA 07/25/93	42012 94170151	FS 04 FS 04	07/26/93 07/25/95	FIC 40	USPS LO	PROJ \$54,668	\$49,699 \$0	N 0.00
DELETE 2167442013	CLEVERLEY, KAARINA HUMAN RES. DVL DIV.	SECRETARY(TEMP) 04/25/94	42013 05120	GS-4 GS-4/9	04/25/94 09/02/94	FIC 40	USPS LO	OE \$0	\$0 \$0	N 0.00
2167442014	VACANT HUMAN RES. DEV. DIV.	PROJ. DEV. SPEC. SAB	42014 944005	FSN-10		HRC 40	FNPS LO	PROJ \$26,600	\$24,600 \$2,000	N 3.60
NEW 2167442015	VACANT HUMAN RES DVL DIV	TELP PROECT MGR	42015	FS 02		FIC 40	USPS LO	PROJ \$350,000	\$86,000 \$80,000	N 0.00
NEW 2167442016	VACANT HUMAN RES DVL DIV	PROJ DVL SPEC	42016	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0 \$0	N 0.00

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NEW 2167442017	VACANT HUMAN RES DVL DIV	PROJ DVL SPEC	42017	FSN-10		HRC 0	FNPS LO	PROJ \$0	\$0 \$0	0.00 N
NEW 2167442018	VACANT HUMAN RES DVL DIV	SECRETARY	42018	FSN-05		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
NEW 2167442019	VACANT HUMAN RES DVL DIV	PTMS CLERK	42019	FSN-04		HRC 40	FNPS LO	OE \$0	\$0 \$0	0.00 N
2167450001	CHANG, JENNY OFFICE OF CONTROLLER	ACCOUNTANT 12/19/66	50001 04430	FSN-10 FSN-10	12/19/66	CSR 40	FNDH LO	OE \$38,800	\$29,492 \$4,962	3.60 N
2167450002	VAN DE VENTER, ANNALIE OFFICE OF CONTROLLER	FINANCIAL ANALYST 03/16/92	50002 04435	FSN-11 FSN-11	03/16/92 03/16/97	HRC 40	FNPS LO	OE \$41,600	\$31,000 \$4,900	3.60 N
2167450003	KEW, LORRAINE OFFICE OF CONTROLLER	PROJECT ACCOUNTANT 12/04/73	50003 04430	FSN-10 FSN-10	12/04/73	CSR 40	FNDH LO	OE \$33,300	\$22,049 \$5,245	3.60 N
2167450004	MATHEBULA, LEOHANG OFFICE OF CONTROLLER	FINANCIAL ANALYST 06/01/93	50004 04435	FSN-10 FSN-10	06/01/93 05/31/97	HRC 40	FNPS LO	OE \$29,160	\$20,189 \$5,316	3.60 N
2167450005	LEHABE, ANDREW CONTROLLERS OFFICE	SUPERVISORY VOUCHER 01/15/89	50005 04420	FSN-09 FSN-09	01/15/89 01/15/95	HRC 40	FNPS LO	OE \$27,700	\$17,889 \$3,848	3.60 N
2167450006	DA COSTA, MARIA OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/05/92	50006 04410	FSN-08 FSN-08	02/05/92 04/30/99	HRC 40	FNPS LO	OE \$22,200	\$15,164 \$3,953	3.60 N
2167450007	LETELE, NOMVUYO OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 02/22/94	50007 04410	FSN-08 FSN-07	02/22/94 02/21/95	HRC 40	FNPS LO	OE \$16,600	\$13,603 \$649	3.60 N
2167450008	NKAMBULE, SILAS OFFICE OF CONTROLLER	ACCOUNTING TECHNICIA 01/10/94	50008 04410	FSN-07 FSN-06	01/10/94 01/09/95	HRC 40	FNPS LO	OE \$13,000	\$9,667 \$799	3.60 N
2167450009	SEHERI, MALILEMO OFFICE OF CONTROLLER	FINANCIAL ASSISTANT 01/12/81	50009 04401	FSN-08 FSN-08	01/12/81	CSR 40	FNDH LO	OE \$22,000	\$14,437 \$3,979	3.60 N
2167450010	NDLOVU, SYDWELL OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 04/05/83	50010 04420	FSN-08 FSN-08	04/05/83	CSR 40	FNDH LO	OE \$21,000	\$14,400 \$3,979	3.60 N
2167450011	MOKOANA, SESANA OFFICE OF CONTROLLER	PROJECT VOUCHER EXAM 10/28/91	50011 04420	FSN-08 FSN-07	10/28/91 10/28/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N
2167450012	MORAKE, LINDA OFFICE OF CONTROLLER	VOUCHER EXAMINER 05/06/90	50012 04420	FSN-07 FSN-06	05/06/90 05/06/95	HRC 40	FNPS LO	OE \$12,500	\$9,667 \$799	3.60 N
2167450013	TSOTETSI, PRISCILLA OFFICE OF CONTROLLER	SECRETARY 02/09/88	50013 05120	FSN-07 FSN-07	02/09/88 02/09/95	HRC 40	FNPS LO	OE \$16,600	\$13,600 \$649	3.60 N

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2167450014	MOKUA, TABEA OFFICE OF CONTROLLER	ADMINISTRATIVE CLERK 07/12/93	50014 05105	FSN-05 FSN-05	07/12/93 07/12/94	HRC 40	FNPS LO	OE \$11,600	\$8,996 \$0	3.60 N	
DELETE 2167450015	VACANT OFFICE OF THE CONTROLLER	FINANCIAL MGT SPEC	50015 04050116	FS-03	FIC	USPS 40	OE LO	\$0	\$0	0.00 N	
2167450016	VACANT OFFICE OF THE CONTROLLER	MACS DATA CONTROLLER	50016 04410	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N	
2167450017	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50017 04420	FSN-08		HRC 40	FNPS LO	OE \$19,000	\$17,800 \$1,200	3.60 N	
NEW 2167450018	VACANT OFFICE OF THE CONTROLLER	ACCOUNTING TECHNICIA	50018	FSN-08		HRC 40	FNPS LO	OE \$0	\$0	0.00 N	
NEW 2167450019	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50019	FSN-08		HRC 0	FNPS LO	OE \$0	\$0	0.00 N	
NEW 2167450020	VACANT OFFICE OF THE CONTROLLER	VOUCHER EXAMINER	50020	FSN-07		HRC 0	FNPS LO	OE \$0	\$0	0.00 N	
NEW 2167450021	VACANT OFFICE OF THE CONTROLLER	FIN MGT SPECIALIST	50021 04050115	FS 02		FIC 40	USPS LO	OE \$350,000	\$70,000 \$80,000	0.00 N	
2167450050	(JACOBS, ROBERT P.) OFFICE OF THE CONTROLLER	CONTROLLER	50050 04050502	FS 01	08/17/94		USFS			\$0 N	0.00
2167450100	LIVENGOOD, WILLIAM OFFICE OF CONTROLLER	SUP FIN MGT OFFICER	50100 04050515	FS 02	06/01/92		USFS			\$0 N	0.00
2167470002	MORRIS, THEODORA EXECUTIVE OFFICE	SECRETARY	70002 05120	FSN	11/30/92	HRC 40	FNPS LO	OE \$13,300	\$10,000 \$784	3.60 N	
2167470003	VACANT EXECUTIVE OFFICE	RECEPTIONIST	70003 05125	FSN		HRC 40	FNPS LO	OE \$10,000	\$7,800 \$0	3.60 N	
2167470004	MOTAUNG, MAXWELL EXECUTIVE OFFICE	RECEPTIONIST	70004 05125	FSN	03/07/94	HRC 40	FNPS LO	OE \$10,000	\$7,793 \$0	3.60 N	
2167470005	PENNO, JERRY EXECUTIVE OFFICE	SUP EXECUTICE OFFICER	70005 03034109	FS 01	07/26/94	FIC 40	USPS US	OE \$0	\$0	0.00 N	
NEW 2167470007	VACANT EXECUTIVE OFFICE	DEP EXEC OFFICER	70006	FS 02		FIC 40	USPS US	OE \$350,000	\$70,000 \$80,000	0.00 N	
2167470022	MCAVOY, LUCINDA EXECUTIVE OFFICE	ASSIST EXECUTIVE OF	70022 03034101	GS 13 GS 12	02/22/94	FIC 40	USPS LO	OE \$54,688	\$49,699 \$0	0.00 N	

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2167470050	VACANT EXECUTIVE OFFICE	EXECUTIVE OFFICER	70050 03034109	FS 01 FS 01	01/11/91 09/18/95	USFS 40		\$0 \$0	\$0 \$0	N 0.00
2167470100	MCNEILL, LOU ANN COMMUNICATIONS & RECORDS DIVISION	COMM. AND RECORDS SU	70100 07030509	FS 06 FS 06	02/08/93 12/31/94	USFS 32		\$0 \$0	\$0 \$0	N 0.00
2167471001	NDINISA, ZANELE COMMUNICATIONS & RECORDS DIVISION	RECORDS & CORRESPOND	71001 07130	FSN-03 FSN-03	06/14/93 06/13/94	HRC FNPS 40 LO	OE	\$9,722	\$7,818 \$0	N 3.60
2167471002	NYAKALE, PRUDENCE COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71002 07130	FSN-01 FSN-04	03/08/93 03/07/99	HRC FNPS 40 LO	OE	\$9,722	\$7,793 \$0	N 0.00
2167471003	CAVE, MADEIRA COMMUNICATIONS & RECORDS DIVISION	COMMUNICATIONS & REC	71003 07130	FSN-03 FSN-03	03/22/93 03/22/99	HRC FNPS 40 LO	OE	\$8,880	\$7,337 \$0	N 3.60
2167471004	SEBOTHOMA, PETER COMMUNICATIONS & RECORDS DIVISION	C&R MESSENGER/DRIVER	71004 071015	FSN-03 FSN-03	07/12/93 07/11/94	HRC FNPS 40 LO	OE	\$11,100	\$8,059 \$0	N 3.60
2167471005	MORALOKI, URIEL COMMUNICATIONS & RECORDS DIVISION	ROVING SECRETARY	70003 05120	FSN-05 FSN-04	05/03/93 05/02/98	HRC FNPS 40 LO	OE	\$10,000	\$7,793 \$0	N 3.60
NEW 2167471006	VACANT COMMUNICATIONS & RECORDS DIVISION	C&R CLERK	71006	FSN-04		HRC FNPS 40 LO	OE	\$0	\$0 \$0	N 0.00
NEW 2167471007	VACANT COMMUNICATIONS & RECORDS DIVISION	RECORDS MGT SPEC	71007	FSN-06		HRC FNPS 40 LO	OE	\$0	\$0 \$0	N 0.00
NEW 2167471008	VACANT COMMUNICATIONS & RECORDS DIVISION	SECRETARY-ROVER	71008	FSN-05		HRC FNPS 40 LO	OE	\$0	\$0 \$0	N 0.00
2167472001	BRUNETTE, JAMES GENERAL SERVICE DIV.	BUILDING MAINTANANCE	72001 061205	FSN-08 FSN-08	07/13/92 07/12/94	HRC FNPS 40 LO	OE	\$21,100	\$14,437 \$3,979	N 3.60
2167472002	KEKANA, EPHRAIM GENERAL SERVICES DIV.	GSO-ADMINISTRATIVE A	72002 06805	FSN-07 FSN-07	07/31/89 07/30/95	HRC FNPS 40 LO	OE	\$16,660	\$13,603 \$649	N 3.60
2167472003	RADEBE, TULANE GENERAL SERVICES DIV.	PURCHASING AGENT	72003 06810	FSN-07 FSN-07	03/08/93 03/07/99	HRC FNPS 40 LO	OE	\$18,055	\$14,141 \$1,734	N 3.60
2167472004	DENATION, DAVID GENERAL SERVICES DIV.	OFFICE SERVICES SUPE	72004 061205	FSN-05 FSN-04	10/05/92 10/04/94	HRC FNPS 40 LO	OE	\$11,600	\$10,060 \$0	N 3.60
2167472005	MDUMBE, JABULANE GENERAL SERVICES DIV.	STOREKEEPER	72005 06805	FSN-08 FSN-06	06/01/93 05/31/94	HRC FNPS 40 LO	OE	\$12,500	\$9,667 \$799	N 3.60
2167472006	CARTWRIGHT, MARJORIE GENERAL SERVICES DIV.	SECRETARY	72006 05120	FSN-08 FSN-05	08/24/82 08/23/95	HRC FNPS 40 LO	OE	\$10,500	\$8,996 \$0	N 3.60

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2167472007	RAMOSHABA, WILLIAM GENERAL SERVICES DIV.	SUPPLY CLERK 03/08/93	72007 06805	FSN-05 FSN-04	03/08/93 03/07/99	HRC 40	FNPS LO	OE \$11,000	\$8,996 \$0	N	3.60
2167472008	VOS, JACOBUS GENERAL SERVICES DIV.	MAINTENANCE MAN 05/26/92	72008 061210	FSN-04 FSN-04	05/26/92 05/25/99	HRC 40	FNPS LO	OE \$11,000	\$8,640 \$0	N	3.60
2167472009	MALULEKA, SAMUEL GENERAL SERVICES DIV.	MAINTENANCE MAN 08/22/94	72009 061210	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$9,700	\$8,780 \$0	N	3.60
2167472010	SANDERSON, EPHRAIM GENERAL SERVICES DIV.	MAINTENANCE MAN 08/23/93	72010 061210	FSN-02 FSN-02	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$7,700	\$5,575 \$0	N	3.60
2167472011	NNAWE, LUCAS GENERAL SERVICES DIV.	DISPATCHER 04/01/92	72011 991010	FSN-04 FSN-04	04/01/92 03/31/99	HRC 40	FNPS LO	OE \$9,722	\$7,793 \$0	N	3.60
2167472012	MOIMA, JOHANNES GENERAL SERVICES DIV.	DRIVER 08/23/93	72012 991015	FSN-01 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	N	3.60
NEW 2167472012	VACANT GENERAL SERVICES DIV.	DRIVER	72012			HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
2167472013	MEKOA, SIMON GENERAL SERVICES DIV.	DIR'S DRIVER 03/23/87	72013 991015	FSN-04 FSN-04	03/23/87 03/22/99	HRC 40	FNPS LO	OE \$11,000	\$8,643 \$0	N	3.60
2167472014	MOIFATSWANE, BENJAMIN GENERAL SERVICES DIV.	DRIVER 06/12/89	72014 991015	FSN-03 FSO-03	06/12/89 06/11/99	HRC 40	FNPS LO	OE \$10,500	\$7,818 \$0	N	3.60
2167472015	RAMOHOEBO, ROLAND GENERAL SERVICES DIV.	DRIVER 11/15/93	72015 991015	FSN-03 FSN-03	11/15/93 11/14/94	HRC 40	FNPS LO	OE \$8,800	\$6,615 \$0	N	3.60
2167472016	MATLALA, JOHN GENERAL SERVICES DIV.	DRIVER 08/23/93	72016 991015	FSN-03 FSN-03	08/23/93 08/22/94	HRC 40	FNPS LO	OE \$8,300	\$6,615 \$0	N	3.60
2167472017	MONAMA, LUCAS GENERAL SERVICES DIV.	DRIVER 10/05/92	72017 991015	FSN-03 FSN-03	10/05/92 10/04/94	HRC 40	FNPS LO	OE \$8,300	\$6,856 \$0	N	3.60
2167472018	LAMBANI, JOSEPH GENERAL SERVICES DIV.	WAREHOUSE MAN 01/25/93	72018 06805	FSN-02 FSN-02	01/25/93 01/24/99	HRC 40	FNPS LO	OE \$7,500	\$5,575 \$0	N	3.60
2167472019	SITHOLE, ELIAS GENERAL SERVICES DIV.	WAREHOUSE MAN 11/16/92	72019 06805	FSN-02 FSN-02	11/16/92 11/15/94	HRC 40	FNPS LO	OE \$7,700	\$5,770 \$0	N	3.60
2167472020	MABENA, RACHEL GENERAL SERVICES DIV.	JANITOR 12/28/92	72020 061305	FSN-01 FSN-01	12/28/92 12/28/94	HRC 40	FNPS LO	OE \$8,944	\$5,452 \$0	N	3.60
2167472021	MAHLANGU, MERRIAM GENERAL SERVICES DIV.	JANITOR 12/28/92	62021 061305	FSN-01 FSN-01	12/28/92 12/27/94	HRC 40	FNPS LO	OE \$6,900	\$5,116 \$0	N	3.60

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2167472023	MCCOURT, RANDOLPH GENERAL SERVICES DIVISION	GENERAL SERVICES OFF 11/23/92	72023 061215	FS 03 FS 04	11/23/92 11/22/94	FIC 40	USPS LO	OE \$46,546	\$42,315 \$0	N	0.00
2167472024	WALSH, JOHN EXECUTIVE OFFICE	HOUSING COORDINATOR 06/25/94	72028 06034201	FS 09 FS 09	06/25/94 06/24/96	FIC 40	USPS LO	OE \$62,000	\$29,000 \$2,000	N	0.00
NEW 2167472025	VACANT GENERAL SERVICES DIV	DRIVER	72025			HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
2167473001	BAYARD, ROVARO DATA MANAGEMENT DIVISION	DATA MANAGEMENT SPEC 06/14/93	73001 031805	FSN-11 FSN-10	06/14/93 06/13/94	HRC 40	FNPS LO	OE \$33,300	\$24,840 \$5,139	N	3.60
2167473002	FOBA, RAQUEL DATA MANAGEMENT DIVISION	JNR DATA MANAGEMENT 04/13/87	73002 031805	FSN-08 FSN-08	04/13/87 04/12/97	HRC 40	FNPS LO	OE \$25,000	\$17,123 \$3,876	N	3.60
NEW 2167473003	VACANT DATA MANAGEMENT DIVISION	DATA MGT SPEC-LAN 04/13/87	73003	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
NEW 2167473004	VACANT DATA MANAGEMENT DIVISION	DATA MGT SPEC-SOFTWRE 04/13/87	73004	FSN-09		HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
NEW 2167473005	VACANT DATA MANAGEMENT DIVISION	SECRETARY 08/24/92	73005	FSN-06		HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
2167474001	MTAKATI, GORDON EXECUTIVE OFFICE	PERSONNEL SPECIALIST 08/24/92	70001 03305	FSN-08 FSN-08	08/24/92 08/23/95	HRC 40	FNPS LO	OE \$20,000	\$13,765 \$4,000	N	3.60
2167474002	PIZARRO, RICARDO EXO/PERSONNEL DIVISION	TRAVEL/PERSONNEL ASS 02/28/94	74002 07305	FS 07 FS 07	02/28/94 02/27/96	FIC 40	USPS LO	OE \$32,483	\$29,530 \$0	N	0.00
NEW 2167474003	VACANT PERSONNEL DIVISION	PERSONNEL CLERK	74003	FSN-05		HRC 40	FNPS LO	OE \$0	\$0 \$0	N	0.00
DELETE 2167499040	MAJETTE, RICKY R. PROJECT & HUMAN RESOURCE DEV. OFF.	PROJECT DEV. OFF.	99040 95012003	FS 05 FPL-05	01/07/93 01/06/95		USFS		\$0 \$0	N	0.00
DELETE 2167499060	JOHNSON-PIZARRO, MARY LOU HUMAN RESOURCES DVL DIV.	IDI (HUMAN RESOURCES)	99060 95171015	FP 04 FP 04	05/25/93 05/25/95		USFS		\$0 \$0	N	0.00
2469820110	HAGGER, JEREMY HOUSING/URBAN DEVL DIVISION	RHUDO HOUSING OFFICE	20110 20002004	FE FO 01	09/02/92 09/02/94		USFS		\$0 \$0	N	0.00
2469820150	DEI, CARLEEN HSNG/URBAN DVL DIVISION	HSNG/URBAN DVL OFFIC 20002001	20510	FS 02			USFS		\$0 \$0	N	0.00
PASA-00010	GAYLE, JACOB COMMUNITY DVL DIVISION	CDC AIDS ADVISOR	00010 50068506	FS 01 FS 01	09/07/92 09/07/94		USFS		\$ \$0	N	0.00

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SUMMARY FOR COUNTRY: 674 - SOUTH AFRICA

USHD SUMMARY	FSN, TCN AND PSC SUMMARY	TOTAL LIFETIME COST OF EXISTING CONTRACTS	TOTAL ANNUAL BASE PAY	TOTAL ALL OTHER COSTS
US Direct Hire Ceiling 26	FSN Direct Hire Ceiling 4	USPSC On Board \$3,054,352	FSNDH \$97,258	FSNDH \$18,165
USDH Deleted Positions 0	FSNDH On Board 4	FSNPSC On Board \$1,990,542	TCNDH \$0	TCNDH \$0
USDH on Board 26	FSNDH Vacant 0	TCNPSC On Board \$0	USPSC \$1,014,193	USPSC \$0
USDH Vacant 0	FSNDH Full Time 4	FSNPSC \$870,216	FSNPSC \$1,645,875	
USDH Full Time 25	FSNDH Part Time 0	TCNPSC \$0	TCNPSC \$0	
USDH Part Time 1	TCNDH On Board 0			
USPSC On Board 17				
USPSC No. Hired in US 6				
USPSC No. Hired Locally 11				
FSNPSC On Board 74				
TCNPSC On Board 0				
OTHER On Board 0				

GRAND TOTALS ON BOARD FULL AND PART TIME

Retirement Summary for FSDH

USDH 26	CSR 3
FSNDH 4	NRP 0
TCNDH 0	HRC 0
USPSC 17	PFR 0
FSNPSC 97	ANU 0
TCNPSC 0	FIC 0
PASA 1	OTHER 0
SSA 0	
JCCO 0	
IPAO 0	
AAAS 0	
TACS 0	
POPF 0	
NPSU 0	
NPSF 0	

Ceilings Comments:

USDH assumption is that all USDH positions will be filled at the end of FY 1996.

FSNPSC assumption is that all vacancies will be filled by year end, and a 10% salary increase shown in totals only.

USPSC shows the number of USPSC positions occupied by the end of FY 1996...17, and a 6% salary increase shown in totals only..

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TABLE VIII(c)  
 AUTOMATION REQUIREMENTS  
 BPC: FOEA-84-21674-U000  
 MISSION/OFFICE/BUREAU: USAID/SOUTH AFRICA

UNIT INFORMATION CATEGORY	May 31, 1994			FY 1994 ESTIMATE			FY 1995 REQUEST			FY 1996 REQUEST		
	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL
NUMBER OF EMPLOYEES (office staff in the mission):												
with PCs	81	18	0	103	21	124	112	27	139	117	30	147
without PCs	10	0	110	11	0	11	11	0	11	13	0	13
TOTAL NUMBER OF EMPLOYEES:	101	18	110	114	21	135	123	27	150	130	30	160

UNIT INFORMATION CATEGORY	CURRENTLY IN USE			STORAGE/BACKUP			ON ORDER*			FY 1994 ESTIMATE TOTAL AVAILABILITY			FY 1995 REQUEST INCREASES/DECREASE			FY 1996 REQUEST INCREASES/DECREASE		
	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL
<b>ISP REQUIREMENTS:</b>																		
PCs (excluding LAN servers):																		
286	0	0	0	2	0	2	0	0	0	2	0	2	0	0	0	0	0	0
386	30	0	30	5	0	5	15	0	15	70	0	70	0	0	0	0	0	0
486	85	5	70	1	0	1	39	0	39	105	5	110	60	0	60	25	0	25
Subtotal Number of PCs	115	5	120	8	0	8	54	0	54	177	5	182	60	0	60	25	0	25
LAN Servers:																		
386	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
486	3	0	3	0	0	0	2	0	2	5	0	5	2	0	2	2	0	2
Subtotal Number of LAN Servers	3	0	3	0	0	0	2	0	2	5	0	5	2	0	2	2	0	2
UNIX:																		
Sparc 2																		
amt of RAM _____																		
amt of disk _____																		
Sparc 10/40																		
amt of RAM 160 MB																		
amt of disk 2.5 GB																		
Subtotal Number of UNIXs	1	0	1	0	0	0	1	0	1	2	0	2	0	0	0	1	0	1
PRINTERS:																		
HP II	0	0	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	0
HP III	11	0	11	0	0	0	0	0	0	11	0	11	0	0	0	0	0	0
HP IV	9	1	10	1	0	1	2	0	2	12	1	13	4	0	4	2	0	2
Subtotal Number of Printers	20	1	21	1	3	4	2	0	2	23	4	27	4	0	4	2	0	2
Windows:																		
# of server copies																		
# of licenses																		
Subtotal Number of Windows	85	5	70	0	0	0	39	0	39	104	5	109	160	0	160	25	0	25
Lotus 1-2-3 for Windows:																		
# of server copies																		
# of licenses																		
Subtotal Number of Lotus	1	0	1	38	0	38	21	0	21	60	0	60	164	0	164	26	0	26
WordPerfect for Windows:																		
# of server copies																		
# of licenses																		
Subtotal Number of WordPerfect	5	0	5	122	0	122	20	0	20	147	0	147	50	0	50	25	0	25

PURCHASES IN DOLLARS (\$000.0)	FY 1994 ESTIMATE			FY 1995 REQUEST			FY 1996 REQUEST		
	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL
OTHER ISP REQUIREMENTS (List items in 8):									
1. Oracle Development Tools			3,000.0			3,000.0			3,500.0
2.						0.0			0.0
3.						0.0			0.0
4.						0.0			0.0
5.						0.0			0.0
TOTAL NON-ISP REQUIREMENTS			3,000.0	0.0		3,000.0	3,500.0	0.0	3,500.0

PURCHASES IN DOLLARS (\$000.0)	FY 1994 ESTIMATE			FY 1995 REQUEST			FY 1996 REQUEST		
	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL	OE/TF	PG	TOTAL
NON-ISP REQUIREMENTS (List items in 8):									
1. Local Software Maintenance			3,700.0			3,700.0			7,000.0
2. Hardware Maintenance			22,300.0			22,300.0			25,000.0
3. Server Management Software			5,000.0			5,000.0			0.0
4. LAN & PC-based software (i.e. Calandar, SPSS, etc.)			3,500.0			3,500.0			0.0
5. Misc. Software						0.0			9,000.0
6.						0.0			0.0
7.						0.0			0.0
8.						0.0			0.0
TOTAL NON-ISP REQUIREMENTS			38,500.0	0.0		38,500.0	41,000.0	0.0	41,000.0
(Must be equal to U524 + U525 + U607 + U608 on Table VII (e) and (g))									

\*Including equipment on order by M/IRM as a part of the M/IRM end of FY 93 buy

NAMING CONVENTION: 96AR26744.WK1

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## Table VIII(c) FY 1996 Automation Requirements

USAID will continue its acquisition of new equipment and servers to provide sufficient equipment for a staff that will increase by 25 percent over the next year. In addition, 486 nodes will be purchased over the next few years to replace our aging 386 nodes. With the Mission becoming an official accounting station in 1994, the addition of the UNIX system, and increases in nodes and servers, the Mission will be increasing the staff of the Data Management Division.

TABLE VIII (d)  
 CONSULTING SERVICES  
 BPC: FOEA  
 MISSION/BUREAU/OFFICE: USAID/SOUTH AFRICA

EXPENSE CATEGORY	FY 1994 ESTIMATE					FY 1995 REQUEST					FY 1996 REQUEST				
	OE	TF	SUB-TOTAL	PG	TOTAL	OE	TF	SUB-TOTAL	PG	TOTAL	OE	TF	SUB-TOTAL	PG	TOTAL
Management and Professional Support Services:			0.0		0.0			0.0		0.0			0.0		0.0
Studies, Analysis and Evaluations:			0.0		0.0			0.0		0.0			0.0		0.0
Engineering and Technical Services:			0.0		0.0			0.0		0.0			0.0		0.0
Total Consulting Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

NAMING CONVENTION: 90CS2674.WK1

TABLE VIII (e)  
CONTROLLER BUDGET BREAKOUT  
BPC: FOEA  
Mission: USAID/SOUTH AFRICA

EXPENSE CATEGORY	FUNC CODE	FY 1994 ESTIMATE				FY 1995 REQUEST				FY 1996 REQUEST			
		OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS	OE	TF	TOTAL	UNITS
<b>U.S. DIRECT HIRE:</b>													
Other Salary	U105	0.0		0.0		0.0		0.0		0.0		0.0	
Education Allowances	U106	1.8		1.8	3.0	0.0		0.0	0.0	36.0		36.0	2.0
Cost of Living Allow.	U108	0.0		0.0		0.0		0.0		0.0		0.0	
Other Benefits	U110	0.7		0.7		0.0		0.0		0.7		0.7	
Post Assign Travel	U111	1.5		1.5	1.0	0.0		0.0	0.0	10.0		10.0	1.0
Post Assign Freight	U112	20.0		20.0	1.0	0.0		0.0	0.0	20.0		20.0	1.0
Home Leave Travel	U113	9.0		9.0	6.0	6.0		6.0	2.0	3.0		3.0	1.0
Home Leave Freight	U114	21.0		21.0	6.0	3.0		3.0	2.0	2.0		2.0	1.0
Education Travel	U115	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
R & R Travel	U116	0.0		0.0	0.0	3.0		3.0	1.0	7.0		7.0	2.0
Other Travel	U117	5.0		5.0	1.0	2.4		2.4	1.0	2.4		2.4	1.0
Subtotal	U100	59.0	0.0	59.0		14.4	0.0	14.4		61.1	0.0	61.1	
<b>F.N. DIRECT HIRE:</b>													
F.N. Basic Pay	U201	101.3		101.3	4.0	117.7		117.7	4.0	126.0		126.0	4.0
Overtime/Holiday Pay	U202	0.7		0.7	0.1	0.5		0.5	0.1	0.5		0.5	0.1
Other Code 11 - FN	U203	19.0		19.0		18.7		18.7		20.0		20.0	
Other Code 12 - FN	U204	16.5		16.5		6.0		6.0		6.0		6.0	
Benefits - Former FN	U205	0.0		0.0		0.0		0.0		0.0		0.0	
Accrued Separation Liability	U206	0.0		0.0		0.0		0.0		0.0		0.0	
Subtotal	U200	137.5	0.0	137.5		142.9	0.0	142.9		152.5	0.0	152.5	
<b>CONTRACT PERSONNEL:</b>													
U.S. PSC - S&B	U302	53.7		53.7	1.0	90.0		90.0	1.0	90.0		90.0	1.0
Other U.S. PSC Costs	U303	15.0		15.0		20.0		20.0		7.0		7.0	
FN PSC - S&B	U304	193.0		193.0	10.0	239.0		239.0	12.0	257.0		257.0	12.0
Other FN PSC Costs	U305	1.0		1.0		3.0		3.0		2.3		2.3	
Manpower Contracts	U306	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Accrued Separation Liability	U307	0.0		0.0		0.0		0.0		0.0		0.0	
Subtotal	U300	262.7	0.0	262.7		352.0	0.0	352.0		356.3	0.0	356.3	
<b>HOUSING:</b>													
Residential Rent	U401	21.5		21.5	2.0	30.0		30.0	3.0	32.0		32.0	3.0
Residential Utilities	U402	4.5		4.5		5.0		5.0		5.1		5.1	
Maint/Repairs	U403	2.3		2.3		2.2		2.2		3.2		3.2	
Living Quarters Allow	U404	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Security Guards	U407	0.2		0.2	0.1	0.3		0.3	1.0	0.3		0.3	1.0
Official Res. Exp.	U408	0.0		0.0		0.0		0.0		0.0		0.0	
Representation Allow.	U409	0.0		0.0		0.0		0.0		0.0		0.0	
Subtotal	U400	28.5	0.0	28.5		37.5	0.0	37.5		40.6	0.0	40.6	
<b>OFFICE OPERATIONS:</b>													
Office Rent	U501	58.0		58.0		65.0		65.0		69.8		69.8	
Office Utilities	U502	6.3		6.3		9.0		9.0		9.9		9.9	
Building Maint/Repair	U503	9.0		9.0		3.0		3.0		2.5		2.5	
Equip. Maint/Repair	U508	5.0		5.0		5.3		5.3		5.3		5.3	
Communications	U509	20.0		20.0		28.5		28.5		30.0		30.0	
Security Guards	U510	6.0		6.0	1.2	8.3		8.3	1.5	9.0		9.0	1.5
Printing	U511	0.5		0.5		0.1		0.1		0.1		0.1	
Site Visits - Mission	U513	5.0		5.0	5.0	5.0		5.0	5.0	5.0		5.0	5.0
Site Visits - AID/W	U514	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Information Meetings	U515	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Training Travel	U516	2.0		2.0	1.0	6.0		6.0	2.0	6.0		6.0	2.0
Conference Travel	U517	4.9		4.9	1.0	5.0		5.0	1.0	5.0		5.0	1.0
Other Operational Trvl.	U518	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Supplies	U519	14.7		14.7		17.3		17.3		15.6		15.6	
FAAS	U520	16.6		16.6		18.0		18.0		18.0		18.0	
Consultant Contracts	U521	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Mgmt/Prof. Svcs. Cont.	U522	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
Spec. Studies/Analyses	U523	0.0		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0.0
ADP HW Lease/Maint.	U525	0.0		0.0		0.0		0.0		0.0		0.0	
ADP SW Lease/Maint.	U526	0.9		0.9		1.0		1.0		1.2		1.2	
Trans/Freight - US00	U508	0.0		0.0		0.0		0.0		0.0		0.0	
Other Contract Svcs.	U509	9.0		9.0		10.0		10.0		11.0		11.0	
Subtotal	U500	157.9	0.0	157.9		181.5	0.0	181.5		186.4	0.0	186.4	
<b>IXP PROCUREMENT:</b>													
Vehicles	U601	0.0		0.0	0.0	7.0		7.0	0.0	7.5		7.5	0.0
Residential Furniture	U602	3.0		3.0		10.0		10.0		15.0		15.0	
Residential Equipment	U603	3.0		3.0		4.0		4.0		5.3		5.3	
Office Furniture	U604	12.0		12.0		3.0		3.0		3.0		3.0	
Office Equipment	U605	4.0		4.0		4.5		4.5		6.8		6.8	
Other Equipment	U606	0.0		0.0		0.0		0.0		0.0		0.0	
ADP HW Purchases	U607	27.0		27.0		12.0		12.0		15.0		15.0	
ADP SW Purchases	U608	7.8		7.8		5.0		5.0		4.5		4.5	
Trans/Freight - US00	U606	1.5		1.5		2.0		2.0		1.5		1.5	
Subtotal	U600	58.3	0.0	58.3		47.5	0.0	47.5		58.6	0.0	58.6	
636(c) REQUIREMENTS	U900	0.0		0.0		0.0		0.0		0.0		0.0	
<b>TOTAL OE COSTS</b>		<b>703.9</b>	<b>0.0</b>	<b>703.9</b>		<b>775.8</b>	<b>0.0</b>	<b>775.8</b>		<b>677.5</b>	<b>0.0</b>	<b>677.5</b>	
Less "OE" FAAS		16.6		16.6		18.0		18.0		18.0		18.0	
<b>TOTAL OE BUDGET REQUEST</b>	<b>U000</b>	<b>687.3</b>	<b>0.0</b>	<b>687.3</b>		<b>757.8</b>	<b>0.0</b>	<b>757.8</b>		<b>659.5</b>	<b>0.0</b>	<b>659.5</b>	

SPECIAL INFORMATION:  
Local Currency Usage - %  
Exchange Rate used in Calculations  
Trust Fund End-of-Year Balance  
USDH FTE

81%  
R3.55=\$1.00  
n/a  
2.0

83%  
R3.55=\$1.00  
n/a  
2.0

81%  
R3.55=\$1.00  
n/a  
2.0

NAMING CONVENTION: B6FM2674.WK1

TABLE VIII (e) - NARRATIVE  
CONTROLLER BUDGET BREAKOUT  
BPC: FOEA  
MISSION: USAID/SOUTH AFRICA  
NAMING CONVENTION:96FM2674

The Controller Breakout budget variances between FY 1994 through 1996 are attributable to the hiring of one US PSC employee (to fill what would otherwise be a USDH FTE position and replacing a depend-spouse US PSC employee who departed post during Fy 1994) and two additional FSN positions. These three positions, needed as a result of the doubling of the Mission's OYB levels, are expected to be filled during FY 1993. No other significant cost increases are budgeted.

Overview of FY 1994 Estimate - FY 1994 costs reflect the end of tour of the current Controller (home leave/rotational assignment to USAID/W) and Assignment To Post costs of his replacement. In addition, ADP costs include the procurement of additional hardware to support the April 1994 establishment of the Mission as an official accounting station.

Overview of FT 1995 - FY 1996 Request - Increases of about \$70,000 over the FY 1994 level are a direct result of employing the US PSC and two FSN employees during FY 1995. Further increases in FY 1996 are due to the impact on the full year of these additional staff. Lastly, FY 1996 U100 costs assume the replacement of the departing Deputy Controller will require education allowance for two dependents.

#### IV. OTHER REQUIREMENTS

##### A. TABLE X, MICROENTERPRISE DATA

Microenterprise development support is largely limited to the Black Private Enterprise Development Project and the Shelter and Urban Development Project. In addition to these bilateral projects, the Mission manages/will manage regionally-funded programs in the housing and urban development area: the Private Sector Housing Guarantee, and the pending Basic Shelter Housing Guaranty and Township Electrification projects. The Mission also participates in the AID/W-funded Small Business Loan Portfolio Guarantee program.

Table X outlines the extent of our bilateral programs in support of micro-enterprise development.

TABLE X

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SOUTH AFRICA (674)  
FY 1996 BUDGET PLANNING DOCUMENT

TABLE X : MICROENTERPRISE PROGRAMS  
(U.S Dollars Thousands)

FUNCTION FUND & FUNCTION	FY1993 ACTUAL	FY1994 ESTIMATE	FY1995 PLANNED	FY1996 PROPOSED
6740303 BLACK PRIVATE ENTERPRISE DEVELOPMENT				
DA Loans to Microenterprises			1,090	50
DA Training and Technical Assistance			504	341
DA Institutional Development & Support			452	200
DA Other			21	
ES Loans to Microenterprises	963	900		
ES Training and Technical Assistance	995	631		
ES Institutional Development & Support	1,063	620		
PROJECT TOTAL:	3,021	2,151	2,067	591
REPORT TOTAL:	3,021	2,151	2,067	591

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SOUTH AFRICA (674)  
FY 1996 BUDGET PLANNING DOCUMENT

TABLE X : MICROENTERPRISE PROGRAMS  
COUNTRY RECAP  
(U.S Dollars Thousands)

FUND SOURCE FUNCTION	FY1993 ACTUAL	FY1994 ESTIMATE	FY1995 PLANNED	FY1996 PROPOSED
<b>NON SUST. DEV. DOLLAR OBLIGATIONS</b>				
Loans to Microenterprises	963	900		
Training and Technical Assistance	995	631		
Institutional Development & Support	1,063	620		
Policy/Regulatory Reform				
Other				
<b>NON SUST. DEV. DOLLAR OBLIGATIONS</b>	<b>TOTAL: 3,021</b>	<b>2,151</b>		
<b>SUST. DEV. DOLLAR OBLIGATIONS</b>				
Loans to Microenterprises			1,090	50
Training and Technical Assistance			504	341
Institutional Development & Support			452	200
Policy/Regulatory Reform				
Other			21	
<b>SUST. DEV. DOLLAR OBLIGATIONS</b>	<b>TOTAL:</b>		<b>2,067</b>	<b>591</b>
<b>LOCAL CURRENCY EXPENDITURES</b>				
Loans to Microenterprises				
Training and Technical Assistance				
Institutional Development & Support				
Policy/Regulatory Reform				
Other				
<b>LOCAL CURRENCY EXPENDITURES</b>	<b>TOTAL:</b>			
<b>GRAND TOTAL</b>	<b>3,021</b>	<b>2,151</b>	<b>2,067</b>	<b>591</b>

**B. TABLES XI AND XIII - PL 480**

Not applicable to USAID/South Africa.

**C. RESEARCH NARRATIVE STATEMENT**

The Mission does not undertake direct research, per se, but supports some basic research on a very limited scale. This is in context of institutional and program activity support to think-tanks in the economic and public administration arenas. For example, one activity encourages the personal development of disadvantaged, academic researchers by providing opportunities for research and publication. Another seeks to lay an institutional foundation for objective, non-partisan economic research on issues related to South Africa and its participation in the regional economy. This activity will also provide a basis for non-partisinal debate and advice to the new Government on such issues as structural adjustment, and participation in key regional economic structures.

Applied research activities, however, are much more prevalent in the USAID program. This focusses largely on the systematic development and assessment of methods, processes, prototypes and models that can be replicated at the community, provincial and/or national levels in support of uplifting the socio-economic and political development of the majority community.

**ATTACHMENT A**

**NEW ACTIVITY DESCRIPTIONS**

**PROJECT TITLE:** South Africa Health Reconstruction

**PROJECT NUMBER:** 674-0320

**APPROPRIATION CATEGORY:** Sustainable Development Fund,  
Grant

**LIFE OF PROJECT FUNDING:** \$50,000,000

**INITIAL OBLIGATION:** \$ 9,000,000, FY 95

**PURPOSE:** The purpose of the project has not yet been established. Preliminary discussions with government and non-government counterparts, however, have identified the general areas of primary health care, decentralization, data collection, and information systems as priorities for U.S. assistance. The project will assist government and non-government organizations in the reconstruction of the modern and racially-inclusive health system to accommodate the health needs of the disenfranchised majority.

**BACKGROUND:** The Health Reconstruction Project will be designed to assist in developing a democratic, non-racial, unitary health system serving all the people of South Africa. The apartheid government developed a modern health system which provided very sophisticated medical services only to whites, with only mediocre services provided for disadvantaged communities. The new democratic Government has stated that it will emphasize primary health care and the extension of quality services to the disadvantaged majority. The Project will be designed in close consultation with the Ministry of Health and major non-governmental organizations, in response to their priorities.

**PROJECT DESCRIPTION:** The Project has not yet been designed, but preliminary discussions with counterparts have focused on the Government's interest in improving primary health care, and in decentralizing the provision of services to the provincial level. Project inputs discussed so far have focused on training of community health workers and/or their trainers, management and epidemiological training for new provincial staffs, nationwide demographic data collection with provincial-level statistics, and national surveillance and management information systems. Technical assistance, mostly involving health management improvement, has also been discussed. It is not likely that substantial commodities will be provided.

**RELATIONSHIP OF PROJECT TO A.I.D. STRATEGY:** This project will support the

reconstruction of the current racially-based health system and the provision of health services on a democratic, non-racial basis to all South Africans. The Project also caters to A.I.D. non-earmarks for primary health care and child survival.

**BENEFICIARIES:** The Project will directly benefit South African health institutions by improving their staff capabilities and their abilities to provide health services. Disadvantaged South Africans, who comprise approximately 80 percent of the population, will benefit through improved access to modern health services.

**HOST COUNTRY AND OTHER DONORS:** It is anticipated that the South African Government will provide the great majority of funds on project activities which involve government institutions. Non-government institutions will provide at least a 25 percent counterpart contribution, in cash or in kind. Many donors have health programs for South Africa, and many of these operate in the area of primary health care. These activities will be compiled during preparations for the Health Reconstruction PID.

**MAJOR OUTPUTS: \***

Primary health care services improved  
Improved provincial health management  
Provincial-level health statistics available  
Integrated national information systems operating

\* These outputs are indicative and may be modified or expanded based on further consultation and agreement with government and non-government counterparts.

**AID-FINANCED INPUTS:** To be determined during project design. This project will be implemented under what is likely to be the Mission's first bilateral agreement with the new Government of South Africa encompassing support to government and non-government organizations.

**PROJECT TITLE:** Basic Shelter Housing Guaranty Project

**PROJECT NUMBER:** 674-HG-002

**APPROPRIATION CATEGORY:** Sustainable Development Fund,  
Grant

**LIFE OF PROJECT FUNDING:** \$75 million Housing Guarantees

**INITIAL OBLIGATION:** \$30 million Housing Guarantees  
FY 95

**PURPOSE:** To demonstrate models whereby effective partnerships between the public and private sectors can be achieved which result in the delivery of new and improved shelter, infrastructure and urban facilities to a broad income band of disadvantaged households.

**BACKGROUND:** The apartheid system of enforced residential segregation has led to the creation of spatially removed disadvantaged townships which are overcrowded, under-serviced and focal points for internecine strife. The South Africa housing market still does not offer many affordable housing alternatives for the majority of disadvantaged South Africans except in these townships or, increasingly, in the rapidly growing unserviced urban squatter areas. The new South African Government (SAG) is striving to articulate and implement a non-racial national housing policy which is based on a partnership between the public and private sectors. The SAG has announced its intention to support the construction of one million new and improved homes with associated necessary infrastructure during the remainder of this decade. The SAG is asking for the experience and assistance from countries, such as the United States, to assist in creating sustainable, replicable and environmentally appropriate models.

**DESCRIPTION:** Basic Shelter Housing Guaranty Project will provide \$75 million in housing guaranties (HG) to the SAG to help finance disadvantaged urban households participating in innovative partnership programs between the public and private sectors to provide housing and associated infrastructure. The other parties participating in the program (the SAG and private sector institutions) will be required to match these funds on at least a 2:1 basis, meaning that the other institutions must allocate the local currency equivalent of US\$2 for each US\$1 in Housing Guaranty funds. This leveraging will result in \$225 million for Basic Shelter. In addition, beneficiaries will be expected to either participate in a companion savings program or to make a down payment equal to 5 percent of the unit cost. The Project will be implemented in up to six annual phases or tranches over the period FY95-01, with an initial \$30 million tranche in FY95. However, authorizations may take place over a shorter period depending upon demand for the project and the continuation of the waiver of the \$25 million annual limit on HG authorizations for South Africa. The availability of sufficient funding under the HG Reserve (Subsidy) Requirements would also have an impact on the implementation schedule.

**RELATIONSHIP OF PROJECT TO A.I.D. STRATEGY:** USAID's program in South Africa has three specific objectives: (1) the majority population participates more fully in the political development and governance of a democratic, human rights based South Africa; (2) to help to establish a more equitable and effective education system; and (3) to increase broad-based black ownership, employment and participation in all levels of the economy. There is some overlap between sectors, with activities in one sector often reinforcing and supporting those in another. The Basic Shelter HG Project will comprise an important element in the Mission's Strategic Target to "deliver innovative and viable community based, private sector financed housing to disadvantaged South Africans".

**BENEFICIARIES:** The Project will be focused on urban and peri-urban households throughout the country including female headed households. It is anticipated that a broad income band of disadvantaged South Africans will meet the eligibility criteria for the Basic Shelter HG Project.

**HOST COUNTRY AND OTHER DONORS:** It is anticipated that the SAG and the private South African financial sector with the beneficiary households will provide the great majority of funds for the sector. While substantial domestic capital is available in South Africa, virtually none of it is accessible by historically disadvantaged South Africans for basic shelter. This proposed intervention will seek to demonstrate models which can leverage domestic capital. No other donors have major shelter interventions at this time although both the World Bank and the European Union are studying the shelter sector.

**MAJOR OUTPUTS:** The Project will provide an investment of the local currency equivalent of \$225 million in shelter and associated basic infrastructure, resulting in up to 22,500 basic homes.

**AID-FINANCED INPUTS:** Guaranteed Loans: \$75,000,000  
Credit Reserve: \$12,825,000 (estimate)

**PROJECT TITLE:** Township Electrification Guaranty Project  
**PROJECT NUMBER:** 674-HG-003  
**APPROPRIATION CATEGORY:** Sustainable Development Fund,  
Grant  
**LIFE OF PROJECT FUNDING:** \$50 million Housing Guarantees  
**INITIAL OBLIGATION:** \$50 million Housing Guarantees  
FY 95

**PURPOSE:** To demonstrate models of effective delivery of electricity to urban and peri-urban disadvantaged households and to enhance the collateral benefits of electricity distribution to disadvantaged households and communities with respect to small business and micro-enterprise development.

**BACKGROUND:** Approximately 85% of disadvantaged South African urban and peri-urban households live without electrical service. This situation persists despite substantial available excess capacity in Eskom, South Africa's principal power producer, which at present generates 60% of the electricity produced on the African continent. Electricity is available and is transmitted to most urban and peri-urban areas at the present time. The lack of electrical service for disadvantaged South Africans is even more surprising given that the estimated monthly expenditure of these families for alternative energy sources (primarily in the form of fuel wood, charcoal and kerosene) exceed estimated monthly electric bills. These alternative energy sources are often unsafe and environmentally degrading. Nelson Mandela announced that it was a major priority of the new South African Government's (SAG) Reconstruction and Development Program (RDP) to extend electricity service to half a million disadvantaged households a year for the next five years. Costs estimates for the program are approximately US\$1,000 per household connection or a half billion dollars a year. Eskom believes that it can finance approximately one half to two thirds of this amount, but that it will require assistance to reach adequately the SAG's targets. The SAG is asking for the experience and assistance from countries, such as the United States, to assist it to create sustainable, replicable and environmentally appropriate models of electrification.

**DESCRIPTION:** The Township Electrification Guaranty Project will provide \$75 million in housing guaranties (HG) to the SAG to provide necessary finance to electrify disadvantaged urban households and communities and to reinforce the policy dialogue between the stakeholders which will (1) overcome the institutional obstacles to expanding power distribution, (2) enhance small business and micro-enterprise development opportunities arising from electrification, and (3) increase community participation in decision-making. The Project will be implemented in one \$50 million tranche in FY95 with implementation over the period FY95-00. However,

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authorizations may take place over a longer period depending upon demand for the project and the continuation of the waiver of the \$25 million annual limit on HG authorizations for South Africa. The availability of sufficient funding under the HG Reserve (Subsidy) Requirements would also have an impact on the implementation schedule.

**RELATIONSHIP OF PROJECT TO A.I.D. STRATEGY:** USAID's program in South Africa strives to increase black political, social and economic empowerment through three specific objectives which assist the majority population: (1) to participate more fully in the political development and governance of a democratic, human rights based South Africa, (2) to establish a more equitable and effective education system; and (3) to increase broad-based black ownership, employment and participation in all levels of the economy. There is some overlap between sectors, with activities in one sector often reinforcing and supporting those in another. The Township Electrification Guaranty Project will comprise an important element in the Mission's strategy to enhance economic empowerment both through its stimulus to home-based businesses and to the upgrading of the owner-occupied housing stock of disadvantaged South Africans.

**BENEFICIARIES:** The Project will be focused on urban and peri-urban households throughout the country including female headed households. It is anticipated that a broad income band of disadvantaged South Africans will meet the eligibility criteria for the Township Electrification Guaranty Project.

**HOST COUNTRY AND OTHER DONORS:** It is anticipated that the SAG and the private South African financial sector will provide the great majority of funds for the sector. No other donors have major electrification interventions at this time, although French and British power companies have previously participated in joint ventures with Eskom.

**MAJOR OUTPUTS:** The Project will provide an investment of the local currency equivalent of \$50 million in electrification for disadvantaged households, resulting in power supply for up to 50,000 households with resulting benefits of increased economic activity, better health and education.

**AID-FINANCED INPUTS:** Guaranteed Loans: \$50,000,000  
Credit Reserve: \$ 5,000,000 (estimate)

ATTACHMENT B

TABLE VII-A  
**MONITORING & EVALUATION TRACKING REPORT**  
 FY 1994, FY 1995, and FY 1996

Mission or Office: SOUTH AFRICA  
 Evaluation Officer: John Wooten  
 Title: Director, Program Office  
 Backstop Code: 02

Project No. & Activity or Program Title	(2) Project Start Date	(3) SO or PO # to which Activity Contributes	(4) Level of Program Funding Expenditures for Evaluation Activities (\$000s)			(5) Estimated OE-funded FTE's (0.0)  FY 94	(6) Type of Evaluation -Interim -Final - Special - PACR	(7) Status & Date of Evaluation Activity: - Planned - On-going - Complete * Postponed	(8) Date of Completed Project Evaluation Summary sent to AID/W	(9) Date Completed Evaluation Report sent to AID/W
			FY 94	FY 95	FY 96					
<b>(1) List All Mission Projects, Activities and Program Titles</b>										
674-0213 Trng of Disadvantaged SA	08/15/82	2								
674-0223 Labor Union Training	09/21/83	1,2,3								
674-0230 SA Bursaries Program	11/14/85	2								
674-0301 Com Outrh & Leader Dev	08/01/86	1,2,3								
674-0302 Ed Support and Training	09/30/86	2,1,3								
674-0303 Black Enterprise Dev	09/28/87	3,2								

**ATTACHMENT B**

**TABLE VII-A  
MONITORING & EVALUATION TRACKING REPORT  
FY 1994, FY 1995, and FY 1996**

Mission or Office: **SOUTH AFRICA**  
 Evaluation Officer: **John Wooten**  
 Title: **Director, Program Office**  
 Backstop Code: **02**

Project No. & Activity or Program Title	(2) Project Start Date	(3) SO or PO # to which Activity Contributes	(4) Level of Program Funding Expenditures for Evaluation Activities (\$000s)			(5) Estimated OE-funded FTE's (0.0)  FY 94	(6) Type of Evaluation -Interim -Final - Special - PACR	(7) Status & Date of Evaluation Activity: - Planned - On-going - Complete * Postponed	(8) Date of Completed Project Evaluation Summary sent to AID/W	(9) Date Completed Evaluation Report sent to AID/W
			FY 94	FY 95	FY 96					
<b>(1) List All Mission Projects, Activities and Program Titles</b>										
674-0213 Trng of Disadvantaged SA	08/15/82	2								
674-0223 Labor Union Training	09/21/83	1,2,3								
674-0230 SA Bursaries Program	11/14/85	2								
674-0301 Com Outrh & Leader Dev	08/01/86	1,2,3								
674-0302 Ed Support and Training	09/30/86	2,1,3								
674-0303 Black Enterprise Dev	09/28/87	3,2								
674-0304 Self Help Support	08/31/87	3,2,4								
674-0305 Human Rights Support	06/30/87	1,2,3								
674-0309 Support to Tertiary Ed	06/21/90	2,1,3								
674-0310 Transition to Democracy	09/01/91	1								

674-0312 Shelter & Urban Dev Sup	06/29/92	3,2,1									
674-0314 SA Basic Ed Reconstruction	07/23/92	2,1,3									
674-0315 Tertiary Ed Linkages	07/15/94	2,1,3									
674-0317 SA Displaced Children's Fund	09/01/92										
674-0318 Transition Support Fund	07/27/93	1,3,2,4									
<b>(1a) Project/Activity Evaluations</b>											
674-0302 Ed Support and Training			0	0	200	.19	Final	Planned	6/96	9/96	
674-0303 Black Enterprise Dev			200	400	400	.10	Interim	Planned			
674-0305 Human Rights Support			0	350	100	.10	Special	Planned	11/95	12/95	
674-0309 Support to Tertiary Ed			0	100	0	.25	Interim	Planned	2/96	3/96	
674-0310 Transition to Democracy			12	0	0	.01	Final	Ongoing	9/96	9/96	
674-0312 Shelter & Urban Dev Support			0	250	250	.10	Interim	Planned	6/96	6/96	
674-0314 SA Basic Ed Reconstruction			0	200	0	.19	Interim	Planned	9/95	11/95	
<b>(1b) Program Evaluations</b>											
USAID South Africa Program Evaluation			230	0	0	.10	Special	Ongoing	10/94	11/94	
<b>(1c) Project and Program Performance Monitoring Activities</b>											
PRISM/REDSO Strategic Planning TDY			0	60	0	.19	Special	Planned			
<b>(10) Reason for Postponement of Evaluation</b>											
N/A											

(11) List M&E Staff (name, position, % of time spent on M&E) The Mission will hire a FSN Evaluation Officer next fiscal year.

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**\*\*\*TABLE VII-B: REPORTING CANCELED EVALUATIONS**

Mission staff who authorized cancellation of evaluation: *N/A*

Were any evaluations which the Mission reported as planned last year canceled? If so, please complete the following form in full, and supply any additional explanation in the space marked it 7 and 8. No. *N/A*.

Project No. & Activity or Program	(2) Project Start Date	(3) SO or PO # to which Activity Contributes	(4) Type of Evaluation - - Interim - Final - Special	(5) Reason for Cancellation of Scheduled Evaluation Activity	(6) Date of last Evaluation on the Activity
<b>(1a) List Canceled Project/Activity Evaluations</b>					
None					
<b>(1b) List Canceled Program Evaluations</b>					
None.					