

A. I. D.

M A N P O W E R

A N D

T R E N D S

OFFICE OF MANAGEMENT PLANNING
(SER/MP)

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I. AID MANPOWER - NARRATIVE OVERVIEW

A. MANPOWER CATEGORIES

AID manpower can be broadly divided into direct-hire (DH) employees and others. The most common groupings and definitions are listed below:

1. Direct-Hire personnel are those employed, supervised and paid directly by AID. They include U.S. and foreign nationals, serving in Washington and overseas, and fall into two major categories for planning and control purposes:
 - a. FTEPP, or full-time employees in permanent positions; and
 - b. NON-FTEPP, or employees in positions other than full-time/permanent; e.g., part-time; intermittent; temporary, and consultants. The on-board NON-FTEPP level normally does not exceed 300, but rises to about 500 in the summer months, when additional temporary clerical personnel are hired.
2. Other Agency Personnel are employees of other Federal Agencies (Department of Agriculture, Department of Transportation, the Internal Revenue Service, etc.) whose special expertise is required by AID. These personnel remain employees of their parent agency for the duration of their assignment with AID (which is usually, but not exclusively, overseas). AID obtains their services in one of three ways:
 - a. Through a Participating Agency Service Agreement, (PASA), with their parent agency. The assistance provided by the personnel under these PASAs is tied to a specific project goal to be performed within a definite time frame. The participating agency assumes technical responsibility for project performance subject to general guidance from AID. This includes staffing, supervising, backstopping, and reporting.
 - b. Through a Resources Support Service Agreement, (RSSA), with their parent agency. Unlike a PASA, a RSSA has no specific readily measurable goal to be accomplished within a set period of time. Presently most RSSAs in effect are to provide support to the Bureau for Technical Assistance, (TAB), or the Bureau for Population and Humanitarian Assistance, (PHA), and services are usually performed in the United States. An example of a RSSA is an agreement with another federal agency to handle participants, provide informational support, or furnish continuing technical advice for AID's nutrition program.

c. Through a Detail-In, a standard government-wide practice which enables either the reimbursable or non-reimbursable assignment of staff among Federal agencies when it is to both agencies' advantage to do so. Details-In are normally for several years duration, with the employee returning to his parent agency and normal career progression upon completion of his AID assignment.

3. Contract Personnel include those individuals - both U.S. and foreign nationals - who are employed by institutions or firms engaged in carrying out economic assistance programs and projects under direct AID-financing. Also included are individuals who may be similarly engaged by AID on a personal services contract. Excluded from this category are contractor's employees who are: (1) related or necessary for the completion of a tangible end-product such as constructed real property (e.g., buildings and dams), "commodity-related services" (i.e., services provided incidental to the purchase of commodities or equipment under contract, such as the labor provided by a contractor in connection with the installation of purchased machinery), and (2) not specifically designated by position in the contract regardless of the nature of the duties.

(For manpower accountability purposes, manpower management responsibility for "other agency personnel" remains with the parent agency and such employment is covered under the parent agency's employment limitation from the Office of Management and Budget. For contractor personnel no manpower controls are used, since this category of employment is exempted from the employment limitation set annually by the Office of Management and Budget (OMB)).

4. State and Local Government and Institutions of Higher Education Personnel -- Title IV of the Intergovernmental Personnel Act of 1970, (IPA), provides for the transfer or temporary detail to AID, (generally two years or less), of personnel from state and local governments or institutions of higher education when the assignment is fully justified as supplying critically needed talent unavailable within AID and beneficial to both AID and the state or local government or institution involved. These assignments may be located in Washington, overseas Missions or, when fully justified, at the location of the parent organization and may be arranged on a full-time or part-time basis. For most purposes an individual detailed to AID under an IPA agreement remains an employee of the state or local government or institution from which detailed while on LWOP status from the parent organization. The employee continues to receive pay, leave, and other benefits from the parent organization but AID may reimburse the state or local government or institution

partially or completely for the employee's pay. These individuals, detailed to AID, do not require coverage under AID's employment limitations. An individual transferred to AID under an IPA agreement becomes an AID direct-hire employee, given a time-limited excepted appointment, and is covered under the AID employment limitation established by OMB.

B. EMPLOYMENT CONSTRAINTS

In addition to overall monetary constraints, AID's employment is also restrained by several external employment limitations and controls.

1. Employment Limitation

An Agency world-wide limitation is maintained on AID's end-of-year direct-hire employment (both FTEPP and NON-FTEPP) by the Office of Management and Budget (OMB). OMB approves AID's proposed direct-hire employment targets two fiscal years in advance.

2. Overseas Presence Control

a. Monitoring Overseas Direct Employment, (MODE)

A limitation is also maintained on the total number of employees assigned abroad who contribute to the official U.S. Government presence and profile overseas. For AID, this category includes all direct-hire personnel, (both U.S. and foreign nationals), and personnel assigned to AID under the terms of a Participating Agency Service Agreement, except when the salaries involved are paid from host government funds. This control is administered by the Under Secretaries Committee of the National Security Council, with staff support from the Department of State. This limitation is also maintained at each Diplomatic Post by the Ambassador. His clearance is required for any increases in each Agency's employment limitation.

b. State Department FY 1975 Authorization Bill

On 26 October 1974 an additional constraint was imposed on the American presence overseas. The State Department FY 1975 Authorization Bill includes a new Sub-section which provides for substantial reductions by 30 June 1975 on the total number of personnel of the executive branch of the United States Government (other than personnel of the Department of State, the United States Information Agency, the Central Intelligence Agency, Department of Defense, and Peace Corps volunteers) who were present in foreign countries on 1 January 1974. It also provides for a report from the Secretary of State by April 1975 on the steps undertaken to effect these reductions. The coordination of these requirements is also administered by the Under Secretaries Committee of the National Security Council, with staff support from the Department of State.

C. MANPOWER BUDGET PROCESS

Manpower requirements are determined as an integral part of the annual program development and budget preparation and approval cycle. This process begins with the transmission to the field of the program guidance message by the Bureau for Program and Policy Coordination (PPC) for the preparation of field budget requests, and the guidelines for submission of the Manpower and Operating Expenses Budget (MOB). The MOB is developed in conjunction with the Development Assistance Plan (DAP), and the Field Budget Submission (FBS) and is designed to provide guidance in the review and approval of current and projected manpower requirements in relation to approved programs and projects. The Office of Management Planning is responsible for reviewing and weighing these recommendations. This work is basically done in conjunction with the relevant AID Regional Bureaus during the program budget reviews and relevant representatives from the Office of Financial Management, (SER/FM).

For AID/Washington, a formal request is sent from the Assistant Administrator, Bureau for Program and Management Services, (AA/SER), to each Bureau, Office, and Staff at the end of a given fiscal year for present and future manpower requirements. After a comprehensive review, the Office of Management Planning, (SER/MP), aggregates the requests along with the approved manpower requirements from the field and develops the AID manpower budget proposal. The final AID manpower budget is then reviewed and approved by the Deputy Administrator before consolidating it into the overall AID budget proposal for the formal submission to the Office of Management and Budget by the AID Administrator.

D. MANPOWER CONTROL SYSTEMS

Based on decisions resulting from the manpower budget development process, the AA/SER authorizes SER/MP to issue manpower allocations for the given operational and budget years to each AID/Washington Bureau, Office and Staff. This is accomplished in the following manner:

1. Allocation to Bureaus, Offices, Staffs and Missions

An Advice of Authorized Positions and Employment Limitations (AID 3-203) is issued to each Washington Bureau, Office, and Staff reflecting the approved manpower levels for the given operational and budget years for both Washington and overseas staffs. These levels are expressed in terms of fiscal year-end employment limitations and constitute the maximum number of employees that an organizational unit may have on-board at the end of the given fiscal year.

In addition to allocating manpower resources in the form of employment limitations, AID allocates to Bureaus, Offices, and Staffs authorized positions which represent a lapse at the rate of 05 percent over the

authorized employment limitations. AID uses this system of manpower allocation to provide the required flexibility for direct-hire personnel turn-over; recruitment lag-time, and other contingencies throughout the fiscal year in which the employment limitations are in effect. In addition authorized positions are provided for details-in from other Agencies and certain IPAs.

2. Allocation to the Complement

The Office of Personnel and Manpower (SER/PM) is issued an Advice of Authorized Positions and Employment Limitations to cover AID employees not assigned to a specific AID Office or overseas field post, but to the Central Washington Complement. Personnel in special training assignments, (e.g., Computer Specialist Training and the Cooperative Education Programs), and upward mobility programs; new employees performing critical and essential but non-sensitive functions prior to the completion of their full-field security investigations and clearances; those detailed to other government agencies awaiting reassignment; employees detailed or assigned to international organizations under either a reimbursable or non-reimbursable detail agreement; those assigned or detailed to state and local governments or universities under the Intergovernmental Personnel Act, and employees recovering from illness or injury received while on duty, or being processed for separation are all assigned to the Complement until they can be reassigned and/or returned to regular continuing functions or removed from AID rolls.

The ceiling on the number of personnel assigned to the Complement at any given time is approved by the AID Deputy Administrator, just as it is for each Office, Bureau, and Staff. The current authorized employment levels for fiscal year-end 1975 is 177 for AID/Washington-based personnel and 10 for the personnel stationed overseas.

3. Overseas Relocation Reserve

During the allocation process, a certain number of employment limitations are withheld by the DA/AID and placed in a central Reserve. This reserve is used during the year to selectively provide for increase in staff overseas for the support of the Congressional mandate programs as well as to cover unforeseen requirements of a priority nature, e.g., the Sahel Drought Program in Africa and the expanded reconstruction and economic programs in the Middle East.

TABLE 1

AGENCY FOR INTERNATIONAL DEVELOPMENT

GLOBAL TRENDS BY MANPOWER CATEGORY

SUMMARY (FTEPP Only) ^{a/}

	END OF FISCAL YEAR					
	ACTUAL				TARGETED	
	6/61 ^{b/}	6/68 ^{c/}	6/72 ^{d/}	6/74	6/75	6/76
GRAND TOTAL	18,106	26,472	17,086	13,001	--	--
Total Direct-Hire	14,584	17,569	11,719	8,961	8,200	7,700
U.S. Washington	2,248	3,468	2,726	2,580	2,427	2,323
U.S. Complement	N/A	N/A	173	292	177	106
U.S. Overseas	3,927	4,838	2,893	1,847	1,778	1,644
Foreign Nationals	8,409	9,263	5,927	4,242	3,821	3,385
Overseas Relocation Reserve	--	--	--	--	-03 ^{h/}	242
Other U.S. Agency ^{e/}	568	1,246	723	279	338 ^{f/}	N/A
U.S. Contractor	1,704	2,510	1,341	1,070	996 ^{f/}	N/A
F.N. Contractor	1,250 ^{g/}	5,147	3,303	2,691	2,428 ^{f/}	N/A

^{a/} Full-time employees in permanent positions. Excludes part-time, intermittent, summer and other temporary employees.

^{b/} Year A.I.D. established.

^{c/} Peak employment year in A.I.D.

^{d/} Year A.I.D.'s internal reform measures adopted.

^{e/} Direct-hire employees of other Federal agencies assigned to A.I.D. activities under Participating Agency/Resources Support Service Agreements, and those detailed to regular A.I.D. positions.

^{f/} Data as of 25 December 1974.

^{g/} No reliable data for foreign national contractor employees available until 6/65. Figure shown is estimated.

^{h/} Although the total targeted level exceeds 8,200 by 03, there are reserve amounts in the Geographic Bureaus' overseas allocations totaling 64 to offset the overage.

TABLE 2

AGENCY FOR INTERNATIONAL DEVELOPMENT

GLOBAL MANPOWER TRENDS

DIRECT-HIRE (FTEPP)^{a/}

	END OF FISCAL YEAR					
	ACTUAL				TARGETED	
	<u>06/61</u>	<u>06/68</u>	<u>06/72</u>	<u>06/74</u>	<u>06/75</u>	<u>06/76</u>
<u>GRAND TOTAL</u> <u>DIRECT-HIRE</u> <u>WORLD-WIDE</u>	14,584 =====	17,569 =====	11,719 =====	8,961 =====	8,200 ^{b/} =====	7,700 =====
<u>Total Americans</u>	<u>6,175</u>	<u>8,306</u>	<u>5,792</u>	<u>4,719</u>	<u>4,382^{b/}</u>	<u>4,199</u>
(United States)	(2,248)	(3,468)	(2,899)	(2,872)	(2,604)	(2,429)
(Overseas)	(3,927)	(4,838)	(2,893)	(1,847)	(1,778)	(1,770) ^{c/}
<u>Total Foreign</u> <u>Nationals</u>	<u>8,409</u>	<u>9,263</u>	<u>5,927</u>	<u>4,242</u>	<u>3,821</u>	<u>3,501^{d/}</u>

a/ Full-time employees in permanent positions. Excludes part-time, intermittent, summer and other temporary personnel.

b/ Although the total targeted level exceeds 8,200 by 03, there are reserve amounts in the Geographic Bureaus' overseas allocations totaling 64 to offset the overage.

c/ Includes 126 Unallocated/Relocation Reserve.

d/ Includes 116 Unallocated/Relocation Reserve.

TABLE 3

AGENCY FOR INTERNATIONAL DEVELOPMENT
STAFF REDUCTIONS IN WORLD-WIDE DIRECT-HIRE EMPLOYMENT
FROM PEAK IN 1968 TO TARGETED LEVELS FOR FY 1975 AND FY 1976

A.I.D. DIRECT-HIRE PERSONNEL	END OF FISCAL YEAR					
		ACTUAL			TARGETED	
	1968	1972	1974	1975	1976	
<u>Americans</u>	8,306	5,792	4,719	4,382 ^{a/}	4,199	
(United States)	(3,468)	(2,899)	(2,872)	(2,604)	(2,429)	
(Overseas)	(4,838)	(2,893)	(1,847)	(1,778)	(1,770) ^{b/}	
<u>FOREIGN NATIONALS</u>	<u>9,263</u>	<u>5,927</u>	<u>4,242</u>	<u>3,821^{a/}</u>	<u>3,501 ^{c/}</u>	
Total	<u>17,569</u>	<u>11,719</u>	<u>8,961</u>	<u>8,200^{a/}</u>	<u>7,700</u>	
<u>CUMULATIVE REDUCTION</u>		<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	
<u>Americans</u>	--	<u>30</u>	<u>43</u>	<u>47</u>	<u>50</u>	
(United States)	--	(16)	(17)	(25)	(30)	
(Overseas)	--	(40)	(61)	(63)	(63)	
<u>Foreign Nationals</u>	--	<u>36</u>	<u>54</u>	<u>59</u>	<u>62</u>	
Total	--	<u>33</u>	<u>49</u>	<u>53</u>	<u>56</u>	

a/ Although the total targeted level exceeds 8,200 by 03, there are reserve amounts in the Geographic Bureaus overseas allocations totaling 64 to offset the overage.

b/ Includes 126 Unallocated/Relocation Reserve.

c/ Includes 116 Unallocated/Relocation Reserve.

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OVERALL REDUCTIONS AS THE RESULT OF:

- Phase-down and/or phase-out of programs and countries, e.g., Brazil, Nigeria, Somali, Pakistan, Korea.
- Sharp reduction in Southeast Asia staffing.
- Reduction of overseas profile (Nixon Reform concepts).
- Balance of payments policy to save staff cost outflows overseas.
- Freeze on outside hiring (since 1971).
- Administrator's policy in Reform Plan of 1972 to reduce staff 20-25% by 1975.
- Consolidation of program and management support services in Washington.
- Regionalization of capital assistance functions in AFR (REDSO's); consolidation of administrative and fiscal operations in Latin America (ROCAP).
- Establishment of multi-country offices, e.g., Area Development Offices in West Africa.
- Phase-out of direct-hire project implementors (replacement with contract and PASA personnel).
- Reduction-in-Force as a result of reduction in FY 1969 administrative appropriation; prohibition in FY 1974 of the use of appropriated funds for the conduct of Public Safety Programs and support activities in the United States and abroad, and identification of non-essential positions and excess personnel in the skills categories no longer required for the support of the new program initiatives mandated by Congress.

TABLE 4

COMPARISON OF
AID WASHINGTON REVISED FY 1975 AND FY 1976 FTEPP EMPLOYMENT LEVELS
VS. LEVELS APPROVED UNDER "OPTION ONE" ON 06 SEPTEMBER 1974

Bureau/Office	06/30/74 On-Board	OPTION ONE 06/30/75	NET Change	REVISED 06/30/75	OPTION ONE 06/30/76	NET Change	REVISED 06/30/76
GRAND TOTALS	2,872	2,583	+ 21	2,604	2,378	+ 51	2,429
Complement	292	183	- 06 <u>a/</u>	177	112	- 06 <u>a/</u>	106
SER Bureau	1,204	1,085	+ 35 <u>b/</u>	1,120	999	+ 17 <u>b/</u>	1,016
All Others	1,376	1,315	- 13	1,302	1,267	+ 21 <u>d/</u>	1,288
Training	--	--	+ 05 <u>c/</u>	05	--	+ 19 <u>d/</u>	19
A/AID	30	26	- 08 <u>e/</u>	18	26	- 08 <u>e/</u>	18
ES	--	--	+ 19 <u>f/</u>	19	--	+ 19 <u>f/</u>	19
GC	54	52	--	52	51	--	51
AG	110	100	--	100	97	--	97
LEG	18	17	--	17	17	--	17
OPA	39	30	--	30	30	--	30
FFP	31	30	+ 04 <u>g/</u>	34	30	+ 04 <u>g/</u>	34
OLAB	13	13	--	13	13	--	13
OPS	98	78	- 78 <u>h/</u>	--	65	- 65 <u>h/</u>	--
EOP	10	04	+ 04 <u>i/</u>	08	04	+ 04 <u>i/</u>	08
IDC	--	--	+ 10 <u>j/</u>	10	--	+ 15 <u>j/</u>	15
PPC	111	100	-- <u>k/</u>	100	98	+ 02 <u>k/</u>	100
TA	170	175	+ 15 <u>l/</u>	190	150	+ 40 <u>l/</u>	190
PHA	148	135	+ 06 <u>m/</u>	141	132	+ 03 <u>m/</u>	135
AFR	135 <u>n/</u>	141	+ 10 <u>o/</u>	151	141	+ 02 <u>o/</u>	143
EA	118 <u>n/</u>	124	+ 01 <u>p/</u>	125	124	+ 01 <u>p/</u>	125
ARA-LA	161	159	-- <u>q/</u>	159	158	-- <u>q/</u>	158
NESA	130 <u>n/</u>	131	+ 04 <u>r/</u>	135	131	+ 04 <u>r/</u>	135
TOTALS	1,376	1,315	- 13	1,302	1,267	+ 21	1,288

NOTE: For footnotes, see next page

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FOOTNOTES:

- a/ Includes 02 former POWs (Brookens and Utecht) transferred to SER/CM and 04 transferred to SER/PM to cover detailed employees representing AID in ongoing interagency activities (Megellas; Hough; Hvoslef, and Lippman).
- b/ For detailed breakdown of changes, see attachment.
- c/ Authorized for the Foreign Service Staff Career Development Program and to be allocated to the employing Bureau/Office as specific assignments for the interns are worked out with SER/PM.
- d/ Includes a Training reserve of 14 approved by the DA/AID on 01/24/75 and 05 for the Foreign Service Staff Career Development Program. These ceilings will be allocated to individual Bureaus/Offices sponsoring the candidates for the duration of training, after which time the ceilings will revert to a central reserve and trainees will be absorbed within regular ceilings of the sponsoring Bureaus/Offices.
- e/ Represents + 04 to revise assumptions made for A/AID during the Special Task Force's study; +02 for a Special Assistant (Boughton) and a Secretary); -12 transferred from the former EXSEC to the newly established Office of the Executive Secretary, and -02 transferred to the new Office for International Narcotics Control.
- f/ Represents amalgamation of the functions of the former EXSEC and PPC/ACS. Includes +12 transferred from EXSEC; +04 from PPC/ACS (Bliss, McGraw; Pinkett, Kirk); and 03 new ceilings.
- g/ Approved by the DA/AID on 12/09/74.
- h/ Office was abolished on 31 March 1975 as a consequence of Section 660, FAA 1974.
- i/ To accommodate the Women in Development functions under the Percy Amendment.
- j/ Office established on 10/25/74 and excluded from original manpower computations.
- k/ Originally +04 in FY 1975 and +06 in FY 1976 approved by the DA/AID to provide a level of 104 for both fiscal years. Subsequently, 04 were transferred (ACS) to the newly established Office of the Executive Secretary, decreasing the levels to 100.
- l/ Increases of 15 in FY 1975 and 40 in FY 1976 approved by the DA/AID on 01/28/75, providing a level of 190 for both fiscal years.
- m/ Includes 03 approved by the DA/AID on 12/09/74 for both fiscal years and +03 in FY 1975 approved by the A/AID on 03/03/75 for use in the expanded Office of Foreign Disaster Relief Coordination and time-limited to NTE 09/30/75.

FOOTNOTES (continued):

n/ Levels adjusted to reflect the realignment of the country composition announced on 09/20/74.

o/ Includes 08 for Sahel support activities in FY 1975 and 02 for Ph.D. Economist Interns for both fiscal years.

p/ Ph.D. Economist Intern.

q/ Original decrease of 02 for both fiscal years to partially provide for other priority requirements (Women in Development) offset by +01 Ph.D. Economist Intern and +01 to cover the long-term training assignment of Robinson, Brandon for both fiscal years.

r/ Represents -02 to partially offset other priority requirements (Women in Development); + 01 for a Ph.D. Economist Intern, and +05 approved by the DA/AID on 03/12/75.

COMPARISON OF
AID WASHINGTON REVISED FY 1975 AND FY 1976 FTEPP EMPLOYMENT LEVELS
VS. LEVELS APPROVED UNDER "OPTION ONE" ON 06 SEPTEMBER 1974

Bureau/Office	06/30/74 On-Board	OPTION ONE 06/30/75	Net Change	Revised 06/30/75	OPTION ONE 06/30/76	Net Change	Revised 06/30/76
SER Bureau Total	1,204	1,085	+35	1,120	999	+17	1,016
AA/SER	10	07	+03 ^{a/}	10	07	-	07
SER/ASHA	06	06	-	06	05	-	05
SER/H	22	23	-	23	20	-	20
SER/PM	207	200	+04 ^{b/}	204	190	+04 ^{b/}	194
SER/MP	26	32	+05 ^{c/}	37	30	+03 ^{c/}	33
SER/MO	188	171	+19 ^{d/}	190	160	+11 ^{e/}	171
SER/FM	240	215	-	215	204	-	204
SER/DM	92	110	-21 ^{f/}	89	105	-16 ^{f/}	89
SER/CM	128	120	+02 ^{g/}	122	110	+02 ^{g/}	112
SER/COM	111	80	-	80	66	-	66
SER/IT	113	75	+10 ^{h/}	85	65	-	65
SER/ENGR	57	40	-	40	31	-	31
SER/LR	04	06	+01 ^{i/}	07	06	+01 ^{i/}	07
SER/INC	-	-	+12 ^{j/}	12	-	+12 ^{j/}	12 ^{j/}

- ^{a/} +01 for employee in long-term training inadvertently omitted and +02 NTE 12/75 (PBAR).
^{b/} +04 to cover employees transferred from Complement representing AID to ongoing interagency activities.
^{c/} +02 NTE 12/75 (PBAR): +02 for SOG Support Staff and +01 to augment Special Projects Staff for FY 1975 and 1976.
^{d/} +19 NTE 9/75.
^{e/} +11 NTE 12/76.
^{f/} Reductions made to provide new total level of 89 for both fiscal years as approved by AA/SER.
^{g/} +02 to cover employees transferred from Complement (ex-POWs).
^{h/} +10 NTE 9/75.
^{i/} +01 approved by AA/SER.
^{j/} +10 transferred from former Office of Public Safety and +02 transferred from A/AID (Special Assistant for Narcotics Control and Secretary).

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TABLES 5a-e

AGENCY FOR INTERNATIONAL DEVELOPMENT

OVERSEAS REDUCTIONS IN DIRECT-HIRE EMPLOYMENT
FROM PEAK IN 1968 TO TARGETED LEVEL FY 1975

AFRICA*

	U.S. NATIONALS			FOREIGN NATIONALS		
	ACTUAL		TARGET	ACTUAL		TARGET
	6/68	6/72	6/75	6/68	6/72	6/75
<u>TOTAL FTEPP</u>	515 <u>a/</u>	320	322 <u>b/</u>	770	397	369 <u>b/</u>
REDUCTION Percentage			193 (38%)			401 (52%)
(Total)	(523)	(320)	(315)	(770)	(397)	359
Ethiopia	64	32	27	89	40	31
Ghana	43	26	21	44	41	37
Kenya	29	18	21	29	33	45
Liberia	52	23	20	167	56	43
Nigeria	147	72	20	314	143	51
Sudan	01	--	03	--	--	--
Tanzania	17	16	17	23	20	19
Zaire	29	32	19	17	10	14
ADO/Dakar	--	09	17	--	11	20
ADO/Niamey	--	08	18	--	14	21
ADO/Yaounde	--	11	12	--	04	10
CDO/Chad	--	--	08	--	--	05
CDO/Mali	--	--	09	--	--	12
CDO/Mauritania	--	--	05	--	--	07
CDO/Upper Volta	--	--	08	--	--	07
REDSO/EA	--	--	22	--	--	05
REDSO/WA	--	--	39	--	--	19
OSARAC	--	08	14	--	--	09
RDOEA/ARUSHA	16	04	03	10	04	03
Regional	01	40	12	06	02	01
Uganda	24	21	--	14	19	--
Somali Republic	22	--	--	24	--	--

* Levels adjusted to reflect the realignment of the country composition affected on 15 October 1974.

a/ Excludes 08 NON-FTEPP included in figures below.

b/ Total includes some employment limitations not yet sub-allocated by the Bureau.

AFRICA

	U.S. NATIONALS			FOREIGN NATIONALS		
	ACTUAL		TARGET	ACTUAL		TARGET
	<u>6/68</u>	<u>6/72</u>	<u>6/75</u>	<u>6/68</u>	<u>6/72</u>	<u>6/75</u>
Cameron	06	--	--	--	--	--
Central African Republic	03	--	--	03	--	--
Chad	07	--	--	01	--	--
Dahomey	02	--	--	--	--	--
Gabon	03	--	--	--	--	--
Guinea	08	--	--	06	--	--
Ivory Coast	04	--	--	01	--	--
Malagasy Republic	07	--	--	03	--	--
Malawi	04	--	--	04	--	--
Mali	09	--	--	04	--	--
Niger	03	--	--	--	--	--
Rwanda	02	--	--	--	--	--
Senegal	05	--	--	01	--	--
Sierra Leone	01	--	--	03	--	--
Togo	03	--	--	02	--	--
Upper Volta	02	--	--	--	--	--
Zambia	09	--	--	05	--	--

AGENCY FOR INTERNATIONAL DEVELOPMENT
OVERSEAS REDUCTIONS IN DIRECT-HIRE EMPLOYMENT
FROM PEAK IN 1968 TO TARGETED LEVEL FY 1975

	<u>EAST ASIA*</u>					
	<u>U.S. Nationals</u>			<u>Foreign Nationals</u>		
	<u>Actual</u>		<u>Target</u>	<u>Actual</u>		<u>Target</u>
	<u>6/68</u>	<u>6/72</u>	<u>6/75</u>	<u>6/68</u>	<u>6/72</u>	<u>6/75</u>
TOTAL	2795	1625	612	5139 ^{a/}	3131	1809
REDUCTION			2183			3330
Percentage			(78%)			(65%)
(TOTAL)	(2795)	(1625)	(612)	(5146)	(3131)	(1809)
Burma	06	01	-	20	07	05
China (Taipei)	04	-	-	12	07	03
Kh er Rep. (Cambodia)	-	14	26	-	07	65
Laos	281	298	131	799	770	544
Thailand	280	147	47	490	452	149
Vietnam	1962	977	255	3118	1403	736
Saf haven-VN Support	10	05	02	104	61	27
Regional	20	24	18	02	11	19
Indonesia	31	47	52	51	74	72
Korea	128	47	18	336	177	32
Philippines	73	65	63	214	162	157

^{a/} Excludes 07 NON-FTEPP included in Mission figures below.

* Levels adjusted to reflect the realignment of the Country Composition effected on October 15, 1974.

AGENCY FOR INTERNATIONAL DEVELOPMENT

OVERSEAS REDUCTIONS IN DIRECT-HIRE EMPLOYMENT
FROM PEAK IN 1968 TO TARGETED LEVEL FY 1975

LATIN AMERICA

	U.S. NATIONALS			FOREIGN NATIONALS		
	ACTUAL		TARGET	ACTUAL		TARGET
	6/68	6/72	6/75	6/68	6/72	6/75
<u>TOTAL FTEPP</u>	<u>785</u> ^{a/}	<u>468</u>	<u>409</u> ^{b/}	<u>1,456</u> ^{a/}	<u>983</u>	<u>777</u> ^{b/}
REDUCTION Percentage			376 (48%)			679 (47%)
(Total)	<u>(787)</u>	<u>(468)</u>	<u>(395)</u>	<u>(1,458)</u>	<u>(983)</u>	<u>(747)</u>
Argentina	14	2	--	25	14	04
Bolivia	62	28	32	154	108	90
Brazil	150	81	23	384	213	61
Chile	37	11	14	53	30	33
Colombia	51	34	28	96	62	61
Costa Rica	25	16	12	32	25	16
Dominican Republic	74	32	23	89	45	32
Ecuador	41	31	24	85	64	58
El Salvador	23	10	17	27	20	20
Guatemala	27	30	16	64	58	31
Guyana	16	12	11	27	20	20
Haiti	--	01	13	--	--	15
Honduras	25	24	23	21	22	21
Jamaica	17	05	08	08	04	07
Mexico	05	--	--	31	--	--
Nicaragua	21	20	36	41	31	37
Panama	54	39	31	90	73	66
Paraguay	24	18	14	44	36	34
Peru	49	29	27	96	66	63
Uruguay	17	12	07	13	19	15
Venezuela	21	08	--	21	10	--
Regional	07	04	07	--	23	28
ROCAP	27	21	29	57	40	35

a/ Excludes 2 NON-FTEPP included in Mission figures below.

b/ Totals include some employment limitations not yet sub-allocated by the Bureau.

AGENCY FOR INTERNATIONAL DEVELOPMENT

OVERSEAS REDUCTION IN DIRECT-HIRE EMPLOYMENT
FROM PEAK IN 1968 TO TARGETED LEVEL - FY 1975

NESA*
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	U.S. NATIONALS			FOREIGN NATIONALS		
	ACTUAL		TARGET	ACTUAL		TARGET
	6/68	6/72	6/75	6/68	6/72	6/75
<u>TOTAL FTEPP</u>	673	324	279 ^{a/}	1,850 ^{b/}	1,221	764
REDUCTION			394			1,086
Percentage			(59%)			(59%)
(Total)	(673)	(324)	(276)	(1,855)	(1,221)	(764)
Afghanistan	107	58	51	284	213	188
Bangladesh	-	05	23	-	31	47
Egypt	-	-	09	-	-	30
India	119	57	18	490	364	59
Iran	05	-	-	02	-	-
Jordan	29	02	05	92	13	15
Morocco	33	27	24	27	21	18
Nepal	50	31	26	186	143	93
Pakistan	155	48	41	502	266	174
Portugal	-	-	03	-	-	02
Sri Lanka (Ceylon)	03	04	03	02	02	05
Syria	-	-	05	-	-	14
Tunisia	52	35	26	110	65	52
Turkey	105	45	14	151	95	47
Yemen	-	-	18	-	-	14
CENTQ	09	04	-	04	03	-
Regional	06	08	10	05	05	06

a/ Total includes some employment limitations not yet sub-allocated by the Bureau.

b/ Excludes 5 Non-FTEPP included in Mission numbers below.

* Levels adjusted to reflect the realignment of the country composition effected on 15 October 1974.

AGENCY FOR INTERNATIONAL DEVELOPMENT

CHANGES IN OVERSEAS DIRECT-HIRE EMPLOYMENT
FROM 1968 PEAK TO TARGETED LEVELS FY 1975NON-REGIONAL

	U.S. NATIONALS			FOREIGN NATIONALS		
	ACTUAL		TARGETS	ACTUAL		TARGETS
	6/68	6/72	6/75	6/68	6/72	6/75
<u>TOTAL</u>	70	156	156	48	195	102
INCREASE Percentage			86% (+122%)			54% (+113%)
Program/Policy	09	07	15	01	--	01
Coordination (PPC)						
Food for Peace (FFP)	02	01	02	--	--	--
Excess Property (SER/CM)	24	02	01	24	01	02
Controller (SER/FM) b/	08	--	--	23	--	--
Commodity Mgt (SER/CM)	--	--	01	--	--	04
Audit and Inspection (AG) a/	27	146	127	--	194	95
Complement	--	--	10	--	--	--

a/ 6/68 figures reflect Inspection staff only; auditors were counted against Mission figures until 1970, when a separate non-regional ceiling was established for the Auditor General. Total AG overseas staffing in 6/70 was 128 U.S. and 237 F.N.

b/ Represents Athens Area Controller Office that performed controller and audit functions for residual programs in Europe; the office has been abolished.

AGENCY FOR INTERNATIONAL DEVELOPMENT

WORLDWIDE MANPOWER TRENDSOTHER U.S. AGENCY PERSONNEL^{a/}

	ACTUAL				
	6/61	6/68	6/72	6/74	6/75b/
<u>WORLDWIDE</u>	<u>568</u>	<u>1,246</u>	<u>723</u>	<u>279</u>	<u>338</u>
Africa ^{c/}	95	138	86	49	35
EAC ^{c/}	110	556	210	60	51
NESAC ^{c/}	224	232	60	25	16
Latin America	117	268	109	38	26
Europe	11	-	-	-	-
Non-regional Overseas	-	1	26	06	08
Continental U.S.	11	51	232	101	202

a/ Direct-hire employees of other federal agencies assigned to AID activities under Participating Agency/Resources Support Service Agreements, and those detailed to regular AID positions.

b/ Data as of 25 December 1974.

c/ FY 1961 - 1974 adjusted to reflect the realignment of the country composition effected on 15 October 1974.

SER/MP
04/11/75

TABLE 7

TABLE 7

AGENCY FOR INTERNATIONAL DEVELOPMENT

WORLDWIDE MANPOWER TRENDS

U.S. AND FOREIGN NATIONAL CONTRACTOR EMPLOYEES ^{a/}

	End of Fiscal Year				06/75 ^{b/}
	Actual				
	<u>06/61</u>	<u>06/68</u>	<u>06/72</u>	<u>06/74</u>	
<u>U.S. Nationals</u>					
<u>Worldwide</u>	<u>1,704</u>	<u>2,510</u> ^{c/}	<u>1,341</u>	<u>1,070</u>	<u>996</u>
AFRICA ^{d/}	189	672	317	293	281
EAST ASIA ^{d/}	680	824	434	340	279
NESA ^{d/}	706	354	167	92	100
LATIN AMERICA	108	660	306	250	246
EUROPE	21	--	--	--	--
NON-REGIONAL	--	--	--	--	--
CONTINENTAL U.S.	--	--	117	95	90
<u>Foreign Nationals</u>					
<u>Worldwide</u>	<u>1,250</u> ^{e/}	<u>5,147</u>	<u>3,303</u>	<u>2,691</u>	<u>2,428</u>
AFRICA	----	346	152	126	123
EAST ASIA	-----	3,369	2,249	1,718	1,542
NESA	---	413	496	336	234
LATIN AMERICA	----	1,018	351	494	510
EUROPE	---	---	---	---	---
NON-REGIONAL	---	01	35	---	01
CONTINENTAL U.S.	---	---	27 ^{f/}	17 ^{f/}	18 ^{f/}
TOTAL	<u>2,954</u>	<u>7,657</u>	<u>4,644</u>	<u>3,761</u>	<u>3,424</u>

(See next page for footnotes).

11 April 1975

FOOTNOTES:

- a/ Includes contract personnel as defined in narrative.
 - b/ Data as of 25 December 1974.
 - c/ New reporting requirements established in FY 1965 caused 25% increase in U.S. contractor personnel reported.
 - d/ FY 1961 - 1974 data adjusted to reflect the realignment of the country composition effected 15 October 1974.
 - e/ No reliable data on foreign national contractor personnel until 06/65. June 1961 figure shown is an estimate.
 - f/ Bilingual staff of AIFLD (American Institute for Free Labor Development), supporting participants attending courses at Front Royal, Va. and Georgetown University in union development and administration, and labor economics.
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