

**USAID/ZAMBIA**

**FY 2002 RESULTS REVIEW  
& RESOURCE REQUEST**

**MARCH 2000**

***Please Note:***

The attached FY 2002 Results Review and Resource Request (“R4”) was assembled and analyzed by the country or USAID operating unit identified on this cover page.

The R4 is a “pre-decisional” USAID document and does not reflect results stemming from formal USAID review(s) of this document.

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March 31, 2000

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RRB 4.08-025  
Washington D.C 4801

Dear Vivian:

I am delighted to attach a copy of our R4. This is my last R4 from Zambia and probably the last time that you will be looking at R4s for the Bureau. It has been a great privilege to work with you and our many outstanding colleagues. Your leadership, particularly on HIV/AIDS and education, has enabled us to put in place an excellent program. Thank you for your support.

We are mid-way through our strategy, Promises to Keep. I sincerely believe that USAID/Zambia's staff, partners and stakeholders can take pride in the many significant accomplishments noted in our R4.

The past few years have been turbulent ones but we have stayed the course. Persistence has paid off. This will be a turnaround year for Zambia. The sale of the mines is imminent, the agricultural outlook is hopeful and economic prospects are looking up. Consequently, HIPC eligibility is a real possibility.

Far too many remain in acute poverty and the death toll from HIV/AIDS is too high but there is hope. If USAID can sustain its engagement it can maintain a leadership role and continue making a difference. Our field presence gives us a cutting edge, unfortunately that has been vitiated this year by a USDH staff cut.

This letter flags some key resource issues posed by our R4, which warrant Bureau consideration.

#### REVISED BASIC EDUCATION STRATEGIC OBJECTIVE

As promised last year, we have reviewed our new education investments. We propose a significant change in our Basic Education Strategic Objective (SO) and its associated Results Framework (RF), for which we seek Agency approval, in accordance with ADS Sections 201.5.10 Part II and 201.5.14.

The original Strategic Objective, 'More Equitable Access to Quality Basic Education and Learning, Especially for Girls,' emphasizes improving access, especially for girls. New data show almost equal enrollment rates for girls and boys. However, there are serious constraints to girls' persistence, completion and achievement. USAID will continue promoting improved girls' education, but with a focus on girls' increased participation, broadly defined as improved access, retention, completion and learning.

As you know, the number of school-aged orphans is dramatically increasing, primarily due to HIV/AIDS. Today there are over 450,000 orphans in primary school, 17% of total enrollment. A key revised Intermediate Result (IR) targets improved participation of girls and other vulnerable children.

The Mission proposes to modify the SO statement to 'Improved Quality of Basic Education for More School-Age Children.' The modification maintains USAID/Zambia's focus on improving quality basic education. We request that the Management Contract be amended accordingly.

#### OTHER ISSUES:

#### HEALTH

1. The Mission's Sector Program of Assistance (SPA) effectively addresses constraints to the provision of health services in Zambia. Under current budget levels, the Mission can only cover half of the total needed to fully fund the activity. For the period 2000 – 2002 the Mission seeks \$6 million in additive funding.
2. LIFE resources have let the Mission redouble efforts to combat HIV/AIDS. Maintaining new levels is critical. Moreover, the Mission seeks new LIFE resources in 2001 and 2002. Specifically, additional activities involving micronutrients, AIDS orphans, and other fast-track activities require additive resources of \$1.4 million, \$5.1 million and \$11.6 million in FYs 2000, 2001 and 2002.

#### BASIC EDUCATION

3. Work in basic education has been promising. During the strategy review in January 1998, the Mission sought an initial period of low funding to allow for the considered development of interventions. If successful, the Mission indicated it would seek to build up the program. That has happened and we now request Basic Education funding levels of \$5 million each for FYs 2001 and 2002.

#### ECONOMIC GROWTH

4. Economic growth is critical to sustainable development in Zambia. In FY2000 the Mission received AFSI funding. Additive ATRIP funding is sought for a trade policy and macroeconomic advisory program and an electric sector privatization program. The latter activities would involve additional funding of \$2.2 million, \$1.4 million and \$1.4 million each for FYs 2000, 2001 and 2002. A restoration of micro-credit support would be welcome.

Bizarrely, in FY 2000 Washington gave a \$1 million grant to FINCA for a new program in Zambia and cut support for Mission activities.

5. A new community-based natural resources management activity will start, based on USAID's community based natural resource experience. This community capacity building and policy activity will work with the newly launched, autonomous Zambian Wildlife Authority. This will require \$2.5 million over the period 2000 – 2002.

#### DEMOCRACY AND GOVERNANCE

6. 2001 will be a national election year for Zambia. If USAID can play a constructive role in the lead-up to the elections, additive resources of \$1 million each could be required for FYs 2000 and 2001.

#### OPERATING EXPENSES

7. The Mission estimates an increase in the FY 2001 and 2002 OE budgets by 12 percent and 26 percent, respectively, for reasons outlined in detail in the attached R4.

Positive Washington actions on these adjustments will enable the Mission to continue to be an effective and reliable development partner in Zambia. Zambia can succeed. With Bureau support, a well-formulated and adequately funded USAID/Zambia program can continue to be an important catalyst for positive change in this country.

Sincerely,

Walter North  
Mission Director

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## **PART I: Broad Overview and Factors Affecting Program Performance**

### **SUMMARY:**

**“A ship in harbor is safe, but that is not what ships are built for.” John Shedd**

USAID’s program in Zambia has been a resilient vessel. The last few years have been turbulent ones for Zambia and this region. Nonetheless, at the mid-point of the current strategy, Promises to Keep, staff and partners can take pride in some significant accomplishments; more resilient rural families, healthier children, girl friendly primary schools and stronger democratic institutions. These outcomes directly support the major objectives of the Mission Program Plan: regional peace, better health and democratic development. Much more remains to be done, but these are notable achievements.

Staying the course has not been easy. In reviewing the underlying assumptions of the Strategy, it is clear that the ravages of HIV/AIDS were underestimated and that economic expectations were not met. Fortunately, this year, we have promising news on both counts. The sale of the mines is imminent and Zambia is likely to become eligible for access to HIPC. Even more heartening, we are beginning to see signs that young people are changing their sexual behavior. USAID risk taking and persistence contributed to both turnarounds. Resources permitting, USAID will be there for Zambia and the program will keep on track in delivering what was promised three years ago.

The USAID field presence and its hands-on engagement foster a leadership role for the United States in promoting positive change in all of the sectors we are engaged in. Unfortunately, operating expense budget cuts will vitiate this as we give up a key USDH position.

This document provides a detailed outline of USAID results and seeks additional resources for the future. Most importantly, in light of the initial progress made in supporting basic education and our improved understanding of the sector, the Mission proposes a major adjustment to investments in this area. A revised Strategic Objective is proposed and additive funding is requested. Similarly, with national elections scheduled for 2001, the Mission may seek additive support for a better system of registration and elections management.

In summary, a snap-shot of the portfolio indicates that under SO1 (Increased Rural Incomes of Selected Groups), progress generally exceeded targets; under SO 2 (More Equitable Access to Quality Basic Education, Especially for Girls), progress was promising; under SO3 (Increased Use of Integrated Child and Reproductive Health and HIV/AIDS Interventions), targets were met, with increased attention and resources focused on HIV/AIDS; while under SO4 (Expanded Opportunity for Effective Participation in Democratic Governance), modest progress is being made, despite external difficulties.

If we were forced to realign our current activities because of resource constraints, we would reluctantly have to curtail child survival activities.

## **U.S. NATIONAL INTERESTS**

Zambia is a landlocked country and shares a border with eight neighbors, two of which are embroiled in seemingly intractable civil wars; one neighbor has recently been flooded, with widespread death and destruction; while yet another neighbor's economy is in a free-fall. Zambia's own political, economic and governance actions, and the actions of other countries around it, affect Zambia's overall security. At present there are approximately 60,000 recent refugees from the Congo and Angola in Zambian holding centers and camps. These numbers are likely to rise in the foreseeable future.

If Zambia should become politically and economically destabilized, this in turn would affect its neighbors, and would pose serious challenges to U.S. national interests from a regional perspective. Zambia remains internally at peace in spite of the conflicts and chaos across its borders. At the behest of the SADC regional grouping's heads of state, and out of its own self-interest, Zambia is leading the initiative to find negotiated solutions to crises that threaten to fragment Africa from the Great Lakes to the South Atlantic.

## **DEVELOPMENT ASSESSMENT**

Internally, Zambia continues to liberalize economically, while it grapples with the transition from one-party state control to a participatory democracy. Progress on both of these fronts has sometimes been marred by inconsistency. However, it is clear that there has been a remarkable transformation in economic and political life since 1991. Encouraging continued progress remains a challenge but there is a solid constituency for progressive change in Zambia. Many of the most impressive changes are probably irreversible. Recent progress on the mines sale and announcements about other privatizations, although overdue, mark a very significant positive development and may foreshadow HIPC eligibility.

In 1999 the Zambian government issued a detailed "good governance" plan. The plan identified major problems and shortcomings and suggested a way forward. It was widely discussed in Zambia. Cabinet has approved a revised version. The program is likely to be formally launched soon.

Multiparty politics has become entrenched. However, the ruling party sometimes exhibits authoritarian tendencies, while opposition parties continue to be fragmented and in disarray. Parliament is exhibiting signs of welcoming and encouraging citizen inputs, improving the quality of debate and trying to clarify its roles of better representing the electorate and improving government oversight. There is increasing evidence from both front- and backbenches of a desire for greater independence from the Executive. Recent by-elections at national and local levels have been generally peaceful and well managed, but voter participation has been low. These elections have enabled the opposition to organize and win some seats in representative bodies in which the ruling party continues to hold an overwhelming majority. These developments, should they continue, would augur well for the development of representative democracy in Zambia.

Zambia's economic performance in 1999 registered a comparatively anemic 2.4 percent real growth rate, vice the 4 percent target the government had set. This was partially due to the

continued weakness in world copper and cobalt prices, in the face of a slower than expected recovery of Asian economies, and delays in selling the remaining assets of the copper mining parastatal, ZCCM. The imminent ZCCM sale should enable Zambia to move ahead with a PRSP with the Fund and enter an era of better growth prospects. The agricultural sector rebounded from the devastating effects of a combination of el Nino and la Nina climatic effects, and recorded an increase of 13.7 percent in real value-added. Its total share in total domestic production also increased from 16.4 percent in 1998 to 18.3 percent during 1999.

Zambia's external debt of almost \$7 billion is unmanageable, and the government is hard at work at positioning Zambia for early and substantial debt relief under the Highly Indebted Poor Countries (HIPC) initiative. Its priority effort is the design of a Poverty Reduction Strategy Paper (PRSP) for HIPC qualification, which would redirect financial resources otherwise earmarked for debt servicing towards increased social sector allocations. However, HIPC alone is not a panacea for Zambia. Zambia's PSRP will need to focus on increased production and productivity as well as social sector investments.

## **ACHIEVEMENTS AND PROSPECTS**

The Mission's most significant memorable achievements have been recorded in the Rural Incomes part of its portfolio, where targets on incomes of selected rural groups and numbers of farmers adopting new technology have consistently been exceeded by significant margins. However, Zambia has not yet suffered one of its periodic droughts during this strategy period, and some reversals will have to be anticipated in the agriculture sector in the foreseeable future. In the health sector, achievements in reducing HIV/AIDS prevalence among 15 to 19 year olds: expanding vitamin A, polio and measles coverage; and increasing the number of family planning acceptors have been recorded. The appointment of a new Health minister in mid-1999 has re-energized the health reform process. Fortunately, Zambia remains at peace and there have been no significant crises or disasters. The most important factor impeding progress is the stop and go nature of the economic reform program. The donors and civic society encourage the GRZ to keep on track but short-term interests sometimes impede progress. With luck, hard work and savvy assistance, Zambia can succeed. USAID continues to play a key role in that process.

## **PART II: Results Review**

### **A. Strategic Objective 1: Increased Rural Incomes of Selected Groups**

Country/Organization: USAID/Zambia

Objective ID: 611-001-01

**Self-Assessment:** Exceeded targets and expectations.

**Self-Assessment Narrative:** SO 1 exceeded three of the four results targets it reports on.

**Summary:** SO1 activities are primarily linked to the Agency's Objective 1.1 Private Markets and secondarily linked to the Agency's Objectives 1.2 Ag Development/Food Security, 1.3 Economic Opportunity for the Poor, 5.2 Biological Diversity, and 5.5 Natural Resources Management. SO1 activities are linked to the MPP Goal to continue Zambia's development of a free market economy. In order to increase rural incomes of selected groups USAID focuses on production, marketing, and policy. Intermediate results focus on increasing agricultural and natural resources production, rural non-farm enterprise (RNFE) profitability, and improving Zambia's trade and investment environment. Zambian rural families, working as groups to improve their incomes, are SO 1's ultimate customers. Government, business advocacy groups and agribusinesses are also customers.

**Key Results:** Overall, USAID investments showed good results in FY 1999. CLUSA' Rural Group Business Project (CLUSA RGBP) assisted 3,200 farmers market their output. The majority of them (1,800) more than double their seasonal incomes derived from maize, sorghum, millet, groundnut, cowpea and bambara nut sales, to \$280 per family. The increased incomes help the farm families improve their food security and restore their self-esteem by reducing their dependence on subsistence farming, which renders them vulnerable to Zambia's unpredictable rainfall. Unfortunately, 40% of CLUSA RGBP the farmers did not recover their production costs from sales, recording an average loss of 22%. Their poor performance was partly due to poor screening of new group members, resulting in loan defaults, but largely because of the affected farmers' inexperience with guar (a newly introduced crop). An important achievement was USAID's contribution to gender equity. Of the 26,583 farmers that received 571 tonnes of improved seeds from CARE village management committees, 48% were women. Overall new technology adoption rates exceeded the target by 28%.

USAID-supported training and technical assistance to 583 Rural Non-Farm Enterprises (RNFE) resulted in improved RNFE business skills, contributing to a 23% increase in firm incomes. RNFEs constitute more than 80% of Zambia's private sector. The increased contribution of RNFEs to economic growth is a prerequisite for sustainable private sector-led economic growth. Although Zambian firms earned \$217 million in 1999 by exporting agricultural and natural resource primary and processed commodities, this was a drop in earnings from Non-Traditional Exports (NTEs) of 23% compared to the previous year. This was due to weak international cotton and tobacco prices and lower exports to the war torn Democratic Republic of the Congo. However, there was evidence of strengthened diversification of Zambia's NTE base. There was growth in floriculture (29%), horticulture (15%), primary agricultural products (6%), handicrafts

(41%), and leather (6%) products. This diversification will help reduce Zambia's vulnerability to fluctuations in international commodity prices.

**Performance and Prospects:** SO 1 is far exceeding its income, rural finance, and technology adoption targets due to the high demand for new technologies and investment in rural Zambia. Technology, finance and skill dissemination takes place quickly through group participation. Privatization and liberalization are contributing to RNFE initiative and creativity. Zambia's macro-economy should improve in the next two years as major privatizations reduce fiscal deficits, world commodity prices strengthen and regional political stability is restored. This will contribute to SO 1 achievement of 50% increases in group income and access to finance targets, as will an additional \$3.5 million under the African Food Security Initiative.

IESC will develop local to international business linkages in eco-tourism and the hospitality sector. The new Food Security Policy Research Project, implemented with the Ministry of Agriculture and the public-private Agricultural Forum will improve policy dialogue. USAID's Zambian Agribusiness Technical Assistance Center will link 2500 small farmers to Zambia's largest horticultural exporter.

More women than men participate in SO 1 initiatives, especially micro-finance and agro-forestry. 48% of CARE's village management committee members are women. CLUSA RGB is experimenting with widows and orphans NGOs in developing HIV prevention initiatives.

The USAID supported CLUSA Rural Group Business Project is currently providing technology dissemination and output marketing services to about 7,000 farmers. The success of the approach in effectively delivering agricultural inputs, extension services and markets to communities that would otherwise be disadvantaged has been appreciated by other rural development key stakeholders such as the Zambian Government and other donors. Taking a leaf from USAID initiatives, FINNIDA, IFAD and NORAD began multi-year investments of over \$25 million in rural group business development over the last year. The Agribusiness Forum (an association of agribusinesses) has invested \$1 million in rural group business development and volunteered the use of forum members' 12,300 groups, representing over 100,000 farmers, to participate in the Ministry of Agriculture's rural group development, conservation farming and crop rotation program. CLUSA is the largest promoter of conservation farming in Zambia with over 7,000 adopters last year. Agribusinesses have recognized, as have others, the benefits rural groups offer in promoting conservation farming to increase small farmer productivity. The Ministry of Agriculture recently revised its extension policy to focus on Participatory Extension (pioneered in Zambia by CARE and CLUSA with USAID support) as opposed to the less effective Training and Visit system. As the Government of Zambia (GRZ) has now embraced CLUSA's rural association/conservation farming/cash crop model, CLUSA is now training GRZ cooperative development officers.

These replications of the USAID-supported approach represent a broadening of benefits to an even larger number of rural families, while strengthening economies of scale that are critical to increasing the return on investment, which in turn serves to further brighten downstream prospects for sustained growth of rural incomes.

Another example of the catalytic effect of USAID's efforts in promoting economic growth in Zambia is in the area of USAID'S support to the development of the small business sector by expanding access to credit and financial services for the poor, particularly women. The USAID microfinance program funded a \$200,000 Legal Framework study in FY 1999, which laid the basis for amendment of the Banking and Financial Services Act by the Zambian Government. The new Act will be considered by Parliament in July 2000. The legislation will formerly recognize and provide an enabling regulatory framework for microfinance in Zambia, to the benefit of the rural poor. Significantly, this work has leveraged over \$1 million of funding from the Swedish International Development Agency (SIDA) to work with the Bank of Zambia in establishing a Microfinance Regulatory Unit.

This investment in regulation will lead to an improved and more transparent trade and investment environment. This will benefit microfinance practitioners, beneficiaries and future USAID investments in microfinance.

If the requested financing is not provided, many of the above activities will stop and USAID's capacity to continue pointing economic reforms in the right direction will be severely limited. It may signal to the GRZ and others that USAID lacks commitment to economic reform and market based solutions to food insecurity and rural poverty

**Possible Adjustments to Plans:** Massive cattle deaths in drought-prone areas have led CARE to experiment with community cattle health management. Cattle serve as savings accounts and increase farm labor productivity. A new IR 3 results package will assist private and public sector agencies in trade policy analysis and negotiation, investment mobilization, and legal and judicial reform. ADMADE lessons learned will inform a new Community Based Natural Resource Management (CBNRM) activity to address rural poverty and food insecurity and conserve wildlife.

**Other Donor Programs:** Many donor programs complement USAID's medium sized investments. The Germans work with ZACCI and the Ministry of Commerce. SIDA and FINNIDA work with micro-finance. NORAD and IFAD replicate the CLUSA model with the National Farmers Union and other NGOs. NORAD, Dutch, and USAID support a public-private agricultural consultative forum. EU, FINNIDA and IFAD work on forest management. Complementary donor investments spread impact and illustrate to government, the private sector and others strong investor commitment to the promise of economic reform and good governance.

**Major Contractors and Grantees:** Grantees and contractors include: IESC, University of Maryland, Development Alternatives/J.E. Austin, Credit Management Services, the Zambian Chamber of Commerce and Industry. Mano Consulting, the Cooperative League of the USA, CARE, World Vision, the Wildlife Conservation Society of New York, and the Zambian Wildlife Authority. Associates in Rural Development, the World Food Program and United Nations Commission on Refugees. Government Ministries include Tourism; Environment and Natural Resources; Agriculture, Food and Fisheries; Commerce, Trade and Industry.

Objective Name: Increased Incomes of Selected Rural Groups			
Objective ID: 611-S001			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result name: SO-level			
Indicator: Incomes of selected rural groups			
Unit of Measure: US\$, percentage growth over the previous year's Actual.	Year	Planned	Actual
Source: Project Reports	Baseline 1997	N/A	\$240,0000
Indicator Description: Percent increase in incomes of assisted rural non-farm enterprises. Incomes of groups receiving assistance under SO 1, added together to obtain one dollar denominated figure, at a pre-determined exchange rate. The comparative unit of measurement will be a percentage figure, comparing actual income changes to the previous year.	1998	20% (\$288,000)	391% (\$1,264,320)
	1999	30% (\$1,643,616)	330% (\$5,148,258)
	2000	50% (\$7,722,387)	
	2001	50% (\$11,583,580)	
	2002	50% (\$17,375,370)	
<p>Comments</p> <ol style="list-style-type: none"> <li>"Selected groups" are defined as groups of rural people receiving assistance from SO-1 cooperating agencies. The members of these groups will be predominantly small scale rural entrepreneurs, microfinance recipients, business trainees and their employees, business associations, small scale farmers, members of rural families living in or near to protected natural resource areas, men and women living in rural areas.</li> <li>Income accrues from the sale of products or services.</li> <li>Income also accrues from the consumption on-farm of output or services resulting from SO-1 assistance, valued at market prices.</li> <li>"Percent increase" refers to changes in income levels comparing a given year to the previous year.</li> </ol>			

Objective Name: Increased Incomes of Selected Rural Groups			
Objective ID: 611-S001			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increased Sustainable Agriculture and Natural Resources Production			
Indicator: Number of farmers of selected groups adopting improved technologies.			
Unit of Measure: Number of farmers	YEAR	TARGET VALUE	ACTUAL VALUE
Source: Cooperating Agency Reports	Baseline 1997	N/a	15,000
Indicator Description: Number of farmers adopting improved agricultural production or natural resource management technologies, desegregated at the group level by gender.	1998	18,000	18,434
	1999	27,000	34,004
	2000	36,000	
	2001	40,000	
	2002	40,000	
Comments:			
<ol style="list-style-type: none"> <li>1. Technologies promoted under SO 1 include improved varieties of existing crops, new crops, conservation farming, small scale irrigation, agroforestry, forest management, wild product processing or marketing (honey, wildlife).</li> <li>2. Technology adoption will be driven by group ability to market resulting output profitably.</li> </ol>			

Objective Name: Increased Incomes of Selected Rural Groups			
Objective ID: 611-S001			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increase Contribution of Rural Non-Farm Enterprises to Private Sector Growth			
Indicator: RNFE access to finance			
Unit of Measure: US\$, growth over previous year's Actual value	YEAR	TARGET VALUE	ACTUAL VALUE
Source: Cooperating Agency Reports	Baseline 1997	N/a	\$210,000
Indicator Description: Measures rural family access to productivity enhancing inputs, including finance, improved seeds, fertilizer, soil building tree seeds, implements, and transport that are repaid. Farmer contributions of equity to access inputs also counted.	1998	20% (\$288,000)	90% (\$399,999)
	1999	30% (\$519,987)	250% (\$1,422,720)
	2000	60% (\$2,276,552)	
	2001	70% (\$3,869,794)	
	2002	80% (\$6,965,637)	
Comments			
1. A RNFE (rural non-farm enterprise) is any rural business enterprise that does not undertake agricultural production activities (plowing, planting, cultivating or harvesting crops).			

Objective Name: Increased Incomes of Selected Rural Groups			
Objective ID: 611-S001			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Improved Trade and Investment Environment			
Indicator: Non-traditional agricultural and natural resource exports.			
Unit of Measure: US \$	Year	Planned	Actual
Source: Export Board of Zambia/Ministry of Finance reports	Baseline 1997	N/A	\$215 million
Indicator Description: Annual value of non-traditional agricultural and natural resource exports stated in dollars, and compared annually using percentage as an indicator of change over previous year's achievement.	1998	15% (\$247m)	7.5% (\$266m)
	1999	15% (\$305.9m)	-29% (\$217m)
	2000	15% (\$249.55m)	
	2001	15% (\$286.98m)	
	2002	15% (\$330m)	
Comments:			
<ol style="list-style-type: none"> <li>1. According to EBZ classification, Non-Traditional Agricultural and Natural Resource Exports include animal products, wood products, floricultural products, horticultural products, gemstones, handicrafts, leather products, agricultural commodities, processed foods and textiles.</li> <li>2. Non-Traditional Agricultural and Natural Resource Exports contribute directly to rural incomes, and increased output is evidence of a conducive trade and investment environment.</li> </ol>			

## **Notification of New Indicator - to be Introduced in 2003 R4**

SO-1 will be introducing a new indicator, effective the 2003 R4, under IR 1.3 Improved Trade and Investment Environment.

The new indicator would replace the 1.3.1 "Reduced non-tariff barriers" with "Improved national trade and investment policies, legislation, regulations developed, approved and implemented."

The unit of measure would be: Policies, laws, and regulations.

Indicator description would be: USAID assessment of the extent to which each policy/law/regulation has been:

- defined and developed;
- formally approved by the GRZ;
- disseminated to a wide audience;
- implemented on a general basis.

## **B. Strategic objective 2: Access to Quality Basic Education and Learning, Especially for Girls**

Country/Organization: USAID/Zambia  
Objective ID: 611-002-01

**Self-Assessment:** On track.

**Self-Assessment Narrative:** For FY 1999, most of the Mission's funds were committed to support the Ministry of Education's Programme for the Advancement of Girls Education (PAGE) activities in selected districts, schools and communities of Southern Province. The remainder of the resources were directed toward capacity building of Ministry of Education (MOE) personnel to institutionalize and expand PAGE initiatives; to establish a new school health and nutrition (SHN) program; and to develop an education management information system (EMIS) and information-based planning function. The PAGE program has been expanded to Southern Province; personnel have been appointed by MOE to key posts to implement activities related to intermediate results, and strategies have been developed to implement SHN and EMIS activities, as levels of funding allow.

**Summary:** SO2 activities are primarily linked to the Agency's Objectives "3.1 Access to Ed/Girls' Education" and to the MPP goal "of Mutual Understanding". Secondary linkages to the Strategic Agency Framework are made to "1.3 Economic Opportunity for the Poor" and "7.3 Commit Sustainable Development Assured." Working with the GRZ and its cooperating partners within the Basic Education Sub-Sector Investment Programme (BESSIP), USAID expects to achieve the key intermediate results of increased girls' access to quality, basic education; improved nutritional status and learning capacity of school-going children through school-based health programs; and improved policy and planning capacity at all levels.

USAID district- and school-level activities for FY99 have expanded PAGE interventions into four districts of Southern Province, targeting forty schools as PAGE focal schools. USAID's support for the SHN components and EMIS contributed to the MOE's appointment of key personnel, including an SHN component manager, a Director of Planning and senior statisticians for planning. USAID has been able to provide those personnel with expert technical advice and demonstrations of best practices that enabled the Ministry to improve its plans in SHN and EMIS and strategic decisions. Direct beneficiaries of USAID support are MOE personnel at Headquarters, Provincial and District Education officers, schoolteachers, and school-age children. Ultimate beneficiaries are Zambian citizens who will be better educated and better informed. HIV/AIDS is impeding progress in the education sector, especially causing vacancies in key leadership and mid-management posts, reducing the number of active teachers, and increasing the number of children without one or both parents. It threatens long-term progress and sustainability of our reform efforts.

USAID will use child survival funds to increase the participation of girls and other vulnerable children in basic education and the quality of their education through school-based health and nutrition interventions. DA funds will be used to develop an effective EMIS and the capacity to

use that system and to provide training, evaluation, and communication of key implementers of our program.

**Key Results:** Implementation of the SO began in FY99, as the MOE was setting up its Basic Education Sub-Sector Investment Programme (BESSIP) and began appointing key personnel to implement that program. The Ministry (9/99) indicates that the net primary school enrollment rate in Southern Province was 75% in 1998, enrollment of girls exceeding that of boys by 1% (M=75; F=76). Attendance rates in Southern Province averaged 73% (M=70; F=76). The nationwide average in the attendance rates of both boys and girls was 68%. Figures for 1999 are not yet available.

With USAID's support, PAGE was introduced for the first time in Southern Province in forty primary schools to address access of girls to basic education, tripling the number of PAGE schools in Zambia compared to the previous year. Boreholes were drilled to provide safe water for pupils and teachers in thirty of the rural schools and thirty water, sanitation, and hygiene education (WASHE) community committees were established. PAGE committees comprised of teachers, parents, students and others were set up in each of the schools to address PAGE issues. The first MOE school health and nutrition (SHN) policy document was developed. The first joint Ministry of Education, Ministry of Health and cooperating partner SHN steering committee was established. Plans have been developed for assessing pupil SHN needs and piloting school-health interventions in 80 pilot schools. An agreement was brokered among SmithKline Beecham (SB) pharmaceutical company, the World Bank, and the MOE to provide long-term technical assistance for the SHN program in strategic communication. Through USAID technical assistance, the MOE's Planning Unit has decided to develop EMIS using ED\*ASSIST, a tool developed with support of the Africa Bureau.

With a specific focus on improving girls' participation in education, our program is designed to have an impact on gender issues. All activities for FY1999 were accomplished using CS funds. Though over \$2 million DA and CS funding was awarded for basic education activities based on a proposal to the Education and Development for Democracy Initiative (EDDI), they were not available until the very end of FY 1999.

**Performance and Prospects:** In its first full year of primary education support, USAID played a small but important BESSIP supporting role in accordance with its modest funding. USAID has been helping new MOE staff plan and refine implementation activities. These efforts have laid the groundwork for the implementation of USAID's intermediate result activities in FY2000.

USAID is currently the only sponsor of PAGE activities in Southern Province, while other cooperating partners support PAGE in four of the remaining eight provinces. The PAGE program includes formation of school/community PAGE committees, sensitization and mobilization of community members for girls' education, the use of child-centered teaching strategies in school to promote better learning for girls, and the incorporation of gender-related objectives in the curricula of teacher training. Ownership in PAGE is encouraged through participatory planning of annual workplans at provincial, district, and school levels. 1999 was the first year that the Ministry attempted to expand PAGE implementation after piloting in 20

schools for several years. With USAID as its PAGE partner in Southern Province, the MOE has recognized a need to re-think some of its strategies for institutionalizing and expanding PAGE interventions and will address those issues in the coming year.

USAID is currently the only donor supporting SHN activities, although Japan, UNICEF and the World Food Program may provide future support for expansion. USAID's support has led to the refinement of plans for SHN pilot activities including de-worming and micronutrient supplements and an MOE shift from plans for Ministry-based school feeding programs to community-based feeding programs for pupils. USAID support has been instrumental in developing the first MOE SHN policy; plans for assessing SHN needs; and plans to pilot SHN interventions in 80 pilot schools. USAID brokered an agreement among SmithKline Beecham (SB), the World Bank, and MOE, resulting in SB's provision of a long-term consultant to help develop health messages, communication strategies and campaigns and to train MOE personnel on how to develop effective communications strategies. The World Bank has agreed to provide cost-free, short-term technical assistance. With new CS and DA funds through EDDI, USAID will support the development and pre-testing of materials and processes for the SHN pilot test to ensure they are safe and effective.

USAID is the only donor providing specific support for EMIS development and the capacity of personnel to use an EMIS effectively. This initiative is coordinated with other human resources development activities supported through BESSIP basket funds and other donors. With USAID technical assistance, the Ministry decided to adopt ED\*ASSIST as its core set of tools for developing a new EMIS. USAID plans to provide technical assistance and other support to the MOE in its adaptation and implementation of ED\*ASSIST for an effective EMIS both at headquarters next year and, in later years, at provincial and district levels, for the timely production of reports that will help policy makers make informed decisions.

The MOE published a strategy statement on how HIV/AIDS will be addressed in education. USAID will support MOE efforts. USAID will provide technical assistance to the MOE Education Broadcasting Service to develop and pilot test interactive radio, Grade 1 programs for out-of-school children including orphans. With proven success, USAID might increase support for developing programming for other grades.

Benchmarks include implementing a demonstration project to mobilize communities to break down barriers to the participation of girls and other vulnerable children in basic education; completing materials, training, and processes required for piloting the SHN program; establishing an EMIS at MOE Headquarters and the capacity of the Planning Unit to report education statistics and MOE personnel to use that data effectively; and establishing a good system for monitoring and evaluating the effects of PAGE interventions at school and community levels and correcting other weaknesses identified in PAGE's first year of implementation.

The Ministry, USAID, and our BESSIP partners have diligently ensured that new activities will not duplicate the efforts of others. Without USAID support, a number of pilot activities for FY2000 and 2001 would not have been planned; without USAID's full, continued support, they will not be implemented, completed, or expanded. USAID needs the requested levels of funding

or it will have to dramatically reduce or back out of its role in implementing SHN, PAGE, and EMIS activities effectively. These actions would greatly reduce the number of children who would have access to basic education.

**Possible Adjustments to Plans:** Based on new sector information, and a renewed focus on girls and other vulnerable children, USAID/Zambia proposes to modify the Strategic Objective to **Improved quality of basic education for more school-age children.** The results framework is being revised and a new results package developed. The revised intermediate results are: (1) Improved participation of girls and other vulnerable children; and (2) Improved school-based health and nutrition interventions to support pupil learning. The new Results Framework with intermediate results, illustrative activities, and a table of the performance indicators to be used in monitoring progress is attached. USAID/Zambia will continue to support girls' education as well as education for other vulnerable populations in Zambia like orphans. The number of school-age orphans is dramatically increasing, largely due to parents dying from HIV/AIDS. The mitigation of HIV/AIDS' effect on education is shown as a crosscutting activity in the new results framework. USAID/Zambia anticipates stepping up support for HIV/AIDS-related activities as funds become available. To support the new SO, USAID must ensure that its level of funding is sufficient to support its increasing role as a partner in GRZ's basic education program. Therefore, the Mission requests that its Basic Education budgetary resource levels to be set at \$5 million in both 2001 and \$5 million in 2002.

**Other Donor Programs:** While a World Bank loan is the major financial source for BESSIP, other cooperating partners include UNICEF and other UN agencies, Norway, the Netherlands, Finland, Canada, Denmark, United Kingdom, European Union, Japan, Ireland, and African Development Bank. USAID is a modest player this sector but quality technical staff and carefully targeted interventions have leveraged USAID's input. Curriculum, textbook development, teacher education reform, school rehabilitation and infrastructure, and resource center projects are major BESSIP activities already supported by loans and major grants from other donors.

**Major Contractors and Grantees:** Current grantees and contractors include the Government of Zambia, UNICEF (a sub-grantee responsible for assisting in the expansion of PAGE in Southern Province); Successful Intelligence (to develop a cognitive assessment instrument for monitoring SHN learning benefits); and Education Development Center (to provide technical assistance in developing radio programming for out-of-school children).

## SO-2 Old Performance Indicators

Objective Name: More equitable access to quality basic education and learning, especially for girls			
Objective ID: 611-SO02			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Net primary school enrollment ratio in USAID-assisted schools			
Unit of Measure: Number of primary school pupils, disaggregated by gender.	Year	Planned	Actual
Source: Annual MOE School Census Report.	1998	N/A	Southern Province=75% (M=75; F=76) National=85% (M=84; F=86)
Indicator Description: The number of primary school pupils of primary school age divided by the number of the total primary school age population. Enrollment ratio for USAID-assisted schools (in Southern Province) compared to a control group.	1999	Southern Province=78% (M=78; F=79)	Not Available
<p>Comments:</p> <ol style="list-style-type: none"> <li>1. Annual MOE school census reports for 1998 and 1999 have not been prepared. The 1998 indicator is based on '98 school census data as reported in the MOE's "Education for All 2000 Assessment" report, dated 9/99. Although '99 census data has been collected by MOE, it has not been analyzed and reported and is, therefore, not available. (Our SO will assist in correcting this problem through our improved EMIS development activity.)</li> <li>2. School age population figures are based on projections from the 1990 census. The Central Statistics Office is planning a new census this year. We do not have population estimates at individual community levels and only have enrollment ratios reported at provincial levels. We have therefore adopted enrollment ratio in Southern Province as a proxy for USAID-assisted schools enrollment ratio and have reported national enrollment ratio figures as a control group.</li> </ol>			

Objective Name: More equitable access to quality basic education and learning, especially for girls			
Objective ID: 611-SO02			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Percentage of cohort completing grade seven in USAID-assisted schools			
Unit of Measure: Number of children in a cohort completing grade seven primary education, disaggregated by gender.	Year	Planned	Actual
Source: MOE report, "Education for Some: Factors Affecting Primary School Attendance in Zambia," based on 1996 Living Conditions Monitoring Survey data.	1996	N/A	Rural=54% (M=57; F=51) Urban=77% (M=81; F=73)
Indicator Description: Increase, compared to previous year, in annual count of children completing grade seven primary education.  USAID-assisted cohort compared to a control group.	1998	N/A	Not Available at this time
	2000	See comment 1	
<p>Comments:</p> <ol style="list-style-type: none"> <li>1. Targets for rural areas will be based on the 1998 data, which is not yet available; with a 5% increase for males and 7% increase for girls.</li> <li>2. The source originally identified (grade seven examinations report) does not provide the kind of data needed for cohort information. Instead, we chose a source that provided cohort analysis and projection of the percent of pupils that started grade one in 1990, reached grade seven in 1996, based on 1990/91 enrollment data and repetition/drop-out records. Although the 1998 Living Conditions Monitoring Survey (LCMS) preliminary report became available in January 2000, researchers have not yet had an opportunity to run the same kind of cohort analysis with its 1998 raw data. When that has been done, the 1998 data will form the baseline information. The LCMS is only conducted every two years. We chose "rural" school national level data as a proxy for the USAID-assisted schools because provincial level data is not available and all of the USAID-assisted schools are rural. We have reported national urban area figures as a proxy for "control group" comparisons.</li> </ol>			

Objective Name: More equitable access to quality basic education and learning, especially for girls			
Objective ID: 611-SO02			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: School-going children's yearly attendance rates in USAID-assisted PAGE focus schools			
Unit of Measure: Yearly attendance percentage, disaggregated by gender.	Year	Planned	Actual
	1998	N/A	Southern Province=73% (M=70; F=76) National=68% (M=68; F=68)
Source: Annual MOE School Census Report, PAGE school-mapping reports.	2000	Southern Province=76% (M=73; F=79)	
Indicator Description: Increase, compared to previous year, in annual average percentage of school days actually attended by children over total number of school days in a year. Yearly attendance rates for USAID-assisted schools compared to a control group.			
Comments: The MOE is not yet producing this information through its school census and mapping report sources; therefore, as a proxy indicator, we are using data from the LCMS-1998, with school attendance rate computed as the proportion of individuals attending school at the time of the survey in the 7-13 age group. We have reported figures for Southern Province because that is where USAID-assisted schools are but district- and school-level information is for this indicator is not available. We have reported national figures as a proxy for "control group" comparisons. The LCMS is only conducted every two years; therefore the 1998 figures form the baseline information and Year 2000 information will be the next time comparable information will be available.			

Objective Name: More equitable access to quality basic education and learning, especially for girls			
Objective ID: 611-SO02			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Percent of primary schools with increased parental/community support to schools			
Unit of Measure: Number of primary schools	Year	Planned	Actual
Source: School and community surveys, PAGE and school health nutrition program reports, situation analyses, case studies	1998	N/A	0
Indicator description: Increase, compared to previous year, in number of schools with increased parental/community support to schools. Community participation at USAID-assisted schools compared to a control group.	1999	40	42
Comments: The main criteria for assessing evidence of this indicator was whether the PAGE schools had formed PAGE committees comprised of the schools' head teacher, PAGE coordinator, at least two parents, and two pupils. The actual number exceeded the planned because USAID's agreement was to support PAGE activities in 40 government schools but the Southern Province education officials decided to extend PAGE to two community schools ("no fee" schools formed by communities for children that would otherwise not have access to government schools).			

## SO-2 New Performance Indicators

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Net Admissions Rate			
Unit of Measure: Number of pupils	Year	<i>Planned</i>	Actual
Source: Reports based on Annual MOE School Census data.	1998	N/A	USAID-assisted District=Not Available USAID-assisted Province=38.2% National=42.3
Indicator Description: Increase in net admissions rate to Grade 1 for schools in USAID-assisted Districts.	1999	USAID-assisted Districts=2% increase	Not yet available
	2000	USAID-assisted Districts=2% increase	
	2001	USAID-assisted Districts=2% increase	
	2002	USAID-assisted Districts=2% increase	
<p>Comments:</p> <ol style="list-style-type: none"> <li>1. Net Admissions Rate (NAR) to Grade 1 is computed as the number of children of age seven enrolled in Grade 1, divided by the total number of seven-year-old children in the area.</li> <li>2. The baseline is the NAR for the USAID-assisted province in 1998, Southern Province. Provincial NAR as well as national NAR serves as a control with which USAID-assisted district NAR can be compared.</li> </ol>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: Improved school-based health and nutrition interventions to support pupil learning			
Indicator: Increase in number of pupils receiving micro-nutrient and de-worming interventions			
Unit of Measure: Number of pupils	Year	Planned	Actual
Source: USAID-assisted school reports; Project reports; MOE/BESSIP Semi-Annual Review reports; school health management information system data	2000	N/A	0
Indicator Description: Number of pupils receiving both micro-nutrients and de-worming through MOE health and nutrition program	2001	20 schools (estimated number of pupils = 6800)	
	2002	40 schools (estimated number of pupils = 14000)	
	2003	60 schools (estimated number of pupils = 21000)	
	2004	80 schools (estimated number of pupils = 30,000)	
Comments: <ol style="list-style-type: none"> <li>1. The indicator counts the number of pupils receiving combined micronutrient and de-worming interventions because the interventions will normally be administered together in order to be most effective. Micronutrients without de-worming serve largely to nourish the worms in infected children, while de-worming malnourished children does little to improve their learning capacity.</li> <li>2. The baseline year will be FY 2000 because only pre-testing of the individual interventions will be conducted in FY 2000. The formal pilot program itself will be implemented in FY 2001 at the beginning of the school calendar year.</li> </ol>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Increase in pupil assessment scores			
Unit of Measure: Assessment scores	Year	Planned	Actual
Source: Grade 5 National Assessment Report	1999	N/A	USAID-assisted Schools=Not Available USAID-assisted Province=26.6% National=30%
Indicator Description: Mean Mathematics scores in percentage form on Grade 5 National Assessment	2000	USAID-assisted Province=28%	
	2001	USAID-assisted Province=32%	
	2002	USAID-assisted Province=36%	
	2003	USAID-assisted Province=40%	
<p>Comments: The Grade 5 National Assessment is a multiple-choice test of mathematics and reading abilities, developed and implemented by the Examinations Council of Zambia. The mathematics component consists of 40 questions testing concepts taken from Grade 5 textbooks and other materials used for Grade 5. Grade 5 National Assessment was first administered in 1999. It will be administered on a national basis every two to three years to randomly selected schools in each province. Currently, we do not have USAID-assisted school-level scores. Pending concurrence of the Ministry of Education, the Assessment will be administered in the USAID-assisted schools each year, starting in 2000, and we will assess and report the school-level scores each year, thereafter. Every other year, the assessment will be administered in all schools in USAID-assisted districts and those scores will be reported. Every two or three years, depending on when the assessment is administered nationally, national mean scores will be reported. We have provide national mean scores for 1999 and offered mean scores for Southern Province as baseline data because Southern Province is where USAID school-level assistance is currently being provided and is the lowest level for which data is now available.</p>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: Improved Education Management Information System			
Indicator: Improved utilization of Education Management Information System			
Unit of Measure: Number of EMIS units	Year	Planned	Actual
SOURCE: Bi-annual BESSIP review report	1999	N/A	0
Indicator Description: Increase in number of district and provincial EMIS Units producing periodical reports	2000	1	
	2001	3	
	2002	7	
Comments: <ol style="list-style-type: none"> <li>1. An Education Management Information System (EMIS) is the collection of people, equipment, methods and procedures for acquiring, processing, presenting and disseminating data/information for purposes of meeting the information needs of appropriate stakeholders in the education sector.</li> <li>2. An EMIS Unit is that part of an organization with EMIS responsibilities.</li> </ol>			

### **C. Strategic Objective 3: Increased Use of Integrated Child and Reproductive Health and HIV/AIDS Interventions**

Country/Organization: USAID/Zambia  
Objective ID: 611-003-01

**Self Assessment:** On track

**Self Assessment Narrative:** SO3 met three of the four target results it reports on. Progress under this SO continues to meet, and in many cases exceed programmatic expectations, especially in the reduction of the HIV/AIDS prevalence rate in some risk groups.

**Summary:** SO3 activities are primary linked to the Agency's Objectives 4.4 HIV/AIDS. The SO3 activities are secondarily linked to the following Agency's Objectives: 4.2 Infant/Child Health/Nutrition; 4.5 Infectious Diseases Reduced; 4.3 Childbirth Mortality Reduced; and 4.1 Unintended Pregnancies Reduced. SO3 supports the MPP Goal to of better health for Zambians. USAID focuses its health sector activities on 12 districts, covering approximately 45% of the total Zambian population, as well as on national level interventions.

The principal intermediate results necessary to achieve this SO are: IR1. Increased demand for population, health, and nutrition interventions among target groups; IR2. Increased delivery of PHN interventions at the community level; IR3. Increased delivery of PHN interventions by the private sector; IR4. Improved health worker performance in the delivery of PHN interventions; and IR5. Improved policies, planning and support systems for the delivery of PHN interventions. The direct beneficiaries of this program are the Zambian Ministry of Health and district- and community-level health facilities and workers. The ultimate beneficiaries are the Zambian citizens, who receive better health care. While overall progress in the sector has been positive, the adverse macro-economic climate over the past two years and the ongoing toll of the AIDS pandemic have negatively affected the health sector, threatening the reform program's sustainability over the long term.

USAID's program will use Child Survival and Diseases funding to further expand immunization services and polio eradication efforts; prevent and treat diarrheal diseases and malaria; expand access to HIV prevention services and treatment strategies; and establish sustainable community-response mechanisms, such as community based support for orphans. USAID will use DA funds to expand access to and quality improvements in family planning and integrated reproductive health activities.

**Key Results:** Vitamin A supplementation programs reached approximately 84% of children nationally. In half of the country where vitamin A was distributed with the polio campaigns, coverage was 87%. National Immunization Day (NID) was held in 34 districts. Ninety six percent of eligible children received the oral polio vaccine. In partnership with the Government of Japan, USAID is providing over 12,000 insecticide-treated mosquito nets and improving malaria case management to the entire population of five high-risk districts. The number of new family planning acceptors increased from 66,000 in 1996 to 152,000 in 1999. The number of condoms distributed increased 25% over last year (from 5.3 million to 6.6 million). The number of cycles of

SafePlan (contraceptive pills) increased 18% over 1998. As these programs target women and children, they are having an important impact on gender issues.

**Performance and Prospects:** During 1998/99, the GRZ conducted HIV surveillance activities throughout Zambia. One important observation when comparing the 1994 and the 1998/99 data was an apparent downward trend in the prevalence rates of the 15 to 19 year old age group, most notably in urban areas. In Lusaka, HIV prevalence among 15 to 19 year olds dropped from 28% in 1993 to 15% in 1998. This is equivalent to a 42 percent reduction in prevalence. This trend was also found in other urban centers and to a lesser extent in some rural areas. In 1999 the Urban Sexual Behavioral Condom Use Survey showed a significant decline in casual sex between 1996 and 1999 (from 17% to 11%). Also, among those with regular sex partners, there was a significant increase in condom use (from 36% to 48%). These data suggest that Zambians are starting to change their sexual behavior to reduce HIV transmission.

To further reduce HIV transmissions, USAID plans to expand access to voluntary counseling and testing services. To date only 6% of adults have been tested for HIV and know their results. In addition, the Mission plans on strengthening activities in Parent-to-Child Transmission (PTCT), condom promotion, especially to rural areas, and activities focused on high-risk populations. USAID will expand its program to address the concerns of orphaned and vulnerable children.

Two of every three children six months to five years of age were found to be vitamin A deficient in a 1997 national survey – the highest known prevalence in the world. Reaching 80% of these children is expected to decrease the under-five mortality rate by as much as 30%. Vitamin A coverage is provided through routine service delivery, semi-annual vaccination days, commercial fortification of sugar, and promotion of dietary diversification. Coverage has been very high (84%) due to the effective introduction of vitamin A supplementation combined with National Immunization Days, and the rapidly expanding awareness of the population to the importance of vitamin A to respond to common infections, particularly measles, diarrhea and malaria. USAID will continue to strengthen efforts to reduce vitamin A deficiency with a special focus on supplementation through the child health promotion week.

Over 12,000 insecticide-treated mosquito nets have been distributed through social marketing efforts in high-risk areas of Eastern Province, where the malaria parasites are highly resistant to commonly available chloroquine treatment. 70 percent of households in Integrated Malaria Initiative Districts have access to integrated child health care services. In conjunction with the Japanese, an additional 100,000 mosquito nets will be sold over the next year, and coverage extended to two other districts.

This past year over 180,000 bottles of Clorin have been sold. Clorin is a home-use, low-level chlorination solution used to treat domestic water supply. A CDC case-control study found that households with Clorin were less likely to have had an outbreak of cholera over the last year. These same households also experienced fewer episodes of diarrhea in the two weeks prior to interview than the control group. Clorin has been shown to reduce diarrheal diseases by up to 30%, and it significantly reduced the incidence of cholera during the 1998-1999 rainy season.

The number of family planning acceptors doubled in the last three years for the following reasons: the provision of better quality family planning services through the training of health providers; more choices of contraceptives and wider distribution; increased IEC campaigns, and effective peer education programs.

USAID/Zambia is supporting family planning activities that are expanding access to reproductive health services, such as employer-based distribution of commodities and emergency obstetrical care. A new effort will be implemented with the Japanese for the period 2000-2002 to provide drugs and essential reproductive health supplies to all health centers in Zambia.

During 1999, USAID launched an innovative sector-wide assistance program that provides resources, based on GRZ performance, in expanding both community level health services, while demonstrating people-level impact. Through this program, USAID is providing direct financial support to the district health system. The resulting policy and technical changes focused directly on strengthening financial management systems and the health management information system. Three of the four performance milestones in this program were met. USAID will negotiate a second set of performance milestones for the second phase of the program this year.

Without the requested levels of funding, USAID will have to dramatically reduce support to the districts, health centers, and communities being supported. The number of people who receive immunizations, malaria prevention and treatment, HIV/AIDS prevention and care, contraceptives, and maternal health services will be reduced significantly.

**Possible Adjustments to Plans:** The specter of HIV/AIDS threatens all USAID investments in Zambia. The Mission has worked to redouble its efforts. Fortunately, resources to address the issue have increased. New initiatives to achieve more impact are under development. We will work closely with our other SO teams in the mission as well as the U.S. Embassy.

While the Government of Zambia remains committed to health reforms, the country's economic and financial difficulties continue to threaten these reforms. USAID and its other donor partners work closely with the Ministry of Health in trying to resolve some of the issues and concerns which are affecting the implementation of health reform.

**Other Donor Programs:** Support is being provided to Zambia's health reform through a multi-donor, sector-wide health program. USAID is the primary donor in support of HIV/AIDS prevention, family planning service and child survival activities. The US/Japan Common Agenda is extremely strong and includes collaboration on ten specific areas in the health sector which support USAID's health strategic objectives. The United Kingdom provides the majority of condoms that are socially marketed through the USAID program. The United Kingdom, Japan, the Netherlands, Denmark and Sweden are close partners in overall funding.

**Principal Contractors, Grantee or Agencies:** USAID implements SO3 activities through four U.S. institutions: the John Hopkins University; John Snow Research and Training Institute; Abt Associates Inc.; and Population Services International. These principal contractors/grantees work with a number of U.S. sub-contractors including CARE, Africare, and the International AIDS Alliance. Other NGO/PVO partners include Churches Medical Association of Zambia; Development Aid People-to-People; Adventist Development and Relief Agency; Christian

Children's Fund; World Vision International; and private sector organizations. Selected Ministry of Health organizational units are also grantees.

Objective Name: Increased use of integrated child and reproductive health, and HIV/AIDS interventions.			
Objective ID: 611-S003			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increased demand for PHN interventions among target groups			
Indicator: New Family Planning acceptors			
Unit of Measure: Number of acceptors in thousands	<i>Year</i>	Planned	Actual
Source: Project data; Health Management Information System (HMIS)	1996	N/A	66
Indicator Description: Number of new family planning acceptors in selected catchment areas of selected health centers in demonstration districts and Lusaka	1997	60	133
	1998	80	138
	1999	150	152
	2000	175	
	2001		
	2002		
<p>Comment:</p> <p>A new family planning acceptor is a person who has never before used a modern method of contraception as prescribed through a registered health facility in the demonstration districts (e.g. Government, Mission, Mine clinic). Modern contraceptive methods currently used in Zambia include condoms, oral contraceptives, intrauterine devices (IUDs), injectables, Norplant, diaphragms/foam/jelly, vaginal foaming tablets, female/male sterilization, and Lactation Amenorrhoea.</p>			

Objective Name: Increased use of integrated child and reproductive health, and HIV/AIDS interventions.

Objective ID: 611-S003

Approved: 1/3/98

Country/Organization: USAID/Zambia

Result Name: Increased demand for PHN interventions by the private sector

Indicator: Products sold

Indicator Description: Number of products sold, disaggregated by condoms, Safe Plan, Insecticide Treated Mosquito Bednets (ITMNs), and Clorin.

Unit of Measure: Number of products	Year	Planned	Actual
1. Number of condoms (in millions)	Maximum condoms 1993	N/A	4.7
	1994	5.8	6.2
2. Number of Safe Plan (in thousands)	1995	6.0	6.3
	1996	6.5	6.5
3. Number of Insecticide Treated Mosquito Bednets (ITMNs - actual)	1997	7.0	5.8
	1998	7.3	5.3
4. Number of Clorin bottles	1999	8.0	6.6
	2000	7.5	
	2001	8.6	
	2002	9.8	
	SafePlan 1997	100	182
	1998	200	288
	1999	330	339
	2000	400	
	2001	440	
	2002	484	
	ITMNs 1998	2,500	2,238
	1999	5,000	12,097
2000	40,000		
2001	44,000		
2002	48,400		
Clorin 1998	N/A	3,558	
1999	N/A	187,043	
2000	300,000		
2001	360,000		
2002	432,000		

Comment:

USAID added 3 new socially marketed family planning products during 1997. These include: Safe Plan; Prolact (vaginal foaming tablet); and Care female condom. The decrease in condom sales from 1996 to 1997 was due to PSI was not being able to promote condoms via mass media (TV, radio) due to religious concerns. Some condoms were diverted to a neighboring country and there was an increase in condoms from other countries. Mass Media advertising is now allowed. Young adults are the target audience. During 1998, USAID launched socially market ITMNS under the brand name POWERNET/POWER Chem. Data from earlier years has been adjusted to reflect actual sales.

Objective Name: Increased use of integrated child and reproductive health, and HIV/AIDS interventions.			
Objective ID: 611-S003			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increase demand for PHN interventions among target groups			
Indicator: Vitamin A supplementation			
Unit of Measure: Percent children	Year	Planned	Actual
Source: National Food and Nutrition Commission/Tracking studies (NFNC)	1996	N/A	66
	1997	N/A	65
Indicator Description: Percent of children aged 6-72 months who received one dose of vitamin A supplementation in the past 12 months	1998	70	92
	1999	72	84
	2000	74	
	2001	76	
	2002	78	

Comments:

1. 1997 and 1998 data are from vitamin A capsule coverage reached during polio eradication National Immunization Days (NIDS). NIDS were held in all districts in 1998. After 1998, the GRZ strategy is to provide vitamin A capsules through routine health center visits, and these data are presented from health centers' statistics. In 1999, NIDS were held in half of districts across the country.
2. The percentage reported in this table (1999) reflects figures for the NIDS districts (87%) and for non-NIDS districts (66.7%). This is an increase from 50% coverage in 1998 and 30% coverage in 1996 in the non-NID districts. This distinction in reporting is important as it represents the transition from distributing vitamin A through a major annual campaign to distribution through routine care visits. The data for the non-NIDS distribution has been corroborated by other sources, and it is significant that the starting point for non-NIDS distribution is as high as 66%. It is also important to note the non-NIDS reporting as the NIDS reporting will phase out in the next several years, and therefore, future reporting will be consistent with the non-NIDS data while historic reporting is consistent with NIDS data.

Objective Name: Increased use of integrated child and reproductive health, and HIV/AIDS interventions.			
Objective ID: 611-S003			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increased delivery of PHN interventions at community level – SO level indicator			
Indicator: Vaccination coverage rate			
Unit of Measure: Percent	Year	<i>Planned</i>	Actual
Source: Zambia Demographic Health Survey (DHS), Central Board of health (CBOH), Health Management Information System (HMIS)	1992	N/A	55%
	Indicator Description: Percent of children who have been fully vaccinated by 12 months of age.		
	1996	60	67% (DHS)
	1997	65	72% (CBOH)
	1998	70	77.7% (CBOH)
	1999	74	63* (HMIS)
	2000	76	
	2001	78	
	2002	80	

Comments:

1. According to the World Health Organization (WHO), for a child to be fully vaccinated, he or she should have received BCG, (protecting against tuberculosis), measles, and three doses each of Polio, and DPT (protecting against diphtheria, pertussis, and tetanus) vaccines. The Government of Zambia has adopted the WHO goal to ensure completion of vaccinations by 12 months of age; the target is to vaccinate 80 percent of all children fully by that age by the year 2000. It is recommended that children complete the schedule of immunizations during the first year of life. Although nearly 78% of children 12-23 months were fully vaccinated in 1996, only 67% were fully vaccinated by their first birthday. USAID has supported efforts to update the National Immunization Policy and guidelines and strengthen cold chain logistics. Efforts are designed to focus on polio eradication and measles control.
2. \*National data for vaccination coverage rates will not be available until 2001. In the interim national vaccination data are reported from Central Board of Health (CBOH) and, beginning in 1999, from the Health Management Information System (HMIS). Since 1999 was the first year of the HMIS, districts were slow to report. Therefore, as of March 2000, no data had been received from any district for the 4<sup>th</sup> quarter of 1999. The figure for 1999 (63%) is therefore an estimate, pending completion of HMIS processing. Data is nevertheless available for polio and measles vaccination campaigns, showing that 96% of eligible children received the oral polio vaccine in the 34 districts in which national vaccination days were conducted. Also that 81% of eligible children were covered with measles vaccination in the urban focus districts.

#### **D. Strategic Objective 4: Expanded Opportunity for Effective Participation in Democratic Governance,**

Country/Organization: USAID/Zambia  
Objective ID: 611-004-01

**Self Assessment:** On track

**Self Assessment Narrative:** The Mission judges performance of this SO to be on track. USAID met most of the planned targets in an environment where resistance to change is considerable due to powerful interest groups, lack of competition, and limited experience in practicing democratic governance.

**Summary:** The democracy program in Zambia is designed to make progress towards the Agency's goal of sustainable democracies built. In a carefully considered fashion, the program seeks to achieve the US Government's Mission Performance Plan (MPP) goal of promoting democracy and good governance. Furthermore, the democracy program here plays a supportive role in three other MPP goals; that of improving the quality of life for Zambians, contributing to regional stability, and contributing to Zambia's development of a free market economy. The purpose of this strategic objective (SO) is to increase citizens' participation in more transparent and accountable government institutions. Working together with other donors, we are supporting creation of an effective demand and encouraging a supply response on the part of key institutions for democratic governance. Three intermediate results are necessary to achieve this objective: (1) improved administration of justice: the implementation of rule of law and the respect for human rights need to be improved; (2) effective public debate: to create and maintain a demand for democratic governance, Zambian citizens and civic organizations need to increase their awareness and participation in the political process and deepen their appreciation of the relationship between personal freedoms, civic responsibilities, and the role of government; and (3) stronger local governance: there is a need to create an environment in which government is more responsive to the needs of its citizens.

Despite some notable reforms in the beginning of the decade, Zambia's political situation continues to be fragile. Accordingly, the definition and pursuit of this objective is intended to reflect the nascent nature of Zambian democracy. The SO's ultimate beneficiaries are the citizens of Zambia taking on the responsibilities of engaged citizens and served by more effective and accountable democratic institutions. The immediate beneficiaries are selected institutions such as the Judiciary, civil society organizations including the Law Association, Parliament, and Local Government Councils.

**Key Results:** 1999 was a baseline year for the SO's four indicators. Nonetheless, significant changes occurred in response to the program-related assistance. First, while formally organized arbitration and mediation have not yet begun, the level of awareness of alternative dispute resolution mechanisms has grown amongst potential users and a growing number of practitioners have been trained and certified. Lists of arbitrators from the Law Association have been provided in response to requests by mining companies, the state owned electric utility ZESCO, and a growing number of other organizations. This has led to an increase, though not yet quantifiable, in disputes being adjudicated through these techniques. Second, civil society and special interest groups have been more carefully selecting, planning and deliberately carrying out public advocacy campaigns. In a recent survey of NGOs who participated in Mission supported training, 80% have developed and are at various stages of implementing their own campaigns. Parliamentary committees for the first time invited some of these groups to provide testimony on general

issues of concern as well as on specific pieces of legislation. Finally, the Lusaka City Council, the Mission's pilot effort at more effective inclusion of citizens in local governance and service delivery as customers, adopted a strategic plan that reflects a broad consensus on objectives, roles, and, most importantly, a way of better managing local affairs. This document has become the primary point of reference for ongoing efforts at physical, financial, and human resource planning, supported by the Council with additional donor assistance. The Mission expects that several of its indicators currently not quantitatively measurable or not yet relevant, will become useful management guides in the coming year.

**Performance and Prospects:** Performance in democracy and governance over the past year has been good, although frequently hindered by limited capacity in the Zambian public sector, often coupled with weak political will. Continued economic difficulties and the HIV/AIDS pandemic have made progress on the political front even more difficult.

To improve judicial administration and to reduce court congestion, USAID and the former USIS designed a court-annexed mediation program and assessed court information technology (IT) needs. Procurement for necessary services to establish mediation as a means for alternative dispute resolution has been completed. Implementation is scheduled for completion by the end of FY 2000 with at least the target 400 cases mediated and settled, thus removed from the court's backlog. The IT assessment determined the nature and level of future USAID support required to update the courts IT and communications systems. The emphasis will be on the use of local area networks of World Bank supplied desktop computers to improve internal coordination and management as well as Internet access for better communication with the legal community. Once this is implemented, and with the support of proposed Leland Initiative activities, Zambia's legal profession will gain better access to legal information and better caseload management will improve the administration of justice. The Law Association established a system for the arbitration of commercial disputes, in close cooperation with Zambia's business community, the Judiciary, as well as regional and international arbitration bodies. The initiative aims at keeping such disputes from ever reaching court by allowing for timely and cost effective dispute resolution. Commercial arbitration enhances private sector-led economic growth; hence this activity cuts across Mission SO teams. Both the mediation and arbitration activities are already deeply ingrained within their respective institutions and include women trainees in proportion to their representation in their respective professions.

To encourage more effective public debate, a Parliamentary Reform Liaison Committee is working with USAID and other donors to develop ways for more open public access to parliamentary committees. The committee has representation from opposition as well as the ruling party and 1/3 of its current members are women. The reforms require additional discussion between branches of government. They are complicated by politics and positioning within the ruling MMD party in advance of the 2001 elections. Nonetheless, in a first for Zambia, civil society organizations testified at committee meetings, taking advantage of new Parliamentary rules, setting an important precedent, and demonstrating the advantages of public input into the legislative and government oversight process. USAID engaged the Central Statistics Office, various potential service providers, along with other foreign donors as part of on-going efforts to promote the establishment of public opinion polling in Zambia along side with other sectoral survey work in health, population, and agriculture. Advocacy training was provided to civil society organizations, including a large number of women's groups, while at the same time efforts were made to familiarize the Executive and Legislative branches of government with the role and function of interest group advocacy as part of a representative democracy.

To strengthen local governance, the Lusaka City Council, headed by one of only two women mayors in Zambia, was selected for a series of pilot initiatives. A strategic planning workshop, involving the Council, department heads and civic organizations, was carried out with USAID support leading to consensus on objectives and priorities; a prerequisite for local governance and better service delivery. The strategic plan was adopted by the Council and is currently serving as a guide for decision-making. At the request of the Council, a study to examine the Council's financing gap and develop effective ways for the Council to generate revenue was carried out. As the year ended, plans were being formulated to assist with tendering, financing, and supervising work on revising real estate assessments. Included in this assistance will be improving the appeals, administration and billing systems. This will help to more effectively raise tax revenues from this source to finance the objectives called for in the Council's strategic plan, such as better solid waste collection.

Given the diverse nature of program activities and the uncertain and at times difficult environment, the Mission decided to use a series of small individual procurement actions as opposed to umbrella contracting for the SO. While requiring additional management, this has allowed the SO team to closely monitor activity performance, and provided the flexibility to intervene when necessary and make appropriate changes. For example, changes are now being negotiated with the US NGO Pact under their COAG to take advantage of new openings in Parliament, given the lack of enthusiasm demonstrated by the Executive branch of government for a potentially more useful role by civil society. In a similar fashion, recent developments with the Lusaka City Council have allowed the Mission to build upon earlier work sponsored by USAID and other donors to enhance local government revenue generation through property taxes.

An advantage of the recently signed Strategic Objective Agreement with the government is that within the terms of the agreement, funds that were targeted on one area could be readily redirected to areas that prove more ready to implement activities. In this way, currently available funding has found its way into civil society strengthening, local governance, and mediation initiatives. More intensive work with Parliament, on public opinion research, access to better legal information, on helping to capitalize the yet to be created Zambia Alternative Dispute Resolution Center, to say nothing about possible assistance aimed at increasing voter participation rates and expectations for holding elected representatives accountable in the run-up to 2001 elections, all depend upon funding levels in successive years.

**Possible Adjustments to Plans:** The government presented its own good governance policy document to the Consultative Group meeting in Paris in May 1999. The document reviews governance in Zambia and has made recommendations on areas that need improvement. Public debate on the document was held resulting in some suggested changes that have just recently been approved. The policy document may result in an action plan of government initiatives to implement some of its recommendations. Should this happen, the Mission program may need to be re-aligned to accommodate such initiatives. National and local government elections scheduled toward the end of 2001 will, by government's own assessment, require extensive preparations to put into place the administrative mechanism for voter registration, civic awareness and education, legislative and organizational changes, as well as running of the polls intended to create greater citizen confidence, a more level playing field, and increased voter participation. Demonstrated government leadership and a coordinated donor response may suggest the need for further adjustments to the Mission's plans.

The flexible posture taken by the USAID in the past has paid off in the creation of new opportunities for partnership with such key Zambian institutions as Parliament and the Judiciary. The GRZ's governance policy document once translated into an action plan, may yet present opportunities to work with the Executive to strengthen democracy and promote good governance. Working, for example, with Cabinet Office is a contingency contemplated as part of the CSP.

**Other Donor Programs:** The United Nations Development Program and World Bank are the major donors supporting the public service and judiciary reform programs. The British have provided support for governmental decentralization and fiscal responsibility as well as training of senior civil servants. The Nordic countries (Norway, Sweden, Denmark and Finland) have joined with USAID in work on civic education, anti-corruption, election monitoring, electoral reform, and in the past, constitutional reform. Relative to the needs in these areas, USAID/Zambia's resources are at best modest. When leveraged with resources of other donors, it has been possible to make greater inroads into both the IR level objectives as well as the overall objective of greater citizen participation in governance. For this purpose, donors meet monthly for coordination purposes with specific working groups established to focus on sub-areas within the broad scope of DG.

**Principal Contractors, Grantees or Agencies:** At present there is only one U.S. grantee, Pact, involved in implementation of the program. Working under indefinite quantity contracts, a US based for-profit contractor provides assistance in the area of court-annexed mediation, and the State University of New York has been providing Parliament with technical assistance in the design of its reform initiatives. The Government Ministry of Legal Affairs, the Law Association of Zambia, local non-governmental organizations, private foundations and local consultants and contractors are also engaged in the implementation of activities.

Objective Name: Expanded Opportunity for Effective Participation in Democratic Governance			
Objective ID: 611-S004			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Increase in NGO-initiated contacts with selected government institutions – Legislature and Executive Branch			
Unit of Measure: Number of contacts	Year	Planned	Actual
Source: Survey of NGOs and GRZ institutions	1999	N/A	Formal contacts are limited and NGO submissions often unwelcome to Government
Indicator Description: Increase in group-initiated contacts with selected government institutions; desegregated by women/non-women oriented groups.	2000	Contacts reported	N/A
	2001	Contacts regularized	N/A
	2002	System for regular contacts institutionalized	N/A
Comments: <ol style="list-style-type: none"> <li>1. This indicator measures the degree of "openness" of government institutions to NGO input to decision making. Submissions by all NGOs and not just project-assisted NGOs captures the degree of general improvement in institutional willingness to receive information from all NGOs and not just those with which they may have become familiar through project-based work.</li> <li>2. "Groups" are defined as local NGOs and include service groups, churches, and professional associations (e.g., ZACCI).</li> <li>3. "Contact" is a formal written or oral submission to a committee hearing or local council sitting. "Selected government institutions" include Parliament, the Cabinet Office and Local City Councils. If local elections are not held, contacts with the District Health and District Agricultural Boards will be counted instead of City Councils in order to track activity at the local level.</li> <li>4. Welcomeness of submissions will be measured as part of the NGO/GRZ surveys.</li> <li>5. Contacts will be considered to have been regularized when a laid down procedure for making submissions is put in place and implemented.</li> <li>6. Contacts will be considered to have been institutionalized when a laid down procedure for making submissions is enacted.</li> <li>7. Establishment of baselines and implementation of activities was started in FY 1999. Relations between advocacy-type NGOs and the Executive remain tense.</li> </ol>			

Objective Name: Expanded Opportunity for Effective Participation in Democratic Governance			
Objective ID: 611-S004			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increased Efficiency of the Administration of Justice			
Indicator: Increased number of cases submitted for alternative dispute resolution			
Unit of Measure: Number of cases	<i>Year</i>	Planned	Actual
Source: Case registry in the judiciary and data from the, to be established, Zambia Dispute Resolution Center.	1999	N/A	No cases of mediation or commercial arbitration were reported.
Indicator Description: Increase in the number of cases submitted for arbitration or court annexed mediation	2000	Mediation 100 cases Arbitration 10 cases	N/A
	2001	Mediation 400 cases Arbitration 50 cases	N/A
	2002	Mediation 700 cases Arbitration 80 cases	N/A

Comments:

1. "Cases" are any disputes submitted to an arbitration panel in the cities of Lusaka, Kitwe or Ndola.
2. An increase in cases submitted to arbitration indicates that arbitration is an increasingly acceptable alternative to the courts for resolving disputes. Arbitration is anticipated to enable more rapid resolution of cases to combat the current system in which "Justice delayed is justice denied."
3. "Mediation" refers to the process by which disputes before courts are referred, by the courts, for resolution by a Mediator through a process of consensus. The outcome of mediation is not legally binding.
4. "Arbitration", on the other hand, refers to a process whereby the disputing parties agree to have a dispute resolved outside court, by an Arbitrator, in accordance with provisions contained in their contract (provisions that govern disputes). The outcome of arbitration is legally binding.
5. DG established baselines and began implementation of activities in FY 1999. A system for reporting cases of court-annexed mediation is currently under development by the Judiciary and will be operational at the time that formal mediation begins in mid-2000. Arbitration monitoring and reporting is under development by the Law Association.

Objective Name: Expanded Opportunity for Effective Participation in Democratic Governance			
Objective ID: 611-S004			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: Increased Efficiency of the Administration of Justice			
Indicator: Legal professionals reporting better access to information			
Unit of Measure: Percent of legal professionals	Year	Planned	Actual
Source: Grantee Reports/Surveys/ Law Association of Zambia	1999	N/A	Access poor and costly, resulting in pleadings that are poorly researched and rulings that are equally weak.
Indicator Description: Legal professionals, including lawyers, judges, and researchers reporting better on-line access to laws, precedents, and legal commentary.	2000	Access possible, costly access simplified	N/A
	2001	Access possible, less costly access routine with results	N/A
	2002	On line legal materials established as an easily accessible cost effective source for legal research	N/A

Comments:

1. "Better" refers to improved availability and accessibility of information.
2. "Legal professionals" include lawyers, judges, and magistrates.
3. Legal Information will be accessed through the Internet. Available information will include new laws, High/Supreme Courts rulings, UK case law, and Zambian case law.
4. "Pleadings" are written submissions containing the arguments of disputing parties.
5. "Access" will be considered poor when legal professionals experience difficulties in obtaining or are unable to obtain legal information.
6. Satisfaction with access to legal information, as reflected by its availability, cost-effectiveness, procedural simplicity and ease of access will be assessed as part of the accessibility surveys.
7. DG established baselines and began implementation of activities in FY 1999. This activity, while designed, has still not been implemented. Implementation is anticipated to begin by the middle of FY 2000.

Objective Name: Expanded Opportunity for Effective Participation in Democratic Governance			
Objective ID: 611-S004			
Approved: 1/3/98		Country/Organization: USAID/Zambia	
Result Name: More effective and inclusive local government institutions			
Indicator: Increase in number of formal NGO submissions to selected local government institutions			
Unit of Measure: Number of submissions	<i>Year</i>	Planned	Actual
Source: Survey/Registry of selected local government institutions	1999	N/A	Access is difficult and results from interest group submissions very limited
Indicator Description: Increase in average number of formal consultations between NGO leadership and its constituents per assisted NGO; desegregated by meetings and written submissions.	2000	Access simplified	N/A
	2001	Access routine with results	N/A
	2002	System for regular access institutionalized	N/A
Comments: <ol style="list-style-type: none"> <li>1. Satisfaction with access to selected local government institutions, as reflected by their availability; procedural simplicity and ease of access will be assessed as part of the accessibility surveys.</li> <li>2. The extent to which "Access" will be considered to have shown results will also be assessed as part of the accessibility surveys.</li> <li>3. "Access" will be considered to be routine when the availability and accessibility of respective government officials is rated as being satisfactory by NGOs.</li> <li>4. "Access" will be considered to have been regularized when a laid down procedure for making submissions is put in place and implemented.</li> <li>5. "Access" will be considered to have been institutionalized when a laid down procedure for making submissions is enacted.</li> <li>6. DG established baselines and began implementation of activities in FY 1999.</li> </ol>			

### **PART III: RESOURCE REQUEST**

**SO 1 Resource Request:** The Mission is finalizing a forward-looking Private Sector IR 3 Results Package for assistance in trade policy, commercial law and regulatory reform, and tourism development. Under this RP the Human Resources Training Activity will begin implementation of an “USAID assistance exit strategy.” Aggressive HRDP business association development will be expanded emphasizing policy dialogue, networking and mentoring. USAID will add a Trade Advisor in support of SADC, COMESA and WTO trade protocol finalization and increase ZATAC’s lending facility to support smallholder production of conventional and organic export vegetables. IESC will work on local, regional and international business linkages while specifically targeting hands on assistance in the tourism sector.

A new CBNRM activity will be initiated based on ADMADE and Regional Natural Resource Management lessons learned and external evaluations of CARE, CLUSA and ADMADE. This community capacity building effort and policy activity will work with the newly launched Zambian Wildlife Authority. SO 1 will ratchet up policy inputs with Michigan State University assistance under the Food Security Policy Research cooperative agreement and continue support to the private/public sector Agriculture Consultative Forum. Finally, with AFSI financing, SO 1 will put in place additional activities that enhance rural family land and labor productivity and income earning potential.

USAID/Zambia has requested ATRIP funding for FY2000-2002 in two specific areas:

1. A Trade-Policy and Macroeconomic Advisory Program. The main areas identified are (a) the requirement for a resident senior economic advisor reporting to the Minister of Finance and Secretary to the Treasury to provide advice on key policy and macro economic strategy development which will include privatization, fiscal and regulatory issues. (b) Consulting Services and staffing support for export oriented private sector associations to enable these associations to become more effective advocates for enlightened economic policies and appropriate budget priorities of the Government and, (c) Training and TA to the Zambian Government Agencies responsible for establishing an improved trade and investment environment. This would include free trade area sensitization (COMESA, SADC); WTO compliance issues, and legal regulatory and judicial management.
2. Electricity Sector Privatization: This activity will assist (a) the Zambia Privatization Agency to develop options and strategies for privatization of the Zambia Electricity Supply Corporation (the state owned loss-making electricity monopoly). (b) Assist the Energy Regulation Board develop a regulatory environment, performance standards, access rules, and tariff regulations that will apply to the privatized components of ZESCO; and (c) Assist the Zambian Office for Promoting Private Power Investment to complete Phase 1 of its workplan to launch a competitive process for new, low-cost private power generation projects.

SO 1 Resource Request: (in USD millions)

	FY 2000	FY 2001	FY 2002
Private Sector IR 3 Results Package	0.6	0.9	1.5
CMS Micro-Finance	0.3	.3	0.3
HRDA exit strategy	0.45	.3	0.3
IESC	0.6	.4	0.4
CLUSA Rural Group Business	1.0	0.75	0.75
CLUSA Natural Resource Management	0.75	0.75	0.75
CARE Food Security	0.75	0.75	0.75
MSU Food Security Policy	1.25	1.0	1.25
WFI Agroforestry	0.75	0.75	0.75
Agribus Technical Assistance	1.25	1.0	1.25
Community Wildlife Management	0.386	0.6	1.5
Rural Productivity and Income Initiative	0.3	0.518	1.5
<b>Total</b>	<b>8.386</b>	<b>8.018</b>	<b>11</b>

**Revised Additional**

Trade Policy and Macro Economic Advisory Program	1.3	1.1	1.1
Electricity Sector Privatization Proposal	0.9	0.3	0.3

**SO 2 Resource Request:** USAID's education program is designed to support key components of the GRZ's Basic Education Sub-Sector Improvement Programme (BESSIP). The selected areas, though important, would not have been adequately addressed without our support. They include girls' education and community participation in basic education, school health and nutrition, education management information systems, and, more recently, HIV/AIDS mitigation. Being new initiatives in Zambia, most of USAID-supported activities have been built from the ground up. During the past year, USAID and the Ministry of Education have worked together to shape long-term plans and the role that USAID will play in assisting the Ministry in achieving its goals. That role is expressed in a new results package to be completed in early FY2000. The budget below reflects the level of support required for the activities of that results package and, therefore, represents USAID's minimum financial needs.

Late in FY 1999, SO2 received two million dollars in Education and Development for Democracy Initiative (EDDI) funds. Much of the SO2 program shares EDDI objectives; therefore, USAID does not anticipate a problem if the Bureau chose to meet a portion of SO2 financial needs through EDDI funds.

## SO-2 Financial Requirements (in USD Millions)

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Increased girls' access	\$0.228	\$1.500	\$1.500
Improved nutrition and learning capacity	\$0.250	\$1.500	\$1.500
Improved policy/planning	\$0.250	\$1.976	\$2.000
<b>Total Basic Education</b>	<b>\$0.728</b>	<b>\$4.976</b>	<b>\$5.000</b>

**SO3 Resource Request:** USAID, with its Zambian partners, is pursuing a broad integration of services while decentralizing to the extent possible and practicable. This strategic objective integrates activities directly addressing Zambia's needs in the four areas of HIV/AIDS, Family Planning, Child Survival, and Infectious Diseases into a mutually reinforcing and sustainable public health approach.

The Mission has an approved Sector Program Assistance (SPA) program entitled "Bringing the Benefits of Health Reform to the People in Zambia". In the context of expected moderate economic growth, complementary project assistance and other contributions, SPA of \$20 million over the period 1999-2002 will increase the amount of resources available and managed at the community and district level. To fully fund this initiative, additive funds will be required from the Bureau.

FY 2000 Field Support funds complement ZIHP activities; i.e., providing institutional support to the National Malaria Control Center, supporting the Orphan and Vulnerable Children program in Zambia, providing technical leadership on the parent-to-child transmission activities in Ndola, helping the improvement of drug procurement and supplies and assisting the CBOH and district health institutions to develop quality control programs.

Given the critical nature of this "cutting edge" technical assistance for Zambia's health reform process, the Mission will continue to seek and fund this essential and central Field Support to Zambia.

Funds from the LIFE Initiative supplement the HIV/AIDS component by supporting activities in four key areas, namely, (a) voluntary counseling and testing (VCT), (b) parent-to-child transmission, (c) behavioral change and HIV/AIDS prevention among high risk sub-populations and (d) condom promotion as a key primary prevention strategy. This support will contribute to a wider geographic coverage and increased access to HIV/AIDS interventions.

**SO3 Resource Request (in USD millions)**

	<b><u>FY1999</u></b>	<b><u>FY2000</u></b>	<b><u>FY2001</u></b>	<b><u>FY2002</u></b>
<b>Activities Funded</b>				
Child Survival	3.732	6.000	5.000	7.000
HIV/AIDS	3.250	7.500	10.000	13.000
Population	2.550	3.200	4.000	4.500
Infectious Diseases	1.000	1.500	1.400	2.000
<b>Total</b>	<b>10.532</b>	<b>18.200</b>	<b>20.400</b>	<b>26.500</b>
<b>Additional Activities from Total Budget</b>				
SPA	( 0)	(2.000)	(2.000)	(2.000)
Micronutrients	(0.400)	(0.600)	(0.600)	(0.600)
DCOF	(1.000)	(1.000)	(1.500)	(1.500)
LIFE	( 0)	(3.500)	(6.500)	(9.500)
<b>Revised Additional</b>				
Immunization	0	0.300	0.300	0.300
<b>Revised Total</b>	<b>10.532</b>	<b>18.500</b>	<b>20.700</b>	<b>26.800</b>

**SO 4: Resource Request:** The D/G Strategic Objective has been refined. The strategy involves USAID supporting several key institutions, including the Judiciary, the Law Association of Zambia, the University of Zambia School of Law, Parliament, Civil Society and local governance, with the express purpose of improving opportunities for citizen participation in both administration, public debate and decision making. The Mission believes that it has created a sound working relationship with key Zambian partners and is poised to move forward in implementing an assistance program that is largely “demand driven” and owned by the very organizations and people who stand to benefit.

This fiscal year (FY 2000), with several grants, cooperative agreements and contracts in place, an additional US\$1.3 million will be required to support the activities contemplated under this SO, with a minimum of US\$1.0 million the following year. Should additional funds be available, the Mission would be able to support select critical aspects in the run-up to the 2001 presidential and parliamentary elections.

#### SO 4 Resource Request (in US\$ million)

	<u>FY 2000</u>	<u>FY2001</u>	<u>FY2002</u>
Administration of Justice	\$0.400	\$0.500	\$0.600
Public Debate	\$0.500	\$1.000	\$0.600
Local Governance	\$0.114	\$0.146	\$0.800
<b>Total Democracy &amp; Governance</b>	<b>\$1.014</b>	<b>\$1.646</b>	<b>\$2.000</b>
<b>(Revised Additional)</b>			
2001 Election Support	\$ 1.000	\$1.000	\$ .000
<b>Revised Total:</b>	<b>\$2.014</b>	<b>\$2.646</b>	<b>\$2.000</b>

#### Overall Operating Expense (OE) Budget Comments

The Mission estimates an increase in the FY 2001 and FY 2002 OE budget by 12 percent and 26 percent respectively. This increase is attributed to: FSN salary increases and the establishment of an FSN pension scheme. The FSN salary increase is estimated at 32 percent (on average), and we expect the FSN scheme to take effect in FY 2001. Four USDH replacements will arrive in FY 2000. One USDH will depart post in FY 2001. ADP replacement and residential furniture procurement are expected in FY 2001.

#### Trust Fund

The Mission signed an SPA agreement with the GRZ in 1998. The agreement allows a percentage of the cash disbursement to the GRZ to be deposited into the Mission's Trust Fund. At this moment, the GRZ has met several performance milestones but have not deposited the requested amount of \$150,000. This amount has been excluded from our FY 2000 and FY 2001 OE budgets.

#### Detailed Operations Budget Notes

Our FY 2001 and FY 2002 requests will exceed our target by \$278,000 and \$612,100 respectively. These requested levels are critically needed to maintain an efficient Mission and staff morale. The Mission has taken a conservative budget approach and has increased most budget line items by 5 percent, given the anticipated Zambian inflation levels of 20 and 15 percent respectively.

Note that the FY 2000 level is based on actual expenditures in FY 1999. The increase in FY 2000 versus FY 2001 and 2002 levels is due to the rotation of four USDH staff in FY 2000. There is also an increase in the family size of the new arrivals. In FY 2001, one USDH and

family are expected to depart post while in FY 2002 an overseas hired TCN PSC is expected to depart post.

### **11.1 Personnel Compensation – Full Time Permanent**

The increase in the amount requested for FY 2001 is 25 percent over the FY 2000 budget to take into account a projected salary increase of 32 percent. This also takes into account the new pension scheme.

#### ***Special Personal Services Payments***

Amount requested for FY 2002 is 58 percent over the FY 2000 level due to expected salary increase and higher pension cost.

### **12.1 Personal Benefits.**

The 5 percent increase in FY 2000 covers the educational allowance of the outgoing Controller as well as his replacement that was not previously budgeted.

### **13.0 Benefits for Former Personnel**

In FY 2000, we expect five FSN PSCs will be retired and one FSN DH will be retired in FY 2002. The Mission has implemented an Embassy mandated retirement policy effective FY 2000.

### **21.0 Travel and Transportation of Persons**

An 18 percent increase in FY 2000 level is due to an increase in the number of USDHs who will be going either on home leave or R&R. FY 2001 level covers the transfer of one USDH to AID/Washington while the FY 2002 level covers the repatriation of one overseas hired TCN PSC.

### **22.0 Transportation of Things**

See comments in 21.0 above.

### **23.0 Rental Payments to Others**

The amount budgeted in FY 2000 is based on actual expenditure on warehouse rent. Currently, OE and program share the warehouse space. It is anticipated that in FY 2001, the warehouse space will be used only for OE expendable and non-expendable properties. This will result to a 22 percent increase in warehouse rent in FY 2001.

### **23.3 Communication, Utilities and Miscellaneous Charges**

Due to an increase in family size of USDH staff, a projected increase in utility costs is estimated at 17 percent. In addition, 5 percent inflation is factored into the cost.

**25.2 ICASS**

By the end of FY 2000, the Mission anticipates an additional increase of dependents by six resulting in a 4 percent increase in ICASS cost.

**31.0 Equipment**

No major procurements are planned in FY 2000. However, the Mission anticipates replacing both ADP equipment and residential furniture in FY 2001 and 2002.

## FY 2000 Budget Request by Program/Country

Fiscal Year: 2000      Program/Country: ZAMBIA  
 Approp: DFA  
 Scenario: BASE LEVEL

S.O. # , Title	FY 2000 Request													Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2000
	Bilateral/Field Spt	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ	D/G		
<b>SO 1: Increased Rurral incomes of Selected Groups</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 2: More Equitable Access to Quality Basic Education Especially for Girls</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 3: Increased use of Integrated Child and Reproductive health and HIV/AIDS Interventions</b>															
Bilateral	500	500	0	0	0	0	0	0	500	0	0	0	0	500	
Field Spt	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	500	500	0	0	0	0	0	0	500	0	0	0	0	500	
<b>SO 4: Expanded Opportunity for Effective Participation in Democratic Governance</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 5:</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 6:</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 7:</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>SO 8:</b>															
Bilateral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Field Spt	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	
<b>Total Bilateral</b>		500	0	0	0	0	0	0	500	0	0	0	0	500	
<b>Total Field Support</b>		0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL PROGRAM</b>		500	0	0	0	0	0	0	500	0	0	0	0	500	

FY 2000 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	500
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2000 Account Distribution (DA only)	
Dev. Assist Program	0
Dev. Assist ICASS	0
Dev. Assist Total:	0
CSD Program	500
CSD ICASS	0
CSD Total:	500

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)  
 Prepare one set of tables for each appropriation Account  
 Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account.  
 (\*\*) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

## FY 2000 Budget Request by Program/Country

Fiscal Year: 2000      Program/Country: ZAMBIA  
 Approp: DA/CSD  
 Scenario: BASE LEVEL

S.O. #, Title		FY 2000 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2000	
		Bilateral/Field Spt	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ			D/G
<b>SO 1: Increased Rurral incomes of Selected Groups</b>																
	Bilateral	8,386		5,500	1,890			0				996			21,457	5,751
	Field Spt	0													0	0
		8,386		5,500	1,890	0	0	0	0	0	0	996	0	0	21,457	5,751
<b>SO 2: More Equitable Access to Quality Basic Education Especially for Girls</b>																
	Bilateral	478				478									1,850	90
	Field Spt	250				250									250	
		728		0	0	728	0	0	0	0	0	0	0	2,100	90	
<b>SO 3: Increased use of Integrated Child and Reproductive health and HIV/AIDS Interventions</b>																
	Bilateral	12,690					1,800	4,610	1,500	4,780					30,638	12,089
	Field Spt	5,010					1,400	1,390		2,220					5,010	
		17,700		0	0	0	3,200	6,000	1,500	7,000	0	0	0	35,648	12,089	
<b>SO 4: Expanded Opportunity for Effective Participation in Democratic Governance</b>																
	Bilateral	1,014											1,014		4,885	1,465
	Field Spt	0														
		1,014		0	0	0	0	0	0	0	0	0	1,014		4,885	1,465
<b>SO 5:</b>																
	Bilateral	0														
	Field Spt	0														
		0		0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SO 6:</b>																
	Bilateral	0														
	Field Spt	0														
		0		0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SO 7:</b>																
	Bilateral	0														
	Field Spt	0														
		0		0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SO 8:</b>																
	Bilateral	0														
	Field Spt	0														
		0		0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Bilateral</b>		22,568		5,500	1,890	478	0	1,800	4,610	1,500	4,780	0	996	1,014	58,830	19,395
<b>Total Field Support</b>		5,260		0	0	250	0	1,400	1,390	0	2,220	0	0	0	5,260	0
<b>TOTAL PROGRAM</b>		27,828		5,500	1,890	728	0	3,200	6,000	1,500	7,000	0	996	1,014	64,090	19,395

FY 2000 Request Agency Goal Totals	
Econ Growth	7,390
Democracy	1,014
HCD	728
PHN	17,700
Environment	996
Program ICASS	0
GCC (from all Goals)	0

FY 2000 Account Distribution (DA only)	
Dev. Assist Program	12,600
Dev. Assist ICASS	15,228
<b>Dev. Assist Total:</b>	<b>12,600</b>
<b>CSD Program</b>	<b>15,228</b>
<b>CSD ICASS</b>	<b>15,228</b>
<b>CSD Total:</b>	<b>15,228</b>

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)  
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 For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account. (\*\*) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

### FY 2001 Budget Request by Program/Country

Fiscal Year: 2001      Program/Country: ZAMBIA  
 Approp: DA/CSD  
 Scenario: BASE LEVEL

S.O. # , Title		FY 2001 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2001		
		Bilateral/Field Spt	Total	Agriculture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ			D/G	
<b>SO 1: Increased Rurral incomes of Selected Groups</b>																	
	Bilateral	8,018		5,519	1,700				0				799			9,020	4,749
	Field Spt	0				0		0	0	0	0	0	0		0	0	0
		8,018		5,519	1,700	0	0	0	0	0	0	0	799	0	0	9,020	4,749
<b>SO 2: More Equitable Access to Quality Basic Education Especially for Girls</b>																	
	Bilateral	4,976				4,976										3,410	1,656
	Field Spt	0				0										0	0
		4,976		0	0	4,976	0	0	0	0	0	0	0	0	0	3,410	1,656
<b>SO 3: Increased use of Integrated Child and Reproductive health and HIV/AIDS Interventions</b>																	
	Bilateral	15,275						2,875	3,510	1,400	7,490					18,000	11,399
	Field Spt	5,125						1,125	1,490		2,510					5,125	
		20,400		0	0	0	0	4,000	5,000	1,400	10,000	0	0	0	0	23,125	11,399
<b>SO 4: Expanded Opportunity for Effective Participation in Democratic Governance</b>																	
	Bilateral	1,646											1,646			1,900	1,211
	Field Spt	0														0	0
		1,646		0	0	0	0	0	0	0	0	0	0	0	1,646	1,900	1,211
<b>SO 5:</b>																	
	Bilateral	0														0	0
	Field Spt	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
<b>SO 6:</b>																	
	Bilateral	0														0	0
	Field Spt	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
<b>SO 7:</b>																	
	Bilateral	0														0	0
	Field Spt	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
<b>SO 8:</b>																	
	Bilateral	0														0	0
	Field Spt	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
<b>Total Bilateral</b>		29,915		5,519	1,700	4,976	0	2,875	3,510	1,400	7,490	0	799	1,646		32,330	19,015
<b>Total Field Support</b>		5,125		0	0	0	0	1,125	1,490	0	2,510	0	0	0		5,125	0
<b>TOTAL PROGRAM</b>		35,040		5,519	1,700	4,976	0	4,000	5,000	1,400	10,000	0	799	1,646		37,455	19,015

FY 2001 Request Agency Goal Totals	
Econ Growth	7,219
Democracy	1,646
HCD	4,976
PHN	20,400
Environment	799
Program ICASS	0
<b>GCC (from all Goals)</b>	<b>0</b>

FY 2001 Account Distribution (DA only)	
Dev. Assist Program	13,664
Dev. Assist ICASS	0
<b>Dev. Assist Total:</b>	<b>13,664</b>
CSD Program	21,376
CSD ICASS	0
<b>CSD Total:</b>	<b>21,376</b>

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)  
 Prepare one set of tables for each appropriation Account  
 Tables for DA and CSD may be combined on one table.

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 (\*\*) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

### FY 2002 Budget Request by Program/Country

Fiscal Year: 2002      Program/Country:  
 Approp: DA/CSD  
 Scenario: BASE LEVEL

S.O. # , Title		FY 2002 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2002		
		Bilateral/Field Spt	Total	Agriculture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ			D/G	
<b>SO 1: Increased Rurral incomes of Selected Groups</b>																	
	Bilateral	11,000		7,900	2,200			0				900		10,000	5,749		
	Field Spt	0															
		11,000		7,900	2,200	0	0	0	0	0	0	900	0	10,000	5,749		
<b>SO 2: More Equitable Access to Quality Basic Education Especially for Girls</b>																	
	Bilateral	5,000				5,000								4,000	2,656		
	Field Spt	0				0											
		5,000		0	0	5,000	0	0	0	0	0	0	0	4,000	2,656		
<b>SO 3: Increased use of Integrated Child and Reproductive health and hIV/AIDS Interventions</b>																	
	Bilateral	22,525					3,875	5,510	2,000	11,140				24,000	11,609		
	Field Spt	3,975					625	1,490		1,860				3,975			
		26,500		0	0	0	4,500	7,000	2,000	13,000	0	0	0	27,975	11,609		
<b>SO 4: Expanded Opportunity for Effective Participation in Democratic Governance</b>																	
	Bilateral	2,000										2,000		2,000	1,211		
	Field Spt	0															
		2,000		0	0	0	0	0	0	0	0	0	2,000	2,000	1,211		
<b>SO 5:</b>																	
	Bilateral	0															
	Field Spt	0															
		0		0	0	0	0	0	0	0	0	0	0	0	0		
<b>SO 6:</b>																	
	Bilateral	0															
	Field Spt	0															
		0		0	0	0	0	0	0	0	0	0	0	0	0		
<b>SO 7:</b>																	
	Bilateral	0															
	Field Spt	0															
		0		0	0	0	0	0	0	0	0	0	0	0	0		
<b>SO 8:</b>																	
	Bilateral	0															
	Field Spt	0															
		0		0	0	0	0	0	0	0	0	0	0	0	0		
<b>Total Bilateral</b>		40,525		7,900	2,200	5,000	3,875	5,510	2,000	11,140	0	900	2,000	40,000	21,225		
<b>Total Field Support</b>		3,975		0	0	0	625	1,490	0	1,860	0	0	0	3,975	#VALUE!		
<b>TOTAL PROGRAM</b>		44,500		7,900	2,200	5,000	4,500	7,000	2,000	13,000	0	900	2,000	43,975	21,225		

FY 2002 Request Agency Goal Totals	
Econ Growth	10,100
Democracy	2,000
HCD	5,000
PHN	26,500
Environment	900
Program ICASS	0
GCC (from all Goals)	0

FY 2002 Account Distribution (DA only)	
Dev. Assist Program	17,500
Dev. Assist ICASS	0
<b>Dev. Assist Total:</b>	<b>17,500</b>
CSD Program	27,000
CSD ICASS	0
<b>CSD Total:</b>	<b>27,000</b>

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)  
 Prepare one set of tables for each appropriation Account  
 Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (\*) will be funded from the CSD Account.  
 (\*\*) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

Workforce Tables

Org_USAID/ZAMBIA End of year On-Board								Total	Org.	Fin.	Admin.	Con-	All	Total	Total		
<b>FY 2000 Estimate</b>	SO 1	SO 2	SO 3	SO 4	SO 5	Sp01	Sp02	SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff	
<b>OE Funded: 1/</b>																	
U.S. Direct Hire	1	0	2	0				3	3	1	1	0	0		5	8	
Other U.S. Citizens	0	0	0	0				0	0	0	0	0	0		0	0	
FSN/TCN Direct Hire	0	0	0	0				0	0	1	2	0	0		3	3	
Other FSN/TCN	1	0	0	0				1	4	11	39	0	0		54	55	
Subtotal	2	0	2	0	0	0	0	4	7	13	42	0	0	0	62	66	
<b>Program Funded 1/</b>																	
U.S. Citizens	0	1	0	1				2							0	2	
FSNs/TCNs	4	2	3	2				11	0	0	3	0	0		3	14	
Subtotal	4	3	3	3	0	0	0	13	0	0	3	0	0	0	3	16	
Total Direct Workforce	6	3	5	3	0	0	0	17	7	13	45	0	0	0	65	82	
TAACS	0	0	1	0				1							0	1	
Fellows	0	0	1	0				1							0	1	
IDIs	0	0	0	0				0							0	0	
Subtotal	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	2	
<b>TOTAL WORKFORCE</b>	6	3	7	3	0	0	0	19	7	13	45	0	0	0	65	84	

Workforce Tables

Org_USAID/ZAMBIA End of year On-Board								Total	Org.	Fin.	Admin.	Con-	All		Total	Total	
<b>FY 2001 Target</b>	SO 1	SO 2	SO 3	SO 4	SO 5	Sp01	Sp02	SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff	
<b>OE Funded: 1/</b>																	
U.S. Direct Hire	1	0	2	0				3	3	1	1	0	0		5	8	
Other U.S. Citizens	0	0	0	0				0	0	0	0	0	0		0	0	
FSN/TCN Direct Hire	0	0	0	0				0	0	1	2	0	0		3	3	
Other FSN/TCN	1	0	0	0				1	4	11	39	0	0		54	55	
Subtotal	2	0	2	0	0	0	0	4	7	13	42	0	0	0	62	66	
<b>Program Funded 1/</b>																	
U.S. Citizens	0	1	0	1				2							0	2	
FNS/TCNs	4	2	3	2				11	0	0	3	0	0		3	14	
Subtotal	4	3	3	3	0	0	0	13	0	0	3	0	0	0	3	16	
Total Direct Workforce	6	3	5	3	0	0	0	17	7	13	45	0	0	0	65	82	
TAACS	0	0	1	0				1							0	1	
Fellows	0	0	1	0				1							0	1	
IDIs	0	0	0	0				0							0	0	
Subtotal	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	2	
<b>TOTAL WORKFORCE</b>	6	3	7	3	0	0	0	19	7	13	45	0	0	0	65	84	

Workforce Tables

Org_USAID/ZAMBIA End of year On-Board  FY 2002 Target	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	Total SO/SpO Staff	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
<b>OE Funded: 1/</b>																
U.S. Direct Hire	1	0	2	0				3	2	1	1	0	0		4	7
Other U.S. Citizens	0	0	0	0				0	0	0	0	0	0		0	0
FSN/TCN Direct Hire	0	0	0	0				0	0	1	2	0	0		3	3
Other FSN/TCN	1	0	0	0				1	4	11	39	0	0		54	55
Subtotal	2	0	2	0	0	0	0	4	6	13	42	0	0	0	61	65
<b>Program Funded 1/</b>																
U.S. Citizens	0	1	0	1				2							0	2
FSNs/TCNs	4	2	3	2				11	0	0	3	0	0		3	14
Subtotal	4	3	3	3	0	0	0	13	0	0	3	0	0	0	3	16
Total Direct Workforce	6	3	5	3	0	0	0	17	6	13	45	0	0	0	64	81
TAACS	0	0	1	0				1							0	1
Fellows	0	0	1	0				1							0	1
IDIs	0	0	0	0				0							0	0
Subtotal	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	2
<b>TOTAL WORKFORCE</b>	6	3	7	3	0	0	0	19	6	13	45	0	0	0	64	83

USDH Staffing Requirements by Backstop, FY 2000 - FY 2003

Mission:	USAID/ZAMBIA
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Functional Backstop (BS)	Number of USDH Employees in Backstop in:			
	FY 2000	FY 2001	FY 2002	FY 2003
<b>Senior Management</b>				
<b>SMG - 01</b>	1	1	1	1
<b>Program Management</b>				
<b>Program Mgt - 02</b>	1	1	1	1
<b>Project Dvpm Officer - 94</b>	1	1	0	0
<b>Support Management</b>				
<b>EXO - 03</b>	1	1	1	1
<b>Controller - 04</b>	1	1	1	1
<b>Legal - 85</b>	0	0	0	0
<b>Commodity Mgt. - 92</b>	0	0	0	0
<b>Contract Mgt. - 93</b>	0	0	0	0
<b>Secretary - 05 &amp; 07</b>	0	0	0	0
<b>Sector Management</b>				
<b>Agriculture - 10 &amp; 14</b>	1	1	1	1
<b>Economics - 11</b>	0	0	0	0
<b>Democracy - 12</b>	0	0	0	0
<b>Food for Peace - 15</b>	0	0	0	0
<b>Private Enterprise - 21</b>	0	0	0	0
<b>Engineering - 25</b>	0	0	0	0
<b>Environment - 40 &amp; 75</b>	0	0	0	0
<b>Health/Pop. - 50</b>	2	2	2	2
<b>Education - 60</b>	0	0	0	0
<b>General Dvpm. - 12*</b>	0	0	0	0
<b>RUDO, UE-funded - 40</b>	0	0	0	0
<b>Total</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>

\*GDO - 12: for the rare case where an officer manages activities in several technical areas, none of which predominate, e.g., the officer manages Democracy, Health, and Environment activities that are about equal. An officer who manages primarily Health activities with some Democracy and Environment activities would be a Health Officer, BS 50.

remaining **IDIs**: list under the Functional Backstop for the work they do.

Please e-mail this worksheet in Excel to: Maribeth.Zankowski@HR.PPIM@aidw as well as include it with your R4 submission.

OPERATING EXPENSES

Org. Title: USAID/Zambia Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	63		63	79.2		79.2	86.8		86.8
	Subtotal OC 11.1	63	0	63	79.2	0	79.2	86.8	0	86.8
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0			0			0
11.5	FNDH	0.6		0.6	1.2		1.2	2		2
	Subtotal OC 11.5	0.6	0	0.6	1.2	0	1.2	2	0	2
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries			0			0			0
11.8	FN PSC Salaries	550.6		550.6	874.8		874.8	934.1		934.1
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0
	Subtotal OC 11.8	550.6	0	550.6	874.8	0	874.8	934.1	0	934.1
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	170		170	161.5		161.5	161.5		161.5
12.1	Cost of Living Allowances	33		33	37.6		37.6	40.6		40.6
12.1	Home Service Transfer Allowances	3.5		3.5	1.4		1.4	0.4		0.4
12.1	Quarters Allowances	0		0			0	0		0
12.1	Other Misc. USDH Benefits	10.6		10.6	19.8		19.8	19.8		19.8
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to FSN Voluntary Separation Fund - FNDH			0			0			0
12.1	Other FNDH Benefits	1.7		1.7	2		2	2		2
12.1	US PSC Benefits			0			0			0
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC			0			0			0
12.1	Other FN PSC Benefits	20		20	21.2		21.2	22.5		22.5
12.1	IPA/Detail-In/PASA/RSSA Benefits			0			0			0
	Subtotal OC 12.1	238.8	0	238.8	243.5	0	243.5	246.8	0	246.8

OPERATING EXPENSES

Org. Title: USAID/Zambia Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
13.0	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FNDH	7.9		7.9	6.3		6.3	25		25
13.0	Other Benefits for Former Personnel - FNDH			0			0			0
13.0	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FN PSCs	55		55	28.3		28.3	32.3		32.3
13.0	Other Benefits for Former Personnel - FN PSCs			0			0			0
	Subtotal OC 13.0	62.9	0	62.9	34.6	0	34.6	57.3	0	57.3
21.0	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Training Travel	50		50	70.6		70.6	78		78
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Post Assignment Travel - to field	57.8		57.8	23.1		23.1	2.9		2.9
21.0	Assignment to Washington Travel	9		9	6.8		6.8	0		0
21.0	Home Leave Travel	32.7		32.7	59.9		59.9	70.8		70.8
21.0	R & R Travel	16.4		16.4	15.8		15.8	31.5		31.5
21.0	Education Travel			0	5.9		5.9	5.9		5.9
21.0	Evacuation Travel	5.9		5.9	27.3		27.3	27.3		27.3
21.0	Retirement Travel	4.8		4.8	0		0	0		0
21.0	Pre-Employment Invitational Travel			0			0			0
21.0	Other Mandatory/Statutory Travel			0			0			0
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel	11.9		11.9	24.2		24.2	38.3		38.3
21.0	Site Visits - Mission Personnel	37		37	37		37	31.7		31.7
21.0	Conferences/Seminars/Meetings/Retreats	29.1		29.1	49.9		49.9	50.2		50.2
21.0	Assessment Travel			0			0			0
21.0	Impact Evaluation Travel			0			0			0
21.0	Disaster Travel (to respond to specific disasters)			0			0			0
21.0	Recruitment Travel			0			0			0
21.0	Other Operational Travel	5.8		5.8	15.3		15.3	15.3		15.3
	Subtotal OC 21.0	260.4	0	260.4	335.8	0	335.8	351.9	0	351.9
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight	175		175	75		75	25		25
22.0	Home Leave Freight	20.1		20.1	34.7		34.7	36.5		36.5
22.0	Retirement Freight	26		26	0		0			0
22.0	Transportation/Freight for Office Furniture/Equip.	2		2	15		15	17		17
22.0	Transportation/Freight for Res. Furniture/Equip.	3		3	20		20	23		23

OPERATING EXPENSES

Org. Title: USAID/Zambia Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 22.0		226.1	0	226.1	144.7	0	144.7	101.5	0	101.5
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space			0			0			0
23.2	Rental Payments to Others - Warehouse Space	12		12	40		40	44		44
23.2	Rental Payments to Others - Residences	140.3		140.3	146.8		146.8	153.5		153.5
Subtotal OC 23.2		152.3	0	152.3	186.8	0	186.8	197.5	0	197.5
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	10		10	15.6		15.6	16.8		16.8
23.3	Residential Utilities	14		14	21.1		21.1	23		23
23.3	Telephone Costs	62.4		62.4	63		63	65.5		65.5
23.3	ADP Software Leases			0			0			0
23.3	ADP Hardware Lease			0			0			0
23.3	Commercial Time Sharing			0			0			0
23.3	Postal Fees (Other than APO Mail)	2		2	3.1		3.1	3.2		3.2
23.3	Other Mail Service Costs			0			0			0
23.3	Courier Services	6.6		6.6	8.7		8.7	9.1		9.1
Subtotal OC 23.3		95	0	95	111.5	0	111.5	117.6	0	117.6
24.0	Printing and Reproduction	5		5			0			0
Subtotal OC 24.0		5	0	5	0	0	0	0	0	0
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0
25.1	Management & Professional Support Services			0			0			0
25.1	Engineering & Technical Services			0			0			0
Subtotal OC 25.1		0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	39		39	40.6		40.6	42.2		42.2
25.2	Residential Security Guard Services	65.5		65.5	68.3		68.3	71.1		71.1
25.2	Official Residential Expenses			0	0		0	0		0
25.2	Representation Allowances	1		1	1		1	1		1
25.2	Non-Federal Audits			0			0	20		20
25.2	Grievances/Investigations			0			0			0

OPERATING EXPENSES

Org. Title: USAID/Zambia Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Insurance and Vehicle Registration Fees	3		3	3		3		3	
25.2	Vehicle Rental			0			0		0	
25.2	Manpower Contracts	25.2		25.2	5.6		5.6		5.8	
25.2	Records Declassification & Other Records Services			0			0		0	
25.2	Recruiting activities			0			0		0	
25.2	Penalty Interest Payments	1		1	1		1		1	
25.2	Other Miscellaneous Services	17.3		17.3	18		18		18.7	
25.2	Staff training contracts	9.2		9.2	20		20		20	
25.2	ADP related contracts	8.8		8.8	10.4		10.4		15	
	Subtotal OC 25.2	170	0	170	167.9	0	167.9	197.8	0	197.8
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	154		154	160.2		160.2	166.6		166.6
25.3	All Other Services from Other Gov't. accounts			0			0			0
	Subtotal OC 25.3	154	0	154	160.2	0	160.2	166.6	0	166.6
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	30		30	31.2		31.2	32.4		32.4
25.4	Residential Building Maintenance	45		45	49.6		49.6	51.6		51.6
	Subtotal OC 25.4	75	0	75	80.8	0	80.8	84	0	84
25.6	Medical Care			0			0			0
	Subtotal OC 25.6	0	0	0	0	0	0	0	0	0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	10.7		10.7	11.1		11.2	11.6		11.6
25.7	Storage Services			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance	8		8	10		10	12		12
25.7	Vehicle Repair and Maintenance	12		12	15		15	20		20
25.7	Residential Furniture/Equip. Repair and Maintenance	8		8	10		10	12		12
	Subtotal OC 25.7	38.7	0	38.7	46.1	0	46.2	55.6	0	55.6
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0
26.0	Supplies and materials	58		58	60.3		60.3	62.7		62.7

OPERATING EXPENSES

Org. Title: Org. No: OC	USAID/Zambia _____	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 26.0		58	0	58	60.3	0	60.3	62.7	0	62.7
31.0 Equipment		Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0 Purchase of Residential Furniture/Equip.		4.2		4.2	0		0	0		0
31.0 Purchase of Office Furniture/Equip.		5.6		5.6	0		0	0		0
31.0 Purchase of Vehicles		0.5		0.5	0		0	0		0
31.0 Purchase of Printing/Graphics Equipment				0			0			0
31.0 ADP Hardware purchases		0		0	0		0	0		0
31.0 ADP Software purchases		2.5		2.5	2.5		2.5	2.5		2.5
Subtotal OC 31.0		12.8	0	12.8	2.5	0	2.5	2.5	0	2.5
32.0 Lands and structures		Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0 Purchase of Land & Buildings (& bldg. construction)				0			0			0
32.0 Purchase of fixed equipment for buildings				0			0			0
32.0 Building Renovations/Alterations - Office				0			0			0
32.0 Building Renovations/Alterations - Residential				0			0			0
Subtotal OC 32.0		0	0	0	0	0	0	0	0	0
42.0 Claims and indemnities				0			0			0
Subtotal OC 42.0		0	0	0	0	0	0	0	0	0
TOTAL BUDGET		2163.2	0	2163.2	2529.9	0	2530	2664.7	0	2664.7

**Additional Mandatory Information**

<b>Dollars Used for Local Currency Purchases</b>	<u>897.8</u>		<u>1011.96</u>		<u>1065.88</u>
<b>Exchange Rate Used in Computations</b>	<u>2500</u>	n/a	<u>2500</u>	n/a	<u>2500</u> n/a

\*\* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.  
On that form, OE funded deposits must equal: 0 0 0

Organization: USAID/ZAMBIA

Foreign National Voluntary Separation Account									
Action	FY 2000			FY 2001			FY 2002		
	OE	Program	Total	OE	Program	Total	OE	Program	Total
Deposits			0.0			0.0			0.0
Withdrawals			0.0			0.0			0.0

Local Currency Trust Funds - Regular			
	FY 2000	FY 2001	FY 2002
Balance Start of Year			
Obligations			
Deposits			
Balance End of Year	0.0	0.0	0.0

**Exchange Rate**                    \_\_\_\_\_

Local Currency Trust Funds - Real Property			
	FY 2000	FY 2001	FY 2002
Balance Start of Year			
Obligations			
Deposits			
Balance End of Year	0.0	0.0	0.0

**Exchange Rate**                    \_\_\_\_\_

CONTROLLER OPERATIONS

Org. Title: <b>Controller's Office, USAID/Zambia</b> Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	11.3		11.3	14.6		14.6	16.1		16.1
	Subtotal OC 11.1	11.3	0	11.3	14.6	0	14.6	16.1	0	16.1
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0			0			0
11.5	FNDH	0.1		0.1	0.2		0.2	0.4		0.4
	Subtotal OC 11.5	0.1	0	0.1	0.2	0	0.2	0.4	0	0.4
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries			0			0			0
11.8	FN PSC Salaries	211.8		211.8	291.6		291.6	319.7		319.7
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0
	Subtotal OC 11.8	211.8	0	211.8	291.6	0	291.6	319.7	0	319.7
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	35.5		35.5	24		24	24		24
12.1	Cost of Living Allowances	5.8		5.8	8.2		8.2	8.2		8.2
12.1	Home Service Transfer Allowances	3.5		3.5			0			0
12.1	Quarters Allowances			0			0			0
12.1	Other Misc. USDH Benefits	5.3		5.3	9.9		9.9	9.9		9.9
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to FSN Voluntary Separation Fund - FNDH			0			0			0
12.1	Other FNDH Benefits	0.3		0.3	0.4		0.4	0.4		0.4
12.1	US PSC Benefits			0			0			0
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC			0			0			0
12.1	Other FN PSC Benefits	4		4	4.1		4.1	4.5		4.5
12.1	IPA/Detail-In/PASA/RSSA Benefits			0			0			0
	Subtotal OC 12.1	54.4	0	54.4	46.6	0	46.6	47	0	47

CONTROLLER OPERATIONS

Org. Title: <b>Controller's Office, USAID/Zambia</b>		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
13.0	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FNDH			0	0.4		0.4	0.4		0.4
13.0	Other Benefits for Former Personnel - FNDH			0			0			0
13.0	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13.0	Severance Payments for FN PSCs	11		11	7		7	8.2		8.2
13.0	Other Benefits for Former Personnel - FN PSCs			0			0			0
	Subtotal OC 13.0	11	0	11	7.4	0	7.4	8.6	0	8.6
21.0	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Training Travel	35		35	11		11	11		11
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Post Assignment Travel - to field	50		50			0	3.4		3.4
21.0	Assignment to Washington Travel	9		9			0			0
21.0	Home Leave Travel			0	5.4		5.4	21.8		21.8
21.0	R & R Travel	13.8		13.8	10.5		10.5			0
21.0	Education Travel			0			0			0
21.0	Evacuation Travel			0	5.5		5.5	5.5		5.5
21.0	Retirement Travel			0			0			0
21.0	Pre-Employment Invitational Travel			0			0			0
21.0	Other Mandatory/Statutory Travel			0			0			0
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel	3.9		3.9	5.9		5.9	5.9		5.9
21.0	Site Visits - Mission Personnel	7.4		7.4	17.6		17.6	18.3		18.3
21.0	Conferences/Seminars/Meetings/Retreats	5.8		5.8	6.1		6.1	7.2		7.2
21.0	Assessment Travel			0			0			0
21.0	Impact Evaluation Travel			0			0			0
21.0	Disaster Travel (to respond to specific disasters)			0			0			0
21.0	Recruitment Travel			0			0			0
21.0	Other Operational Travel	5.8		5.8	6.9		6.9	6.9		6.9
	Subtotal OC 21.0	130.7	0	130.7	68.9	0	68.9	80	0	80
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight	50		50			0	25		25
22.0	Home Leave Freight			0	4		4	11.4		11.4
22.0	Retirement Freight			0			0			0
22.0	Transportation/Freight for Office Furniture/Equip.			0			0			0

CONTROLLER OPERATIONS

Org. Title: Org. No: OC	Controller's Office, USAID/Zambia	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
22.0	Transportation/Freight for Res. Furniture/Equip.			0			0			0
	Subtotal OC 22.0	50	0	50	4	0	4	36.4	0	36.4
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space			0			0			0
23.2	Rental Payments to Others - Warehouse Space			0			0			0
23.2	Rental Payments to Others - Residences	28.1		28.1	33		33	34.5		34.5
	Subtotal OC 23.2	28.1	0	28.1	33	0	33	34.5	0	34.5
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	2		2	3.1		3.1	3.4		3.4
23.3	Residential Utilities	2.8		2.8	2.6		2.6	2.9		2.9
23.3	Telephone Costs	12.5		12.5	12.6		12.6	13.1		13.1
23.3	ADP Software Leases			0			0			0
23.3	ADP Hardware Lease			0			0			0
23.3	Commercial Time Sharing			0			0			0
23.3	Postal Fees (Other than APO Mail)	0.4		0.4	0.6		0.6	0.6		0.6
23.3	Other Mail Service Costs			0			0			0
23.3	Courier Services	1.3		1.3	1.7		1.7	1.8		1.8
	Subtotal OC 23.3	19	0	19	20.6	0	20.6	21.8	0	21.8
24.0	Printing and Reproduction			0			0			0
	Subtotal OC 24.0	0	0	0	0	0	0	0	0	0
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0
25.1	Management & Professional Support Services			0			0			0
25.1	Engineering & Technical Services			0			0			0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	7.8		7.8	8.1		8.1	8.4		8.4
25.2	Residential Security Guard Services	13.1		13.1	15.2		15.2	15.8		15.8
25.2	Official Residential Expenses			0			0			0
25.2	Representation Allowances			0			0			0
25.2	Non-Federal Audits			0			0	20		20

CONTROLLER OPERATIONS

Org. Title: <b>Controller's Office, USAID/Zambia</b> Org. No: _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Grievances/Investigations			0			0			0
25.2	Insurance and Vehicle Registration Fees	0.6		0.6			0			0
25.2	Vehicle Rental			0			0			0
25.2	Manpower Contracts			0	1.1		1.1			0
25.2	Records Declassification & Other Records Services	65		65			0			0
25.2	Recruiting activities			0			0			0
25.2	Penalty Interest Payments	1		1			0			0
25.2	Other Miscellaneous Services	3.5		3.5	5.5		5.5	5.7		5.7
25.2	Staff training contracts	2		2	5		5	10		10
25.2	ADP related contracts	1.8		1.8			0			0
	Subtotal OC 25.2	94.8	0	94.8	34.9	0	34.9	59.9	0	59.9
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	30.8		30.8	32		32	33.3		33.3
25.3	All Other Services from Other Gov't. accounts			0			0			0
	Subtotal OC 25.3	30.8	0	30.8	32	0	32	33.3	0	33.3
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	6		6	6.2		6.2	6.5		6.5
25.4	Residential Building Maintenance	9		9	11		11	11.5		11.5
	Subtotal OC 25.4	15	0	15	17.2	0	17.2	18	0	18
25.6	Medical Care			0			0			0
	Subtotal OC 25.6	0	0	0	0	0	0	0	0	0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	2.1		2.1	2.2		2.2	2.3		2.3
25.7	Storage Services			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance	1.6		1.6	2		2	2.4		2.4
25.7	Vehicle Repair and Maintenance	0		0			0			0
25.7	Residential Furniture/Equip. Repair and Maintenance	1.6		1.6	2		2	2.4		2.4
	Subtotal OC 25.7	5.3	0	5.3	6.2	0	6.2	7.1	0	7.1
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0

CONTROLLER OPERATIONS

Org. Title: Org. No: OC	Controller's Office, USAID/Zambia	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
26.0	Supplies and materials	11.6		11.6	12.1		12.1	12.5		12.5
	Subtotal OC 26.0	11.6	0	11.6	12.1	0	12.1	12.5	0	12.5
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0	Purchase of Residential Furniture/Equip.			0	22.2		22.2	5		5
31.0	Purchase of Office Furniture/Equip.			0	0.3		0.3	1.9		1.9
31.0	Purchase of Vehicles			0			0			0
31.0	Purchase of Printing/Graphics Equipment			0			0			0
31.0	ADP Hardware purchases	5		5	4.1		4.1	8.9		8.9
31.0	ADP Software purchases	2.5		2.5	2.5		2.5	2.5		2.5
	Subtotal OC 31.0	7.5	0	7.5	29.1	0	29.1	18.3	0	18.3
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0	Purchase of Land & Buildings (& bldg. construction)			0			0			0
32.0	Purchase of fixed equipment for buildings			0			0			0
32.0	Building Renovations/Alterations - Office			0			0			0
32.0	Building Renovations/Alterations - Residential			0			0			0
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0
42.0	Claims and indemnities			0			0			0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		681.4	0	681.4	618.4	0	618.4	713.6	0	713.6

**Additional Mandatory Information**

<b>Dollars Used for Local Currency Purchases</b>	<u>281.9</u>		<u>247.36</u>		<u>285.44</u>
<b>Exchange Rate Used in Computations</b>	<u>2500</u>	<u>n/a</u>	<u>2500</u>	<u>n/a</u>	<u>2500</u>

\*\* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.  
On that form, OE funded deposits must equal: 0 0 0

CAPITAL INVESTMENT FUND

Org. Title: Org. No: OC	USAID/Zambia _____	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH			0			0		0	
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0		0	
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0			0		0	
11.5	FNDH			0			0		0	
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries			0			0		0	
11.8	FN PSC Salaries			0			0		0	
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0		0	
	Subtotal OC 11.8	0	0	0	0	0	0	0	0	
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances			0			0		0	
12.1	Cost of Living Allowances			0			0		0	
12.1	Home Service Transfer Allowances			0			0		0	
12.1	Quarters Allowances			0			0		0	
12.1	Other Misc. USDH Benefits			0			0		0	
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to FSN Voluntary Separation Fund - FNDH			0			0		0	
12.1	Other FNDH Benefits			0			0		0	
12.1	US PSC Benefits			0			0		0	
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC			0			0		0	
12.1	Other FN PSC Benefits			0			0		0	
12.1	IPA/Detail-In/PASA/RSSA Benefits			0			0		0	
	Subtotal OC 12.1	0	0	0	0	0	0	0	0	

CAPITAL INVESTMENT FUND

Org. Title:	USAID/Zambia	Overseas Mission Budgets											
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target					
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total			
13.0	Benefits for former personnel				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
13.0	FNDH				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
13.0	Severance Payments for FNDH			0				0				0	
13.0	Other Benefits for Former Personnel - FNDH			0				0				0	
13.0	FN PSCs				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
13.0	Severance Payments for FN PSCs			0				0				0	
13.0	Other Benefits for Former Personnel - FN PSCs			0				0				0	
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0
21.0	Travel and transportation of persons				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
21.0	Training Travel			0				0				0	
21.0	Mandatory/Statutory Travel				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
21.0	Post Assignment Travel - to field			0				0				0	
21.0	Assignment to Washington Travel			0				0				0	
21.0	Home Leave Travel			0				0				0	
21.0	R & R Travel			0				0				0	
21.0	Education Travel			0				0				0	
21.0	Evacuation Travel			0				0				0	
21.0	Retirement Travel			0				0				0	
21.0	Pre-Employment Invitational Travel			0				0				0	
21.0	Other Mandatory/Statutory Travel			0				0				0	
21.0	Operational Travel				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
21.0	Site Visits - Headquarters Personnel			0				0				0	
21.0	Site Visits - Mission Personnel			0				0				0	
21.0	Conferences/Seminars/Meetings/Retreats			0				0				0	
21.0	Assessment Travel			0				0				0	
21.0	Impact Evaluation Travel			0				0				0	
21.0	Disaster Travel (to respond to specific disasters)			0				0				0	
21.0	Recruitment Travel			0				0				0	
21.0	Other Operational Travel			0				0				0	
	Subtotal OC 21.0	0	0	0	0	0	0	0	0	0	0	0	0
22.0	Transportation of things				Do not enter data on this line				Do not enter data on this line				Do not enter data on this line
22.0	Post assignment freight			0				0				0	
22.0	Home Leave Freight			0				0				0	
22.0	Retirement Freight			0				0				0	
22.0	Transportation/Freight for Office Furniture/Equip.			0				0				0	

CAPITAL INVESTMENT FUND

Org. Title: Org. No: OC	USAID/Zambia _____	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
22.0	Transportation/Freight for Res. Furniture/Equip.			0			0			0
	Subtotal OC 22.0	0	0	0	0	0	0	0	0	0
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space			0			0			0
23.2	Rental Payments to Others - Warehouse Space			0			0			0
23.2	Rental Payments to Others - Residences			0			0			0
	Subtotal OC 23.2	0	0	0	0	0	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities			0			0			0
23.3	Residential Utilities			0			0			0
23.3	Telephone Costs			0			0			0
23.3	ADP Software Leases			0			0			0
23.3	ADP Hardware Lease			0			0			0
23.3	Commercial Time Sharing			0			0			0
23.3	Postal Fees (Other than APO Mail)			0			0			0
23.3	Other Mail Service Costs			0			0			0
23.3	Courier Services			0			0			0
	Subtotal OC 23.3	0	0	0	0	0	0	0	0	0
24.0	Printing and Reproduction			0			0			0
	Subtotal OC 24.0	0	0	0	0	0	0	0	0	0
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0
25.1	Management & Professional Support Services			0			0			0
25.1	Engineering & Technical Services			0			0			0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards			0			0			0
25.2	Residential Security Guard Services			0			0			0
25.2	Official Residential Expenses			0			0			0
25.2	Representation Allowances			0			0			0
25.2	Non-Federal Audits			0			0			0

CAPITAL INVESTMENT FUND

Org. Title: Org. No: OC	USAID/Zambia _____	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Grievances/Investigations			0			0			0
25.2	Insurance and Vehicle Registration Fees			0			0			0
25.2	Vehicle Rental			0			0			0
25.2	Manpower Contracts			0			0			0
25.2	Records Declassification & Other Records Services			0			0			0
25.2	Recruiting activities			0			0			0
25.2	Penalty Interest Payments			0			0			0
25.2	Other Miscellaneous Services			0			0			0
25.2	Staff training contracts			0			0			0
25.2	ADP related contracts			0			0			0
	Subtotal OC 25.2	0	0	0	0	0	0	0	0	0
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS			0			0			0
25.3	All Other Services from Other Gov't. accounts			0			0			0
	Subtotal OC 25.3	0	0	0	0	0	0	0	0	0
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance			0			0			0
25.4	Residential Building Maintenance			0			0			0
	Subtotal OC 25.4	0	0	0	0	0	0	0	0	0
25.6	Medical Care			0			0			0
	Subtotal OC 25.6	0	0	0	0	0	0	0	0	0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs			0			0			0
25.7	Storage Services			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance			0			0			0
25.7	Vehicle Repair and Maintenance			0			0			0
25.7	Residential Furniture/Equip. Repair and Maintenance			0			0			0
	Subtotal OC 25.7	0	0	0	0	0	0	0	0	0
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0

CAPITAL INVESTMENT FUND

Org. Title: Org. No: OC	USAID/Zambia _____	Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
26.0	Supplies and materials			0			0			0
	Subtotal OC 26.0	0	0	0	0	0	0	0	0	0
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31.0	Purchase of Residential Furniture/Equip.			0	34.9		34.9	36		36
31.0	Purchase of Office Furniture/Equip.			0	10.1		10.1	46.3		46.3
31.0	Purchase of Vehicles			0	60		60	30		30
31.0	Purchase of Printing/Graphics Equipment			0			0			0
31.0	ADP Hardware purchases	14.3		14.3	33.7		33.7	26.7		26.7
31.0	ADP Software purchases			0			0			0
	Subtotal OC 31.0	14.3	0	14.3	138.7	0	138.7	139	0	139
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0	Purchase of Land & Buildings (& bldg. construction)			0			0			0
32.0	Purchase of fixed equipment for buildings			0			0			0
32.0	Building Renovations/Alterations - Office			0			0			0
32.0	Building Renovations/Alterations - Residential			0			0			0
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0
42.0	Claims and indemnities			0			0			0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		14.3	0	14.3	138.7	0	138.7	139	0	139

**Additional Mandatory Information**

<b>Dollars Used for Local Currency Purchases</b>	<u>n/a</u>	<u>n/a</u>	<u>n/a</u>	<u>n/a</u>
<b>Exchange Rate Used in Computations</b>	<u>n/a</u>	<u>n/a</u>	<u>n/a</u>	<u>n/a</u>

\*\* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.  
On that form, OE funded deposits must equal: 0 0 0

ICASS REIMBURSEMENTS

Org. Title: Org. No: OC	Overseas Mission Budgets														
	FY 2000 Estimate			FY 2001 Target			FY 2001 Request			FY 2002 Target			FY 2002 Request		
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Washington Funded USDH Salaries & Benefits		0			0			0			0			0
11.1	Personnel compensation, full-time permanent	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
11.1	Base Pay & pymt. for annual leave balances - FNDH		0			0			0			0			0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
11.3	Base Pay & pymt. for annual leave balances - FNDH		0			0			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
11.5	USDH		0			0			0			0			0
11.5	FNDH		0			0			0			0			0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
11.8	USPSC Salaries		0			0			0			0			0
11.8	FN PSC Salaries		0			0			0			0			0
11.8	IPA/Details-In/PASAs/RSSAs Salaries		0			0			0			0			0
	Subtotal OC 11.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Personnel benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
12.1	USDH benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
12.1	Educational Allowances		0			0			0			0			0
12.1	Cost of Living Allowances		0			0			0			0			0
12.1	Home Service Transfer Allowances		0			0			0			0			0
12.1	Quarters Allowances		0			0			0			0			0
12.1	Other Misc. USDH Benefits		0			0			0			0			0
12.1	FNDH Benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
12.1	** Payments to FSN Voluntary Separation Fund - FNDH		0			0			0			0			0
12.1	Other FNDH Benefits		0			0			0			0			0
12.1	US PSC Benefits		0			0			0			0			0
12.1	FN PSC Benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
12.1	** Payments to the FSN Voluntary Separation Fund - FN PSC		0			0			0			0			0
12.1	Other FN PSC Benefits		0			0			0			0			0
12.1	IPA/Detail-In/PASA/RSSA Benefits		0			0			0			0			0
	Subtotal OC 12.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.0	Benefits for former personnel	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
13.0	FNDH	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
13.0	Severance Payments for FNDH		0			0			0			0			0
13.0	Other Benefits for Former Personnel - FNDH		0			0			0			0			0
13.0	FN PSCs	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
13.0	Severance Payments for FN PSCs		0			0			0			0			0
13.0	Other Benefits for Former Personnel - FN PSCs		0			0			0			0			0
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.0	Travel and transportation of persons	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line	
21.0	Training Travel		0			0			0			0			0

ICASS REIMBURSEMENTS

Org. Title: Org. No: OC		Overseas Mission Budgets														
		FY 2000 Estimate			FY 2001 Target			FY 2001 Request			FY 2002 Target			FY 2002 Request		
		Dollars	TF	Total												
21.0	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Post Assignment Travel - to field	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Assignment to Washington Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Home Leave Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	R & R Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Education Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Evacuation Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Retirement Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Pre-Employment Invitational Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Other Mandatory/Statutory Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21.0	Site Visits - Headquarters Personnel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Site Visits - Mission Personnel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Conferences/Seminars/Meetings/Retreats	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Assessment Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Impact Evaluation Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Disaster Travel (to respond to specific disasters)	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Recruitment Travel	0		0	0	0	0		0	0	0	0		0	0	0
21.0	Other Operational Travel	0		0	0	0	0		0	0	0	0		0	0	0
	Subtotal OC 21.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.0	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22.0	Post assignment freight	0		0	0	0	0		0	0	0	0		0	0	0
22.0	Home Leave Freight	0		0	0	0	0		0	0	0	0		0	0	0
22.0	Retirement Freight	0		0	0	0	0		0	0	0	0		0	0	0
22.0	Transportation/Freight for Office Furniture/Equip.	0		0	0	0	0		0	0	0	0		0	0	0
22.0	Transportation/Freight for Res. Furniture/Equip.	0		0	0	0	0		0	0	0	0		0	0	0
	Subtotal OC 22.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	0		0	0	0	0		0	0	0	0		0	0	0
23.2	Rental Payments to Others - Warehouse Space	0		0	0	0	0		0	0	0	0		0	0	0
23.2	Rental Payments to Others - Residences	0		0	0	0	0		0	0	0	0		0	0	0
	Subtotal OC 23.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Residential Utilities	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Telephone Costs	0		0	0	0	0		0	0	0	0		0	0	0
23.3	ADP Software Leases	0		0	0	0	0		0	0	0	0		0	0	0
23.3	ADP Hardware Lease	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Commercial Time Sharing	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Postal Fees (Other than APO Mail)	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Other Mail Service Costs	0		0	0	0	0		0	0	0	0		0	0	0
23.3	Courier Services	0		0	0	0	0		0	0	0	0		0	0	0
	Subtotal OC 23.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.0	Printing and Reproduction	0		0	0	0	0		0	0	0	0		0	0	0
	Subtotal OC 24.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ICASS REIMBURSEMENTS

Org. Title: Org. No: OC		Overseas Mission Budgets														
		FY 2000 Estimate			FY 2001 Target			FY 2001 Request			FY 2002 Target			FY 2002 Request		
		Dollars	TF	Total												
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations			0			0			0			0			0
25.1	Management & Professional Support Services			0			0			0			0			0
25.1	Engineering & Technical Services			0			0			0			0			0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards			0			0			0			0			0
25.2	Residential Security Guard Services			0			0			0			0			0
25.2	Official Residential Expenses			0			0			0			0			0
25.2	Representation Allowances			0			0			0			0			0
25.2	Non-Federal Audits			0			0			0			0			0
25.2	Grievances/Investigations			0			0			0			0			0
25.2	Insurance and Vehicle Registration Fees			0			0			0			0			0
25.2	Vehicle Rental			0			0			0			0			0
25.2	Manpower Contracts			0			0			0			0			0
25.2	Records Declassification & Other Records Services			0			0			0			0			0
25.2	Recruiting activities			0			0			0			0			0
25.2	Penalty Interest Payments			0			0			0			0			0
25.2	Other Miscellaneous Services			0			0			0			0			0
25.2	Staff training contracts			0			0			0			0			0
25.2	ADP related contracts			0			0			0			0			0
	Subtotal OC 25.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS			0			0			0			0			0
25.3	All Other Services from Other Gov't. accounts			0			0			0			0			0
	Subtotal OC 25.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance			0			0			0			0			0
25.4	Residential Building Maintenance			0			0			0			0			0
	Subtotal OC 25.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs			0			0			0			0			0
25.7	Storage Services			0			0			0			0			0
25.7	Office Furniture/Equip. Repair and Maintenance			0			0			0			0			0
25.7	Vehicle Repair and Maintenance			0			0			0			0			0
25.7	Residential Furniture/Equip. Repair and Maintenance			0			0			0			0			0
	Subtotal OC 25.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.8	Subsistence & spt. of persons (by contract or Gov't.)			0			0			0			0			0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.0	Supplies and materials			0			0			0			0			0
	Subtotal OC 26.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31.0	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

ICASS REIMBURSEMENTS

Org. Title: Org. No: OC	Overseas Mission Budgets															
	FY 2000 Estimate			FY 2001 Target			FY 2001 Request			FY 2002 Target			FY 2002 Request			
	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	
31.0	Purchase of Residential Furniture/Equip.		0			0			0			0			0	
31.0	Purchase of Office Furniture/Equip.		0			0			0			0			0	
31.0	Purchase of Vehicles		0			0			0			0			0	
31.0	Purchase of Printing/Graphics Equipment		0			0			0			0			0	
31.0	ADP Hardware purchases		0			0			0			0			0	
31.0	ADP Software purchases		0			0			0			0			0	
	Subtotal OC 31.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
32.0	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32.0	Purchase of Land & Buildings (& bldg. construction)		0			0			0			0			0	
32.0	Purchase of fixed equipment for buildings		0			0			0			0			0	
32.0	Building Renovations/Alterations - Office		0			0			0			0			0	
32.0	Building Renovations/Alterations - Residential		0			0			0			0			0	
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
42.0	Claims and indemnities		0			0			0			0			0	
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL BUDGET		0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Additional Mandatory Information

Dollars Used for Local Currency Purchases \_\_\_\_\_  
 Exchange Rate Used in Computations \_\_\_\_\_

\*\* If data is shown on either of these lines, you MUST submit the form showing deposits to and withdrawals from the FSN Voluntary Separation Fund.  
 On that form, OE funded deposits must equal: 0 0 0 0 0

**R4 2002 ANNEXES**

**FY 2001 – Results Framework**

<b>SO-1 Increased Rural Incomes of Selected Groups</b>		
<b>IR</b>	<b>Title</b>	<b>Sub-IRs</b>
IR 1.1	Increased Sustainable Agriculture and Natural Resources Production	1.1.1 Improved Low Rainfall Production 1.1.2 Improved Factor Productivity on Farms 1.1.3 Natural Resource Commodities Identified 1.1.4 Sustainable Agriculture and NRM Practices Identified and Tested
IR 1.2	Increased Contribution of Rural Non-Farm Enterprises to Private Sector Growth	1.2.1 Access to Finance and Markets 1.2.2 Improved RNFE Skills 1.2.3 Strengthened RNFE Support Institutions
IR 1.3	Improved Trade and Investment	1.3.1 Reduced Non-Tariff Trade Barriers 1.3.2 Reduced Cost of Contract Conformity 1.3.3 Reduced State Involvement in the Economy
<b>SO-2 Improved quality of basic education for more school-age children</b>		
<b>IR</b>	<b>Title</b>	
IR2.1	Improved participation of girls and other vulnerable children	
IR2.2	Improved school-based health and nutrition interventions to support pupil learning	
IR2.3	Improved information for education decision making processes	
<b>SO-3 Increased use of integrated child and reproductive health, and HIV/AIDS interventions</b>		
<b>IR</b>	<b>Title</b>	
IR 3.1	Increased demand for PHN interventions among target groups	
IR 3.2	Increased delivery of PHN interventions at community level	
IR 3.3:	Increased delivery of PHN interventions by the private sector	
IR 3.4	Improved health worker performance	
IR 3.5	Improved policies, planning and support systems for the delivery of PHN interventions	
<b>SO-4 Expanded Opportunity for Effective Participation in Democratic Governance</b>		
<b>IR</b>	<b>Title</b>	
IR4.1	Increased Efficiency of the Administration of Justice	
IR4.2	Increased Public Debate	
:IR4.3	More effective and inclusive local government institutions	

#### R4 Initial Environmental Examination

Assistance Activities	FY 2000	Comments
Increased Rural Incomes SO 1	Categorical Exclusion, Negative Determination 8/99	Conditions: Environmental review, mitigation and monitoring ongoing
Equitable Access to Basic Education SO 2	Categorical Exclusion, Negative Determination 10/99	Conditions: SO 2 and partners will follow hazardous waste protocols
Increased Use of Child and Reproductive Health and HIV Interventions SO 3	SO level IEE approved 3/99	Bednet Safe Use Action Plan Pending AFR/SD input and REDSO OYB transfer
Expanded Participation in Democratic Governance SO 4	Categorical Exclusion 8/99	Annex A still accurate

## **SUCCESS STORIES**

### **SO1 Success Stories**

#### **CARE: Livingstone Food Security Project**

##### **Success story: Rosemary's "Baby:" Velvet Beans to Build the Soil**

Rosemary Sianziba is a 41-year-old farmer in Sitahana village in Siakasipa AMC. She lives with her husband and four children. She has cultivated a quarter of a hectare every year since 1993 but has never harvested more than 1 x 90kg bag of maize due to poor soil fertility. In the 1997/98 season, she received training from LFSP on the use of sunhemp and velvet beans which are used as natural fertilizers for building soil fertility.

On her own initiative Mrs. Sianziba put her land under velvet beans and sunhemp. Both crops germinated well. The project held a demonstration session on her field to explain the benefits that could be realized by mixing these green manure plants into the soil. They were then mixed. The following season (1998/99 season), she planted maize on the same plot. She was amazed at the increase in crop production as were other farmers who frequently repeated the same question: "Did you use fertilizer?" She harvested 10 x 90 kilos of maize, something that she had never achieved before.

Mrs. Sianziba prefers velvet beans. They are easier to plow under than sunhemp and velvet bean are not blown away like sunhemp leaves. Velvet beans allowed to mature can be pounded and made into a beverage. Ten more farmers in Sitahana have requested velvet bean seed after seeing the benefits in Mrs. Sianziba's field. "For me this will be my fertilizers from now on as it does not destroy the soil, and chemical fertilizer is too expensive for me," says Mrs. Sianziba.

#### **WVI Integrated Agroforestry Project**

##### **Success Story: Mr. Phiri and the Trees of Life**

Mr. Pendekelani Phiri, a participant in the WVI Integrated Agroforestry Project, entered into a contract to grow a sesbania sesban seed orchard in October 1998. In July 1999 he harvested 2.4 tons of sesbania seed from his 1.25-hectare orchard and earned \$2,000. He has invested his earnings in drip irrigation and further improved fallow developments on his farm. Now he can irrigate fruit and vegetables on sesbania sesban enriched soils. Mr. Phiri now has a constant source of income averaging \$100 a month. He also hopes to expand his improved fallows from his current one hectare to 5 hectares.

#### **CLUSA Rural Group Business Project**

##### **Success Story: Paprika - John Mweemba's Stepping Stone Out of Poverty**

John Mweemba, 45, has lived in Sichombo's village in Chibombo District all his life. He and his family have always cultivated their 4 lima (1 hectare) piece of land. Over the many past seasons, either working on his own or under various government or non-governmental organization

initiatives, Mr. Mweemba planted sunflower, soya beans and maize in more or less equal portions. He remembers clearly that in good years, he realized a net income of about \$150 from his harvest.

From his income, it was difficult for him to pay all his children's school fees and he would resort to selling off one or two household assets to send his children to school. Then, during the 1998/99 planting season, he enrolled in the Cooperative League of the USA (CLUSA) rural group business program. This program allowed him to access fertilizer and seed inputs on loan. He still cultivated his same 4 lima plot with one difference: he decided to experiment with a new crop, paprika, for which the CLUSA program had, like for all the other crops in the program package, organized a contract buyer. Mr. Mweemba devoted 1 lima of his plot to paprika, two limas to sunflower and 1 lima to maize. He harvested 875 kilograms of maize, 760 kilograms of sunflower and 350 kilograms of paprika. This brought him a net income of \$600. Though Mr. Mweemba made significantly more money from his maize and sunflower crop than ever before, a total of 73% of that income was realized from the sale of paprika. Mr. Mweemba was overwhelmed with happiness.

Mr. Mweemba is determined not to return to the vicious cycle of poverty in which he had been previously trapped. For the 1999/00 season, Mr. Mweemba applied to the program to put 2 limas of his plot to paprika. He would devote a lima each to maize and sunflower. He is confident of realizing an income of at least \$1,000. He notes, "though there are many things we have benefited from the CLUSA program such as training in business and crop management skills, the most overriding development for me is the coming of this new high value crop, paprika. It has been the sure solution to my financial woes. I no longer have to worry about failing to raise school fees for my children."

## **SO3 Success Story**

### **The Unfolding Triumph of Nathan Mulenga**

Nathan Mulenga now 13 years old is a fifth grader in a Lusaka Primary School. In the last series of academic exams, and in at least the previous three, Nathan consistently achieved the highest grade in a class of over 80 children. His story represents a successful return from the fringes of society as a “street kid”.

Nathan arrived to Lusaka three years ago after a very arduous and difficult three-week long hitchhike from Kitwe, a town in the copper-belt area of Zambia, about 450 kilometers away. He exposed himself to several risks, including starvation, potential molestation and assault. Both of his parents were chronically ill and are thought to have died of AIDS. No one knows for sure. With no one to care for him and his siblings, particularly his primary education, Nathan turned to his relatives (uncles and aunts). They were not able to help. In Lusaka, with no other options apparently available to him, he joined with a group of boys his about his age on the streets that survived by begging and stealing. He had lived on the street for two years. While on the street, he was identified as a “child in crisis” by an officer of Fountain of Hope, a program for orphans and street children.

Nathan was encouraged and he agreed to visit the Fountain of Hope Center in Lusaka. Eventually he participated in youth-related activities, including building of self-esteem. Nathan’s interest in a future with promise was rekindled, and at his request was enrolled into grade 3. He had completed grade 3 earlier.

He is one of the happier children in the center and has put street life behind him. Nathan is now in the fifth grade and is a role model for other children. His last name Mulenga is providential in that it means “the one who shows the way.” Says Nathan:

“I now feel like I have a chance of becoming a medical doctor.”

Nathan has much to look forward to every day. One of the supervisors at Fountain of Hope observed that:

“Nathan is really focused and you can tell that he really looks forward to every new day with hope. He feels that he needs to continue to prove himself and not leave anything to chance.”

Nathan’s relatives know where he is and how to reach him. A part from the initial contact initiated by the Center, unfortunately, none of his relatives have contacted or inquired about him. Nevertheless, his life condition is significantly better today than it was a few years ago.

Fountain of Hope receives funding from United States Agency for International Development, USAID in Zambia. USAID provided funding for the primary school, school materials and the outreach program that have benefited Nathan and others like him, who now have a brighter perspective of the future and what it may bring.

## **SO4 Success Story**

### **Improvements in the Administration of Justice**

As Zambia passes through a difficult transition to a market -oriented democracy, in the view of the Chief Justice of the Supreme Court, the courts have been unable to keep up with the demands made by an increasingly litigious society. Cases reaching the High Court have increased exponentially while human and financial resources available to the Judiciary, measured in real terms, continue to decline. In a very real sense, Zambia has a justice system that it cannot afford and even then it does not do a very good job in administering justice.

Businessmen and investors who have been encouraged by a policy of economic liberalization and private sector led growth are unable to find help in the enforcement of contracts. Recognizing this problem, the Law Association of Zambia, together with the Judiciary, requested assistance from what was then the United States Information Agency and USAID in building the principle components of commercial arbitration and court-annexed mediation.

Currently, USAID supports two initiatives aimed at 1) settling commercial disputes before coming to court, and, 2) referring, by judges, court cases to mediation where determination of fact rather than of law need to be made. Work is being done on new arbitration legislation, acceding to the New York Convention on Arbitral Awards, and promulgation of statutory rules, creation of administrative mechanisms, training of arbitrators, mediators and judges, certification and establishment of a professional association for accreditation and self-regulation. In addition, an aggressive program of public outreach and education has been mounted to familiarize legal practitioners, businessmen and other professionals with ADR and its growing availability in Zambia.

USAID anticipates that it will take another year for these initiatives to bear fruit. However, there are already a number of positive signs suggesting not only progress but also the high likelihood of success of this approach taken in Zambia to more effective administrative of justice. First, we see strong evidence that arbitration clauses are being more frequently and almost on a routine basis, are being included in newly drafted contracts and agreements. Prior agreement to settle disputes using an arbitral mechanism is essential in keeping such cases from ever coming to court and reaching a binding understanding on how disputes, should they arise, will be dealt with. In essence, the seeds are being sown today for the use of arbitration to resolve contractual disputes in the future.

Second, a new draft law based upon the UNCITRAL model arbitration legislation which serves as the basis for most nations arbitration (and in Zambia the first ever draft bill to be formulated outside of the Executive branch of government) has been submitted by the Law Association to the Ministry of Legal Affairs for presentation to the Cabinet and consideration by Parliament. New High Court Rules have also been adopted governing the referral to mediation by judges of the High Court with plans to extend these rules to the more popular Magistrate Courts.

Both the Law Association as well as the Judiciary are more frequently asked by lawyers and non-lawyers as well as many Zambian businesses about the availability of arbitrators and the option

of mediation for court cases. This suggests the effectiveness of the public outreach and education programs in familiarizing people with the idea of ADR and in demonstrating its advantages. USAID/Zambia together with its cooperating partners expects that the demand for these forms of dispute resolution and ongoing efforts to supply the necessary enabling environment and trained professionals will come together to create a viable and cost-effective adjunct to the courts in enhancing the administration of justice.

## **SO2 Information Annex**

### **Technical Staff and Country Team Members**

#### **USAID ZAMBIA**

#### **REVISED STRATEGIC PLAN FOR BASIC EDUCATION**

### **1. BACKGROUND & RATIONALE FOR REVISING ZAMBIA'S BASIC EDUCATION STRATEGIC OBJECTIVE**

USAID Zambia's Country Strategic Plan (CSP) for 1998-2002 includes as Strategic Objective 2 (SO2), *more equitable access to quality basic education and learning, especially for girls*. At the time of the CSP, the Government of the Republic of Zambia (GRZ) was in the midst of formulating its Basic Education Sub-Sector Investment Programme (BESSIP) and USAID had little experience in the sub-sector in Zambia. USAID undertook a mini-sector assessment that led to an options paper, which formed the basis for the current results framework. The CSP anticipated a modest resource level starting at only \$500,000 in FY 1998 and increasing, as knowledge and experience were gained, to \$4 million (for a high scenario that included non-project assistance) by FY 2002.

The GRZ's BESSIP was rolled out on time, in November 1998, and USAID has been a key player in the donor group that is supporting it. The Mission has provided \$500,000 through UNICEF to assure that an innovative activity to promote girls persistence could be implemented in the Southern Province, and USAID's USPSC Education Advisor (posted in late 1998) has actively participated in multi-donor planning, monitoring, and policy sessions. The GRZ issued an *Education for All 2000 Assessment* in 1999 that provides a wealth of new data, including those that indicate that girls' net enrollment ratios are actually higher than boys in both rural and urban areas. These data have caused the GRZ, USAID, and other donors to reorient programs focusing on girls' access to a broader emphasis on access, retention, and achievement.

With its limited resources USAID has also catalyzed support for both school-based health and nutrition (SHN) and education management information systems (EMIS). For SHN, USAID has assisted the MOE to: develop a draft SHN policy document; initiate the development of an innovative cognitive assessment tool; and strengthen the MOE SHN office, which included leveraging support from SmithKline Beecham Pharmaceutical Company and the World Bank to provide long-term TA for strategic communications. For the EMIS, USAID has provided modest support for its development. Personnel from the G/HCD Improving Educational Quality II (IEQII) mechanism visited Zambia and worked with the MOE to develop an outline for a five year program and a training syllabus for a Zambian EMIS. USAID also helped the MOE select ED\*ASSIST, or the Education Automated Statistical Information System Toolkit, as a primary tool for the EMIS. The patented ED\*ASSIST package was developed with support of USAID's Global and Africa Bureaus.

Based on these initial experiences, in its FY 2001 R4, the Mission anticipated revising the strategy to reflect the experience gained and the new resource levels:

Possible Adjustments to Plans: Initial work in the Basic Education sub-sector has been promising. In light of this, Zambia's urgent education needs, and Zambia's improved economic outlook, the Mission requests the Bureau to raise Basic Education budgetary resource levels to \$3 million in 2000 and \$4 million in 2001. Similarly, the Mission seeks a review of its proposed revised Basic Education SO for the spring of 2000 .... (USAID Zambia FY 2001 R4, Section II, SO2, March 1999)

This request led to dialogue with Africa Bureau on the desirability of increasing funding to the program. In late FY 1999, the Mission successfully attracted \$2 million in Education for Development and Democracy Initiative (EDDI) funding, and anticipates receiving an OYB of about \$5 million per year beginning in FY 2001.

Given the significant increase in both our sub-sector knowledge and in our resources available to it, the Mission asked a technical team from AFR/DP to assist it in re-aligning the basic education strategy to reflect the new knowledge and circumstances. The team worked in Zambia in February-March 2000. The new strategy presented in the following pages is the result of that work.

## **2. REVISED RESULTS FRAMEWORK**

As stated earlier, USAID Zambia's current strategic objective two is: *more equitable access to quality basic education and learning, especially for girls*. The SO has a strong emphasis on improving access especially for girls which, at the time the SO was developed, was considered a development priority. Over the past two years, however, better information about education access and enrollment has emerged. Data from the recent *Education for All 2000 Assessment* (GRZ, 1999) illustrates that net enrollment rates for girls increased from 78% in 1994 to 87% in 1998. Girls' net enrollment ratios are higher than boys in both rural and urban areas. These data demonstrates that improving girls access to basic education as compared to that of boys and other vulnerable children is not a development priority.

While girls access to education is high, there are serious constraints to girls' persistence, completion and achievement. USAID will continue to support activities that promote girls' education, but the new strategy will focus on girl's participation, which is broadly defined to include access, retention, completion and learning. In the revised framework, improved participation of girls has been recast as an intermediate result.

New information has also emerged on another vulnerable population group in Zambia, orphans. The number of school-age orphans is dramatically increasing, largely due to parents dying from HIV/AIDS. The number of orphans who are between 6 and 14 years of age is estimated to be more than 450,000, representing more than 17% of the primary school age population<sup>1</sup>. Based on demographic and health projections, these numbers are likely to increase. In the revised strategy, a key intermediate result will be to improve participation of girls and other vulnerable children.

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<sup>1</sup> Government of Zambia, 1998 Living Condition in Zambia Preliminary Report

Based on the updated sector information, and with a renewed focus on girls and other vulnerable children at the IR level, the Mission proposes to modify the strategic objective statement to: *improved quality of basic education for more school-age children*. This modification shifts the emphasis from girls' access to improved quality basic education for all school age children. We define "quality basic education" as "improved access, retention and achievement." Improved access means more school age children, girls and boys, rural and urban, receiving basic education. Improved retention means more pupils continuing and completing primary schooling (grade 1-7). Improved achievement means more pupils learning basic skills and competencies. The slight modification maintains USAID's strategic focus on improving quality basic education, which is a priority for the Africa Bureau and the Agency.

Three intermediate results (IRs) will contribute toward achieving the SO. At the IR level the Mission proposes modifications to clarify the intermediate results, and establish more direct causal linkages between the IRs and SO and, the IRs and activities that will contribute to expected results. The current and proposed IRs are listed in the table below. A more detailed description of the proposed IRs is found in section 6.

**Figure 1: USAID Zambia Basic Education Program:  
Comparison of Current and Proposed Strategic Objective and Intermediate Results**

Strategic Objective & Intermediate Results	Current	Proposed
Strategic Objective	More equitable access to quality basic education and learning, especially for girls.	Improved quality of basic education for more school-age children.
IR 2.1	Increased girls access to quality basic education and school based health programs	Improved participation of girls and other vulnerable children
IR 2.2	Successful implementation of private sector community programs supporting quality girls basic education	Improved school-based health and nutrition interventions to support pupil learning
IR 2.3	Improved policy and planning capacity at the Ministry of Education	Improved information for education decision making processes

The current IR 2.1 essentially repeats the SO statement and includes two separate results, increased girls access to quality basic education *and* increased girls access to school based health programs. The proposed IR 2.1, *improved participation of girls and other vulnerable children*, maintains the focus on girls participation and includes other vulnerable children for reasons explained above.

The current IR 2.2 statement - successful implementation of private sector community programs - is a process not a result. The proposed IR 2.2 focuses on *improved school-based health and*

*nutrition interventions to support pupil learning.* USAID Zambia has played a leading role in getting school-based health and nutrition (SHN) on the policy reform agenda and in planning for SHN interventions.

The current IR 2.3 statement focuses on capacity building within the MOE for improved policy and planning. We propose to modify this IR to *improved information for education decision-making processes*. Improved capacity will contribute towards achieving IR 2.3. However, capacity building is considered a means, rather than an end, towards better use of information for planning, policymaking and decision-making. The current IR 2.3 also limited results to planning and policy making in the MOE. The revised IR 2.3 recognizes that information and decision making occurs at the different levels in the education system, including the central ministry, provinces and districts, and within schools and communities. The proposed IR broadens the scope for improved information and decision-making to include all levels of the system.

As described in subsequent sections of this paper, the revised strategic plan was developed within the context of BESSIP to assure that USAID's resources would achieve maximum results. The revised strategic plan has been developed in consultation with key stakeholders in the Ministry, NGOs and international funding partners. The Minister and Deputy Minister of Education, Permanent Secretary, BESSIP Coordinator, Director of Planning, and Coordinators for School Health and Nutrition, and Gender and Equity have reviewed and endorsed the proposed results framework. More extensive consultations with key stakeholders at the community, school and district levels will be conducted as activities get underway.

### **3. PROBLEM ANALYSIS**

The Zambian education system has seriously deteriorated over the last twenty years and is barely sustainable as it is now organized and funded. Information required for sound policy and management decisions is rarely available when needed. Resources have been falling, and the population has been growing at an average annual rate of about 3.2% while the number of Zambian children enrolled has been only marginally increasing since 1990. One result of this is that more than 560,000 school-aged children are not attending school. Of those that enter Grade 1, only about two-thirds complete school through Grade 7. Although enrollment of girls is higher than that of boys, the persistence of girls in attending school is lower, and, in particular, is much lower than that of boys in rural areas.<sup>2</sup>

The stagnation of school enrollments is due to a number of long-standing problems such as inadequate numbers of schools and distance from homes to schools. School infrastructure has deteriorated, and furniture, textbooks and learning materials in most schools are chronically low or non-existent. Zambia's HIV/AIDS crisis is further undermining the educational system by significantly contributing to an increase in teacher absences and attrition rates and to a dramatic increase in numbers of school-age orphans. Girls, who have traditionally been disadvantaged in education, are falling further behind their male counterparts.

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<sup>2</sup> Kelly, M.J. Primary education in a heavily indebted poor country: The case of Zambia in the 1990s. A Report for OXFAM and UNICEF, October, 1998, page iii – viii.

In late 1998, with the Government of Zambia (GRZ) and its cooperating partners, USAID participated in appraising and refining Zambia's plans for a Basic Education Sub-Sector Investment Programme (BESSIP), which is a top priority of Zambia's over-all Education Sector Investment Programme (ESIP). Through the implementation of BESSIP, the GRZ is attempting to address the many problems of an education system that is suffering the effects of twenty years of economic decline, lack of resources, and institutional inefficiencies. Zambia's overall objectives for BESSIP are to increase enrollment, achieve gender equity, reduce enrollment disparities among socioeconomic groups, and enhance learning achievement for all pupils.

In BESSIP, USAID has found a window of opportunity to join with Zambia and its partners in developing a comprehensive, transparent, decentralized system of quality, basic education. Our engagement will assist GRZ to achieve its objectives, with special attention paid to girls' equity, institutional capacity, and parent/community participation.

USAID aims to help the Zambian Government develop a high quality and equitable basic education system at reasonable cost, with the provision of quality education to girls and other vulnerable children. USAID will support institutional-capacity building at all levels (school and community, district, provincial, and central). Direct beneficiaries of USAID support are school-age children, their schoolteachers and MOE personnel at Headquarters and Provincial and District Education offices. The Ministry of Education will gain enhanced policy and planning capacity. Ultimate beneficiaries are Zambian citizens who will be better educated, better informed, and more engaged in the education process.

#### **4. GOVERNMENT OF THE REPUBLIC OF ZAMBIA AND COMMITMENT OF OTHER DONORS**

Since 1991, the GRZ has adopted a variety of policies to rehabilitate the economy and the provision of social services. Economic liberalization, privatization and the reduction of parastatal organizations have created an environment to enhance public and private partnerships to support education. In the social sectors, the GRZ is committed to reform marked by decentralization of administration and delivery of service, cost recovery and cost sharing for education services, and a more conducive environment for communities, parents, religious organizations and NGOs to participate in education. In May 1996, the GRZ introduced its national policy on education, entitled *Educating Our Future*, based on a new set of principles. These principles are:

- Liberalization, shifting the power relationship from a centralist education system to one in which the right of private organizations, individuals, religious bodies and local communities to establish and control their own schools is recognized and welcome;
- Decentralization, devolving the management and control of the schools to the local level and promoting broad-based participation in the administration of education;
- Equality and Equity, promote equality of access, participation and achievement for all, especially for those at risk children impeded by gender, economic social or other factors;
- Quality, ensuring the highest standards of learning through attention to the quality of the curriculum, teaching and assessment, educational planning and school administration;

- Partnerships, creating an enabling environment that encourages and strengthens partnerships with NGOs and communities in educational development; and
- Accountability, ensuring that the limited funds available for education are utilized properly by developing effective systems at the national, provincial, district and institutional levels.

To realize these sector reform goals the MOE, in partnership with international funding and technical assistance agencies, began planning for an integrated and coordinated sector reform program, the Basic Education Sub-Sector Investment Programme (BESSIP) for the period 1999-2006. The principal development objectives for BESSIP are to increase enrollment rates and improve learning achievement at the primary school level. These two development objectives will be attained through enhancing on-going programs and developing new programs. BESSIP will be financed through a partnership of government and external financing agencies for an estimated total of \$840 million for the 1999-2006 period. Of this amount, the GRZ is projected to cover approximately \$417 million, the World Bank/IDA \$100 million, and other donors -- including USAID -- \$323 million.

BESSIP objectives and strategies have been jointly developed and agreed by the partners. BESSIP activities have been organized into the following seven national programs, or components:

- 1) Infrastructure
- 2) Teacher Development
- 3) Educational Materials
- 4) Equity and Gender
- 5) School Health and Nutrition
- 6) Curriculum Development
- 7) Capacity Building

USAID Zambia participated in the extensive consultative processes for BESSIP preparation. Teachers, parents and communities, educational administrators, NGOs Ministers and Parliamentarians, and international financing agencies were consulted during the BESSIP program preparation. High levels of collaboration will continue with key stakeholders during program implementation. Extensive sector and sub-sector analyses were also conducted and used for BESSIP formulation, and there is a substantial body of research and analysis that has been conducted by Zambian and international researchers for the Ministry of Education and externally funded projects. These reports, research and analysis informed the BESSIP formulation process (and the revised SO2 strategy).

More than 15 international funding and technical assistance agencies, including USAID, support BESSIP. Many of the activities that contribute to improving quality basic education, such as teacher training, provision of books and learning materials and infrastructure development are being supported by other international funding partners. Danida and DfID for example, are supporting teacher development; Finida and the World Bank are supporting school construction and the provision of educational materials. The current summary of international funding agencies that are supporting BESSIP components is summarized in Figure 1 below.

**Figure 2: Summary Donor Support to BESSIP Components**

Component	Primary Donors
1. Infrastructure	ADB, IDA, JICA, Finida, Danida
2. Teacher Development	ADB, IDA, Danida, DfID
3. Education Materials	ADB, IDA, Danida
4. Equity and Gender	<i>USAID</i> , IDA, Netherlands via UNICEF, Danida, Irish Aid, NORAD, EU
5. School Health and Nutrition	<i>USAID</i> , IDA, UNFPA, JICA
6. Curriculum Development	IDA, Danida, DfID
7. Capacity Building	ADB, IDA, DfID, EU
Overall Program Management	<i>USAID (for EMIS)</i> , IDA, DfID, EU
Contribution to "Basket" for BESSIP Annual Work Plans	IDA, Netherlands, Norway, Ireland, DfID

As indicated by Figure 2, given its absorptive capacity, the MOE has sufficient donor support to achieve stated BESSIP objectives.

Deriving from our close collaboration with the MOE, USAID's revised SO2 strategy fits well within the array of donor support to BESSIP. USAID will directly address MOE objectives for Component 4: Equity and Gender (through activities achieving USAID's new IR2.1), and Component 5: School Health and Nutrition (through activities achieving USAID's new IR2.2). USAID's support to the EMIS to achieve the new IR2.3 will provide data and information related to all BESSIP components, as Program Management is improved.

As an example, USAID's shared commitment to the MOE's SHN component and IR2.3 well illustrates the Mission's involvement in the BESSIP process. In 1997 USAID provided assistance to the BESSIP coordinating committee to develop the SHN component, building on the Mission's successful experience in the health sector. This in turn leveraged other donor participation. In the *Common Agenda for Development in Zambia*, JICA and USAID provisionally agreed to share costs of commodities and NGO development for expansion of the SHN deworming and micronutrients pilot. The World Bank has also expressed its intent to make funds available to the MOE to take successful activities to national scale. UNICEF has expressed interest in building water and sanitation education within the SHN program, and also helping to expand the deworming pilot beyond pilot schools. UNICEF and UNESCO have been instrumental in helping the MOE to produce Life Skills and HIV/AIDS education materials that can be incorporated within the SHN activities. There is clear need for USAID to build the MOE's capacity to develop and deliver SHN interventions in order to coordinate resources effectively, and bring more funding partners to the SHN agenda.

Sector investment programs create high levels of interdependence between the MOE and funding partners to achieve joint sector reform goals. Progress towards achieving USAID's basic education strategic objective in Zambia will, to some extent, be dependent on careful coordination and effective implementation of other BESSIP components. Likewise, the MOE and other funding agencies are dependent on USAID's support to key BESSIP components. USAID's delivery of such support is summarized in section 6.

## 5. CRITICAL ASSUMPTIONS AND RISKS

In preparing this modification the Mission reviewed its original assumptions governing SO achievement as presented in the CSP of December 1997. In short, several are no longer valid or are of questionable validity:

- The MOE's "critical mass" of people to provide vision and leadership to the education reform program is threatened by the HIV/AIDS epidemic. (This is discussed below as a key continuing risk to the strategy).
- Zambia's macro-economic climate and performance have not remained favorable. The delayed privatization of the ZCCM copper mines has had a number of negative effects across the economy. Losses due to HIV/AIDS continue to seriously undermine both the public and private sector's administrative capacity. Inconsistent economic management has led to a high rate of inflation.
- There has not been open support for widespread civic participation in education policy formulation and program implementation.
- A public policy review and analysis process has not yet become operational.
- While there have been no "severe" political or economic shocks, the general weak economic situation will likely constrain the GRZ's ability to meet its planned contributions to BESSIP.

On the positive side:

- The education sector reform program (e.g. ESIP) is increasing its momentum and education policy has remained stable, providing continuity.
- USAID is part of a multi-donor effort that contributes to the development of the education system, through BESSIP.

In spite of the economic uncertainties, the needs of the sector and the progress of BESSIP are such that USAID remains committed to supporting the education reform process. USAID will build upon efforts that the MOE and our other cooperating partners are making to improve the quality of education -- infrastructure, curriculum, teaching and assessment, and educational planning -- by addressing other less typical but, nevertheless, important qualitative aspects of the internal and external conditions of learning. Our key critical assumption is that the GRZ and other donor support summarized in section 4. above will continue through USAID's and the MOE's strategic plan period. Our hypothesis is that if BESSIP is implemented more-or-less as planned, then the quality of basic education in Zambia for more school-age children will be improved -- which is essentially the BESSIP objective, and the new USAID SO2. The corollary hypothesis is that USAID's resources are a necessary, but not sufficient, contribution to achieve this shared objective.

The proposed modifications to USAID's results framework clarify and better articulate the causal linkages between the basic education SO and IRs, and the IRs and program activities within Zambia's development context.

The revised IR 2.1, *improved participation of girls and other vulnerable children*, will contribute to the SO, at the most fundamental level, by promoting education for girls and other vulnerable children within communities and supporting measures to provide access to basic education to those not currently in school. Equally important, this IR focuses on qualitative improvements in school, home, and community environments to improve both internal and external conditions of learning in the education system. It addresses qualitative improvements in the internal conditions of learning through the provision of instruction to create and reinforce motivation and self-esteem among pupils, especially girls. Qualitative improvements in the external conditions of learning and the learning environment are addressed by promoting proactive involvement of parents and the community in their children's education, girl-friendly teaching methods and gender sensitive instructional materials, confidence-building learning activities, and a safe and clean school environment through better water and sanitation sources. Thus, once in school, pupil participation will improve if classroom and school factors that limit their learning experiences are changed. Their participation is also enhanced when home and community factors do not limit their ability to take advantage of their educational opportunities.

The revised IR 2.2, *improved school-based health and nutrition interventions to support pupil learning* aims at qualitative improvement in both internal and external conditions of learning and improved educational environments. Through the health and nutrition interventions, internal conditions of learning will be improved, including pupils' cognitive function, their ability to attend to instruction, and their nutrition and health status and energy levels. External conditions of learning and better learning environments will also be targeted including cleaner, safer, healthier environments at school, more supportive home and community environments, and a health curriculum that not only emphasizes health and nutrition utilization and consumer skills but also assertiveness skills to enable pupils to make healthier decisions. These skills and the knowledge and attitudes to be built through the new school health and nutrition program will enable children to improve the quality of their lives as well as the lives of others in their communities and to be better prepared to combat the health problems in Zambia such as chronic malnutrition, micronutrient deficiencies, helminth infection, malaria, and HIV/AIDS.

The revised IR 2.3, *improved information for education decision making processes*, will contribute to the SO in that more relevant, timely, and accurate information will be made available to policy makers and decision makers to improve the quality of basic education. Improved information management systems will provide data to be used for making decisions about resource allocations, educational inputs, learning achievement, teacher qualifications and deployment and other factors that affect educational quality. This IR goes a step beyond typical education information systems by including communities in our program to provide access to information and the skills to make informed decisions and to implement plans based on those decisions. In addition to building the policy and planning capacity of the Ministry, we aim to facilitate communities in using their own information to address their local needs in achieving education for all.

These revised IRs are within USAID's manageable interest to achieve during a five-year strategy period. One key assumption is that activities to achieve them will not be carried out in a vacuum. USAID is one of more than 15 international funding and technical assistance agencies supporting BESSIP. USAID recognizes that the BESSIP framework creates high levels of

interdependence between and among the MOE and funding partners to achieve common sector reform goals. Progress towards achieving USAID's strategic objective and results will, to some extent, be dependent on careful coordination and effective implementation of other BESSIP components.

The MOE and other funding agencies are in turn dependent on USAID's support to key BESSIP components. To minimize the risks associated with joint sector investment programming, USAID has identified specific IRs and activities that both contribute to the overall BESSIP program and are within USAID/Z's manageable interests.

The Mission recognizes that many other activities that contribute to improving the quality of basic education are being supported by other international funding partners. A second major assumption for the achievement of USAID's results is that progress on key BESSIP components that contribute to improving the quality of basic education -- such as curriculum reform, teacher training, and infrastructure development -- will proceed on schedule and be well coordinated. USAID's assessment is that currently the MOE has sufficient technical assistance and financial resources to carry out these important BESSIP activities.

There are three key risks. The first relates to human resources in the Ministry of Education. The current staffing arrangements in the Ministry are inadequate to achieve sector reform goals. Chronic shortages of skilled personnel, civil service restrictions on hiring new personnel, and the impact of HIV/AIDS will continue to have a debilitating effect on reform efforts. In the planning department for example, where EMIS will be developed, one leading staff member recently died from AIDS. The planning department currently has only four of the fifteen professional positions filled. As the Ministry decentralizes, there are likely to be staff shortages at the district level as well. How the Ministry addresses these human resources challenges will have an important impact on USAID's support for BESSIP. The Ministry is currently preparing a plan for human resource development which will identify the kinds of skills, training and staffing levels required for effective BESSIP implementation.

Related to staffing is the MOE's progress towards decentralization, which represents the second key risk. Decentralization has been part of the overall Government of Zambia reform program for nearly a decade. Progress on decentralizing responsibilities, authorities and resources to the Provincial and District levels has been slow. In the Ministry of Education, decentralization plans call for restructuring the Ministry and decentralizing planning and information management. The MOE's current proposals call for establishing District Education Boards that will have primary responsibility for data collection and analysis. In the restructuring scheme, District Education Office roles will change from active planning to monitoring and evaluation functions. These proposed changes would have implications for where and how EMIS is developed at the district level. It also raises questions about the capacity at the district level to support and operationalize a decentralized EMIS. The Planning Division is well aware of the challenges that lay ahead particularly with staffing and decentralization. The restructuring plan is under parliamentary review and, if approved, would allow the Planning Unit to recruit staff. The Planning Unit has also suggested that people at the district and provincial levels can be identified and trained for information management positions.

The third risk is related to education sector financing. Until recently, the GRZ had one of the lowest levels of spending for education in sub-Saharan Africa. Government spending on primary school is estimated to be \$22 per pupil. This is not sufficient to provide quality basic education to all school age children. The prospects for increasing allocations to the education sector are highly dependent upon overall economic growth. Progress on privatization of the state owned copper mines and Zambia's participation in the HIPC debt relief programs might be promising signs. Donors can help in the short term but sustainable development will require increasing resource allocations to basic education.

## **6. ILLUSTRATIVE APPROACHES**

### ***IR 2.1 Improved Participation of Girls and Other Vulnerable Children***

Equity and Gender is the fourth component of BESSIP. The GRZ's stated objectives include increasing the participation in education of girls and of children who are poor, rural, orphaned, have special education needs, or are simply out of school. These targeted populations represent the children who will be considered to be vulnerable for the purposes of this program. The number of children in Zambia who can be considered vulnerable increases daily as the impacts of poverty and HIV/AIDS grow. About 80 percent of the country's rural population are considered to be living below the poverty line and 15% of children aged 18 years or less have lost at least one parent. While girls' enrollment may be equal to boys' in many parts of Zambia, girls drop out sooner and in greater numbers and their achievement is lower than that of boys.

As summarized below, USAID will directly address a number of BESSIP equity and gender priorities through activities in support of IR2.1. Initially it will build on its experience supporting the Programme for the Advancement of Girls Education (PAGE) in the Southern Province. In 1999, with USAID funding, UNICEF introduced PAGE into 40 new schools, thus tripling the number of PAGE schools in Zambia. As part of the program, UNICEF helped all 40 communities form PAGE committees to address barriers to girls access and persistence. With support from the program, it also worked with 30 of those communities to form water, sanitation, and hygiene education (WASHE) committees to develop and manage new boreholes and latrines. These developments are providing safe water for pupils and teachers, reducing the need for girls to leave school to help fetch water, and addressing issues that contribute to girls dropping out of school as they mature.

As summarized under "risks" above, a lack of administrative capacity at the national level, coupled with inadequate resources will make it difficult for the government to adequately address many of the equity and gender issues it has recognized. Therefore, USAID will also support other approaches to strengthen community capacity to assess the problems in participation faced by their children, build consensus, propose plans for addressing those problems, and secure support for implementing their plans. Given the current stress in the educational system of Zambia, communities may increasingly have to take on new roles if their children are to participate in a quality education. Research has shown the powerful impact that community support for and monitoring of local schools can have. For real, lasting change to take place, community members need the skills and motivation to play a decision-making role in

education and to be able to pass on that understanding to others: other community members, other communities, and new generations.

USAID will also fund activities to improve the capacity of district education officers (DEOs) to better support the activities that will be undertaken by their schools, communities, and programs. USAID will also support an analysis of present policies and practices that inhibit or constrain education officers from encouraging and supporting more active participation in education by communities. Building district capacity to work with communities builds on our support for district-level access to education management information systems, supports the government's decentralization objectives, and helps to construct and strengthen a sustainable network supporting equity at local levels.

Illustrative activities funded by USAID would include:

- Continued support for PAGE in Southern Province, through USAID's grant to UNICEF;
- Development of community capacity to address barriers to the participation of girls and other vulnerable children in the Southern Province in addition to PAGE, through a cooperative agreement (CA) to support innovative approaches to community involvement in education by an experienced international NGO or non-profit institution working with local NGOs, community-based organizations, and district education offices;
- Development of district offices' capacities to support equity activities in the Southern Province within the context of the community participation efforts, through the CA mentioned above;
- Support for additional programs that assist girls and other vulnerable children, such as the: Zambia Community Schools Secretariat (ZCSS); Public Welfare Assistance Scheme (PWAS); Microprojects Unit; Zambia Education Capacity Building Programme (ZECAB); Water, Sanitation and Hygiene Education (WASHE); District Orphans and Vulnerable Committees. Such support would be provided through a sub-grant mechanism under the CA mentioned above;
- Support to testing an interactive radio education approach to reach out-of-school children. USAID has responded to an unsolicited proposal and granted the Education Development Center (EDC) modest funding to train radio programmers at the Zambian Education Broadcasting Services in interactive radio development techniques. EBS will undertake a pilot of interactive radio for Grade 1 in 35 communities in 2000. Depending on the evaluation of the pilot, USAID may provide additional support for this community-supported alternative to government schools.
- Support for innovative interventions that integrate AIDS awareness and prevention messages into on-going community-based activities.

### ***IR 2.2 Improved school-based health and nutrition (SHN) interventions to support pupil learning***

SHN is the fifth BESSIP component. The BESSIP Mission Statement for the SHN component states that “the school health and nutrition (SHN) program exists to promote improved learning of school children through integrated health and nutrition interventions. SHN activities will be implemented equitably in collaboration with partners, especially the community.”

The Mission Statement acknowledges that the health and nutrition status of children plays an important role in their cognitive development and ability to learn. Major health problems among Zambian school age children negatively affect school attendance and performance. These health problems include chronic malnutrition, micronutrient deficiencies, helminth infection, malaria, and the impacts of HIV infection (infection of children and/or their families). Health profiles of school aged children in Zambia show malnutrition rates at nearly 50%; parasitic worm infections at approximately 60%; approximately 75% suffer from anemia (iron and non-iron deficiency caused by malnutrition, hookworm, and malaria); iodine deficiency runs nationally at 32%; vitamin A deficiency is also common. All of these factors make many Zambian school age children learning-disadvantaged. It also suggests that improved pupil health and nutrition can have a positive effect on learning.

Zambia and other countries in the region have had SHN programs in the past. Many of these programs fell into dysfunction in the 1980s due system inefficiencies and high costs. Recent experience in SHN programs in a number of developing countries have shown that school-based delivery of anti-helminth medicines, micronutrient supplements, as well as health and life skills education can be efficient and cost effective. These programs use existing structures in the education system instead of creating new positions and structures for health officers. They distribute simple and safe interventions to pupils through teachers, DEOs, and teacher supervision networks with some involvement of health workers.

School based health and nutrition programs can also be an effective medium for better handling the HIV/AIDS crisis among Zambian school children. Experience in other countries in Africa has shown that education activities focused on STDs, reproductive health, and HIV/AIDS are often neglected when introduced outside of a larger health program. Teachers who are uncomfortable teaching a sensitive topic have little incentive to teach. Sensitive topics relating to adolescent sexual health are often embarrassing not only for teachers, but also youth. School children often stay away from school-based STD information and facilities unless they are integrated with other health services. UNICEF, UNESCO, USAID, and World Bank school health advisors indicate that school-based HIV/AIDS programs are more likely to be effective when integrated within school health and nutrition programs.

USAID's support to SHN through its SO2 will complement on-going work in community health undertaken through its population-health-nutrition SO (SO3, *increased use of integrated child and reproductive health and HIV/AIDS interventions*) and has been planned in close collaboration with the SO3 team. USAID has catalyzed support for SHN programs in Zambia by assisting the MOE to:

- Initiate strategic planning among MOE, MOH, CBOH and other stakeholders for a 5 year SHN strategic plan;
- Develop a draft SHN policy document;
- Initiate planning for pilot SHN interventions for deworming and micronutrients;
- Strengthen the MOE SHN office;
- Initiate the development of an innovative cognitive assessment tool;

- Leverage support from SmithKline Beecham Pharmaceutical Company and the World Bank to provide long-term TA in strategic communication for the program.

Future activities in support of IR 2.2 will build on efforts to date. New activities are expected to: 1) demonstrate, through a targeted micronutrient and deworming program, the effect of SHN interventions on learning; 2) strengthen the MOE's capacity to design, deliver and evaluate SHN programs at the school, district, provincial and central levels; and 3) develop a sustainable model for school-based SHN interventions that can be utilized for SHN programs nationwide.

Illustrative activities funded by USAID would include:

- Support to a pilot deworming and micronutrient program in 80 schools in Eastern Province, with expansion, if results so merit, to all schools in Eastern Province. This support would include assistance to the MOE and Central Board of Health (CBOH) to train school managers and teachers to deliver simple health interventions in the schools and assistance in working with communities to develop strategies for sustaining those interventions; support for developing other SHN activities such as child-to-child and other health-promoting methods;
- Continued support for SHN planning and evaluation, including:
  - assistance to facilitate coordination between the MOE SHN office and children's health components of the Ministry of Health (MOH) to develop joint policies, plans, priorities, and implementation of SHN programs;
  - development and administration of a cognitive assessment tool to measure effects of SHN interventions on learning;
  - development and delivery of information, education and communication (IEC) campaigns for SHN and, where indicated, HIV/AIDS materials for both schools and District Resource Centers; and
  - assistance to MOE and MOH to develop joint SHN monitoring and evaluation systems.
- Assistance to the MOE's HIV/AIDS Action Committee to enhance its strategic planning capacity and to facilitate the process of making its Action Plan operational;
- Support for innovative HIV/AIDS awareness and prevention interventions that can be integrated into other SHN activities. Included herein might be support for increased distribution of the Zambian newspaper magazines "Trendsetters" and "Young Talk," targeted at teens and 7-15 year olds, respectively.

### ***Intermediate Result 2.3: Improved information for education decision making processes***

Timely, accurate and relevant information is essential for planning, policy-making, and monitoring performance at all levels of the education system. Activities in support of IR 2.3 will lead to improved information for decision making. The MOE's current systems and practices for collecting, analyzing and using information are inadequate. Data collection is fragmented among many information management units; existing information systems are underutilized or have not been fully developed; most information is processed manually; there is limited use of computerized databases; data collection and analysis are highly centralized; and there are a shortage of skilled information managers. As a result the current information systems are

inefficient and there are considerable delays in collecting, processing, analyzing, reporting and utilizing information.

The Ministry has recognized these problems and identified an improved education management information system (EMIS) as a critical and cross-cutting BESSIP support element. The Ministry has clearly stated the importance of EMIS for the sector reform program:

The importance of developing a decentralized Zambian EMIS cannot be overemphasized. The purpose and rationale of an EMIS is to link policy formulation, education planning and management, financial management and allocations to the production, analysis and utilization of relevant and accurate information or data at both the macro and micro levels. This cannot be achieved unless we have well maintained decentralized database systems and good information flow between various departmental sources and education managers. The main objective of EMIS is to improve capabilities of the MOE in collecting, organizing processing, storing, sharing and disseminating education information for informed planning and management of the education at all levels (MOE, EMIS, Nov 14, 1999).

There has been progress towards developing an EMIS. Discussions between the MOE and international funding partners have been underway over the past year. Due to the uncertainty of program resources, USAID has provided modest support for EMIS development. At the MOE's request, USAID's Advancing Basic Education and Literacy (ABEL) project provided short-term consultants to demonstrate the potential of ED\*ASSIST, or the Education Automated Statistical Information System Toolkit (ED\*ASSIST), in which the MOE took a keen interest.<sup>3</sup> The Ministry ultimately decided to use ED\*ASSIST as part of its EMIS development initiative. With the new EDDI funds and the projected increase in education budget levels, USAID is now in a position to fully support EMIS development.

Improved information includes more accurate, timely and relevant data; better access to information; improved information flows among schools, districts, provinces and central ministries, and improved information utilization for planning, decision and policy making, and monitoring program performance. USAID will support a variety of strategies and activities to improve information for decision making, of which EMIS development will be a key component. USAID will also support, however, development of community-based models for collecting and utilizing school data. As improved information systems are developed, USAID will provide modest funding for the application of other information technologies to improve information for

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<sup>3</sup> ED\*ASSIST was developed with support from USAID's Africa Bureau in collaboration with the Association for the Development of Education in Africa Working Group on Education Statistics and National Education Statistical Systems (NESIS) project. USAID has continued to provide support for ED\*ASSIST development through the Improving Educational Quality (IEQ) project and the Advancing Basic Education and Literacy (ABEL) project. ED\*ASSIST provides an integrated and customized set of tools to help Ministries of Education improve data collection and reporting. It supports decentralized, demand driven EMIS so that decision makers, managers and stakeholders at all levels can use it to obtain timely, relevant and reliable data. ED\*ASSIST is a Windows software system for planning, production and dissemination of education data. ED\*ASSIST's multi-year data management system automatically produces core indicators in a variety of graphic and table formats with flexible geographic breakdowns. The Ministry of Education, in consultation with USAID/Z and USAID's Africa Bureau, has reviewed the ED\*ASSIST approach and determined it would address its EMIS needs

education decision-making, such as DEO and/or school-based Internet facilities, electronic mail, and other technologies that are appropriate, cost-effective, sustainable and contribute to achieving the IR.

Illustrative activities funded by USAID would include:

- Development and piloting an EMIS utilizing ED\*ASSIST at the national level and in selected districts;
- Improvement of MOE and others' capacities to collect, share, analyze and use information at all levels of the system; and
- Development of community-based models for collecting and utilizing school data, as part of PAGE and other community capacity-building activities discussed under IRs 2.1 and 2.2.

## **7. SUSTAINABILITY**

The ultimate measure of success for USAID's basic education program will be the extent to which successful reforms executed under BESSIP are sustainable. To ensure sustainability the program is guided by three principles: 1) investing in reform efforts that have broad public consensus and ownership; 2) strengthened institutional capacity for managing/implementing the reform and 3) support reforms that can ultimately be financed by resources within the country.

USAID's activities to achieve IR 2.1 will develop local capacities to address school participation and equity issues. Often the obstacle to communities taking on a decision-making role in local schooling lies in their lack of confidence, which has been instilled by years of top-down education management. Many policies and projects have been implemented to provide institutions for expanded local decision-making and/or incentives for local involvement only to find that significant participation by community members would require skills they do not have. The types of training that have had the most impact in strengthening community skills and have been the most sustainable are those that use empowering training methodologies. This is training which puts a premium on learner responsibility and participation in the training process itself, promotes increased self-confidence as well as skills acquisition, and provides opportunities for expanding cultural identities. By making training of this type available, governments and donor agencies help to create the conditions within which communities can eventually train themselves to take on larger roles, not only in managing their local education systems, but in the overall development of their community. The proposed efforts to engage communities to increase participation in education offer such training to each community.

Similarly, USAID's activities to achieve IR 2.2 will develop school-based capacities to deliver health and nutrition programs. Recent experience in SHN programs in a number of developing countries have shown that school-based delivery of anti-helminth medicines, micronutrient supplements, as well as health and life skills education can be efficient and cost effective. The program will also demonstrate that well targeted SHN programs can be provided at relatively low costs, increasing the likelihood for sustainability.

As mentioned in the "assumptions and risks" section of this paper, the sustainability of the EMIS will depend on progress towards decentralization and resolving staffing issues. The EMIS design and implementation will include an analysis of staffing, financial and institutional resources required for sustainability. The program will support training to build capacities within the MOE at the central and district levels to better manage and use EMIS.

## **8. PERFORMANCE MONITORING PLAN**

The following page provides USAID's proposed performance indicators for achievement of the revised SO2 results framework. The subsequent 4 pages provide more detail on the four indicators chosen for R4 reporting. USAID will work closely with its partners to elaborate definitions and targets for the remaining indicators in the coming year.

**USAID/ZAMBIA**  
**SO 2 - Basic Education**  
PERFORMANCE MONITORING PLAN  
**SUMMARY**

<b>PERFORMANCE INDICATOR</b>	<b>DEFINITION</b>	<b>DATA SOURCE</b>	<b>RESPONSIBILITY</b>	<b>DATA COLLECTION METHODOLOGY</b>	<b>FREQUENCY</b>	<b>BASELINE</b>	<b>target</b>
<b>SO Indicators :</b>  Increase in pupil assessment scores  Increase in net admission rate  Increase in retention rates  <b>IR 2.1</b>  Decrease in girls' drop out rate  Decrease in orphans' drop out rate  Increase in girls attendance  Increase in orphans attendance  Increase in out of school children's access to basic education							

<p><b>IR 2.2</b>  Increase in # of children receiving micronutrient and deworming interventions</p> <p>Increase in number of school with SHN interventions</p> <p>Increase in # of joint MOE/MOH SHN products</p> <p><b>IR 2.3</b>  Improved Education Management Information System (EMIS)</p> <p>Improved utilization of EMIS</p>							
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## SO-2 New Performance Indicators

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Net Admissions Rate			
Unit of Measure: Number of pupils	Year	<i>Planned</i>	Actual
Source: Reports based on Annual MOE School Census data.	1998	N/A	USAID-assisted District=Not Available USAID-assisted Province=38.2% National=42.3
Indicator Description: Increase in net admissions rate to Grade 1 for schools in USAID-assisted Districts.	1999	USAID-assisted Districts=2% increase	Not yet available
	2000	USAID-assisted Districts=2% increase	
	2001	USAID-assisted Districts=2% increase	
	2002	USAID-assisted Districts=2% increase	
Comments:			
<p>3. Net Admissions Rate (NAR) to Grade 1 is computed as the number of children of age seven enrolled in Grade 1, divided by the total number of seven-year-old children in the area.</p> <p>4. The baseline is the NAR for the USAID-assisted province in 1998, Southern Province. Provincial NAR as well as national NAR serves as a control with which USAID-assisted district NAR can be compared.</p>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: Improved school-based health and nutrition interventions to support pupil learning			
Indicator: Increase in number of pupils receiving micro-nutrient and de-worming interventions			
Unit of Measure: Number of pupils	Year	<i>Planned</i>	Actual
Source: USAID-assisted school reports; Project reports; MOE/BESSIP Semi-Annual Review reports; school health management information system data	2000	N/A	0
Indicator Description: Number of pupils receiving both micro-nutrients and de-worming through MOE health and nutrition program	2001	20 schools (estimated number of pupils = 6800)	
	2002	40 schools (estimated number of pupils = 14000)	
	2003	60 schools (estimated number of pupils = 21000)	
	2004	80 schools (estimated number of pupils = 30,000)	
Comments:			
<p>3. The indicator counts the number of pupils receiving combined micronutrient and de-worming interventions because the interventions will normally be administered together in order to be most effective. Micronutrients without de-worming serve largely to nourish the worms in infected children, while de-worming malnourished children does little to improve their learning capacity.</p> <p>4. The baseline year will be FY 2000 because only pre-testing of the individual interventions will be conducted in FY 2000. The formal pilot program itself will be implemented in FY 2001 at the beginning of the school calendar year.</p>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: SO-level Indicator			
Indicator: Increase in pupil assessment scores			
Unit of Measure: Assessment scores	Year	Planned	Actual
Source: Grade 5 National Assessment Report	1999	N/A	USAID-assisted Schools=Not Available USAID-assisted Province=26.6% National=30%
Indicator Description: Mean Mathematics scores in percentage form on Grade 5 National Assessment	2000	USAID-assisted Province=28%	
	2001	USAID-assisted Province=32%	
	2002	USAID-assisted Province=36%	
	2003	USAID-assisted Province=40%	
<p>Comments: The Grade 5 National Assessment is a multiple-choice test of mathematics and reading abilities, developed and implemented by the Examinations Council of Zambia. The mathematics component consists of 40 questions testing concepts taken from Grade 5 textbooks and other materials used for Grade 5. 1999 is the first year the Grade 5 National Assessment was administered. It will be administered to randomly selected schools in each province on a national basis every two to three years. Currently, we do not have USAID-assisted school-level scores but will begin administering the assessment in those schools in 2000. Every year, school-level scores will be reported. Every other year, the assessment will be administered in all schools in USAID-assisted districts and those scores will be reported. Every two or three years, depending on when the assessment is administered nationally, national mean scores will be reported. We have provide national mean scores for 1999 and offered mean scores for Southern Province as baseline data because Southern Province is where USAID school-level assistance is being provided and is the lowest level for which data is available.</p>			

Objective Name: Improved quality of basic education for more school-age children			
Objective ID: 611-SO02			
Approved: 3/30/2000		Country/Organization: USAID/Zambia	
Result Name: Improved Education Management Information System			
Indicator: Improved utilization of Education Management Information System			
Unit of Measure: Number of EMIS units	Year	Planned	Actual
SOURCE: Bi-annual BESSIP review report	1999	N/A	0
Indicator Description: Increase in number of district and provincial EMIS Units producing periodical reports	2000	1	
	2001	3	
	2002	7	
Comments:			
3. An Education Management Information System (EMIS) is the collection of people, equipment, methods and procedures for acquiring, processing, presenting and disseminating data/information for purposes of meeting the information needs of appropriate stakeholders in the education sector.			
4. An EMIS Unit is that part of an organization with EMIS responsibilities.			

## **SO3 Information Annex**

### **Technical Staff and Country Team Members**

#### **USAID/ZAMBIA**

#### **Population, Health, and Nutrition (SO3)**

#### **Expanded Report on Results and Performance**

### **INTRODUCTION**

This annex is provided to give the reader more detail of the actual results and performance achieved by SO3 in USAID/Zambia. Due to the page limitation of the R4 narrative, that discussion is limited to only a few indicators. This makes it difficult for the reader to get a true picture of the numerous activities that have been undertaken in such a comprehensive PHN program as here in Zambia. With the following bullets, it is hoped that a more complete picture will be possible. The intended audience is technical staff and Zambia country team members.

### **HIV/AIDS**

- During 1998/1999, the GRZ conducted HIV surveillance activities throughout Zambia. One important observation when comparing the 1994 and the 1998/99 data was an apparent downward trend in the prevalence rates of the 15 to 19 year old age group, most notably in urban areas. In Lusaka, HIV prevalence among 15 to 19 year olds dropped from 28% in 1993 to 15% in 1998. This is equivalent to a 42 percent reduction in prevalence. This trend was also found in other urban centers and to a lesser extent in some rural areas.
- In 1999, the Urban Sexual Behavioral Condom Use Survey, conducted by PSI, showed a significant decline in casual sex between 1996 and 1999 (from 17% to 11%). Also, among those with regular sex partners, there was a significant increase in condom use (from 36% to 48%).
- Social marketing of condoms continues to grow. Sales increased by over 25 percent over the previous year – from 5.3 million to 6.6 million. Sales of Care female condoms remained constant at close to 30,000 per annum.
- CARE, International and Family Health Trust were awarded a grant (The SCOPE Program) for 2.7 million dollars to increase efforts for orphans and vulnerable children. The Impact Project is providing overall oversight, especially on monitoring and evaluation. The SCOPE program is directed at enhancing the community response to cope with orphans and vulnerable children through efforts to mobilize community resources and coping mechanisms. SCOPE will be working in 12 targeted districts in Zambia. This builds on successful work by PCI in several areas in Zambia to provide services to vulnerable children.

- A national workshop on orphans was held for over 150 participants in Zambia in December 1999. For the first time, the workshop provided a forum to share experiences among activities, as well as a forum to advocate for OVC programs with the GRZ.
- A comprehensive assessment of the orphan and vulnerable children situation in Zambia was completed this past year. It was supported by USAID, UNICEF and the World Bank. The assessment is being used as a model for other countries that are designing OVC activities. International experts remarked that this review is the most comprehensive assessment of OVC in any country.
- Family Health International, World Vision, and Society for Family Health (SFH) are implementing an HIV/AIDS prevention and control program amongst truck drivers and commercial sex workers in five sites throughout the country. Peer educators and health care providers have been recruited and trained. Data collection has begun for the Biological Surveillance Survey. Preliminary analysis of the data collection in Livingstone has been completed. Nearly 300 truck drivers and 250 commercial sex workers were interviewed and specimens collected. Over 60% of the sex workers tested positive for STDs. Nearly 70% of those returned for treatment following the data collection.
- A private sector initiative was launched by the South African company, Sasol, an importer of large quantities of fertilizer to Zambia. In co-operation with SFH, Sasol printed an easy-to-read HIV prevention message on 800,000 fertilizer bags, which were distributed throughout the country, mainly for the use of small-scale farmers. This was an in-kind contribution by Sasol.
- Operations research has been initiated on four topics: 1) Stigma issues surrounding HIV/AIDS in Luapula province; 2) Ndola Community VCT and MCH Demonstration project; 3) Targeted versus general population interventions for STD control; and 4) Workplace approach to reduce stigma and discrimination.
- In Ndola district, Lubuto clinic renovation is near completion. Training plans and schedules for facility staff on strategies for breastfeeding have been completed. LINKAGES is contributing to the development of a national curriculum on Parent-to-Child Transmission (to be gender sensitive, the term MTCT has been changed to PTCT in Zambia) and breast-feeding counseling.
- The first phase of an HIV/AIDS mass media campaign targeting youth was launched. The campaign, culminating after 6 months of involving youth nation-wide in design and pre-tests, primarily uses TV and radio spots. Post-launch focus groups discussions indicate the five different TV spots have been well received by the different target groups. There is also evidence that these spots have increased parent-child communication.
- The United States was the largest donor to the International Conference on AIDS and STDs in Africa (ICASA). USAID funding provided support to the scientific program, scholarships fund, media center and data dissemination. USAID/Zambia provided

substantial technical assistance to the organization of scientific sessions and review of abstracts. USAID/Zambia hosted 21 USAID/Washington delegates. Both the conference logistics and substantive program contributions were evaluated as highly successful. Over 6,000 delegates from 77 countries attended.

- The new AIDS Impact Model (AIM) Briefing Book based on 1998 HIV data has been completed and is currently being disseminated. A workshop at ICASA focused on policy issues related to PTCT, multi-sectoral responses and VCT.

## **Child Survival**

- USAID-supported malaria activities sold 12,097 Insecticide Treated Nets in Chipata, Lundazi, and Chama districts this past year. Of the original 6 community sites, several have reached the target of 50 percent household coverage on schedule. The phased up delivery of this program is now operational in 50 percent of health centers. PowerChem, the insecticide to treat PowerNet, was launched in Eastern Province. A community-based promotion campaign mainly using community agents and local drama groups, supported the launch and educated the target population about the importance of treating their bednets.
- Households in 70 percent of the target areas in Chipata, Chama, Lundazi, Samfya and Kitwe districts now receive integrated child health care services. The national system for training on the integrated management of childhood illness continues to be strong and effective in producing competent health workers.
- The GRZ/CBOH and the Applied Research for Child Health (ARCH) signed an “Institutional Collaboration” agreement to provide institutional strengthening support to the National Malaria Control Center. Special focus is placed on district and community-based malaria control activities.
- The ARCH project supported the CBOH/National Research Priorities Workshop in 1998. In response, CBOH/ARCH has issued an RFP in 1999 for locally driven child health and malaria research. Eleven proposals have been selected for potential funding.
- A National Immunization Day (NID) was held in 34 districts. 96 percent of eligible children received the oral polio vaccine in the 34 districts. No wild polio virus has been detected in Zambia since 1995. With respect to measles vaccination, 81 percent of children were covered in the urban districts of Kitwe, Kabwe, Ndola and Lusaka.
- Through a very successful partnership (DHMT, CBoH, NFNC, MOST and ZIHP) 84 percent of children under 5 years of age in all 72 districts benefited from the protection of vitamin A supplementation. These investments, particularly the nation-wide vitamin A coverage, represent a powerful potential for mortality reduction among children. What is exceptional about the vitamin A campaign is that the DHMTs, with seed money of approximately \$500 per district, were able to use their existing systems to achieve results comparable to earlier more costly campaign-style activities. The achievement of 66.7% for non NID Districts is seen as significant progress, as coverage from non-NID

supplementation efforts was only 50 percent in 1998 and 30 percent in 1996. With expected levels of over 80% this February, 2000, this will mean that Zambia will have provided these children with vitamin A capsules twice this past year (every 6 months). Combined with the increase dietary intake of vitamin A (e.g. fortified sugar), it is expected that these children should have reduced morbidity and mortality.

- The Kitwe Growth Monitoring and Promotion Program has successfully registered and monitored the growth of nearly 8,000 or 54 percent of eligible children in three Kitwe communities. In a recent review undertaken by ZIHP, it was found that the program has successfully implemented the counseling part of growth promotion through community-based health promoters (CHP). The mothers confirmed that they had positively benefited from counseling received from CHP. At the health centers proximate to these communities, nurses and clinical officers also reported a reduction in clients seeking growth monitoring services, thus freeing up health workers' time to provide other services.
- This past year over 180,000 bottles of Clorin (a home-use, low-level chlorination solution used to treat domestic water supply) have been sold. A CDC case-control study found that households with Clorin were less likely to have had an outbreak of cholera over the last year. These same households also experienced less episodes of diarrhea in the two weeks prior to interview than the control group. Clorin has been shown to reduce diarrheal diseases by up to 30%, and it significantly reduced the incidence of cholera during the 1998-1999 rainy season.

## **Reproductive Health**

- Significant progress has been made in the past 12 months in the number of new contraceptive acceptors and in the number of continuing clients in the CARE-assisted DHMT clinics. For all methods, a cumulative total of 165,731 family planning clients have been recruited. Likewise the number of continuing clients (as measured by revisits) has been sustained. Oral and injectable contraceptives continue to be the major choice of method. For 1999, 152,000 new family planning acceptors were recruited in the 12 Demonstration Districts and Lusaka. This is a 10% increase over 1998.
- Sales of socially marketed family planning commodities were strong. 339,000 cycles of SafePlan were sold (18% increase over 1998) and 180,000 tablets of Prolact (8% over 1998).
- Post Abortion Care (PAC) training commenced. This is the first step toward rolling out post abortion care to 100 district hospitals. The development of this network of district hospitals will enable additional competency-based training in management of other obstetric emergencies to be introduced and scaled up rapidly, thus linking with maternal and neonatal health activities.
- The cost-estimate study was completed by Management Science for Health (MSH) to determine equipment, medical supply and consumable requirements in reproductive health activities throughout Zambia. The results will be used to finalize both the

Integrated Reproductive Health Action Plan and the proposal for JICA to procure reproductive health commodities under the U.S.- Japan Common Agenda.

- Operations research in contraceptive method mix continued successfully with the inclusion of depo provera in Ndola, Lufwanyama, and Masaiti districts. Research conducted by CARE/Population Council reveals that injectable methods are very popular among women.
- The Maternal and Neonatal Health project began work with the General Nursing Council (GNC) to revise midwifery curricula in order to update the content and improve the quality of midwifery education and training in Zambia. Additionally, ZIHP started to work with the GNC to revise the content of the general nursing curricula, with a focus on core competencies such as life-saving skills.
- A separate agreement was negotiated with Africare to continue clinic renovation to provide additional facilities for family planning. In Lusaka, Copperbelt and Eastern Provinces, 39 sites have been completed as of the end of March, 2000. Work is continuing on the other sites. A total of 57 sites will be renovated by July 2000.

### **Cross Cutting Issues**

- USAID provided assistance to the Zambia Health Accreditation Council (ZHAC) through the Quality Assurance Project and ZIHP. ZHAC developed standards in 13 functional areas as well as a hospital accreditation survey. In 1999, 20 hospitals were surveyed - both government and mission facilities. These surveys have identified key areas of strengthening in order to achieve accreditation status.
- There has been some improvement in the drug supply system in Zambia. DILSAT (District Integrated Logistics Self-Assessment Tool) was tested in two districts- Petauke and Lusaka. It is a useful tool to help districts with their logistics management and will be tested and introduced in other districts. DILSAT will be linked conceptually with quality improvement and the Health Management Information System (HMIS). Three cooperating agencies are expanding the use of DILSAT throughout Zambia.
- Phase One of the Better Health Campaign was completed during this reporting period. This campaign included 26 episodes of Health Beat, 16 Health Beat Bulletins, 52 To Your Health newspaper columns, first 13 episodes of Soul City and a documentary on Condom Promotion. In the Better Health Campaign, the survey results indicate that over 37% of the population surveyed had heard Health Beat on the radio and over 50% saw it on the television. These rates indicate that a wide audience is being reached with both TV and radio.
- Piloting of seven Integrated Competency-Based Training modules, to assure improved health worker performance, commenced successfully and will end in March 2000. This means that the scaled-up use of a standardized approach for assuring health worker performance is well in sight. When adopted for national use, the Central Board of Health

will be significantly better placed to systematically assure health worker competency through pre-service and in-service training

- USAID signed a Cooperative Agreement with the Churches Medical Association of Zambia (CMAZ) to manage four NGO grants. The NGOs provide integrated child and reproductive health, and HIV/AIDS interventions in hard to reach communities in four districts selected by the CBOH.
- Employers in 59 workplaces in 5 districts have agreed to contribute their support to the training of Employer Based Distributor (EBD) agents. EBDs serve as knowledgeable resources on health matters to their colleagues in the workplace. All the 12 DHMTs where ZIHP works consider this idea to be a welcome innovation especially in their fight against HIV/AIDS.
- In partnership with Chibombo DHMT and the Chibombo farming community, a three-week training was conducted for 30 Employer Based Distributor agents. These came from 22 commercial farms with a combined work force of 11,000 employees. The services they offer will be extended to the employee's families. These agents will now be able to provide a variety of services in HIV/AIDS, family planning, child health and nutrition, which the district need.
- Essential linkages for collaboration between DHMT and NGOs and non-health sector were successfully revitalized in at least five districts. The effect of this action is a renewed commitment to district level partnership, which has began to capitalize on the comparative advantages of partners. Furthermore, this development is an important foundation for building the needed multi-sectoral approach to primary health care. Both district managers and NGOs now recognize, that if districts wish to positively impact on health, there is a need for a strategy that encourages DHMT to form "partnerships for health" with NGOs/CBOs and other key sectors.
- In partnership with Traditional Health Practitioners Association of Zambia (THPAZ) and their respective DHMTs, substantive work has begun in 5 districts to improve referral practices by traditional healers to proximate health delivery points. In these districts a total of 144 male and female traditional healers joined with representatives of DHMTs to openly discuss their often contentious and strongly held perspectives of each other's views of health care.

### **Sector Programme Assistance (SPA)**

- USAID signed an implementation letter for the first disbursement of \$1.5 million on November 23, 1999. All actions prerequisite for initial disbursement are acceptable. Performance milestones 5.2.2 (Essential Health Care Package – People-Level Impact); 5.2.3 and 5.2.4 (Financial Reporting, Accountability and Management) were acceptable to USAID. GRZ has not provided adequate information regarding performance milestone 5.2.1 (Health Care Financing Policy); therefore this milestone has not been met.