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# SUDAN CUSTOMARY LAND TENURE PROGRAM

QUARTERLY PROGRESS REPORT – FY 2008 Q3  
(1 APRIL – 30 JUNE 2008)



**JULY 2008**

This publication was produced for review by the United States Agency for International Development. It was prepared by ARD, Inc.

USAID Sudan Customary Land Tenure Program (CLTP)  
Task Order under the Decentralization and Democratic Local Governance IQC  
Contract No. DFD-I-00-05-00121-00

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COVER PHOTO:

Delegation of leaders from Murta Community seeking assistance from CLTP staff, Kadugli, Southern Kordofan, April, 2008; photographer Anthony Trilli

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## **DISCLAIMER**

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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# ACRONYMS AND ABBREVIATIONS

BN	Blue Nile State
CLA	Community Land Area
CLC	Community Land Councils
CLOA	County/Locality Land Office Administrator
CLO	County/Locality Land Office
CLSP	Customary Land Security Project
CLTP	Customary Land Tenure Program
CMM	Conflict Mitigation and Management
CPA	Comprehensive Peace Agreement
FAO	Food and Agriculture Organization of the United Nations
FCT	Field Contract Types
GIS	Geographic Information Systems
GNU	Government of National Unity
GPS	Geospatial Positioning Systems
INC	Interim National Constitution
IQC	Indefinite Quantity Contract
LOE	Level of Effort
MOU	Memorandum of Understanding
NLC	National Land Commission
PIA	Public Information Awareness
PMP	Program Management Plan
NCP	National Peoples Congress
NDI	National Institute for Democracy
SFPC	Sudan Field Program Coordinator
SK	South Kordofan State

SLA	State Land Advisor
SLC	State Land Commission
SOW	Statement of Work
SPLM	Sudan Peoples Liberation Movement
STTA	Short-Term Technical Assistance
STTS	Short Term Technical Assistance
TAG	Technical Advisory Group
TBD	To Be Decided
UNDP	United Nations Development Program
USAID	United States Agency for International Development
YTD	Year to Date

# I.0 BACKGROUND

The objective of the USAID Sudan Customary Land Tenure Program (CLTP) is to contribute technical assistance and material support for the implementation of the Comprehensive Peace Agreement (CPA) with respect to the strengthening of customary land tenure in the Protocol Areas, adjacent to but north of South Sudan.

This program operates within the legal framework provided by the CPA, the Interim National Constitution (INC), and the state constitutions of both Blue Nile and Southern Kordofan, under which Land Commissions at the national level as well as in the two states are to be established to address land policy. Moreover, the USAID Sudan CLTP will provide assistance to governments of the two states to prepare draft legislation to "...develop and amend the relevant laws to incorporate customary laws and practices, local heritage and international trends and practices." (Wealth-Sharing Agreement, paragraph 2.5), and to implement any new laws for administering property rights assented to by the legislature.

The USAID Sudan CLTP has two components: Component 1: Community Demarcation of Customary Land and Capacity Building for Community Land Administration Institutions Supported; and Component 2: State-Level Support for Enhancement of Land Tenure Security.

Under the first component, the program will work with communities to record their customary land ownership boundaries, as a step toward giving their lands the same protection as privately held lands elsewhere in Sudan. Second, the USAID SCLTP will provide support and technical assistance for land policy and law reform at the state level. This latter component will involve close coordination with state authorities to form the State Land Commission identified in the CPA.

There have been four modifications of the Task Order since it became effective.<sup>1</sup> The CLTP Work Plan 2008–2009, which was approved by USAID on 12 May 2008, is the basis for another proposal from ARD: an amendment to the Statement of Work (SOW) to reflect the direction to discontinue operations in Southern Kordofan and another budget realignment to reflect the total amount so far obligated, as the new ceiling.<sup>2</sup>

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<sup>1</sup> Task Order Modification (1) (4/04/07), changes in key personnel; TO Modification (2) 9/21/07, changes to SOW – allowing program to work with State Land Commissions when established to conduct a baseline study of land records, deliverables and reporting sections; TO Modification (3) 9/14/07, budget realignment and allowing TAX/VAT costs under the contract; TO Modification (4) 9/13/07, obligation of additional \$3.5 million to contract.

<sup>2</sup> TO Mod 5 proposal, MAARD generated for signature 24 June 2008, under consideration at the time of writing.

# 2.0 SUMMARY OF ACHIEVEMENTS YEAR TO DATE

## HIGHLIGHTS

### Field Work

The number of communities that have strengthened their possessory land claims as a direct result of USAID assistance is exceeding targets.

Participation by all segments of those communities in the elaboration of their customary land tenure has deepened.

More representative bodies than anticipated have been established to advocate on behalf of possessory claims.

### Policy Work

For the first time, the program has obtained documentary testimony of support for its activities from the highest level in Blue Nile State.

An authoritative opinion on a difficult policy issue (incorporation) has been circulated and is receiving some support from legal academics and practitioners.

Contact with Blue Nile State and local government officials has become more frequent and the dialogue more substantive.

# 3.0 CRITICAL ISSUES

## 3.1 EXPANSION INTO BAU LOCALITY, BLUE NILE

Efforts to achieve this planned expansion are ongoing, but meeting with limited tangible progress. There was a brief, unscheduled meeting with the Commissioner at a traditional festival in a village near Bau which resulted in obtaining the Commissioner's telephone number and an appointment for a meeting on 14 May at his offices in Bau. However, on the appointed day, the State Land Advisor (SLA), the Sudan Field Program Coordinator (SFPC), and the State Land Office Administrator (SLOA) visited Bau to attend the meeting only to learn that the Commissioner had left for Damazin en route to Khartoum.

Two additional visits have been made to Bau since. As a result, tentative indications have been solicited from the Education Ministry in Bau to allow the program to refurbish and use an underutilized building for the office. This agreement, in principle, can be made substantive once the program obtains the Commissioner's endorsement of its extension to the locality. The SLOA subsequently visited Bau and, with the help of a local builder, assessed upgrade requirements of the proposed program office in Bau.

The Bau Locality Commissioner has recently been informed of the governor's formal endorsement of the recent workshop proceedings, which included the recommendation to expand the program into Bau.

## 3.2 SECURITY CONCERNS IN BLUE NILE

The two security concerns affecting the program's work in Blue Nile are hot pursuit of insurgent units into Kurmuk by Ethiopian forces, and recent threats to the safety of the Bau Locality Commissioner. Both have been reported to USAID in weekly briefings.

## 3.3 WITHDRAWAL FROM SOUTHERN KORDOFAN

During this reporting period, in response to a security warning from the USAID Sudan Mission, the program completely withdrew from its operations in Southern Kordofan. A parallel decision by the Mission not to obligate further funds for the program necessitated cutbacks in local and international staff who had previously been assigned to Southern Kordofan. The sole retained international staff and fixed assets were transferred to Blue Nile during the reporting period, in accordance with a partial closeout plan submitted by ARD for approval by USAID on 10 June 2008. To the extent that accurate monitoring from Khartoum can be effective, the available evidence suggests that the security situation in Southern Kordofan may have worsened since the program's withdrawal.

The legacy the program has left behind in Southern Kordofan is less substantive than envisaged. However, significant numbers of traditional owners of the Nuba Mountains, the peri-urban area of Kadugli, around Jullud, Lagawa (1,500 people in the first half of FY08 alone) have been sensitized about the provisions of the CPA referring to the parties' intentions to move towards recognition of customary law, and the need in the meantime to make their possessory titles more apparent to others.

More than 20 subcontractors have been trained in community sensitization, about how to assist communities to protect land rights claimed under customary law and in demarcation of the boundaries of those claims.

The Rashid and Jullud Locality Civil Administrations have been regularly briefed and their staff trained on the use of the methodology the program introduced for recording those claims. Soft copies of all the data collected in Southern Kordofan by the program has been turned over to them. Hopefully, the subcontractors who were trained and engaged by the program can go on to operate small businesses providing land administration services either by contracting through local government or directly to concerned land owners.

The most significant measure of the program's impact in Southern Kordofan is the growing numbers of requests we were beginning to receive from communities, outside the areas where the program (and the pilot which preceded it) had been operating, seeking to themselves assert and protect their customary land rights. By the time the withdrawal was complete, communities in the peri-urban areas of Kadugli were commissioning their own boundary surveys as well as communities within the Habila and Kortala Agricultural Schemes, and were starting to demand rent from farmers operating within the schemes on the basis of government grants.

A summary of the CLTP's results data for the reporting period is presented under Section 5.0 of this report.

### **3.4 RECOVERY OF SEIZED ASSETS IN SOUTHERN KORDOFAN**

Some Kauda-based subcontractors used the opportunities provided to them during the program's withdrawal from Southern Kordofan to make new claims about back pay, and then illegally seized one of the program's vehicles and refused to return program assets in their care. No action has been filed in any court by the subcontractors against the program. A full list of assets yet to be recovered were included in the ARD closeout plan submitted to USAID.

Neither the chief of the Southern Kordofan state police, nor the presiding judge of the Rashid Locality Court has been effective in ordering or persuading the Kauda police to retrieve the vehicle. Briefs and presentations have been made to Arnu Ngutulu, the new Southern Kordofan State (SK) Sudan Peoples Liberation Movement (SPLM) Secretary General for Southern Kordofan, by program staff and by the lawyer currently representing the program, soliciting his assistance in this matter. Despite his expressed sympathy and anger at the possibility that unlawful actions of a few individuals could jeopardize future USG largesse in the Nuba Mountains, he too seems unable to prevail.

The program's lawyer and staff will continue to press for the recovery of program assets, but the absence of any rule of law in SPLM 'controlled' areas makes that prospect somewhat unlikely in the near-term.

# 4.0 ACCOMPLISHMENTS IN QUARTER 3

## 4.1 IR 1: COMMUNITIES CONSTRUCTIVELY ENGAGED IN ELABORATING THEIR CUSTOMARY LAND TENURES

As the program reaches maturity, the importance of sensitizing and educating communities has been acknowledged as having more potential than just providing preparation for subsequent assistance from the program. The program is now using initial sensitization mechanisms as a cost-effective way to provide information and raise community awareness about existing opportunities to address land agenda on *payam*, locality/county, and state levels. In some cases, the program has developed strong alliances with communities that are willing to push forward the land agenda directly with government.

### 4.1.1 Community Sensitization

No sensitization work was undertaken in the reporting period.

### 4.1.2 Demarcating Community Land Areas

No demarcations were carried out this quarter

### 4.1.3 Endorsing Community Land Areas

Endorsing demarcated Community Land Areas (CLAs) in the Kurmuk Locality, Blue Nile, continued in this quarter. A total of six endorsements were carried out in the reporting period in Kern Kern, Shatayio, Kalto North, Kalato South, Dokan, and Koma Ganza. Over 1,000 people attended these meetings at which many younger people for the first time in their lives saw on a map the exact boundaries of their customary land.

### 4.1.4 Progress Made with Formation of Community Land Councils

Seven new Community Land Councils were established in Kurmuk Locality in the reporting period in Khor Elbodi, Kern Kern, Shatayio, Kalto North, Kalato South, Dokan, and Koma Ganza.

Community Land Councils formed in the preceding quarters of FY08 were provided with a new package of capacity-building training support. This instruction is part of a trial which, when evaluated, will be delivered by specially trained staff to all Community Councils formed as part of the program's interaction with communities in Kurmuk Locality and new bodies to be formed in Bau Locality.

## 4.2 IR 2: CUSTOMARY LAND TENURE INTEGRATED INTO STATE LAND ADMINISTRATION

### 4.2.1 Decision Makers Sensitized to Implementation of CPA Provisions Relating to Customary Land Tenure

The program conducted a training workshop at the beginning of the reporting period in Damazin targeting Ministers and selected heads of departments and traditional authorities. The workshop had two main objectives:

- To provide training on land rights concepts to form a common basis for discussion on customary land rights issues in Blue Nile State; and
- To provide a platform for discussion on the twin issues of (i) formation of a Lands Commission, and (ii) legislation for the recognition of customary land rights in the state.

The workshop was attended by 60, mostly high-level participants. After an opening speech by the State Governor, Excellency Malak Agar, SPLM, as originally scheduled, the Deputy Governor became the de facto chair of proceedings. Presentations were also given by Ministers for Local Government, Agriculture, Urban Planning, Governor's Advisors for Land, and Women and Child Affairs. A representative of the Women's Association of Blue Nile also made a substantive contribution.

Participants agreed that the fundamental cause of land rights problems in the state, particularly as they relate to customary land rights holders, is the centralization of land allocation decisions in Khartoum without reference to the State Government of Blue Nile or local traditional authorities. Key issues, remarks, and requests included:

- The need and preparedness to support USAID Sudan CLTP to provide awareness and training for government officials in demarcation methodology.
- A request for USAID Sudan CLTP to help Blue Nile demarcate buffer zones of villages, though what constitutes these buffer zones and implications for overlapping zones, etc., were admitted by participants to be difficult dynamics to be resolved if this request is to be implemented.
- The need to have Blue Nile-level legislation to deal with the issue of customary land rights.
- The need to initiate some form of registration or legal recognition of customary land rights in Blue Nile.
- Help from USAID Sudan CLTP to liaise and cooperate with the legislative drafting committee to (i) identify existing laws, and/or (ii) draft new laws to recognize and incorporate customary land rights into land administration.

The governor gave his official approval to the workshop report and its recommendation on 17 June 2008. This endorsement will be published and used to garner the active support for the program from subordinate officials and Civil Administrations, particularly in Bau Locality.

This is the first time the program has documentary evidence of official patronage of the program by a senior official, save earlier *laissez-passez* granted by this governor and by the past SPLM governor of Southern Kordofan.

#### **4.2.2 POLICIES/LAWS SUPPORTIVE OF CUSTOMARY LAND TENURE DEVELOPED**

Towards the end of this reporting period, program staff started to disseminate the results of the legal analysis done in the previous quarter which identified potentially useful provisions in current legislation that would allow families, defined in the customary sense, to hold property in land. The opinion, from a former Chief Justice of Sudan, concluded that these landowning families could be represented by Community Land Councils without the need for their formal incorporation.

Discussions will be held with the Blue Nile judiciary during the coming quarter to encourage them to use this opinion to give standing to Community Land Councils in land disputes that come before the courts.

#### **4.2.3 COMPETENCY OF STATE-LEVEL AGENCIES FOR ACCOMMODATION OF CUSTOMARY LAND TENURE ENHANCED**

As a consequence of slow progress in the two preparatory results areas, no substantial improvement has been possible in relation to this result.

# 5.0 RESULTS

Data presented in the tables below are quantitative information on CLTP achievements to date.

The first table (Table 1) includes quantitative data about the program performance against USAID Operational Plan Indicators, broken down by fiscal year 2007 and 2008. Data for each FY should be treated as aggregate since benchmark results for each fiscal year are set individually. Even though SCLTP has an obligation of reporting against the OP targets annually, presentation of achievements at the end of each quarter may be helpful.

The second table (Table 2) represents the SCLTP output performance in the first and second quarters of fiscal year 2008 against performance targets laid out in the SCLTP Performance Management Plan. Columns with quarterly data should be considered as aggregate on the quarterly basis—however, the same data are also cumulative relative to annual totals.

**Table 1: Breakdown of USAID Operational Plan (OP) Indicators:**

USAID OP INDICATORS	FY07		FY08 (to date)	
	Targeted	Actual	Targeted	Actual
OP Indicator 1				
Number of policy reforms analyzed with USG assistance	3	3	6	1
OP Indicator 2				
Number of policy reforms presented for legislation/decree as a result of USG assistance	4	4	5	
OP Indicator 3				
Number of institutions/organizations making significant improvements based on recommendations made via USG supported assessment	20	20	35	19

## Definitions and Breakdown of OP Targets for FY08:

<b>OP Indicator 1</b>
<b>Rationale:</b> Number of policies for which analysis has been completed to improve the policy environment for smallholder-based agriculture. Assisting policy makers to analyze existing legal framework and make recommendations for integrating customary land tenure into state-sponsored land administration systems.
<i>SCLTP Target Breakdown:</i>
2 Analyses of legal arrangements for establishing Technical Working Groups;
2 Analyses of decrees and or laws establishing State Land Commissions;
2 Analyses of the legal instruments required to facilitate Community Land Councils' presenting land claims (1 for each state).
Total: 6 analyses
<b>OP Indicator 1</b>
<b>Rationale:</b> Number of policy reforms presented for legislation/decrees to improve the policy environment for smallholder-based agriculture forward. Assisting law makers to analyze existing legislation and to draft new laws to facilitate the integration of customary land tenure into state-sponsored land administrations for presentation to political parties, legislative committees, and for introduction into legislatures for debate and assent.
<i>SCLTP Target Breakdown:</i>
3 Draft Southern Kordofan Land Laws
2 Draft regulations supporting customary tenure implementing new Land Laws (1 for each state)
Total: 5 legislative instruments
<b>OP Indicator 3</b>
<b>Rationale:</b> Number of institutions/organizations making significant improvements capacity/competency strengthening in the areas of governance system; operations & management system; human resources development system; financial management system; program & service delivery system; and/or external relations & advocacy system. 'Institutions/organizations' in this context refers to 'communities' defined here as the descendants of original settlers (autochthons) and incomers (tutorats) sharing a common space, in various degrees of possession, pursuant to customary law ('Community Land Area') within Blue Nile 'Recommendations made' refers to the community-based model of land administration. 'Areas of governance systems' relevant here is community land administration.
<i>SCLTP Target Breakdown:</i>
25 Communities requesting information
25 CLAs endorsed
10 CLCs operational
Total: 35 communities' land administration improving

**Table 2: Report against Performance Monitoring Plan Targets**

PMP Indicators	FY08 Targets	Results		
		Q1+Q2	Q3	YTD
<b>IR 1: Communities constructively engaged in elaborating their customary land tenures</b>				
<b>Sub-IR 1.1 Community awareness of program-sponsored opportunities for strengthening customary land tenure increased</b>				
# of people participating in sensitization meetings	3,750	1,695	-	1,695
# of community requests for program assistance	25	19	-	19
% of increase in perception of improved land tenure security	25%	-	-	-
<b>Sub-IR 1.2 Demarcation of Community Land Areas expanded</b>				
# of people on Community Boundary Committees	125	45	-	45
# of CLAs demarcated	25	-	-	-
Boundaries (km)	2,000	-	-	-
<b>Sub-IR 1.3 Community Land Area boundaries endorsed by communities</b>				
# of CLAs endorsed	25	18	6	25
Area (km <sup>2</sup> )	2,000	2,854	-	2,854
# of people participating in endorsement meetings	3,700	5,134	1,200	6,834
<b>Sub-IR 1.4 Community Land Councils functional</b>				
# of CLCs operational	10	20	7	27
<b>IR 2: Customary land tenure integrated into State Land Administration</b>				
<b>Sub-IR 2.1 Decision makers sensitized to implementation of CPA provisions regarding customary land tenure</b>				
# of officials engaged by the program	15	13	1	14
# of ministries/organizations working with the program	6	7	1	8
<b>Sub-IR 2.2 Policies/laws supportive of customary land tenure developed</b>				
# of workshops with participation of government officials/ elected representatives	6	3	1	4
# of trainings	n/a	-	-	-
# of green papers circulated	n/a	1		1
<b>Sub-IR 2.3 Competency of state-level agencies for accommodation of customary land tenure enhanced</b>				
# of white papers published	2	-	-	-
# of laws drafted	4	-	-	-

# 6.0 STAFFING, SHORT-TERM TECHNICAL ASSISTANCE

## 6.1 STAFFING

A schedule of current staff is provided as Attachment A.

## 6.2 SHORT-TERM TECHNICAL ASSISTANCE (STTA)

Short-Term Technical Advisors	Q3/M1/APR				Q3/M2/MAY				Q3/M3/JUN				LOE days	
	1	2	3	4	1	2	3	4	1	2	3	4		
														0
Total work days commissioned														0

No STTA was deployed in the reporting period. Closeout in Southern Kordofan, and TO Modification preparation and negotiations (awaiting conclusion at the time of writing) rendered adequate supervision problematic.

The budget realignment proposal, which accommodates a 30 percent reduction in the effective funding ceiling, substantially reduces the remaining funds for STTA, which will necessitate that the program substantially rely on its own resources for the balance of its duration.

# 7.0 REPORTING AND PLANNING

## 7.1 REPORTING

### 7.1.1 Performance

#### Weekly Progress Reports

Weekly updates have been regularly provided to the CTO during the reporting period.

#### Quarterly Progress Report

The last CLTP Quarterly Progress Report (FY08 Q2) was submitted to USAID on April 23, 2008.

#### Program Management Plan

A revised PMP was submitted to USAID in support of the TO Modification 5 proposal.

### 7.1.2 Financial

The average rate of monthly expenditure during the reporting period was **\$250,004** compared with the average of \$205,056 for the duration of the program.

The program has been running for 24 months or 75 percent of the program's estimated duration of 32 months.<sup>3</sup> Program expenditure to date has been 79 percent of the total amount obligated to date (USD6.5 m).

A budget realignment proposal was submitted on June 16, 2008 to reflect the decision made by the Mission not to obligate the full ceiling amount. The program's remaining pipeline is \$1,373,597 (see Table 5 below for details).

## 7.2 PLANNING

A balance of the life of the program CLTP Work Plan 2008—2009 was approved by USAID on 15 May 2008.

This work plan addressed the need to withdraw from Southern Kordofan and scale up in Blue Nile State. Work begun in Kurmuk Locality will be completed. In addition to using a systematic, on-demand approach in Bau Locality, the CLTP will also respond to sporadic demands for services received elsewhere in Blue Nile State. Resources withdrawn from Southern Kordofan will be redeployed into Blue Nile to be used to expand the program operations in the state where the best opportunities are present.

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<sup>3</sup> TO Modification #5 refers to a change in the SOW due to closeout of CLTP activities in Southern Kordofan at USAID request and the consequent budget realignment to reflect concentration of activities in the Blue Nile Region.

**Table 5: Budget Compared to Actual Expenditure for Period June 2006 to Feb 2009**

6/29/2008

ARD Inc.

Sudan Customary Land Tenure Program (CLTP) Budget Vs. Expenditure for period June 2006 to Feb 2009

Start Date: 1 June 2006

Contract No.DFD-I-00-05-00121-00

Estimated Completion Date: 28 February 2009

Task Order: DFD-I-02-05-00121-00

Line Item:	Budget	April 08 expenditure	May 08 expenditure	June 08 expenditure	Total April-June expenditure	Cumulative	Balance	% expended	Monthly Burn Rate
LABOR	\$2,779,778	\$73,785	\$78,358	\$72,692	\$224,835	\$2,169,018	\$610,760	78%	\$86,761
SUBCONTRACTOR	\$9,350	\$-	\$-	\$-	\$-	\$9,350	\$-	100%	\$374
TRAVEL & TRANSPORTATION	\$902,316	\$9,285	\$12,742	\$52,696	\$74,723	\$803,493	\$98,823	89%	\$32,140
EQUIPMENT	\$543,800	\$129,729	\$1,855	\$(62)	\$131,522	\$543,800	\$-	100%	\$21,752
ALLOWANCES	\$692,171	\$59,077	\$21,526	\$37,429	\$118,032	\$538,350	\$153,821	78%	\$21,534
OTHER DIRECT COSTS	\$842,827	\$41,923	\$17,369	\$68,767	\$128,059	\$569,115	\$273,712	68%	\$22,765
ACTIVITY COSTS	\$375,951	\$17,673	\$3,806	\$ 5,426	\$26,905	\$209,440	\$ 166,511	56%	\$8,378
G&A @ 12.82% (on Non-Labor)	\$338,610	\$16,404	\$7,108	\$20,370	\$43,882	\$271,139	\$67,471	80%	\$ 10,846
MHO @ 1.50%	\$15,197	\$1,946	\$28	\$81	\$2,055	\$12,698	\$2,499	84%	\$508
<b>GRAND TOTAL</b>	<b>\$6,500,000</b>	<b>\$349,822</b>	<b>\$142,792</b>	<b>\$257,399</b>	<b>\$750,013</b>	<b>\$5,126,403</b>	<b>\$1,373,597</b>	<b>79%</b>	<b>\$205,056</b>

Monthly average for period April-June08

\$250,004

# ATTACHMENT A: CURRENT PROJECT PERSONNEL

ARD Key Personnel Sheet			
Name	Position	Entry date	End of contract date
Shaun R. Williams	Chief of Party	April 5, 2007	May 19, 2009
Ines Krauth	Program Coordinator	September 6, 2006	July 15, 2009
Charles Chavunduka	State Land Advisor - Southern Kordofan	April 5, 2007	May 19, 2009
Adarkwah Y. Antwi	State Land Advisor – Blue Nile	November 5, 2007	May 19, 2009
Alfred T. Kenyi	Field Program Coordinator – Southern Kordofan	April 16, 2007	April 30, 2008

ARD Local Personnel Sheet					
Name	Position	Entry date	End of contract date	Evaluation date	Notify date
Randa Osman	Finance Officer	Jun 18,07	May 14,08	March 13,08	April 13,08
Amel Mubarak	Program Office Administrator	Jul 08,07	Jun 14,08	April 13,08	May 13,08
Nazar Eltayeb	Logistics Officer	Aug 17,07	Aug 02,08	June 01,08	July 01,08
Mohamed Abdelrahim	State Land Office Administrator-BN	Aug 01,07	Jul 17,08	May 16 ,08	June 16,08
Monier Elias	Field Program Coordinator-BN	Sep 05,07	Aug 21,08	June 20,08	July 20,08
Ibrahim Yassin	Facilitator-BN	July 01,07	June 16,08	April 14,08	May 15,08

ARD Local Personnel Sheet					
Name	Position	Entry date	End of contract date	Evaluation date	Notify date
Sabah Abdulaziz	County Land Office Administrator-Kurmuk	July 01,07	June 16,08	April 14,08	May 15,08
Anthony Trilli	State Land Office Administrator-SK	Jul 19,07	Jul 03,08	May 02,08	June 02,08
Abdulmajeed Hassan	County Land Office Administrator	Jul 19,07	Jul 03,08	May 02,08	June 02,08
Fadlelah Kuku	County Land Office Administrator	July 01,07	June 16,08	April 15,08	May 15,08
Zina Asesay	Cleaner -Khartoum	Aug 01,07	Jul 17,08	May 16 ,08	June 16,08
Mohsin Hanafi	Driver - Khartoum	Nov 04,07	Oct 19,08	Aug 18, 08	Sep 18,08
Ahmed ALBasha	Driver SK-Dilling	April 01,08	March 17,09	May 31,08	Feb 16 ,08
Amir Leaky Hamada	Driver BN-Kurmuk	April 01,08	March 17,09	May 31,09	Feb 16 ,08
Yousif AbdAllah ELSayed	Driver BN-Damazin	April 09,08	March 23,09	June 08,08	Feb 22,08
Samuel Erestous	Messenger /Day Guard	April 01,08	March 17,09	May 31,09	Feb 16 ,08
SK Staff Notification dates					
Name	Position	Notify date			
Anthony Trilli	State Land Office Administrator-SK	June 02,08			
Abdulmajeed Hassan	County Land Office Administrator	June 02,08			
Fadlelah Kuku	County Land Office Administrator	May 15,08			
Probationary staff					
Name	Position	Entry date	End of PP	Notification date	
Ahmed ALBasha	Driver SK-Dilling	April 01,08	June 30,08	May 31,08	
Amir EIFaki Hamad	Driver BN-Kurmuk	April 01,08	June 30,08	May 31,09	
Yousif AbdAllah ELSayed	Driver BN-Damazin	April 09,08	July 08,08	June 08,08	
Samuel Tongidyang Erestous	Messenger /Day Guard	April 01,08	June 30,08	May 31,09	

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