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671

Annual Budget Submission

FY 1989

SOUTH AFRICA

June 1987

Agency for International Development
Washington, D.C. 20523

JUN 17 1987



Agency for International Development
Washington, D.C. 20523

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FY 1989 ANNUAL BUDGET SUBMISSION
SOUTH AFRICA
TABLE OF CONTENTS

		<u>Page</u>
1.	Table I Long Range Plan by Appropriation Account	1
2.	Table III Project Obligations by Appropriation	2
3.	Narrative Project Budget Data	3
4.	Table IV Project Budget Data	4
5.	Narrative Proposed Program Ranking	5
6.	Table V Proposed Program Ranking	6
7.	Table VII List of Planned Evaluations	7
8.	Africa Bureau Tables -	
-	Table I Functional Attribution	8
-	Table II Modifications to LOP Costs and PACDs	9
-	Narrative PVO Activities	10
-	Table III PVO Activities	11
-	Narrative Privatization Plan and Private Sector Activities	12
-	Table IV Private Sector Activities	13
9.	Narrative Mission Operating Expenses	14
10.	Table VIII Mission Operating Expenses FY 1987	18
11.	Table VIII Mission Operating Expenses FY 1988	20
12.	Table VIII Mission Operating Expenses FY 1989	22
13.	Table VIII(b) Information on U.S. PSC Costs	24
14.	Table VIII(c) All other Code 25 Detail	25
15.	Table VIII(d) Manpower Contract Detail	26
16.	Table VIII(e) Information Technology Systems	27
17.	Table VIII(f) Motor Vehicle Operation	29
18.	Table VIII(g) U.S. Direct Hire Staffing	31
19.	Table VIII(h) IDI Staffing	32
20.	Table VIII(i) FS/TCN Direct Hire Staffing	33
21.	Table VIII(j) Part-Time Direct Hire Staffing	34
22.	Table VIII(k) US, Foreign, TCN Contract Staffing	35

FY 1989 ANNUAL BUDGET SUBMISSION
 TABLE I - LONG RANGE PLAN BY APPROPRIATION ACCOUNT
 (\$000)

674 SOUTH AFRICA

	FY 1986	FY 1987	FY 1988		PLANNING PERIOD				
	ACTUAL	ESTIMATE	CP	ESTIMATE	AAPL	1990	1991	1992	1993
DEVELOPMENT FUND									
TOTAL	-	-	20300	20300	20300	20300	20300	20300	20300
GRANTS	-	-	20300	20300	20300	20300	20300	20300	20300
LOANS	-	-	-	-	-	-	-	-	-
EDUCATION									
TOTAL	3550	-	-	-	-	-	-	-	-
GRANTS	550	-	-	-	-	-	-	-	-
	(3000)	-	-	-	-	-	-	-	-
LOANS	-	-	-	-	-	-	-	-	-
ECONOMIC SUPPORT FUND									
TOTAL	16050	25000	4700	4700	4700	4700	4700	4700	4700
GRANTS	4972	15700	4700	4700	4700	4700	4700	4700	4700
	(11078)	(9300)	-	-	-	-	-	-	-
LOANS	-	-	-	-	-	-	-	-	-
DA AND ESF TOTAL									
TOTAL	19600	25000	25000	25000	25000	25000	25000	25000	25000
GRANTS	5522	15700	25000	25000	25000	25000	25000	25000	25000
	(14078)	(9300)	-	-	-	-	-	-	-
LOANS	-	-	-	-	-	-	-	-	-
TOTAL PERSONNEL									
	FY 87	FY 88	FY 89						
USDH	8	8	8						
FSN	2	2	2						
IDI	0	0	0						
PT	1	1	1						

FY 1989 ANNUAL BUDGET SUBMISSION
TABLE III
PROJECT OBLIGATIONS BY APPROPRIATION
(\$000)

674 - SOUTH AFRICA

APPROPRIATION ACCOUNT PROJECT NO.	TITLE	L/G	FY 87 ESTIMATE	FY 88 ESTIMATE	FY 89 APPL
ECONOMIC SUPPORT FUND					
0XXX	Planning/Management Research	6	0	0	0
0213	Trng.Disadvantaged S.A.	6	5500	0	0
0223	Labor Union Training	6	1500	0	0
0230	South African Bursaries	6	4000	0	0
0301	Community Outreach&Ldrship Dev	6	3740	0	0
0302	Educational Support & Training	6	4560	0	0
0303	Black Private Ent. Development	6	3500	4700	4700
0304	Self-Help Development	6	350	0	0
0305	Human Rights	6	1500	0	0
0306	Building Democratic Institutions	6	150	0	0
0307	International Committee Red Cross	6	200	0	0
	APPROPRIATION TOTALS		25000	4700	4700
	GRANTS		15700	4700	4700
			(9300)		
	LOANS		-	-	
DEVELOPMENT FUND FOR AFRICA					
0XXX	Planning/Management Research	6	0	725	725
0213	Trng.Disadvantaged S.A.	6	0	4000	4000
0223	Labor Union Training	6	0	1500	1500
0230	South African Bursaries	6	0	4000	4000
0301	Community Outreach&Ldrship Dev	6	0	3500	3500
0302	Educational Support & Training	6	0	4575	4575
0303	Black Business Development	6	0	0	0
0304	Self-Help Development	6	0	350	350
0305	Human Rights	6	0	1500	1500
0306	Building Democratic Institutions	6	0	150	150
0307	International Committee Red Cross	6	0	0	0
	APPROPRIATION TOTALS		0	20300	20300
	GRANTS		0	20300	20300
	LOANS		-	-	-
	COUNTRY TOTALS		25000	25000	25000
	GRANTS		25000	25000	25000
	LOANS		-	-	-

FY 1989 ANNUAL BUDGET SUBMISSION
PROJECT BUDGET DATA

NARRATIVE

Table IV on the following page is based on the expectation that the majority of the Mission's portfolio will be funded under the Development Fund for Africa beginning in FY 1988. Following are some explanatory notes on how the existing portfolio was folded into the DFA account.

Selection of Projects. Per AID/W's guidance, all projects, with the exception of Black Private Enterprise Development (BPED 674-0303), have been included in the DFA account. BPED is kept as an ESF activity due to a restriction in Section 316(i) of the Comprehensive Anti-Apartheid Act of 1986 on business investments in South Africa. Current legal opinion indicates that this restriction applies to all Development Assistance funds and includes investments in black-owned businesses. BPED could be incorporated into the DFA account should this legal interpretation change.

Initial Obligation Dates. Initial obligations under DFA are shown as FY 1988, even though all of the projects in question will have been initiated beforehand. Initial obligation dates under the EHR and ESF appropriations reflect when the projects actually began.

Final Obligation Dates. The final obligations shown under DFA, with the exception of the BPED Project, reflect the anticipated final obligations under all projects in the Mission's portfolio. The final obligation dates under ESF and EHR show the anticipated final obligations under those appropriations assuming that the DFA becomes operational in FY 1988.

Authorization Levels. The authorization levels under each appropriation category reflect the anticipated contributions from DFA, ESF and EHR to each project. The total authorization for each project can be obtained by adding the amounts authorized under each appropriation. For Training of Disadvantaged South Africans (674-02130), for example, the total authorization of \$52,600,000 is obtained by adding the subauthorizations of \$22,600,000 (DFA), \$15,050,000 (EHR), and \$14,950,000 (ESF).

Planned Authorizations. The Project planning levels shown under each appropriation category indicate the anticipated authorization levels within the respective accounts. As with the actual authorization levels, the total planned authorization for each project is derived by adding the planning levels in each account.

End of FY 1987 Mortgages. Assuming that only the BPED Project will remain under ESF beginning in FY 1988, all other mortgages are transferred to the DFA account as of the end of FY 1987.

FY 1999 ANNUAL BUDGET SUBMISSION
TABLE IV - PROJECT BUDGET DATA

SOUTH AFRICA

674

PROJECT NUMBER	PROJECT NAME	G L	OBLIG DATE		TOTAL COST		OBLIGATED THRU		FY 86 PIPELINE	FY 1987 OBLIG	EXPEND	MORTGAGE		FY 89 AAFL	SPECIAL CODES	
			INIT	FIN	AUTH	PLAN	FY 1986	END OF FY 87				FY 1988 OBLIG.	EXPEND			
DEVELOPMENT FUND FOR AFRICA																
0YXX	Planning/Management Research	G	88	C	1450	C	0	0	0	0	0	1450	725	600	725	
0215	Trng. Disadvantaged S.A.	G	88	92	22600	25000	0	0	0	0	0	22600	4000	250	4000	
0223	Labor Union Training	G	88	89	3000	3000	0	0	0	0	0	3000	1500	250	1500	
0230	South African Bursaries	G	88	89	6640	18360	0	0	0	0	0	6640	4000	250	4000	
0301	Community Outreach & Ldrship Dev	G	88	89	0	19000	0	0	0	0	0	0	3500	225	3500	WID
0302	Educational Support & Training	G	88	89	890	24110	0	0	0	0	0	890	4575	350	4575	
0303	Black Private Ent. Development	G	--	--	0	0	0	0	0	0	0	0	0	0	0	
0304	Self-Help Development	G	88	C	700	C	0	0	0	0	0	700	350	145	350	
0305	Human Rights	G	88	C	3000	C	0	0	0	0	0	3000	1500	350	1500	
0306	Building Democratic Institutions	G	88	89	350	350	0	0	0	0	0	350	150	25	150	
SUBTOTAL					38630	89820	0	0	0	0	0	38630	20300	2445	20300	
EDUCATION AND HUMAN RESOURCES																
0213	Trng. Disadvantaged S.A.	G	82	86	15050	15050	15050	6124	0	2000	0	0	2225	0		
0302	Educational Support & Training	G	86	86	550	550	550	550	0	425	0	0	125	0		
SUBTOTAL					15600	15600	15600	6674	0	2425	0	0	2350	0		
ECONOMIC SUPPORT FUND																
0213	Trng. Disadvantaged S.A.	G	82	87	14950	14950	7450	4863	5500	738	0	0	900	0		
0220	Entrepreneurial Training	G	83	85	3000	2960	2960	1553	0	672	0	0	735	0		
0222	University Preparation Program	G	83	86	2232	2078	2078	43	0	28	0	0	0	0		
0223	Labor Union Training	G	83	87	4893	4893	3393	1500	1500	875	0	0	625	0		
0230	South African Bursaries	G	85	87	11360	11360	7360	7010	4000	1300	0	0	2000	0		
0301	Community Outreach & Ldrship Dev	G	86	87	6000	6000	2260	2260	3740	1750	0	0	3000	0		WID
0302	Educational Support & Training	G	87	87	4560	4560	0	0	4560	175	0	0	3750	0		
0303	Black Private Ent. Development	G	87	91	19500	19500	0	0	3500	125	16000	4700	2250	4700		
0304	Self-Help Development	G	80	87	4226	4226	3876	641	350	550	0	0	441	0		
0305	Human Rights	G	81	87	4595	4595	3095	1459	1500	1750	0	0	1209	0		
0306	Building Democratic Institutions	G	86	87	362	362	212	212	150	125	0	0	237	0		
0307	International Committee Red Cross	G	86	87	700	700	500	500	200	375	0	0	325	0		
SUBTOTAL					76378	76184	35184	20041	25000	8463	16000	4700	15472	4700		
TOTAL					130608	181604	59784	26715	25000	10888	54630	25000	20267	25000		

Note: 674-0302 previously submitted as Alternative Education.
Includes funding for Secondary Scholar., previously 674-0308.

AID PROGRAM IN FY 1989
ANNUAL BUDGET SUBMISSION
TABLE V -PROPOSED PROGRAM RANKING

NARRATIVE

One of the unique elements of the AID program in South Africa is that many of the projects are or have been legislatively mandated. Other projects may not have been specifically mandated, but have been cited as areas of U.S. policy priority in the Comprehensive Anti-Apartheid Act of 1986. To reflect these high U.S. policy priorities, Table V on the following page has been divided into two sections. Section 1 lists other projects which have not been legislated, but directly support the CAAA mandate to provide assistance to victims of apartheid to promote their full participation in the political, social, economic, and intellectual life of South Africa. The Educational Support and Training Project (674-0302) listed in Section 2 also includes a legislatively mandated program for secondary school scholarships, which has been folded into the ESAT project rather than listed separately in Section 1 for both conceptual and administrative reasons.

AID PROGRAM IN FY 1989
ANNUAL BUDGET SUBMISSION
TABLE V - PROPOSED PROGRAM RANKING

DECISION UNIT 674 SOUTH AFRICA

RANK	PROJECT	TITLE	NEW/ CONT	PROGRAM		FUNDING		CUM	
				LOAN/ GRANT	APPROP	(\$000)			
							INCR		
CONGRESSIONALLY MANDATED PROGRAMS									
1.	0213	Trng.Disadvantaged S.A.	C	6	DFA	4000	4000		
2.	0230	South African Bursaries	C	6	DFA	4000	8000		
3.	0305	Human Rights	C	6	DFA	1500	9500		
4.	0223	Labor Union Training	C	6	DFA	1500	11000		
SUBTOTAL							11000	11000	
ADDITIONAL MISSION PROGRAMS									
1.	0303	Black Private Ent. Development	C	6	ESF	4700	15700		
2.	0302	Educational Support & Training	C	6	DFA	4575	20275		
3.	0301	Community Outreach&Ldrship Dev	C	6	DFA	3500	23775		
4.	0304	Self-Help Development	C	6	DFA	350	24125		
5.	0XXX	Planning/Management Research	C	6	DFA	725	24850		
6.	0306	Building Democratic Institutions	C	6	DFA	150	25000		
7.	0307	International Committee Red Cross	C	6	DFA	0	25000		
SUBTOTAL							14000	25000	
TOTAL							25000	25000	

TABLE VII - LIST OF PLANNED EVALUATIONS
 FY 1989 ANNUAL BUDGET SUBMISSION
 USAID SOUTH AFRICA

Project List (Project No. & Title)	Last Eval Completed (No.Yr.)	FY 1988		FY 1989		Reasons/Issues	Funding		USAID Person Days	Collateral Assistance
		Start (Qtr)	To AID/W (Qtr)	Start (Qtr)	To AID/W (Qtr)		Source	(\$000)		
674-0213 Training for Disadvantaged SA	1/87			3	4	To examine contractor performance on short and long- term training, and student placement/ activities upon returning to SA.	Project	75	10	IQC 70 person days. AID/W participation 15 person days.
674-0230 South African Bursaries		3	4			To examine student selection criteria, geographic distribution of students, priority fields, m/f breakdown, contractor performance.	Project	75	10	IQC 70 person days. AID/W TDY 25 person days
674-0301 Community Outreach & Leadership Development	5/87			2	4	To examine effec- tiveness of selection criteria, funding mechanisms, disbursement proce- dures, ability of grantees to achieve objectives.	Project	30	10	Local Contractor 60 person days. AID/W TDY 20 person days.
674-0302 Educational Support and Training				1	3	To examine effectiveness of selection criteria, impact on student performance at priority levels, responsiveness to community priorities in education	Project	50	10	Local Contractor 30 person days IQC Contractor 30 person days AID/W TDY 20 person days
674-0305 Human Rights	3/87			4	4	To examine effectiveness of revised criteria, disbursement and administrative procedures, impact on human rights	PMR	10	20	AID/W TDY 30 person days

Carlos Pascual,
 Program Officer

AFRICA BUREAU TABLE I
FUNCTIONAL ATTRIBUTION

SOUTH AFRICA

674

PROJECT NUMBER	PROJECT NAME	SHADOW FUNCTIONAL ACCOUNT	FY 88 BUDGET ALLOCATION	FY 89 BUDGET ALLOCATION
0XX	Planning/Management Research	ESF	725	725
0213	Training for Disadvantaged SA	ESF	4000	4000
0223	Labor Union Training	ESF	1500	1500
0230	South Africa Bursaries	ESF	4000	4000
0301	Community Outreach&Ldrshp Dev	ESF	3500	3500
0302	Educational Support & Training	ESF	4575	4575
0303	Black Private Ent. Development	ESF	4700	4700
0304	Self-Help Development	ESF	350	350
0305	Human Rights	ESF	1500	1500
0306	Building Democratic Inst.	ESF	150	150
0307	Internat'l Committee Red Cross	ESF	0	0
	TOTAL	ESF	25000	25000

9

AFRICA BUREAU TABLE II
FY 1989 ANNUAL BUDGET SUBMISSION
PIPELINE ANALYSIS AND MODIFICATIONS TO LDP AND PACD

SOUTH AFRICA

674

PROJECT NUMBER	PROJECT NAME	TOTAL COST		OBLIGATED		FY 1987		FY 1988		FY 1989		CURRENT PROPOSED	
		AUTH	PLAN	THRU FY 1986	PIPELINE	OBLIG	EXPEND	OBLIG.	EXPEND	OBLIG	EXPEND	PACD	PACD
DEVELOPMENT FUND FOR AFRICA													
01XX	Planning/Management Research	1450	C	0	0	0	0	725	600	725	750	C	C
0213	Trng.Disadvantaged S.A.	22600	25000	0	0	0	0	4000	250	4000	2025	FY 96	FY 96
0223	Labor Union Training	3000	3000	0	0	0	0	1500	250	1500	950	FY 87	FY 92
0230	South African Bursaries	6640	18360	0	0	0	0	4000	250	4000	450	FY 94	FY 94
0301	Community Outreach&Ldrship Dev	0	19000	0	0	0	0	3500	225	3500	2750	FY 90	FY 95
0302	Educational Support & Training	890	24110	0	0	0	0	4575	350	4575	3000	FY 91	FY 95
0303	Black Private Ent. Development	0	0	0	0	0	0	0	0	0	0	FY 93	FY 93
0304	Self-Help Development	700	C	0	0	0	0	350	145	350	350	C	C
0305	Human Rights	3000	C	0	0	0	0	1500	350	1500	1350	C	C
0306	Building Democratic Institutions	350	350	0	0	0	0	150	25	150	125	FY 88	FY 92
	SUBTOTAL	38630	89820	0	0	0	0	20300	2445	20300	11750		
EDUCATION AND HUMAN RESOURCES													
0213	Trng.Disadvantaged S.A.	15050	15050	15050	6124	0	2000	0	2225	0	1899	FY 96	FY 96
0302	Educational Support & Training	550	550	550	550	0	425	0	125	0	0	FY 91	FY 95
	SUBTOTAL	15600	15600	15600	6674	0	2425	0	2350	0	1899		
ECONOMIC SUPPORT FUND													
0213	Trng.Disadvantaged S.A.	14950	14950	9450	4863	5500	738	0	900	0	1400	FY 96	FY 96
0220	Entrepreneurial Training	3000	2960	2960	1553	0	672	0	735	0	146	FY 83	FY 85
0222	University Preparation Program	2232	2078	2078	43	0	28	0	0	0	0	FY 83	FY 86
0223	Labor Union Training	4893	4893	3393	1500	1500	875	0	625	0	0	FY 87	FY 92
0230	South African Bursaries	11360	11360	7360	7010	4000	1300	0	2000	0	3000	FY 94	FY 94
0301	Community Outreach&Ldrship Dev	6000	6000	2260	2260	3740	1750	0	3000	0	1250	FY 90	FY 95
0302	Educational Support & Training	4560	4560	0	0	4560	175	0	3750	0	810	FY 91	FY 95
0303	Black Private Ent. Development	19500	19500	0	0	3500	125	4700	2250	4700	2750	FY 93	FY 93
0304	Self-Help Development	4226	4226	3876	641	350	550	0	441	0	0	C	C
0305	Human Rights	4595	4595	3095	1459	1500	1750	0	1209	0	0	C	C
0306	Building Democratic Institutions	362	362	212	212	150	125	0	237	0	0	FY 88	FY 92
0307	International Committee Red Cross	700	700	500	500	200	375	0	325	0	0	FY 87	FY 89
	SUBTOTAL	76378	76184	35184	20041	25000	8463	4700	15472	4700	9356		
TOTAL		130608	181604	50784	26715	25000	10888	25000	20267	25000	23005		

Note: 674-0302 previously submitted as Alternative Education.
Includes funding for Secondary Scholar., previously 674-0308.

FY 1989 ANNUAL BUDGET SUBMISSION
AFRICA BUREAU REQUIREMENTS

PVO ACTIVITIES: NARRATIVE AND TABLE III

USAID/South African currently uses three U.S.-based PVOs, the African-American Labor Center, the Institute for International Education, and the National Endowment for Democracy, to implement, respectively, its labor assistance, external bursary and democratic institution-building projects. USAID relies exclusively on South African PVOs (nongovernmental organizations) to implement all other projects in its portfolio.

South African Government regulations have made it difficult for U.S.-based PVOs to expand their presence in South Africa. In particular, the Fund Raising Act of 1978 has placed tight restrictions on South African nongovernmental organizations receiving "contributions" from "the public". Foreign-based PVOs have been included in the definition of the public; to date, foreign governments have not. Some U.S. donors have been able to cope with these restrictions, but continuous reinterpretations of the law pose severe problems and risks to U.S. PVOs. In addition, South Africa's coexisting First and Third World environments pose unique challenges to foreign PVOs which can become barriers to their involvement. Because of direct access to a First World economy, many South African NGOs feel that they can obtain the same services offered by U.S. PVOs locally and at a cheaper rate. Accordingly, interest in technical assistance from U.S. PVOs have been minimal due to concern over high administrative and salary levels compared to South Africa. Taken together, these factors have resulted in a program relying heavily on indigenous PVOs.

Due to the sensitive environment in which South African PVOs operate, the Mission has adopted a policy of restricting the publicity of their names. Hence they are not cited in the accompanying table.

AFRICA BUREAU TABLE III
PVO ACTIVITIES
FY 1989 ANNUAL BUDGET SUBMISSION (\$000)

<u>Project</u>	<u>Project Name</u>	<u>PVO Name (US/Non US)</u>	<u>Functional Account</u>	<u>Span of PVO LOP</u>	<u>PVO LOP For Total Project and % of Total</u>	<u>FY-87 Obligations</u>	<u>FY-88 Obligations</u>	<u>FY-89 Obligations</u>	
670-0213	Trng. Disadvantaged S.A.	Institute for International Educ.	EHR/ESF/DFA	82/92	20,000 (67%)	1,500	--*	--*	
674-0223	Labor Union Training	Afro-American Labor Center	ESF/DFA	83/89	7,893 (100%)	1,500	1,500	1,500	
674-0230	South African Bursaries	Indigenous PVOs	ESF/DFA	85/94	18,000 (100%)	4,000	4,000	4,000	
674-0301	Community Outreach and Leadership Development	Indigenous PVOs	ESF/DFA	85/90	25,000 (100%)	3,740	3,500	3,500	
674-0302	Educational Support and Training	Indigenous PVOs	EHR/ESF/DFA	87/88	25,000 (100%)	4,560	4,575	4,575	
674-0303	Black Private Ent. Development	Indigenous PVOs	ESF	87/91	19,500 (100%)	3,500	4,700	4,700	
674-0304	Self-Help Development	Indigenous PVOs	ESF/DFA	80/C	4,926 (100%)	350	350	350	
674-0305	Human Rights	Indigenous PVOs	ESF/DFA	81/C	7,595 (100%)	1,500	1,500	1,500	
674-0306	Building Democratic Institutions	National Endowment for Democracy	ESF/DFA	86/88	712 (100%)	150	150	150	
674-0307	International Committee of the Red Cross	International Committee of the Red Cross	ESF	86/87	700 (100%)	200	0	0	
TOTAL						129,326	21,000	20,275	20,275

* Contract expired in '87 and proposals are being received to continue Project.

FY 1989 ANNUAL BUDGET SUBMISSION
AFRICA BUREAU REQUIREMENTS

PRIVATE SECTOR ACTIVITIES: NARRATIVE AND TABLE IV

In accordance with U.S. policy, AID's program in South Africa is nongovernmental. Therefore, AID does not work with any public or Government entities in South Africa and is not engaged in privatization efforts. The mission is, however, actively involved in supporting black private enterprise through several projects, most recently through a \$19.5m Black Private Enterprise Project now under final review.

In response to the legacy of 'racial capitalism' created by generations of racially discriminatory laws and regulations, AID has designed an umbrella program in which grants will be made to South African NGO's providing assistance to the black private sector. It both provides sufficient flexibility to respond to opportunities as they arise and contributes to the institutional development of organizations advancing the objectives of the black community.

After an extensive assessment of the South African economy AID has identified three areas for substantive direct assistance: Institutional Development and Advocacy; Micro and Small Private Enterprise Development; and, Participation in the Primary Economy. The choice of these areas has been based on detailed analyses of the impact of apartheid laws as well as discriminatory practices not based on law, control of resources and capital flows, and black perceptions of the constraints to entree at all levels of the economy.

AFRICA BUREAU TABLE IV
 PRIVATE SECTOR ACTIVITIES
FY 1989 ANNUAL BUDGET SUBMISSION (\$000)

<u>Project</u>	<u>Project Name</u>	<u>PVO Name (US/Non US)</u>	<u>Functional Account</u>	<u>Span of PVO LOP</u>	<u>PVO LOP For Total Project and % of Total</u>	<u>FY-87 Obligations</u>	<u>FY-88 Obligations</u>	<u>FY-89 Obligations</u>
674-0303	Black Private Ent.	Numerous NGOs	ESF	87/93	19.500 (100%)	3.500	4,700	4,700

ANNEX I
TABLE VIII (a)
FY 1989 Annual Budget Submission
Narrative

1. Introduction

AID first established its presence in South Africa during FY 1986 with the posting of one USDH, one US resident hire and one USPSC within two rooms in the U.S. Embassy. In late FY 1986, the Mission began growing very rapidly, continued growing through FY 1987 and FY 1988, and will be in a stable position beginning in FY 1989. During FY 1986, when the three present USDH personnel arrived at post, the office was still located in two Embassy rooms. Apart from having no desks, work area, etc., the work environment was further complicated by the large number of TDY support personnel.

In late FY 86, the Mission was able to secure its own office space. With that major event occurring and the conversion to a full scale Schedule A mission, USAID/South Africa became truly operational. FY 1987 will result in additional USDH, TCNPSC and FSNPSC personnel, which in turn has had a tremendous impact on all phases of the budget; i.e. personnel-related costs, office space, housing, furniture, equipment, travel, etc. At the end of FY 1987, a span of just 16 months, the office will have grown from 1 USDH, 1 resident-hire and 1 PSC to 6 USDH, 1 resident-hire, 1 TCNPSC, and 8 FSN employees. There were also 9 short-term PSCs during FY 1987. However, many of these initial start-up expenses will carry-over into FY 1988 as USAID/South Africa will still be in a growing-phase regarding assignment of USDH and FSN personnel and office requirements. Consequently FY 88's OE budget requirements are greater than FY 89's. Due to the large size of the program, the Mission has been heavily supported by TDY support from AID/W and USAID/Swaziland, and it is expected that this support will continue. This sudden growth has had significant budgetary impact in FY 1987 with carry-over effects into future years. Mainly, certain procurement activities planned in FY 1987 (e.g. furniture, ADP, and office renovations) have had to be postponed to FY 1988.

As in other countries, we have been hurt by a falling U.S. dollar. In FY 1987, we had a reduction of approximately 23 percent, in comparison to FY 1986, in the value of the dollar vis-a-vis the South African Rand. This, in turn, affected our purchasing power for local goods and services.

Even though State 119669 provided the Mission with a workforce level of eight USDH employees for the three fiscal years, the Mission recognizes the management requirements for two additional USDH employees during FY 1988. The personnel requirements are for a resident-hire executive assistant (this actually represents the reestablishment of this position) and a full-time USDH Controller/Executive position. A more detailed description of these requirements exists in the management improvements section. The budgets contained in this ABS presentation do not include any costs for the post assignment, housing, furniture, etc. of the full-time USDH position. Consequently, the Mission's budget would need to be increased by approximately \$75,000 in order to cover post assignment costs.

Following is a more detailed narrative regarding the Mission's operating expense requirements in fiscal years 1987-1989.

2. Reasons for Increases

Per State 119679, FTE workforce levels of 8 USDH positions were established for fiscal years 1987-1989. By the end of FY 87, six of the eight assigned USDH personnel should be on-board with the remaining two positions filled in early FY 88. Expenses for U.S. direct hire personnel are obviously a reflection of the number of assigned personnel and their associated costs. Consequently, costs for FY 87-88 continue to reflect the large number of post assignments in relationship to personnel.

There will be 5 post assignments, no home leaves, and 4 R&Rs in FY 87; 4 post assignments, 1 home leave, and 9 R&Rs in FY 88. Fiscal year 1989 is a reflection of what should occur in the prior two years. Consequently, it is expected that there will be no post assignments, 3 home leaves, and 8 R&Rs in FY 89. With a growth and change in personnel, we anticipate additional educational expenses. Also, with an increased workforce and more dependents than before, the expectation of additional emergency visitations should increase.

Even though the Mission is authorized two FNDH positions for FY 87-89, these positions are currently unfilled. It is expected that a Chief Accountant will occupy one position beginning in late FY 88 after being employed for one year under a personal services contract. The other position will be filled in FY 89 by a Development Program Specialist after a year of training and experience under a personal services contract.

Because of local wage policies, U.S. government benefits for local employees in South Africa, and the generally high level of salaries, the costs for foreign national employees will be high. Also, the Mission has implemented a policy of hiring highly qualified and experienced legally disadvantaged South Africans; consequently, they tend to have a higher salary history.

Due to limitations on USDH staff levels, it has been necessary to supplement the staff, and one way has been with PSCs. As reflected in Table VIII (b), FY 87 USPSC costs were for secretarial, accounting, executive, and administrative support. A TCNPSC performed as a Project Development Officer. The increase in FSNPSCs from 1987-1989 represents the initial start-up and staffing of the office. As the Mission becomes more fully staffed, these costs will diminish accordingly.

With the assignment of additional personnel, housing costs increased from FY 87 to subsequent years. However, it should be noted that due to a tandem assignment, there is one less housing requirement than the number of assigned USDH employees. Since the Mission has been in a start-up phase, additional sets of furniture have had to be procured for each new assignment. Consequently, furniture requirements have decreased in succeeding fiscal years.

An increase has been requested in representational allowance for several reasons. The principal reason is due to the extensively large number of representational meetings needed to introduce the program, establish credibility, and liase with people and groups within the country. Since the South African program is working exclusively with private individuals and organizations, it has

required more meetings and representational affairs than normal. Also, since the program is spread entirely throughout the country with many different organizations and groups, and not centered in one location (the capital), this increases the number of contacts. Additionally, due to the political situation within the country and the inaccessibility of Pretoria to the major center of AID business all representation needs to be done in accessible public meeting places, e.g. restaurants, which are more costly than entertaining in private residences. Also, the highly devalued dollar (about 30 percent coupled with equally high inflation for food), has effectively reduced how much representation can be done. All Mission people are heavily involved in this type of representational activity.

Office rent decreases in FY 89 due to initial leasing costs being amortized in FY 87-88. The increase in utilities from FY 87 to 88/89 represents additional office space being acquired in late FY 87. Increases in office furniture represent furniture and equipment for a small proposed Johannesburg office and an additional photocopier for Pretoria. Two vehicles are required in FY 88, one as a replacement for the Mission Director and the second for the substantial increase of in-country travel by staff. The increase for other equipment in FY 88 is principally attributable to ADP hardware for the increased staff. Increased maintenance costs are related to extensive use of vehicles which grow older each year and more ADP equipment on-hand plus escalating costs for spare parts. Historically, the costs of utilities and communication services has been subsidized and underpriced. Slowly that policy is being changed as reflected by several price increases in FY 87 with similar increases expected in subsequent fiscal years. Consequently, the large increases in this area are much greater than the 10 percent inflation rate used for calculating costs. Requirements for security guards in FY 88 and subsequent years is a new requirement. With an almost fully-staffed office, it is expected that regular in-country site visits will occur. Some of it will be by vehicle and much of it will require air travel; therefore, accounting for the large costs. The Mission was strongly supported by AID/W visits, and it is planned that such support (e.g., in education, private enterprise, evaluations, etc.) will continue. As discussed in management improvements, there will be an effort to upgrade the quality of the FSN staff and USDH employees through attendance at conferences and training courses.

3. Management Improvements

The management focus during FY 87 has been on establishing the Mission in terms of personnel and facilities. Offices have been acquired and furnished. In response to the approval for increased staffing, an additional floor has been leased. ADP equipment was provided and installed enabling the Mission to better meet its demands, which has been vital given the limited staff. The Mission has been severely understaffed for the size and complexity of the program requiring 7 day workweeks and limiting the ability of the staff to monitor the numerous projects. The problem has been recognized and personnel engaged, with arrival dates in late FY 87 to mid FY 88. The Mission has also actively recruited FSN staff with the initial goals of limiting the need for additional U.S. staff and to relieve some of the workload pressure on the present staff. The long range goals are to develop a cadre of FSNs

providing institutional memory and continuity to the Mission and, eventually, to decrease the number of U.S. personnel.

The focus for FY 88 and 89 will be on completing the staffing process, staff development and improved office operations.

With such a new and inexperienced FSN staff and a relatively young U.S. and TCN staff, training obviously becomes important in staff development. Besides on the job training, project-related personnel will be sent to project implementation courses and support personnel to C&R and general service type courses.

It has also become evident that more attention must be given to the financial and executive functions to ensure the program is properly managed and controlled. Support from the regional controller/executive officer in Swaziland is insufficient to meet the day-to-day demands. The Mission is therefore recommending that a USDH Controller/Executive officer be assigned to Pretoria and that the resident hire position of an Assistant Executive Officer deleted per State 119669 be reestablished. However, it is envisioned that the assistant position will be replaced by an FSN by FY90.

Office operations are to be improved by reorganizing the staff to better meet the demands of the program including the establishment of a Program Office, and full staffing of the Project Development Office. Additional ADP equipment is scheduled to be procured in FY88 and the present layout reconfigured to enhance the operation, especially in light of the recent staff increases. Training will also be provided on data and word processing. There is also an important requirement to systematize many of the office procedures and to establish a more effective and complete policy system. This is scheduled to be done as the Executive Office is staffed.

The Mission has also made use of local firms to assist in project design and financial management, and will continue to do so. This has reduced the need for TDYs and helped to overcome constraints to project monitoring. The use of local firms along with the proper staffing level will ensure that the Mission and the USAID program are well and efficiently managed.

Organization: South Africa
 Budget Plan Code: COEA 8721674U000

TABLE VIII
FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
 (\$000)

FY 1987

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>U.S. Direct Hire</u>	<u>U100</u>	<u>361.5</u>		<u>361.5</u>	
* U.S. Full time Basic Pay	U101	212.2		212.2	4.2
* U.S. Part time Basic Pay	U102	21.9		21.9	0.9
Differential Pay	U103	0.0		0.0	
Other AID/W Funded Code 11	U104	5.5		5.5	
Other Mission Funded Code 11	U105	0.0		0.0	
* Education Allowances	U106	0.0		0.0	
Retirement	U107	16.4		16.4	
Cost of Living Allowances	U108	0.0		0.0	
Other AID/W Funded Code 12	U109	3.3		3.3	
Other Mission Funded Code 12	U110	2.1		2.1	
* Post Assignment Travel	U111	16.0		16.0	5.0
* Post Assignment Freight	U112	62.0		62.0	5.0
* Home Leave Travel	U113	0.0		0.0	
* Home Leave Freight	U114	0.0		0.0	
* Education Travel	U115	0.0		0.0	
* R & R Travel	U116	9.5		9.5	4.0
* Other Code 215 Travel	U117	12.6		12.6	3.0
<u>Foreign National Direct Hire</u>	<u>U200</u>	<u>0.0</u>		<u>0.0</u>	
* F.N. Basic Pay	U201				
* Overtime/Holiday Pay	U202				
All Other Code 11 - F.N.	U203				
All Other Code 12 - F.N.	U204				
Benefits - Former F.N. Pers.	U205				
<u>Contract Personnel</u>	<u>U300</u>	<u>279.8</u>		<u>279.8</u>	
* PASA Technicians	U301	0.0		0.0	
* U.S. PSC Salaries/Benefits	U302	188.3		188.3	4.4
All Other U.S. PSC Costs	U303	0.0		0.0	
* F.N. PSC Salaries/Benefits	U304	91.5		91.5	3.3
All Other F.N. PSC Costs	U305	0.0		0.0	
* Manpower Contracts	U306	0.0		0.0	
<u>Housing</u>	<u>U400</u>	<u>144.7</u>		<u>144.7</u>	
* Residential Rent	U401	50.5		50.5	5.5
Residential Utilities	U402	6.3		6.3	
Maintenance & Renovation	U403	15.0		15.0	
* Quarters Allowances	U404	0.0		0.0	
Residential Furniture/Equip	U405	65.7		65.7	
Trans/Freight - Code 311	U406	0.0		0.0	
* Security Guard Services	U407	6.2		6.2	2.0
Official Residence Allowance	U408	0.0		0.0	
Representation Allowance	U409	1.0		1.0	

* Unit data must be provided.

Organization: South Africa
 Budget Plan Code: COEA 8721674U000

TABLE VIII
 FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
 FY 1987
 (continued)
 (\$000)

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>Office Operations</u>	U500	335.3		335.3	
Office Rent	U501	63.0		63.0	
Office Utilities	U502	4.4		4.4	
Building Maint/Renovation	U503	8.0		8.0	
Office Furniture/Equipment	U504	9.5		9.5	
Vehicles	U505	0.0		0.0	
Other Equipment	U506	12.0		12.0	
Transportation/Freight	U507	0.2		0.2	
Furn/Equip/Veh Repair/Maint	U508	19.9		19.9	
Communications	U509	35.3		35.3	
* Security Guard Services	U510	0.0		0.0	
Printing	U511	0.0		0.0	
* Site Visits - Mission	U513	27.4		27.4	
* Site Visits - AID/W	U514	82.0		82.0	
* Information Meetings	U515	0.0		0.0	
* Training Attendance	U516	1.0		1.0	
* Conference Attendance	U517	5.3		5.3	
* Other Operational Travel	U518	8.6		8.6	
Supplies & Materials	U519	12.0		12.0	
FAAS	U520	12.0		12.0	
Contract Consulting Services	U521	0.0		0.0	
Contract Mgt/Prof. Services	U522	0.0		0.0	
Special Studies/Analyses	U523	0.0		0.0	
All Other Code 25	U524	34.7		34.7	
TOTAL OPERATING EXPENSE BUDGET		1,121.3		1,121.3	
Reconciliation (AID/W)		271.3		271.3	
Operating Budget Requirements					
636(c) Requirements	U601	0.0		0.0	
TOTAL ALLOWANCE REQUIREMENTS	U000	850.0		850.0	

OTHER INFORMATION

Dollar Requirements for Local Currency Purchases 493.6
 Exchange Rate Used (Average rate for FY 86/87) R2.00 = US\$1.00
 Estimated Inflation Rate 20%

NOTE: FUNCTION CODE U512 (RIG OPERATIONAL TRAVEL IS NO LONGER A VALID CODE ALL RIG OPERATIONAL TRAVEL WILL BE CHARGED TO FUNCTION CODES U513 THROUGH U518 AS APPROPRIATE.

* Unit data must be provided.

Organization: South Africa
 Budget Plan Code: FY 1988

TABLE VIII
FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
 (\$000)

FY 1988

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>U.S. Direct Hire</u>	<u>U100</u>	<u>665.8</u>		<u>665.8</u>	
* U.S. Full time Basic Pay	U101	380.0		380.0	7.8
* U.S. Part time Basic Pay	U102	19.2		19.2	1.0
Differential Pay	U103	0.0		0.0	
Other AID/W Funded Code 11	U104	12.0		12.0	
Other Mission Funded Code 11	U105	5.0		5.0	
* Education Allowances	U106	20.0		20.0	4.0
Retirement	U107	27.9		27.9	
Cost of Living Allowances	U108	0.0		0.0	
Other AID/W Funded Code 12	U109	6.0		6.0	
Other Mission Funded Code 12	U110	10.1		10.1	
* Post Assignment Travel	U111	39.2		39.2	5.0
* Post Assignment Freight	U112	80.0		80.0	5.0
* Home Leave Travel	U113	8.4		8.4	1.0
* Home Leave Freight	U114	8.0		8.0	1.0
* Education Travel	U115	5.0		5.0	1.0
* R&R Travel	U116	25.0		25.0	9.0
* Other Code 215 Travel	U117	20.0		20.0	6.0
<u>Foreign National Direct Hire</u>	<u>U200</u>	<u>6.8</u>		<u>6.8</u>	
* F.N. Basic Pay	U201	4.6		4.6	0.2
* Overtime/Holiday Pay	U202	1.0		1.0	0.1
All Other Code 11 - F.N.	U203	0.0		0.0	
All Other Code 12 - F.N.	U204	1.2		1.2	
Benefits - Former F.N. Pers.	U205	0.0		0.0	
<u>Contract Personnel</u>	<u>U300</u>	<u>341.7</u>		<u>341.7</u>	
* PASA Technicians	U301	0.0		0.0	
* U.S. PSC Salaries/Benefits	U302	121.9		121.9	2.9
All Other U.S. PSC Costs	U303	0.0		0.0	
* F.N. PSC Salaries/Benefits	U304	199.8		199.8	10.8
All Other F.N. PSC Costs	U305	20.0		20.0	
* Manpower Contracts	U306	0.0		0.0	
<u>Housing</u>	<u>U400</u>	<u>139.1</u>		<u>139.1</u>	
* Residential Rent	U401	67.8		67.8	7.0
Residential Utilities	U402	9.3		9.3	
Maintenance & Renovation	U403	12.0		12.0	
* Quarters Allowances	U404	0.0		0.0	
Residential Furniture/Equip	U405	45.0		45.0	
Trans/Freight - Code 311	U406	3.0		3.0	
* Security Guard Services	U407	0.0		0.0	
Official Residence Allowance	U408	0.0		0.0	
Representation Allowance	U409	2.0		2.0	

* Unit data must be provided.

Organization: South Africa
 Budget Plan Code: FY 1988

TABLE VIII
FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
 (continued)
 (\$000)

FY 1988

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>Office Operations</u>	<u>U500</u>	502.1		502.1	
Office Rent	U501	66.0		66.0	
Office Utilities	U502	9.6		9.6	
Building Maint/Renovation	U503	6.0		6.0	
Office Furniture/Equipment	U504	37.5		37.5	
Vehicles	U505	24.0		24.0	
Other Equipment	U506	40.6		40.6	
Transportation/Freight	U507	5.5		5.5	
Furn/Equip/Veh Repair/Maint	U508	21.9		21.9	
Communications	U509	41.7		41.7	
* Security Guard Services	U510	8.5		8.5	1.0
Printing	U511	2.0		2.0	
* Site Visits - Mission	U513	59.3		59.3	123
* Site Visits - AID/W	U514	67.5		67.5	15
* Information Meetings	U515	13.2		13.2	3
* Training Attendance	U516	14.9		14.9	6
* Conference Attendance	U517	7.4		7.4	2
* Other Operational Travel	U518	7.7		7.7	2
Supplies & Materials	U519	17.3		17.3	
FAAS	U520	16.0		16.0	
Contract Consulting Services	U521	0.0		0.0	
Contract Mgt/Prof. Services	U522	0.0		0.0	
Special Studies/Analyses	U523	0.0		0.0	
All Other Code 25	U524	35.5		35.5	
TOTAL OPERATING EXPENSE BUDGET		1655.5		1655.5	
Reconciliation (AID/W)		461.1		461.1	
Operating Budget Requirements					
636(c) Requirements	U601	0.0		0.0	
TOTAL ALLOWANCE REQUIREMENTS	U000	1194.4		1194.4	

OTHER INFORMATION

Dollar Requirements for Local Currency Purchases 783.4
 Exchange Rate Used (Average rate for FY 88) R2.00=U.S.1.00
 Estimated Inflation Rate 10%

NOTE: FUNCTION CODE U512 (RIG OPERATIONAL TRAVEL) IS NO LONGER A VALID CODE.
ALL RIG OPERATIONAL TRAVEL WILL BE CHARGED TO FUNCTION CODES U513
THROUGH U518 AS APPROPRIATE.

* Unit data must be provided.

TABLE VIII
FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
(\$000)

FY 1989

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>U.S. Direct Hire</u>	<u>U100</u>	<u>561.6</u>		<u>561.6</u>	
* U.S. Full time Basic Pay	U101	393.7		393.7	8.0
* U.S. Part time Basic Pay	U102	19.2		19.2	1.0
Differential Pay	U103	0.0		0.0	
Other AID/W Funded Code 11	U104	7.0		7.0	
Other Mission Funded Code 11	U105	5.0		5.0	
* Education Allowances	U106	22.5		22.5	4.0
Retirement	U107	30.8		30.8	
Cost of Living Allowances	U108	0.0		0.0	
Other AID/W Funded Code 12	U109	6.4		6.4	
Other Mission Funded Code 12	U110	5.0		5.0	
* Post Assignment Travel	U111	0.0		0.0	
* Post Assignment Freight	U112	0.0		0.0	
* Home Leave Travel	U113	11.9		11.9	3.0
* Home Leave Freight	U114	10.0		10.0	3.0
* Education Travel	U115	5.0		5.0	1.0
* R&R Travel	U116	25.1		25.1	8.0
* Other Code 215 Travel	U117	20.0		20.0	6.0
<u>Foreign National Direct Hire</u>	<u>U200</u>	<u>67.0</u>		<u>67.0</u>	
* F.N. Basic Pay	U201	46.0		46.0	1.7
* Overtime/Holiday Pay	U202	8.0		8.0	0.3
All Other Code 11 - F.N.	U203	1.0		1.0	
All Other Code 12 - F.N.	U204	12.0		12.0	
Benefits - Former F.N. Pers.	U205	0.0		0.0	
<u>Contract Personnel</u>	<u>U300</u>	<u>312.8</u>		<u>312.8</u>	
* PASA Technicians	U301	0.0		0.0	
* U.S. PSC Salaries/Benefits	U302	122.7		122.7	2.9
All Other U.S. PSC Costs	U303	0.0		0.0	
* F.N. PSC Salaries/Benefits	U304	166.1		166.1	10.3
All Other F.N. PSC Costs	U305	24.0		24.0	
* Manpower Contracts	U306	0.0		0.0	
<u>Housing</u>	<u>U400</u>	<u>129.2</u>		<u>129.2</u>	
* Residential Rent	U401	77.3		77.3	7.0
Residential Utilities	U402	10.9		10.9	
Maintenance & Renovation	U403	15.0		15.0	
* Quarters Allowances	U404	0.0		0.0	
Residential Furniture/Equip	U405	22.0		22.0	
Trans/Freight - Code 311	U406	2.0		2.0	
* Security Guard Services	U407	0.0		0.0	
Official Residence Allowance	U408	0.0		0.0	
Representation Allowance	U409	2.0		2.0	

* Unit data must be provided.

Organization: South Africa
 Budget Plan Code: FY 1989

TABLE VIII
FY 1989 ANNUAL BUDGET SUBMISSION

Detailed Budget Tables
 (continued)
 (\$000)

FY 1989

674 - SOUTH AFRICA

Expense Category	Func. Code	Dollars	Trust Funds	Total	Units
<u>Office Operations</u>	<u>U500</u>	<u>434.3</u>		<u>434.3</u>	
Office Rent	U501	55.0		55.0	
Office Utilities	U502	10.6		10.6	
Building Maint/Renovation	U503	5.5		5.5	
Office Furniture/Equipment	U504	12.5		12.5	
Vehicles	U505	0.0		0.0	
Other Equipment	U506	8.5		8.5	
Transportation/Freight	U507	0.3		0.3	
Furn/Equip/Veh Repair/Maint	U508	25.0		25.0	
Communications	U509	48.0		48.0	
* Security Guard Services	U510	9.6		9.6	1.0
Printing	U511	2.0		2.0	
* Site Visits - Mission	U513	63.8		63.8	123
* Site Visits - AID/W	U514	80.1		80.1	16
* Information Meetings	U515	15.2		15.2	3
* Training Attendance	U516	8.5		8.5	3
* Conference Attendance	U517	8.1		8.1	2
* Other Operational Travel	U518	8.3		8.3	2
Supplies & Materials	U519	19.8		19.8	
FAAS	U520	16.0		16.0	
Contract Consulting Services	U521	0.0		0.0	
Contract Mgt/Prof. Services	U522	0.0		0.0	
Special Studies/Analyses	U523	0.0		0.0	
All Other Code 25	U524	37.5		37.5	
TOTAL OPERATING EXPENSE BUDGET		1504.9		1504.9	
Reconciliation (AID/W)		473.1		473.1	
Operating Budget Requirements					
636(c) Requirements	U601	0.0		0.0	
TOTAL ALLOWANCE REQUIREMENTS	U000	1,031.8		1,031.8	

OTHER INFORMATION

Dollar Requirements for Local Currency Purchases 787.4
 Exchange Rate Used (Average rate for FY 89) R2.00=U.S.\$1.00
 Estimated Inflation Rate 10%

NOTE: FUNCTION CODE U512 (RIG OPERATIONAL TRAVEL) IS NO LONGER A VALID CODE.
ALL RIG OPERATIONAL TRAVEL WILL BE CHARGED TO FUNCTION CODES U513
THROUGH U518 AS APPROPRIATE.

* Unit data must be provided.

ANNEX I
TABLE VIII[b]

FY 1989 ANNUAL BUDGET SUBMISSION

Information on U.S. PSC Costs

Job Title	FY 1987	FY 1988	FY 1989
Secretary (DIR)	\$39,618 (02/87-09/87)	-	
Admin Asst.	\$23,704 (04/87-10/87)		
Admin Asst.	\$11,550 (09/87-11/87)	46,275 (12/87-10/88)	36,785 (11/88-08/89)
Project DVL Off	-	\$48,657 (01/88-12/88)	\$51,550 (01/89-12/89)
Accountant	13,684 (01/87-9/87)	converts to resident hire FY 88	
Dpty Exec Off (temp)	28,400 (02/87-04/87)		
Dpty Exec Off (temp)	33,500 (07/87-10/87)		
Asst Exec Off	24,064 (06/87-05/88)	25,506 (06/88-05/84)	27,036 (06/84-04/90)
Admin Asst (Exec)	4,312 (11/86-02/87)		
Admin Asst (Exec)	9,482 (06/87-11/87)	8,787 (12/87-05/88)	

Total	\$188,314	\$129,225	\$115,371

FY 1989 ANNUAL BUDGET SUBMISSION

All Other Code 25 Detail

674 - SOUTH AFRICA

Description	FY 1987	FY 1988	FY 1989
Contracts over \$10,000 ¹	- -	22,000	25,000
All other Items ²	34,700	13,500	12,500
TOTAL	34,700	35,500	37,500

¹ This represents contracts for residential and office maintenance support.

² Included in this are advertising costs for new employees, temporary clerical help, short-term in-country training for clerical staff.

TABLE VIII(d)
Manpower Contract Detail

Description	FY 1987	FY 1988	FY 1989
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no manpower contracts FY 87, 88, 89

ANNEX I
TABLE VIII[e]

FY 1989 ANNUAL BUDGET SUBMISSION

Obligations for Acquisition, Operation
and Use of Information Technology Systems

674 - SOUTH AFRICA

ITEM AND EXPLANATION	FY 1987	FY 1988	FY 1989
1. Capital Investment:			
A. Purchase of Hardware			
- PC-X3-3 w/monitor, printer and appropriate software	-	(3) 21,000	- -
- Printer, DW/OS-55	(1) 4,500	(1) 4,500	- -
30 megabyte Disc Drive		(1) 1,100	-
- WANG LapTop computer		(1) 3,000	(1) 3,000
- Modern upgrade	4,000	- -	- -
Shipping of above	0,200	4,000	250
Total Hardware	8,700	33,600	3,250
B. Purchase of Software			
- Proplan	1,000	- -	- -
- Misc software	1,500	3,000	2,500
Total software	2,500	3,000	2,500
C. Site Facility			
	3,815	1,000	0
SUBTOTAL Section 1	15,015	37,600	5,750
2. Personnel:			
A. Compensation, Benefits and Travel	-0-	-0-	-0-
B. Workyears	-0-	-0-	-0-
3. Equipment Rental, Space and Other Operating Costs:			
A. Lease of Equipment	-0-	-0-	-0-
B. Space	-0-	-0-	-0-
C. Supplies and Other Material	3,800	5,000	6,000
D. Non-Commercial Training	4,000	4,500	4,500
SUBTOTAL Section 3	7,800	9,500	10,500

TABLE VIII(e)
(Continued)

4. Commercial Services:			
A. Computer Time	-0-	-0-	-0-
B. Leased Telecommunications Services	-0-	2,000	2,000
C. Operations and Maintenance			
(1) Operations	5,000	-	-
(2) Maintenance			
-Other than WANG equipment	-0-	-0-	-0-
-WANG equipment (Local maintenance)1	-0-	-0-	-0-
-WANG equipment (AID/W maintenance)1	7,500	10,000	11,000
D. System Analysis and Programming	-	-	-
E. System Design and Engineering	-0-	-0-	-0-
F. Studies and Other (Training)	-	-4,000	3,000
	-----	-----	-----
 SUBTOTAL Section 4	 12,500	 16,000	 16,000
 5. TOTAL DOLLARS:	 35,315	 63,100	 32,250
	-----	-----	-----
TOTAL WORKYEARS (from item 2A)	-0-	-0-	-0-
 6. Mission Allowance Levels:			
A. Existing systems (2A, 3 and 4)	20,300	25,500	26,500
B. New or expanded systems	15,015	37,600	5,750
	-----	-----	-----

TABLE VIII(f)-1
TABLE VIII(F)1
Report on Motor Vehicle Operations

Item and Explanation	FY 1987	FY 1988	FY 1989
A. <u>Numbers of Vehicles:</u>			
1. <u>Purchased Vehicles:</u>			
(a) Number of vehicles on-hand at start of year	4	4	5
(b) Plus number of vehicles to be purchased during the year	0	2	0
(c) Less number of vehicles to be disposed of during the year	0	1	0
(d) Number of vehicles on-hand end of year	4	5	5
2. <u>Leased Vehicles:</u>			
Average number of leased vehicles in use during year	0	0	0
B. <u>Estimated Obligations:</u>			
1. Vehicle Purchases	0	24,000	0
2. Special modifications (such as armor plating)	0	0	0
3. Transportation of purchased vehicles	0	0	0
4. Vehicle leases/rental	0	0	0
5. Vehicle maintenance/repairs	3,367	5,550	6,050
6. Salaries/benefits of drivers/dispatchers	7,500		
7. Supplies/materials/gas/oil	3,322	5,300	5,750
8. Rental of warehouse/garage space	0	0	0
9. Other miscellaneous costs (painting/cleaning/insurance)	3,024	3,725	4,100
10. Total Obligations	17,213	38,575	15,900
C. <u>Estimated Disbursements:</u>			
1. Vehicle Purchases	0	24,000	0
2. Special modifications (such as armor plating)	0	0	0
3. Transportation of purchased vehicles	0	0	0
4. Vehicle Leases	0	0	0
5. Vehicle Maintenance/Repairs	3,367	5,550	6,050
6. Salaries/Benefits of Driver/Dispatchers	3,125	9,437	10,390
7. Supplies/Materials/Gas/Oil	3,322	5,300	5,750
8. Rental of Warehouse/Garage space	0	0	0
9. Other Miscellaneous Costs	3,024	3,725	4,100
10. Total Obligations	12,838	48,012	26,290
D. Vehicles included in (A) above owned by A.I.D. but operated/maintained by JAO/Embassy motor pool:			
(1) On-hand at start of year			
(2) To be purchased during the year			
(3) To be disposed of during the year			

TABLE VIII[f]-2 (NOT APPLICABLE)

Report on Motor Vehicle Operations
(Trust Funds)

Item and Explanation	FY 1987	FY 1988	FY 1989
A. <u>Numbers of Vehicles:</u>			
1. <u>Purchased Vehicles:</u>			
(a) Number of vehicles on-hand at start of year			
(b) Plus number of vehicles to be purchased during the year			
(c) Less number of vehicles to be disposed of during the year			
(d) Number of vehicles on-hand end of year			
* 3 bought FY 86, received FY 87.			
2. <u>Leased Vehicles:</u>			
Average number of leased vehicles in use during year			
B. <u>Estimated Obligations:</u>			
1. Vehicle Purchases			
2. Special modifications (such as armor plating)			
3. Transportation of purchased vehicles			
4. Vehicle leases/rental			
5. Vehicle maintenance/repairs			
6. Salaries/benefits of drivers/dispatchers			
7. Supplies/materials/gas/oil			
8. Rental of warehouse/garage space			
9. Other miscellaneous costs (painting/cleaning/insurance)			
10. Total Obligations			
C. Vehicles included in (A) above owned by A.I.D. but operated/maintained by JAO/Embassy motor pool:			
(1) On-hand at start of year			
(2) To be purchased during the year			
(3) To be disposed of during the year			

Information on U.S. Direct Hire Staffing

PosNo SACode	Position Title	Program Management Responsibilities	FY 1987	FY 1988	FY 1989
21645-					
0008	Director	Principal Officer	1.0	1.0	1.0
Deleted	AID Rep	"NA"	0.2	-	-
0030	Exec Asst	"None"	0.3	1.0	1.0
New	¹ Asst Director	General	0.2	1.0	1.0
0025	² Program Officer	Training for Disadvantaged SAS (690-0213) & PM & R	1.0	1.0	1.0
0020	Supv Proj DVL Off (a,g)	Private Sector/labor activities Entrepreneurial/Training Project (690-0230)	1.0	1.0	1.0
0026(d)	Project DVL Off	South Africa Bursaries (690-0230) Educational Support and Training (674-0302)	0.3	1.0	1.0
0028(e)	Project DVL Off	Labor Union Training (690-0223)	0	0.8	1.0
New	³ Human Rts Off	Human Rights Proj (690 9801.74)	0.2	1.0	1.0
0012	⁴ Secretary (PP)	"None"	0.4	-	-
New	⁴ Accountant (PP)	"None"	0.2	1.0	1.0
0040	⁵ Depty Ex off (PP)	"None"	0.3	-	-
			---	---	---
		Total Positions	9.0	9.0	9.0
		Total work years	5.1	8.8	9.0

Proposed U.S. Direct Hire Staffing Increases FY 88/89 ⁶

New(h)	Controller/Exec Off	"None"	0	0.8	1.0
New	Asst Exec/GSO	"None"	0	1.0	1.0
		Total proposed positions	9.0	11.0	11.0
		Total proposed work years	5.1	10.6	11.0

¹ Deletes Proj DVL Off (POSNO 216740023) and establishes Asst. Director position.

² Pos no 216740025 changed from Proj DVL Off to Program Officer.

³ The Human Rights Officer will be detailed from State.

⁴ Resident hire Secretary changed to Accountant.

⁵ Resident hire Dpty Exec position deleted per State 119669

⁶ Proposed staffing level adds an Executive or Financial type Officer required to adequately manage the executive and financial operations at the mission - as expanded. Also includes an Assistant Executive/GSO officer on a resident hire basis.

NOTE: PSC, Project Dvl Officer is responsible for projects 674 0301 and 690-0222. Regional Legal Advisors (Swaziland) to assist with Human Rights and Private Enterprise.

ANNEX I
TABLE VIII[h]

FY 1989 ANNUAL BUDGET SUBMISSION

Information on IDI Staffing

674 . SOUTH AFRICA

BS Code	Title	FY 1987	FY 1988	FY 1989
	No IDIs planned FYs 87,88 or 89			

ANNEX I
TABLE VIII[1]

FY 1989 ANNUAL BUDGET SUBMISSION

Information on Foreign Service & Third Country National
Direct Hire Staffing

Category	Descriptive Job title	Funding	FY 1987	FY 1988	FY 1989
FSNDH	Chief Accountant	OE		0.2	1.0
FSNDH	Dvl Prog Spec	OE	-	-	<u>0.7</u>
	Total Positions OE		-	1.0	2.0
	Total Workyears OE		-	0.2	1.7

Note: Represents conversion from CCN PSC to FSN DH for noted positions.

ANNEX I
TABLE VIII(j)

FY 1989 ANNUAL BUDGET SUBMISSION
Information on Part-Time Direct Hire Staffing

Type	Descriptive Job Title	Funding	FY 1987	FY 1988	FY 1989
0040	Asst Exec Off ¹	OE	0.3	-	-
0012	Secretary ²	OE	0.4	-	-
New	Accounting Assistant ²	OE	<u>0.2</u>	<u>1</u>	<u>1</u>
	Total Positions OE		2	1	1
	Total Workyears OE		0.9	1	1

- 1 Dpty Exec deleted from allowed staffing level (state 119669). Mission proposes to reestablish subject position.
- 2 Resident Hire Secretary converted to Accounting Assistant for FY 88. Accountant position presently filled by USPSC.

ANNEX I
TABLE VIII[k]

FY 1989 ANNUAL BUDGET SUBMISSION

Information on U.S., Foreign & Third Country National
Contract Staffing

Category	Descriptive Job Title	Funding	FY 1987	FY 1988	FY 1989
USPSC	Secretary (DIR)	OE	0.6	-	-
USPSC	Admin Asst	OE	0.6	1.0	0.9
TCNPSC	Proj Dvl Off	OE	0.8	-	-
USPSC	Proj Dvl Off	OE	-	1.0	1.0
USPSC	Proj Dvl Off	PRG	0.5	1.0	1.0
CCNPSC	Proj Dvl Off	OE	0.2	1.0	1.0
USPSC	Accountant	OE	0.7	Resident Hire	
CCNPSC	Chief Accountant	OE	0.2	0.8	(DH)
CCNPSC	Secretary (PDO)	OE	0.5	1.0	1.0
CCNPSC	Secretary (PDO)	OE	-	0.5	1.0
CCNPSC	PRG Asst (HR)	OE	0.2	1.0	1.0
CCNPSC	Secretary (PRG)	OE	0.2	1.0	1.0
CCNPSC	DVL PRG Spec	OE	-	0.7	0.3(DH)
USPSC	Dpty Exec	OE	0.5	0.1	-
USPSC	Asst Exec	OE	0.3	1.0	1.0
USPSC	Adm Asst (Exec)	OE	0.5	0.7	-
CCNPSC	Adm Asst (Exec)	OE	-	1.0	1.0
CCNPSC	Receptionist	OE	0.5	1.0	1.0
CCNPSC	Driver	OE	0.5	1.0	1.0
CCNPSC	Driver	OE	0	0.7	1.0
USPSC	Mis Proj DVL (TDY)	PRG	0.5	0.5	0.5
CCNPSC	Receptionist (2nd PAC)	OE	-	0.5	1.0
	Total Positions	OE	14	17	14
	Total Workyears	OE	6.3	14	13.2
	Total Positions	PRG	1.0	1.0	1.0
	Total Positions	PRG	1.0	1.5	1.5