

R4

USAID/KENYA

Results Review and
Resource Request (R4)

31 MARCH 2000



Please Note:

The attached FY 2002 Results Review and Resource Request ("R4") was assembled and analyzed by USAID/Kenya.

The R4 is a "pre-decisional" USAID document and does not reflect results stemming from formal USAID review(s) of this document. Additional information on the attached can be obtained from Gretchen Sierra-Zorita, AFR/EA.

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March 31, 2000

MEMORANDUM

TO: AA/AFR, Vivian Lowery Derryck

FROM: Jonathan M. Conly, Director, USAID/Kenya

Attached is USAID/Kenya's Results Review and Resource Request for FY 2002, the last R4 to be submitted under our current Country Strategic Plan. We are well along in developing our new Integrated Strategic Plan for 2000 – 2005, which we plan to submit to the Africa Bureau for approval in May.

As this R4 and the December 1999 Concept Paper for our ISP indicate, this is a time of both urgency and promise for Kenya and the USAID/Kenya program.

- To help Kenya prepare for its transition to the post-Moi era, we plan to broaden our democracy and governance program to go beyond our current assistance to civil society and include strengthening institutions of governance, like the parliament.
- Because the HIV/AIDS pandemic is only increasing in severity, and because the Kenyan Government is now fully coming to terms with the problem, we have included a higher request level for HIV/AIDS in our resource request.
- We plan to expand our approach to agriculture and rural development by adding in our new ISP an emphasis on empowering rural producers through more effective cooperatives and advocacy organizations.
- We will concentrate our ongoing NRM program into a new SO focused on stewardship of wildlife by the communities on the periphery of Kenya's national parks.

But all of these priorities require resources, and we will not be able to respond to these needs and opportunities unless our Agency can reverse the calamitous decline in OE resources that we have been told to expect.

The Kenya Complex (USAID/Kenya, REDSO/ESA, and OFDA/ARO) has agonized over preparation of the operating expense budgets in this document. The levels we were given for FY 2001 would require us to eliminate our last FSN Economist position (leaving us with no economics analytical capacity) and an FSN position in our Controller's Office. If the levels we have been told to expect in FY 2002 hold, the OE budget will require a huge cutback in our program. The only way we could stay in business at that level would be to eliminate one of our technical offices. Closing the Office of Agriculture, Business, and Environment would bring to a premature end our programs in agriculture (the largest sector of Kenya's economy), microenterprise, natural resources management, and Title II. This would enable us to save \$500,000 in operating expenses, but it would oblige us to return to the agency \$15 million in DA funds and \$12 million in PL 480 food. As a result it would weaken the United States' bilateral relationship with Kenya, and slow Kenya's return to economic growth. The tail would truly be wagging the dog.

I would never even contemplate such a choice if we had not already exhausted our other options. But we have. We have already converted as many costs from OE to program funding as the law will allow. We have cut our OE-funded Kenyan staff to the bone. And we have introduced all the operating economies (right down to energy-efficient light bulbs) we can conceive of. We welcome other suggestions from outside our Mission for OE cost savings in Nairobi.

I believe that the solution will have to come from you and the rest of the Agency's leadership in Washington. First, OMB and the Congress must be made to understand that USAID cannot continue to make its vital contribution to U.S. National Security unless we get considerable relief on the OE budget. Second, the Africa Bureau will have to decide between eliminating SOs in its important field Missions and getting entirely out of a handful of less important countries. And third, you and your team in AFR will be able to decide, as a result of the R4 reviews, whether OE funds for 2001 and 2002 can be shifted among Missions. (It is my hope that not all AFR field Missions are as strapped as USAID/Kenya in 2002, and that some reallocation can be made.)

A related issue for my Mission is USDH staffing levels. Since these flow from the OE budget, it is clear that there will be no increases in USDH field staff above the Bureau's current ceiling of 207 positions. Last year I requested three additional USDH. I am reducing that request to two this year, since it is obvious that in the future no technical office or SO will be staffed by more than a single USDH. However, I renew my request for the following two positions:

- A Democracy and Governance Officer to head up our D/G office. Design and implementation of our most critical program here urgently requires a single USDH position.
- Restoration of our Controller position. USAID/Kenya is the only post in Africa with an OYB of over \$10 million (ours is \$30 million) that does not have its own Controller.

Clearly these two positions will have to come from another field post (along with the OE budget that supports them there) that is not as severely understaffed as USAID/Kenya. Even with two additional USDH positions, USAID/Kenya would continue to be the least well staffed Mission in our Bureau (measured by the ratio of program size to USDH positions). But we will be positioned to perform well.

I regret having to dwell in this memorandum on the unpleasant side of our business. I remain hopeful that USAID/Kenya will continue to perform outstandingly and to help Kenyan reformers and other leaders build a more democratic and prosperous country in this strategically critical region of Africa. But we cannot do so without relief for our operating expense budget and our staffing level. That is why I ask for your help.

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ACRONYMS

ABS	American Breeders Service
ADRA	Adventist Development and Relief Agency
AMREF	Africa Medical Research Foundation
AVSC	Access to Voluntary and Surgical Contraception
AWF	African Wildlife Foundation
CGD	Center for Governance Democracy
CIDA	Canadian International Development agency
CRS	Catholic Relief Services
CSOs	Civil Society Organizations
CYP	Couple-Years of Protection
DFID	Department for International Development
ECWD	Education Center for Women in Democracy
FEWS	Famine Early Warning System
FPEAK	Fresh Producers Exporters Association of Kenya
GDP	Gross Domestic Product
GOK	Government of Kenya
IEC	Information, Education and Counseling
IED	Institute of Education in Democracy
IFRC	International Federation of the Red Cross
IMCI	Integrated Management of Childhood Illness
IPAR	Institute of Policy Analysis and Research
IPPG	Inter-parties Parliamentary Group
JICA	Japan International Cooperation Agency
KAM	Kenya Association of Manufacturers
KANU	Kenya Africa National Union
KARI	Kenya Agricultural Research Institute
KCC	Kenya Cooperative Creameries
KDHS	Kenya Demographic & Health Survey
KHCF	Kenya Health Care Financing Program
KHRC	Kenya Human Rights Commission
KMAP	Kenya Management Assistance Program
KNH	Kenyatta National Hospital
KUJ	Kenya Union of Journalists
MOH	Ministry of Health
MPP	Mission Performance Plan
MSE	Micro and Small Enterprises
MTEF	Medium Term Expenditure Framework
NCCK	National Council of Churches of Kenya
NCEC	National Convention Executive Council
NCPB	National Cereals and Produce Board
NCWK	National Council of Women of Kenya
NDI	National Democratic Institute

NGO	Non-Governmental Organization
NHIF	National Hospital Insurance Fund
NRM	National Resource Management
NTAE	Non-traditional Agricultural Exports
OR	Operation Recovery
PLI	Public Law Institute
PSC	Parliamentary Service Commission
PSI	Population Services International
SCODP	Sustainable Community Development Program
SME	Small and Medium Enterprises
TFR	Total Fertility Rate
UNDP	United Nations Development Program
UNFPA	United Nations Fund for Population Activities

R4 PART I: OVERVIEW AND FACTORS AFFECTING PROGRAM PERFORMANCE

This year's R4 is the final result reporting document under the current CSP and Management Contract. Based on the experience and lessons learned over this planning period, the Mission is now in the final stages of developing a new five year (2000-05) integrated strategic plan and performance monitoring plan that will sustain the impressive results achieved over the past period. Performance data presented in R4s will be used to refine program approaches, make strategic choices and strengthen policy dialogue in the next five years. We will also attempt to describe and capture regional impacts of our program in the new ISP. The Kenya program is a solid performer, and all our SOs either exceeded or met our expectations.

1. *Economic performance:* Since early 1998, Kenya has pursued generally cautious macroeconomic policies. However, persistent weak economic growth and slow progress in the areas of governance and structural reform have adversely affected investor and donor confidence and resulted in increased poverty and deteriorating social indicators. A lax fiscal policy in 1997 led to a rapid build up of short-term government debt which, in combination with declines in the saving rate, resulted in lending rates in excess of twenty percent in real terms. This, together with other high costs of carrying out business in Kenya occasioned by rampant corruption, deteriorating infrastructure, an inefficient parastatal sector, and low domestic and foreign direct investment, resulted in stagnant economic growth. To reverse these negative trends, the government appointed an economic recovery team in 1999 headed by Dr. Richard Leakey, the head of the Public Service, to implement a comprehensive set of measures addressing wide-ranging problems of governance issues, pursuit of prudent macroeconomics policies, and the acceleration of structural reforms. Within the short time the team has been in office, it has initiated policies and programs that have the potential to increase investor confidence. The team has already sacked several corrupt parastatal heads and some civil servants.

Following a relaxation in 1996/97 and in the first half of 1997/98, fiscal policy was tightened in the second half of 1997/98 and further in 1998/99. As a result, the overall deficit was reduced from 3.9 percent of GDP in 1996/97 to 2.5 percent in 1997/98 and to 0.7 percent in 1998/99. Following a sharp decline in interest rates, a 20 percent depreciation of the shilling, and a considerable loss of official reserves, monetary policy was tightened in mid-1999, partly reversing those developments. Inflation remained subdued in 1998 and in the first half of 1999. Real GDP growth slowed from 2.3 percent in 1997 to 1.8 percent in 1998 and slowed further to 1.4 percent in 1999. At the same time, unemployment and poverty continued to increase.

2. *Staff Cuts:* The Mission cannot rationalize the staff cuts which we have been asked to take in the last four years. We maintain a fully sustainable program with three strategic objectives and one special objective. We are in the process of designing a new strategy with four strategic objectives. Our program focuses on democracy and governance, agriculture and agri-business, microenterprise, natural resource management, Title II, population, health, HIV/AIDS, and child survival and infectious diseases. This complex program is managed with only five USDH staff (a sixth USDH, an executive officer to support REDSO, appears on the USAID/Kenya staffing pattern). Of these, only two USDH are technical officers. No one USDH can have sufficient technical expertise in all these sectors. Our EXO office not only supports the second largest

USAID presence in the world (after Cairo) but in FY 99 and 00 they managed an additional \$9.5 million in OE to get us new quarters after the bomb blast. The Mission is stretched just about to the breaking point, and we need some relief. We have always argued that USAID/Kenya's influence is much larger than our budget levels indicate. This is partially true because in years past we had sufficient USDH staff to provide leadership within the donor community, influence with GOK, and efficient oversight of project design and implementation. The staff cuts we have experienced in the past put into question our ability to deliver results.

3. *Bombing Impact:* The Mission has successfully weathered much of the trauma resulting from the bombing of the American Embassy in 1998. Stress levels remained high throughout 1999 as the Mission spent considerable resources counseling employees and moving to a new office complex. We also experienced several office closures due to security reasons. The move to a new building was particularly challenging and interrupted our operations for about a week at the start of the fiscal year. Despite the trauma of the bomb, USAID designed and started implementing an additional \$40 million program to assist the Kenyan victims of the bombing. This program is progressing very well. Medical and social services assistance includes reconstructive and other surgeries, mental health services, assistance to the disabled, educational programs for children of the deceased bomb victims, and an improved blood safety program. Support to business and infrastructure includes purchase of a building for Ufundi Cooperative House, rehabilitation of the Cooperative Bank House, assistance to building owners to help repair damaged buildings, and grants to help restore damaged small businesses. This critical program, however, has added significantly to the demands on an already over-stressed staff.

4. *Famine:* Kenya experienced continued uncharacteristic absence of rainfall in large parts of the country in 1998-99 period. The areas most affected were drought-prone marginal agricultural districts of Eastern, Coast and Nyanza provinces, as well as the northern and eastern pastoral districts. As a result of the failure of the 1998 short rains and the 1999 long and short rains, a near-total crop failure occurred in these areas and in parts of the agriculturally rich Rift Valley province. By December 1999, the GOK declared a drought emergency. The northern and eastern pastoral areas experienced significant deterioration in the physical condition of livestock particularly cattle. Water resources which have yet to be rehabilitated after extensive El Nino damage dried up and several thousand households experienced severe food shortages. At its peak, the famine affected about 3 million people, and areas such as Mandera, Wajir and Marsabit experienced severe child malnutrition. Due to USAID's Famine Early Warning System (FEWS) information which is produced in a timely fashion and extensively used by donors and government, donors were able to support targeted interventions, which averted large-scale emergency food distribution.

5. *Political Situation:* Kenya now has entered a period of political transition fraught with uncertainty and opportunity. The constitutional reform process stalled last year over the issue of the composition of a 25-person commission to run it. Civil society, led by the churches, is now telling the government it will run the process independently if the government does not resolve the impasse. The recent passage of a constitutional amendment allowing for the creation of an independent Parliamentary Service Commission could lead to genuine financial and administrative separation of the legislature from the executive branch. This would enable the former to play both its own autonomous and executive-oversight roles.

Kenya is being pushed inexorably in the direction of a political realignment, which holds out the potential for democratic advance. The patronage strategy that has served the present regime is failing. The Kenyan political scene is marked with considerable opportunities as the Moi era draws to a close. It is clear that the next stage in promoting democracy requires attention to the potential role of the parliamentary committees as well as linkage mechanisms that tie civil society organizations into public institutional forums.

6. USAID-Partnership Relationships: USAID maintains excellent working relationships with other donors and partners. In the last eighteen months, we have held two successful portfolio-wide retreats to review and enhance this relationship with our partners. Frank discussions were held. We received good feedback from our partners during these retreats. For example, on micro-management of grantees by USAID, some partners felt that there has been an "increase" while others felt that there has been "less" than before. USAID/Kenya management will continue to encourage activity managers to be sensitive to the issue. Most partners felt that our relationship with them has been generally cordial, supportive, and partnership-based.

With the exception of the August 1998 bombing and the staffing cuts, none of the factors discussed in this section had a major negative impact on the program. However, the widespread famine increased our workload, and the move to a new building disrupted our operations. We have made significant progress on democracy and governance, fertility reduction, HIV/AIDS, agriculture and microenterprise, and the supplemental program of humanitarian assistance to the Kenyan victims of the bomb has already benefited thousand of victims. The GOK, however, will have to make even greater progress to improve governance and to create an environment that will encourage private investment and overall economic growth.

Mission Performance Plan (MPP). Last year and this year, the Embassy asked USAID to take a lead in preparing the MPP. As we prepared the MPP, we ensured that Embassy and USAID programs were fully integrated and complemented each other. The USAID program is linked directly to four national interests and six strategic objectives and indirectly to almost all the MPP goals. We are working closely with the Embassy as we develop our 2000-05 ISP. USAID's democracy and governance portfolio is linked to the MPP goal of deepening democratic reforms based on a spirit of dialogue and compromise. The D/G SO provides almost all the resources to achieve this goal. The Mission has built up a very strong and collaborative relationship with Embassy so that the implementation of our D/G program completely complements the Embassy's diplomatic efforts. USAID's agriculture and NRM SO is linked to four MPP goals - two goals dealing with economic prosperity and the other two focusing on environment and global issues. USAID and the Embassy economics section coordinate fully in a multi-donor effort to enhance good economic governance and to push the government to adopt economic policies and practices that will increase Kenya's real GDP annual growth rate to 8 percent. USAID is providing the financial resources required to move this agenda forward. The Mission's population and health SO is linked to two MPP goals and is the principal mechanism for financing all the activities in this sector. USAID will continue to put considerable resources into expanding family planning services and combating HIV/AIDS, malaria and infectious diseases. Finally our special objective aiding Kenyan bomb victims is the major program promoting the MPP goal of humanitarian assistance.

USAID/Kenya: Effective demand for sustainable political, constitutional and legal reform created, SO 615-001-01

Mission Self-Assessment: The Mission's self-assessment of this SO is that it exceeded our expectations in 1999. This implies that in 1999 the ability of civil society organizations (CSOs) to mobilize and demand change was slightly better than in 1998. CSOs continue to be more active and stronger than they were three years ago. There is also evidence that CSOs are beginning to work more collaboratively with the GOK to develop national level policies.

Summary: This SO contributes to U.S. national security by furthering the MPP Goal of "democratic reform in Kenya," and the Agency's Goal 2, Democracy and Good Governance Strengthened. The SO pursues two related tracks to achieve positive political reform in Kenya. USAID support for strengthening CSOs helps them to mobilize the public awareness and information needed to lobby and advocate effectively for political reforms. Simultaneously, the SO focus on making the electoral process more transparent provides a specific area of intervention for Kenya's CSOs. Cross cutting the SO is an emphasis on increasing women's participation, both within civil society and in the formal political arena and conflict resolution. Although the intermediate customers and partners are Kenyan CSOs, the ultimate customers are the poor majority of Kenyan citizens.

Key Results: The Mission tracks four indicators at the SO and IR levels. We exceeded our performance targets for all the indicators. USAID-funded CSOs made significant achievements in bringing together opposing parties to the negotiating table on constitutional reform and in undertaking a basic rights campaign against economic injustice. A USAID survey conducted in 1999 shows that about 54 percent of CSOs' civic education programs focused on women issues, particularly on the law of inheritance and on gender equity. Other key results include an amendment to the national budget to include women-sensitive expenditures. The Institute for Economic Affairs, a USAID funded NGO, has successfully lobbied the Ministry of Finance to adopt a multi-year budgeting approach known as the Medium Term Expenditure Framework to establish the link between the policy framework and the budgetary process.

SO Performance and Prospects: Overall this SO exceeded our target. This implies that advocacy activities were slightly higher in 1999 than in 1998. A 1999 USAID survey of USAID-funded CSOs demonstrated a marked increase in the number of debates initiated by CSOs and in coalition building. CSOs initiated more debates on topical issues and more extensively lobbied for political reforms in 1999 than in 1998, which was a calm year in terms of political activities. CSOs took the government head on in 1999, after the government failed to implement the political and economic reforms negotiated before the elections in 1997. Additionally, survey results shows an increase in the number of CSOs that now actively consult with the government with the aim of influencing national policies. The increased demand for reforms has apparently caused the GOK to recognize the constructive contribution of USAID's partners to warrant some overture for collaboration. For instance, the USAID survey demonstrates that more than 73 percent of the CSOs either frequently or very frequently consulted the government on key political issues. This growing level of collaboration strongly suggests that the GOK is increasingly recognizing the constructive contribution of CSOs in the democratization process. This demonstrates a major advance in oiling

the relationship between CSOs and the GOK, which has been adversarial. Last year witnessed an increase in the number of times the GOK sought CSOs' input into national policies. For instance the GOK invited CSOs to testify before several parliamentary committees and asked them to provide technical assistance to Parliament in drafting an important legislation.

Equally important was the collaboration between the USAID-supported Center for Governance and Democracy and parliament in drafting bills. This collaboration was instrumental in getting the Parliamentary Services Commission Bill (PSC) enacted on November 11, 1999. This bill reduced the President's arbitrary power to appoint (and dismiss) the Clerk of the National Assembly and gives the PSC some independence. Also with regard to the budget, the Institute for Economic Affairs has successfully lobbied the Ministry of Finance to adopt a multi-year budgeting approach known as the Medium Term Expenditure Framework (MTEF). MTEF is a results-focused budgeting process used by such countries as Australia and Sweden to impose greater discipline in planning and managing national resources by establishing an explicit link between the policy framework and the budgetary process. The implementation of the MTEF will replace the existing opaque budget process that involves little participation from parliament and civil society. MTEF provides an opportunity for greater budgetary accountability and transparency.

USAID assistance has built and strengthened the capacity for CSOs to respond quickly to adverse government actions. An example was when the government deregistered some Muslim NGOs. CSOs challenged the government on this action, and immediately the government rescinded the decision. This demonstrates that the government is no longer free to take any action that adversely affects the stakeholders without a reaction from the CSOs.

A flurry of coalition-building activities was observed in 1999, especially in regard to the now stalemated constitutional reform process. Many CSOs engaged in civic education formed five coalitions or consortia. One such consortium, the Constitutional Review Education Consortium, has developed the capacity to provide civic education on the constitution to 61 of the 76 districts in Kenya. Led by a wide spectrum of religious leaders, many CSOs (including many funded by USAID/Kenya) assembled in December 1999 at the Ufungamano House to form a coalition known as the Ufungamano Group. The Ufungamano group vociferously denounced the government's plan to confine the constitutional review process to parliament, rather than follow the process of broad, popular consultation specified in the Constitution of Kenya Review Act of 1998 and decided to forge ahead with its own review process. The Ufungamano group enjoys wider public support.

IR 1.1: *Civil society strengthened with emphasis on women's participation*: Our performance data show that we exceeded our target in 1999. Survey data from a USAID study show that about 54 percent of USAID-funded grantees undertaking civic education focused exclusively on women issues, particularly the law of inheritance and gender equity. These organizations also ensured that those who attended civic education sessions include both men and women. In fact, qualitative data suggest that most respondents address gender as a critical concern in their advocacy activities. For instance, CLARION, a USAID-funded NGO, has been conducting paralegal training on women's land rights among women groups in different parts of the country. As a

result, the Makueni community, a rural-based community in an arid district, has petitioned the GOK in regard to women's land rights.

Women's groups funded by USAID in 1999 achieved impressive results in terms of their contributions in the democratization process. For example, under the auspices of the Women's Political Caucus, a coalition of about 16 women organizations, proposed to the GOK that the budget include a line item reserved for women's interests. The petition resulted in an amendment that was successfully passed by parliament in 1999. Early in 1999 the Caucus successfully beat back attempts in the Parliament to deny it the right to nominate the 5 women representatives to the 25 member constitutional review commission as negotiated in 1998. The Caucus also drafted an affirmative action bill that seeks to expand women's representation in Parliament and local authorities by 33 percent. Similarly, the National Council of Women of Kenya (NCWK) took the lead in monitoring the GOK implementation of the Beijing Initiatives.

IR 1.2: *Organizational and outreach capacity of CSOs expanded:* USAID is focusing more intensively on vibrant NGOs to enlarge their organizational and outreach capacities in order to promote more effective civic education programs in rural communities. Our survey data show that, despite the fact that many of our grantees are Nairobi-based NGOs, almost all of them have activities in other towns and rural areas. About 88 percent implement activities in rural areas, while 69 percent have activities with a greater geographic reach. This is an improvement over the 1998. Last year witnessed first time expansions into Eastern, North Eastern and Coast Provinces. USAID will continue to work closely with mainstream churches with extensive geographic infrastructure in order to achieve our objective of broadening and deepening civic education into rural areas where the majority of Kenyans live

IR 2.0: *Electoral process more transparent:* No election related activity occurred in 1999. We will therefore not report on this IR.

Possible Adjustments to Plans: USAID has revised the DG strategy to include support to selected public institutions of governance. This constitutes a strategic shift from a purely civil society (demand side) strategy towards one that also addresses constraints on the supply side. The new strategy was submitted to AID/W in February 2000.

Other Donor Programs: Principal Contractors, Grantees or Agencies: The United States is the leading donor in this sector. Other donors in rank order are Netherlands, Sweden, UNDP, Finland, and the World Bank.

Principal Contractors, Grantees or Agencies: The major grantees are: MSI, Marquette University, Kenya Human Rights Commission, Institute of Economic Affairs, CLARION, International Commission of Jurists, Center of Governance and Development, International Federation of Women Lawyers, National Council of Women of Kenya, Public Law Institute, National Council of Churches, Anglican Church of Kenya, and the Catholic Church.

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created
APPROVED: 30/09/96 **COUNTRY/ORGANIZATION:** USAID/Kenya

RESULT: Effective demand for sustainable political, constitutional, and legal reform created

INDICATOR: Weighted effective demand index

UNIT OF MEASURE: Index

SOURCE: USAID, Print Media, NGO Council

INDICATOR DESCRIPTION: The following factors were used to calculate effective demand index. Weights attached to each factor are shown. The scores ranged between 1-5, with 1 the lowest score and 5 the highest possible score.

Factor	Weight
a) Interest groups initiate debate	35 percent
b) Local groups respond quickly to adverse actions	50 percent
c) Relevant interest groups form coalitions	15 percent

COMMENTS: The scale values are as follows: 1 – Almost Never; 2 - Rarely; 3 - Often; 4 - Most of the Time; 5 - Almost Always. In calculating the index, only issues relevant to DG were considered such as constitutional reform demands, reaction to post-election clashes, economic crisis, formal and ad hoc coalitions, etc. The index values in 1999 reflect some improvement in the advocacy ability of civil organizations to initiate debates on significant issues and to form coalitions and to consult with the government in order to influence national policies. The targets for the SO anticipate increasing effectiveness on the part of our partners in demanding political, legal and constitutional reforms. As the Mission designs new strategy, this index will be revised and broadened to capture additional elements of effective advocacy.

YEAR	PLANNED	ACTUAL
1995 (B)	1.0	1.0
1996	2.0	2.0
1997	3.0	3.0
1998	3.5	3.5
1999	3.5	3.7
2000	4.0	
2001	4.5	

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created
APPROVED: 30/09/96 **COUNTRY/ORGANIZATION:** USAID/Kenya

INTERMEDIATE RESULT 1.1: Civil society strengthened with emphasis on women's participation

INDICATOR: Percent of USAID-funded organizations/activities offering civic education programs focusing on involvement of women

UNIT OF MEASURE: Percent

SOURCE: USAID grantees/USAID Survey

INDICATOR DESCRIPTION: Actual number of USAID-funded organizations offering civic education programs focusing on involvement of women

COMMENTS: Data fluctuate due to reporting inconsistencies from our grantees. However the Mission each year is collecting data for this indicator through a special survey. Although the number of funded activities rose in 1997, the number of partners with an explicit focus on women dropped slightly.

YEAR	PLANNED	ACTUAL
1992 (B)		0
1996	20	44
1997	40	54
1998	60	51
1999	70	79
2000	80	
2001	90	

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created
APPROVED: 30/09/96 **COUNTRY/ORGANIZATION:** USAID/Kenya

INTERMEDIATE RESULT 1.2: Organizational and outreach capacity of civil society organizations expanded

INDICATOR:Number of NGO issue networks in existence

UNIT OF MEASURE: Actual count

SOURCE: NGO Council, USAID files

INDICATOR DESCRIPTION: Number of NGO networks created to bring together CSOs and other actors involved in a variety of issues within one geographic/rural area (District or Province)

COMMENTS: Geographic networks are important in ensuring that NGOs begin addressing issues from holistic viewpoints and pursue integrated approaches, including lobbying in tandem with other actors sharing complementary policy and environmental contexts. The purpose of forming networks is first to avoid the duplication of efforts in civic education and second, to increase the outreach capacity. Geographic networks or coalitions are an effective method of collectively presenting an issue in one voice with a high degree of being heard by the government. Coalitions force people to think together carefully through an adverse State action before embarking on any collective action. USAID does not expect that increased capacity will necessarily be reflected in a rise in the number of networks constituted, because some networks may evolve into NGOs. Due to fluctuations (some are formed and die after a short time), the Mission is tracking only the NGO Council's formal networks and not ad hoc networks.

YEAR	PLANNED	ACTUAL
1992 (B)	0	0
1996	2	2
1997	4	7
1998	5<	8
1999	8<	13
2000	8<	
2001	10<	
2002	10<	

USAID/Kenya: Increased Commercialization of Smallholder Agriculture and Natural Resource Management, 615-002-01

Mission Self-Assessment: SO2 performance exceeded expectations in 1999. Growth in medium and small enterprise (MSE) employment and horticulture exports exceeded the 1999 targets. The target for marketing margins was exceeded while maize production marketed fell short of the 1999 target.

Summary: SO2 contributes to Agency goals of broad-based economic growth and environment. It also supports the MPP goals of economic development, open markets, U.S. exports, environment and humanitarian assistance. The SO contributes to job creation, increased incomes, wildlife conservation and food security for communities in marginal areas by achieving three interlinked results: strong and competitive markets; a vibrant off-farm entrepreneurial sector; and increased non-traditional agricultural exports (NTAE). Strong links exist between microenterprises and agriculture, with half of microenterprises relying exclusively on domestic agriculture for inputs and with farm inputs and investment funds coming from off-farm activities. Environmental protection has become more sustainable due to incomes derived from natural resource management (NRM)-based businesses. SO2 customers include smallholder farmer households, small and micro entrepreneurs and communities around protected areas. These farmers constitute 80 percent of Kenyan households and account for 75 percent of total agriculture production. With 33 percent of smallholdings and 48 percent of micro-enterprises being women-owned, SO2 is addressing gender issues.

Key Results: At the SO level, the Mission monitors the proportion of smallholder maize production marketed as the indicator for increased commercialization. At the IR levels, the mission tracks annual growth in MSE employment and in non-traditional agricultural exports. Performance targets were exceeded in all the indicators except the indicator of smallholder maize production marketed, which fell slightly.

Performance and Prospects: Policy analysis and dialogue, through Tegemeo Institute, in collaboration with the World Bank and other donors, resulted in further liberalization of agricultural markets. However, poor infrastructure, insecurity and the inconsistent role of the government of Kenya (GOK) hindered increased private sector participation and undermined the process of commercialization over the last few years. The performance data table shows that maize production marketed was 33 percent in 1999, below the 45 percent target and the 34 percent of 1998. A contributing factor to slight drop in marketed maize is the decreased maize production due to drought in 1999. The farm-gate to wholesale market price ratio of 90 percent exceeded the target, but fell below 92 percent achieved in 1998. The same ratio improved for milk from 67 percent in 1998 to 70 percent due to increased role of private sector in the dairy industry. In recognition of the great potential for increasing production through agricultural technologies, GOK and other donors supported research for basic food crop production, while USAID focused on sustainable horticulture production for smallholders. As a result, Kenya Agricultural Research Institute (KARI) develops higher yielding technologies and has released 29 new horticulture seed varieties to date. The NRM program implementation mechanism changed during 1999. New partners, Africa Wildlife Foundation (AWF) and PACT, Inc. were brought on board to promote

community-based NRM-related businesses, and the Kenya Wildlife Services–managed Wildlife Development Fund was transferred to the Enterprise Development Fund under AWF. Investments in NRM-related businesses declined during 1999, due to stagnation in the tourism industry and USAID’s long procurement process to allow these new partners to implement the program. Private sector-community partnering enhanced community benefits. Income to communities increased to \$119,000 in 1999 from \$116,000 in 1998 after Amboseli, Kimana and Lomu Community Wildlife Sanctuaries were leased to Abercrombie and Kent and Kilimanjaro Safari Club, two major private sector tour operators. Consumptive wildlife utilization became an increasingly important source of income as communities in targeted areas earned \$700,000 from wildlife cropping and \$300,000 from the game farming trade. As a result, human-wildlife conflict incidences dropped significantly in these areas, and 480 square kilometers of land were brought under conservation during 1999.

An uncertain policy environment, poor infrastructure, and insecurity are the main challenges affecting future SO2 performance. USAID and other donors are tackling the problem of infrastructure by supporting rural roads rehabilitation in selected districts. USAID will, through Tegemeo and other avenues, increase efforts to provide GOK decision-makers with analyses to support policy changes in agriculture and private sector development.

IR 1.0: Agricultural markets strengthened and more competitive: In last year’s R4, we reported that this result has been fully achieved and that the Mission will not monitor it in the future. Agricultural markets are more competitive than they were three years ago. American Breeders Service (ABS), a U.S. private sector company, catalyzed private sector participation in the dairy industry, significantly improving the sub-sector’s productivity and marketing systems. Using an innovative development model, ABS piloted private sector-led service delivery packages, demonstrating profitable opportunities and potentials previously untried, and attracting more private sector involvement. As a result, average milk production per cow per day improved from 18 liters in 1998 to 25 liters in the ABS-targeted areas. U.S. bovine genetics exports to Kenya increased by 43 percent in 1999. Through ABS activities in Kenya, these exports have doubled in the East African market since 1996. USAID’s grant to a local NGO, Sustainable Community-Oriented Development Program (SCODP), stimulated increased demand for farm inputs among small-scale farmers and raised the level of food production in areas where inputs were not previously used. SCODP promotes fertilizer and improved seed sales to small farmers by packaging the inputs in small quantities affordable to poor farmers. Because of this success, other donors, including Rockefeller Foundation, German Agro-action, and the British Volunteer Service Organization have agreed to collaborate with USAID to support expansion of SCODP services to other regions of Kenya.

The Title II program supports SO2 results by mitigating the adverse effects of drought in marginal areas to enhance transition of communities from relief to development status. World Vision Kenya (WVK), a Title II cooperating sponsor, successfully promoted improved agronomic practices among several communities in North Eastern Kenya. A survey by WVK shows the adoption rate of these improved practices was 97 percent. As a result, the percentage of households growing target food crops increased from 51 percent in 1998 to 75 percent in 1999,

exceeding the 70 percent target. The proportion of food obtained from family plots increased from 40 percent in 1998 to 63 percent in 1999, also exceeding the 60 percent target.

IR 2.0: Increased labor opportunities for smallholders: According to the 1999 MSE sector survey, MSE employment grew by 23 percent during 1999, exceeding the mission target of 10 percent and the 1998 growth of 12.3 percent. Women comprised 47 percent of the people employed. MSE sector development is a result of collaborative efforts of USAID, GOK and other donors, including the UK's Department for International Development, the World Bank, and the Netherlands. Kenya Rural Enterprise Program (K-REP) Holdings Ltd., Africa's leading micro-finance institution, has remarkably expanded MSE service outreach through a new rural financial concept called Financial Services Association (FSA). As a sustainable methodology for delivering microfinance services to the poor, FSA mobilizes under utilized financial resources and strengthens capacity of local grassroots and other community-based organizations to manage their businesses profitably. As of December 1999, there were 34 FSAs with a total membership of 12,958, savings of \$110,000, and loans valued at \$130,000. K-REP bank, the first microfinance bank in Kenya, opened its doors to the public during the year and had accumulated savings of \$1.2 and loans of \$5.6 million and 13,200 clients by December 1999.

IR 3.0: Increased growth of non-traditional exports: The horticulture industry is on a recovery path from the problems that plagued the sector following the 1997 El Nino floods. The 28 percent growth in the value of horticulture exports, now a major foreign exchange earner in Kenya, is above the 7 percent target and last year's 12 percent growth. The industry is facing the challenge of meeting the European Union product quality standards, including minimum pesticide residue levels. The Fresh Produce Exporters Association of Kenya (FPEAK), with support from USAID, has developed a code of practice to assist small farmers to comply with the standards.

Possible adjustments to plans: The Mission will be submitting a new ISP for 2000-2005 in which it proposes to split the biodiversity NRM program out of SO2, to form a new SO4. The proposed SO4's objective, "Improved NRM in targeted biodiverse areas by and for stakeholders," will more explicitly link investment in the NRM sector and USAID's broader environmental objective and support more sustainable management of Kenya's vital natural. The revised SO2 will continue its focus on sustainable agriculture and business development, with a goal of "Increasing rural household incomes." It will retain the same direction, build on USAID's past investments and address critical NRM constraints to sustainable agricultural productivity increases.

Other Donors Programs: The World Bank and the European Union are major donors in agriculture and environment. Britain, Germany, and Japan support applied agricultural research, agricultural policy analysis, infrastructure development, macroeconomic stabilization, biodiversity and microenterprise, while the UNDP, Finland and Belgium support environment.

Principal Contractors, Grantees or Agencies: Winrock International, Land o' Lakes, Tegemeo Institute, KARI, CRS, WVK, CARE, ADRA, DAI, Technoserve, Fresh Produce Exporters Association of Kenya, K-REP Holdings Ltd., Cooperative Bank of Kenya, International Center for Economic Growth, American Business Services, Appropriate Technologies, Kenya Wildlife Services, African Wildlife Foundation, PACT, Inc., Laikipia Wildlife Forum.

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management, 615-002-01

APPROVED: 30/09/96

COUNTRY/ORGANIZATION:

USAID/Kenya

RESULT: Increased commercialization of smallholder agriculture and natural resources management

INDICATOR: Smallholder maize production marketed

UNIT OF MEASURE: Percent

SOURCE: Economic Survey, Special Studies, Ministry of Agriculture Reports

INDICATOR DESCRIPTION: Smallholder maize marketed divided by total smallholder maize output

COMMENTS: The below target achievement over the last two years is due to poor infrastructure and insecurity which have undermined market effectiveness and, diversification into high value crops as commercialization increases. This trend is reflected in the planned targets for FY2000 and 2001. The Significant drop in last year's maize production account for the decline in the rate achieved in 1999. The Mission is in the process of developing a new strategy, which may have new indicators, hence planned targets for the period beyond FY2000 are not given.

YEAR	PLANNED	ACTUAL
1992 (B)		12
1996	30	24
1997	35	38
1998	40	34
1999 (T)	45	33
2000	40	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management, 615-002-01

APPROVED: 30/09/96

COUNTRY/ORGANIZATION:

USAID/Kenya

RESULT 1.0: Increased strength and competitiveness of agriculture markets

INDICATOR: Ratio of farm-gate price to wholesale market price of selected commodities increased.

UNIT OF MEASURE: Percent

SOURCE: Ministry of Agriculture, Tegemeo Institute of Agricultural Policy and Development (University of Egerton)

INDICATOR DESCRIPTION: The price paid to maize farmers as a percentage of wholesale price at the market points

COMMENTS: The wholesale maize prices were determined using the Ministry of agriculture's market prices while the farm-gate prices represent what was paid to the farmers by the middlemen. The drop in marketing margins was caused by the low maize supply due to drought in the main maize-producing areas and poor infrastructure and security, which undermined efficiency of the market. This reversed the high margins attained in 1998, and the trend is likely to continue, if the adverse market conditions persist. The Mission is in the process of developing a new strategy, which is likely to have new indicators, hence planned targets for this indicator for the period beyond FY2000 are not given.

	PLANNED	ACTUAL
1995 (B)		80
1996	82	80
1997	84	82
1998	86	92
1999	88	90
2000 (T)	90	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management, 615-002-01

APPROVED: 30/09/96

COUNTRY/ORGANIZATION:

USAID/Kenya

RESULT 2.0: Increased services and labor opportunities for smallholders

INDICATOR: Growth in total micro and small enterprise employment

UNIT OF MEASURE: Number of people (in '000)

SOURCE: GOK's Central Bureau of Statistics, Economic Survey 1999

INDICATOR DESCRIPTION: Number of people employed in MSEs

COMMENTS: The 1999 MSE survey shows that growth rate for micro and small enterprise employment is increasing steadily over time, from 12.3 percent in 1998 to 23 percent in 1999. MSE sector employment is important as it represents 92 percent of private sector, on-farm employment and the sector is gender-sensitive as 47 percent of total employment comprises of women. The Mission is in the process of developing a new strategy and will revise its planned targets beyond the FY2000, should employment creation remain one of the key indicators.

YEAR	PLANNED	ACTUAL
1995 (B)		1,200
1996	1,320	1,400
1997	1,452	1,740
1998	1,597	1,954
1999	2,150	2,400
2000	2,520	

USAID/Kenya: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services, SO 615-003-01

Self-assessment: SO3 performance exceeded Mission's FY99 expectations. Fertility continues to decline, due to the increased use of modern contraception. Cost sharing revenues were 15 percent above 1998 levels. In FY99, 67 million public sector condoms were distributed, and 12 million were sold through USAID's social marketing program. AIDS prevalence reached 14 percent, however, and remains a national, and Mission, priority.

Summary: USAID/Kenya's health sector strategic directly contributes to the Agency's objectives of reducing unintended and mistimed pregnancies, reducing HIV/AIDS transmission, and reducing the threat of infectious diseases. The SO is linked to the MPP population goal reducing Kenya's total fertility rate in order to help bring Kenya's high population growth under control and to the MPP health goal of reducing risk of HIV/AIDS, malaria, and other infectious diseases.

Three linked intermediate results support SO3:

- (1) non-USAID financial resources for FP, HIV/AIDS and child survival increased;
- (2) capacity of public and private institutions to finance, plan and manage resources increased;
and
- (3) customer use of integrated family planning, HIV/AIDS, and child survival services increased.

The beneficiaries of this program are 14.8 million men and women of reproductive age and 4.8 million children under five years of age.

In FY99, USAID used Child Survival and Disease (CSD) funds to: socially market condoms; begin new HIV/AIDS prevention, behavior change, and community-based care and support activities; and improve the management of childhood diseases in a district public health setting. USAID used Development Assistance (DA) funds to: provide integrated services through NGOs; provide technical assistance in logistics, training, and supervision; and begin the social marketing of hormonal contraceptives. Health sector financing and sustainability activities and applied research and policy formulation activities were funded from CSD and DA accounts.

Key results: SO3 performance indicators showed positive changes in FY99. At the Strategic Objective level, sales of TRUST condoms continued to increase, and there is strong Government of Kenya (GOK) support for this important HIV/AIDS prevention program. The GOK continued to address essential policy issues that constrain access to health care. These included the first major AIDS policy statement made by the President of Kenya. The total fertility rate (TFR) continued to decline, meeting Mission targets. The continuing decrease in Kenya's previously very high fertility rates reflects better access to child-spacing methods and information by women of reproductive age. At the intermediate result level, couple years of protection (CYPs) generated by public and private sector sources reflect greater use of FP methods, as well as a shift to more effective methods. Cost sharing revenues continue to increase, representing a critical source of revenue for the cash-strapped public health system.

In spite of these achievements, major challenges remain. HIV prevalence among adults 15-49 has risen from 4.8 percent in 1990 to 13.9 percent in 1999; a quarter of married women in Kenya wish to stop childbearing or delay their next pregnancy but are not using family planning; under-five mortality rates have worsened in the 1990s; immunization rates have dropped to 60 percent in 1998, from 79 percent in 1993; and infectious diseases such as malaria have re-emerged. These show that there is still great need for continued USAID investment in the health sector.

Performance and prospects: A mid-term review of SO3 conducted in FY99 showed that performance of USAID's bilateral population and health program is on track and yielding significant results from continuing investments in FP, HIV/AIDS and child survival programs.

IR 1.0: Non-USAID financial resources for FP/HIV/CS increased: USAID efforts in this area are closely related to improvements being made in policy and plans. The completion of the National Health Sector Strategic Plan was a major achievement, and reflects improving donor-GOK collaboration. The Ministry of Health (MOH) and donors also completed assessments of the decentralization process, resulting in insights into the sector-wide approach to financing, and to the management of GOK and donor resources at decentralized levels. Management arrangements for the Vaccine Independence Initiative were reviewed in 1999 in anticipation of the changes that will take place when the non-governmental agency takes over all drug procurement. Through continued USAID advocacy, GOK contributions to a vaccine procurement budget line item continued.

IR 2.0: Capacity of public and private health institutions to finance, plan, and manage resources increased: The GOK cost-sharing program, assisted by USAID, generated \$10 million, up by 15 percent over FY98, and exceeded its target. USAID continues to examine ways to improve health care financing and equity and is encouraging the release of resources from the National Health Insurance Fund. In FY98 USAID helped install the highly successful, and replicable, automated system for revenue collection in Kenya's second largest hospital. In FY99 problems of collection, reporting, and use of these revenues were addressed, and an action plan to expand this system to other hospitals was completed.

IR 3.0: Increased customer use of integrated FP/HIV/AIDS/CS. The HIV/AIDS epidemic continues to grow, with surveillance data showing that 13.9 percent of adults 15-49 are HIV positive. President Moi, who has not previously been outspoken on AIDS, made several strong public statements in 1999, calling AIDS "a national disaster" and giving explicit approval to condom use as a prevention measure. The President established the long-awaited National AIDS Control Council, to assure a multi-sectoral response to the epidemic. Based on its HIV/AIDS strategy developed in 1998, USAID began geographically focused community prevention activities and innovative home-based care and support programs. Sales of socially marketed condoms increased to an average one million per month in 1999. USAID's leadership in policy formulation led to the successful use of results from the third Kenya Demographic and Health Survey (KDHS) at various levels, evident in current MOH program planning. For instance, the Health Sector Strategic Plan and the recently launched Action Plan for the Elimination of Female Genital Mutilation use KDHS indicators. A Service Provision Assessment survey was carried out in FY99, which will provide supply side data to augment KDHS results.

Support of the FP program ensured the sustained decline in fertility: 39 percent of currently married women are using contraception, so that the TFR fell from 8.1 in 1976 to 4.5 in 1999. USAID assistance to the MOH's logistics unit continued to ensure timely delivery of contraceptives, vaccines and drugs to treat sexually transmitted infections to both government and NGO service delivery points. USAID grants to NGOs enabled them to provide reproductive health services throughout Kenya and expand access to services. For example, in FY99 a local NGO built two new clinics in small urban areas and introduced outreach activities from these facilities. As a new intervention, USAID funded a pilot post-abortion care (PAC) program. It proved that private nurses, if correctly trained, could provide quality PAC services, including FP. This will alleviate the caseload at hospitals and provide PAC services in harder-to-reach areas.

USAID also assisted the GOK to implement the new malaria policy in target districts, and to annotate guidelines for dispensary-level health workers. A series of operations research studies on malaria and child survival in Bungoma district support new USAID strategies such as IMCI (integrated management of childhood illnesses) and the social marketing of treated bednets. One study among health workers at GOK facilities showed that IMCI trained staff were much more likely to correctly assess and classify illness and were more likely to counsel caretakers.

Adjustment to plans: In FY99, a collaborative mid-term review of the Mission's 10 year, \$132 million bilateral health project, APHIA, was conducted with partners, stakeholders and beneficiaries. The review recommended improvements and changes to the original project. These include: a focus on younger women and youth within reproductive health activities; increased emphasis on innovative community-based child survival and HIV/AIDS interventions; continued support to improve GOK financial and health care management systems; and a more focused geographic approach to reproductive health service delivery. This review and the recent assessments of social marketing and the national training and supervision systems form the basis for the 2000-2005 Integrated Strategic Plan. The U.S. government's new LIFE initiative will provide significant new funding to USAID's HIV/AIDS portfolio in FY00 (and possibly beyond). Planned programmatic expansion in this critical area is contingent on funding increases keeping up with the growing risk to Kenyan social and economic growth that AIDS presents.

Other donor programs: USAID is the leading donor to Kenya's population and health program, and works closely with other donors. Substantial technical and commodity support for the public and private sector reproductive health services are provided by UNFPA and the United Kingdom's Department for International Development (DFID). AIDS prevention is a focus of USAID, DFID, UNAIDS and the World Bank. DFID provides the condoms for USAID's social marketing program. USAID worked with UNAIDS to establish an Expanded Theme Group that now includes bilateral donors. USAID participated in the development of a World Bank health sector support program. Under the U.S.-Japan Common Agenda work was completed at Kenya's second largest public hospital to improve financial management and hospital infrastructure.

Major contractors and grantees: USAID implements activities through the GOK, 13 international PVOs and universities, and several dozen Kenyan NGOs. The local NGOs include the Family Planning Association of Kenya, Marie Stopes/Kenya, Maendeleo Ya Wanawake Organization, Kenya AIDS NGOs' Consortium and the Anglican Church of Kenya.

OPERATING UNIT NAME: USAID/Kenya

SO NAME: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services

SO NUMBER: 615-003-01

APPROVED: 30/09/96

RESULT: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services

INDICATOR: Total Fertility Rate

UNIT OF MEASURE: Number

SOURCE: Kenya Demographic and Health Survey

INDICATOR DESCRIPTION: Number of children that would be born per woman if she were to pass through the childbearing years bearing children according to a current schedule of age-specific fertility rates.

COMMENTS: As indicated in the last R4, the mission used the 1998 Kenya Demographic and Health Survey findings to review trends in fertility decline and refine TFR targets. This has led to an adjustment of planned TFR results to conform with the fast fertility decline estimates of GOK and SPECTRUM modeling. The recently released 1999 Population Census preliminary results estimate Kenya's total population to be 28.7 million suggesting that trends in population growth also conform with the fast fertility decline projection. Based on these estimates, fertility continues to decline in Kenya, and the figure that is reported for 1999 (4.5) reflects this downward trend.

YEAR	PLANNED	ACTUAL
1984 (B)		7.7
1989		6.7
1993	5.7	5.4
1997	4.9	4.7
1998	4.7	4.7
1999	4.6	4.5
2000	4.5	
2001	4.3	
2002(T)	4.2	

OPERATING UNIT NAME: USAID/Kenya

SO NAME: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, Integrated family planning and health services

SO NUMBER: 615-003-01

APPROVED: 30/09/96

INTERMEDIATE RESULT 2.0: Capacity of public and private health institutions to finance, plan and manage resources increased

INDICATOR: Annual Ministry of Health cost sharing revenue increased

UNIT OF MEASURE: \$ Millions

SOURCE: Ministry of Health Annual Reports

INDICATOR DESCRIPTION: Total collections of cost sharing as reported by government facilities to the National Health Care Financing Secretariat

COMMENTS:

As reported in the last R4, revenues are still believed to be grossly under-reported. The significant growth in 1999 which shows a 15 percent increase during the year may be due, in part, to improved supervision and reporting procedure introduced with USAID assistance. Supervision of the cost-sharing program has been substantially institutionalized, with 576 district financial officers now trained to supervise revenue collection activities. New guidance has been issued from MOH headquarters that allows Provincial Medical Officers to use up to 10 percent of the cost-sharing revenues collected at provincial hospitals for cost sharing supervision. Reimbursements from the National Hospital Insurance Fund (NHIF) to MOH hospitals have not grown at the same rate as fee revenue, and this trend is cause for concern for the future financing of health services provided to NHIF beneficiaries by the MOH. In 1994/95, provincial hospitals derived 50 percent of their revenues from NHIF. This declined to 32 percent in 1997/98 and to only 18 percent in 1998/99. USAID has entered into policy dialogue with the GOK on the poor performance of NHIF, and plans during CY2000 to evaluate the last 10-years of the cost sharing program which should highlight some of the equity/access concerns now emerging. Cost-sharing revenue targets will also be refined after the evaluation.

YEAR	PLANNED	ACTUAL
1993 /94 (B)		3.6
1996	6.7	6.7
1997	7.5	8.5
1998	8.4	8.7
1999	9.2	10.0
2000	10.0	
2001	11.0	
2002 (T)	12.0	

OPERATING UNIT NAME: USAID/Kenya

SO NAME: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, Integrated family planning and health services

SO NUMBER: 615-003-01

APPROVED: 30/09/96

INTERMEDIATE RESULT 3.0: Customer use of integrated family planning, HIV/AIDS, and child survival services increased.

INDICATOR: National Couple-Years of Protection (CYP) increased.

UNIT OF MEASURE: Number (millions)

SOURCE: Family Planning Logistics Management data and SPECTRUM modeling

INDICATOR DESCRIPTION: The indicator measures the estimated protection provided by family planning services during a one year period, based upon volume of all contraceptives sold or distributed during that period. CYP is calculated by multiplying the quantity of each method distributed to clients by a conversion factor that yields an estimate of the duration of contraceptive protection provided per unit of that method.

COMMENTS: CYP continues to surpass set targets. In 1999, public and private sector sources generated 2.29 million CYP, which translates into a 15 percent increase from 1998. This increase reflects greater use of family planning methods, as well as a shift to more effective methods by female users. For instance, CYP generated by injectables has doubled in the last five years, with a 33 percent increase between 1998 and 1999. Over the same period, use of Norplant and voluntary surgical contraception (female) has similarly increased. One of the main challenges for future programs is male involvement in family planning. Even though use of male condoms has increased exponentially over the last five years, vasectomy is still the method of least choice among Kenyans showing that the role of men in family planning is minimal.

YEAR	PLANNED	ACTUAL
1984 (B)		1.38
1997	1.60	1.88
1998	1.91	1.99
1999	2.18	2.29
2000	2.83	
2001	3.35	
2002 (T)	3.87	

OPERATING UNIT NAME: USAID/Kenya

SO NAME: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, Integrated family planning and health services

SO NUMBER: 615-003-01

APPROVED: 30/09/96

INTERMEDIATE RESULT 3.0: Customer use of integrated family planning, HIV/AIDS, and child survival services increased

INDICATOR: TRUST condom sales increased

UNIT OF MEASURE: Number of condoms sold per month (rounded to the nearest '000)

SOURCE: PSI Reports and Service Statistics

INDICATOR DESCRIPTION: Average monthly number of condoms sold through the social marketing program.

COMMENTS: In 1999 sales of the socially marketed TRUST condom exceeded one million per month for the first time. As noted in the last R4 report, targets for condom sales are being revised. An evaluation of several mature condom social marketing programs in Africa reveals the following pattern in the annual growth rates of sales. During the first few years growth rates were erratic, from negative to several hundred percent. After this period these successful programs achieved 50 percent growth and subsequently maintained a steady (but lower) growth rate. It appears that programs struggle while developing a sales and marketing presence, achieve a breakthrough at 50 percent annual growth during one year, then see growth rates slow to the 10-20percent range as easy markets are saturated and new ones are more gradually developed. The limited data currently available indicate that growth rates in the years following the 50 percent breakthrough year should be about 30 percent, then 20 percent, and then about 10 percent for the next few years. We have revised our targets to show this trend (using 1997 as Kenya's breakthrough year), and will revise these estimates, as more data become available.

YEAR	PLANNED	ACTUAL
1994 (B)		200,000
1996	380,000	380,000
1997	549,000	652,000
1998	848,000	857,000
1999	1,017,000	1,013,000
2000	1,119,000	
2001	1,231,000	
2002 (T)	1,345,000	

USAID/Kenya: Meet the Critical Needs of Kenyans Affected by the Nairobi Bombing and Build Capacity to Address Future Disasters, SPO 615-004

Mission Self-Assessment: The special objective performance exceeded our expectations. The bomb response program is progressing very well. We have counseled over 7500 adults and children. We have also provided debriefing and stress management counseling to businesses, child counseling in schools and hospital-based counseling for those requiring follow-up treatment and reconstructive surgery. USAID has reimbursed all the 17 Nairobi Area hospitals for the cost of treating bomb blast victims. This reimbursement was to cover the costs of treatment and reconstructive surgery of over 5,000 victims. By December 1999, USAID had provided grants to over 100 small and medium-sized businesses to help them replace damaged fixed assets and stock, and to restart their operations. Assistance has also been given to more than thirty of the over sixty damaged buildings assessed for assistance, and the remainder should be completed soon. The search for a replacement building for Ufundi House is nearly completed and rehabilitation of Co-operative Bank House is underway.

Summary: The Mission's special objective (SPO) for meeting the critical needs of Kenyans affected by the Nairobi bombing is linked to the MPP goal of humanitarian assistance. The SPO supports the Agency goal: "Lives saved, suffering reduced and development potential reinforced". The Agency's objective supporting this goal, and to which our special objective directly corresponds, is: "urgent needs met in crisis situations". The special objective also complements two strategic objectives of USAID/Kenya's 1996-2001 CSP. The SPO pursues five related tracks to meet the needs of the bombing victims:

- (1) reducing the economic impact of the bombing by assisting private businesses affected by the bombing, including rehabilitation and reconstruction of damaged infrastructure;
- (2) making it possible for all persons injured in the bombing to receive adequate medical attention by reimbursing Nairobi area hospitals for treatment cost incurred but not otherwise recoverable;
- (3) financing medical follow-ups, including mental health counseling;
- (4) paying the school fees for primary and secondary school children of deceased or disabled bomb victims; and
- (5) strengthening disaster response and preparedness programs by providing funds and/or technical assistance to local organizations.

Beneficiaries are thousands of Kenyan victims requiring medical, rehabilitation, and trauma counseling services; the children of deceased or disabled bomb victims; businesses with damaged buildings, equipment, and infrastructure; and institutions that provide emergency response and blood transfusion services.

Key Results: USAID expects that by the year 2001:

- (1) 90 percent of the emergency medical needs of the bomb victims will be met;
- (2) 85 percent of the micro, small and medium businesses damaged by the bombing will be restored to operation; 100 percent of the damaged buildings will be fully repaired;

- (3) counseling and follow-up medical services will have been provided to some 10,000 bombing victims and their family members;
- (4) approximately 800 children of deceased or disabled bomb victims will have their school fees paid for three years; and
- (5) an as yet to be determined number of organizations and hospitals will have disaster preparedness capability.

USAID continues to lay special emphasis on the recovery of victims receiving medical treatment and counseling services; upgrading blood supply and transfusion services; resumption of businesses damaged by the bombing; rehabilitation of damaged buildings; and improved disaster preparedness systems in the hospitals and other local organizations.

Performance and Prospects: At the SPO level, the Mission is monitoring two indicators. These indicators are the number of victims receiving satisfactory medical and counseling services and the number of bomb-affected businesses that have resumed operations.

USAID provided a grant to Operation Recovery (OR) immediately after the bombing and competitively bid a grant to the International Federation of the Red Cross (IFRC) to provide trauma counseling and other services for victims of the Embassy bombing. IFRC and OR have provided counseling services to approximately seven thousand individuals, and from that group have an ongoing caseload. These organizations provided debriefing and stress management counseling to businesses, child counseling in schools and through dramatic presentations in public areas, and hospital-based counseling for those requiring follow-up treatment and reconstructive surgery. Outreach to individuals is still in process. The grants also include special programs for children, outreach, and documentation.

USAID continues to lay special emphasis on the recovery of victims receiving medical treatment and counseling services; upgrading blood supply and transfusion services; the resumption of business by small enterprises damaged by the bombing; the rebuilding and rehabilitation of damaged buildings; and the establishment of disaster preparedness systems in the GOK and organizations such as Africa Medical Research Foundation (AMREF), the Kenyan Red Cross, ambulance services and the hospitals. As a result, we have provided support to AMREF to provide follow-up medical services to bomb victims for two years. In addition to arranging for medical treatment in Kenya, AMREF has sent patients to South Africa for specialized orthopedic surgery, and to Germany for eye surgery. Three hundred eighty-eight reconstructive surgeries were successfully carried out at Kenyatta National Hospital in Nairobi. Additionally USAID is working with the Adventist Development and Relief Agency (ADRA) to provide physical therapy and vocational training to persons who became disabled as a result of the bomb blast.

To date USAID has reimbursed \$1.6m to 17 local hospitals for the cost of treating bomb blast victims. This covered the treatment and reconstructive surgery of over 5,000 individuals. Treatment ranged from first aid to major surgery and follow-up reconstructive surgery. Many patients remained in intensive care for several weeks. Although the original estimate was that approximately 750 patients would need reconstructive surgery, 388 patients participated in the

actual exercise in May 1999, of which approximately 65 percent were female. USAID, in collaboration with AMREF, brought 10 international surgical teams (including 8 American and 2 Spanish Surgeons, Scrub Nurses and Anesthesiologists) to assist local surgical teams. USAID reimbursed Kenyatta National Hospital, the implementing hospital, on a cost-per-patient basis. Review of programs to date indicates provision of high quality services, aggressive outreach to individuals and the business community, and well-documented cases.

Family Health International was awarded a grant to improve blood safety in Kenya, and USAID is presently soliciting bids for the construction of two blood safety centers as part of this program. USAID is also assisting in paying primary and secondary school fees for three years for about 776 children of those either killed or severely disabled by the bombing.

By the end of 1999, USAID had provided grants to over 100 small and medium-sized businesses to help them replace damaged fixed assets and stock, and to restart their operations. Ten percent of these businesses are owned by women. Most of these are back in operation, and another 150 grants will be given in 2000 to complete this phase of the program. Assistance has also been given to more than thirty of the over sixty damaged buildings assessed for assistance, and the remainder should be completed soon. One of the recipients of this support is a woman who owned a building that was damaged. USAID signed a contract for the complete rehabilitation of Co-Operative Bank House in late 1999, and this aspect of the program will be completed by August 2001. The only disappointing activity under the SPO is the procurement of an office building to replace the building owned by the Ufundi Cooperative society, which was destroyed by the bomb. A turnover in Ufundi's Board of Directors set back this effort about a year, when the new board voted not to accept the building that the previous board had approved. The search, however, is nearly completed for another replacement building for Ufundi House, and purchase will be completed in by mid-2000.

Possible Adjustments to Plans: None

Other Donor Programs: This activity complements the smaller humanitarian and reconstruction efforts undertaken by other development partners like the United Nations Development Program, the International Federation of the Red Cross, United Kingdom, Japan, Israel, Germany, private and public hospitals, the private sector and the GOK.

Principal Contractors, Grantees or Agencies: Principal grantees include: the African Medical and Research Foundation (AMREF), Adventist Development Relief Agency (ADRA), International Federation of the Red Cross, Operation Recovery, National Council of Churches of Kenya, and the International Medical Corps.

SPECIAL OBJECTIVE 1: Meet critical needs of Kenyans affected by the Nairobi bomb blast and build capacity to address future disasters

APPROVED: 18/12/98
USAID/Kenya

COUNTRY/ORGANIZATION:

RESULT: Meet critical needs of Kenyans affected by the Nairobi bomb blast and build capacity to address future disasters

INDICATOR: Number of victims receiving counseling and follow-up medical services

UNIT OF MEASURE: Actual count of people who have received services in hospitals and counseling centers

SOURCE: MOH, Grantee Reports

INDICATOR DESCRIPTION: Indicator measures bombing victims seeking follow-up services such as reconstructive surgery, eye surgery, orthopedic cases and long-term social counseling.

COMMENTS: The figure for 1999 is based on data on bomb victims who have received counseling. The bombing response program is a three year program. We therefore don't have performance targets for FY 2002

YEAR	PLANNED	ACTUAL
1998 (B)		0
1999	5,000	7,524
2000	2,000	
2001	1,000	

SPECIAL OBJECTIVE 2: Enable small and medium-sized businesses damaged by the bombing to replace lost equipment and restart their businesses.

APPROVED: 18/12/98

COUNTRY/ORGANIZATION:

USAID/Kenya

RESULT: Meet critical needs of Kenyans affected by the Nairobi bomb blast and build capacity to address future disasters

INDICATOR: Number of affected businesses which have re-started operations with USAID assistance

UNIT OF MEASURE: Number of businesses damaged by the bomb that have restarted operations

SOURCE: Grantee Reports

INDICATOR DESCRIPTION: Indicator measures businesses which received grants from USAID and as a result were able to re-commence operation.

COMMENTS: The figure for 1999 is based on grants issued by REDSO/Procurement Office. The bombing response program is a three year program. We therefore don't have performance targets for FY 2002

YEAR	PLANNED	ACTUAL
1998 (B)	0	0
1999	100	150
2000	140	
2001	0	

R4 PART III: RESOURCE REQUEST NARRATIVE

Program Resources: The Mission's request for program resources is consistent with proposed integrated strategic plan and the realities of the Agency earmarks.

The Mission proposed portfolio consists of four strategic objectives (SO) and one special objective. The control level for Kenya in FY 2000 is \$29.7 million (this figure includes \$725,000 DFA carryover and \$650,000 ESF carryover). In FY 2001 the target level is \$32.0 million. The request level for FY 2002 is \$37.3 million.

The majority of our program focuses on concerns in areas of population, child survival, infectious diseases, HIV/AIDS, environment, democracy and governance, micro-enterprise, agriculture, food aid, and humanitarian assistance.

FY 2000 Program Resources: The Mission approved funding level for FY 2000 is \$29.7 million. About 53 percent of the approved level for FY 2000 is allocated to population, child survival, infectious diseases and HIV/AIDS, while the resources allocated to economic growth and environment is about 37 percent. Democracy and governance is the smallest with approximately 10 percent of the total OYB this year, reflecting the scarcity of Agency funding available for DG programs.

FY 2001 and FY 2002 Program Resources: The Mission is in the process of finalizing a new strategic plan for FY 2001 through FY 2005. The revised strategic plan will include the following:

- An additional strategic objective (SO4) for natural resources. The Mission will separate the natural resources management component out of its economic growth and agriculture SO and develop a separate environmental SO. This decision reflects the fact that the two portfolios have, in fact, different objectives, and it emphasizes the need and desire to report more clearly the results that we are achieving. The target and request levels for this new environment SO is \$4.0 million in FY 2001 and FY 2002.
- In February 2000 the Mission submitted to the Africa Bureau a revised democracy and governance (DG) SO, broadening the DG program to include assistance to institutions of governance. The control level for the revised DG SO is \$3.0 million in FY 2001 and the request level is \$5.0 million in FY 2002. Mission is requesting an additional \$2.0 million in ESF in FY 2001 to supplement the shortage in the DA resources.
- The Mission's second strategic objective continues to address agricultural growth and micro-enterprise development. The control level for SO2 is \$7.6 million in FY 2001 and the request level for FY 2002 is \$11.0 million.
- The third strategic objective is the Mission's work in Kenya's population and health sector, emphasizing population/family planning, HIV/AIDS, and child survival. USAID/Kenya has also become a major player in the health sector reform process, putting substantial resources

into sector wide activities which have positive effects on Kenya's ability to deliver safe, effective primary health care and reproductive health. The control funding level for this SO3 is \$17.3 million for both FY 2001 and FY 2002.

PL 480 TITLE II

The PL 480 Title II control level (including both emergency and non-emergency) is \$14.5 million in FY 2000, while the target level for FY 2001 is \$15.0 million and request level for FY 2002 is \$12.0 million.

PIPELINE

The Kenya Mission pipeline (excluding accrued expenditures) is \$20.0 million which is well within the 24 months anticipated expenditures in accordance with the Agency forward funding guidelines. The pipeline also excludes \$30.0 million of the bomb supplemental funding. Most of the supplemental funding will be expended in the next 18 months.

WORKFORCE AND OE NARRATIVES

Mission workforce levels have declined dramatically in the last 3 years. The level of eight USDH requested for FY 2001-FY 2002 is the minimum needed to manage and monitor the Kenya program and to keep vulnerabilities within reasonable limits, account for U.S. Government resources, and provide management services to REDSO/ESA and OFDA.

At the target of six USDH, we continue to carry two positions for the Executive Office (EXO). The Mission's EXO supports REDSO/ESA and OFDA. While EXO services clearly need to be provided for the complex, USAID/Kenya need to be compensated for the burden of both USDH FTEs since they come at the expense of technical expertise we need to support our strategic objectives.

The Mission recognizes the OE funding constraints that the Africa Bureau and the Agency as a whole is facing. However, to enable the Mission to implement the current and proposed program, we need the minimal eight USDH requested in the request workforce tables. We desperately need the following additional two USDH positions:

- **Democracy and Governance Officer:** This is probably the Mission's most critical portfolio, given Kenya's development needs. The staff in this office needs a USDH leader. Both the Supervisory Program Officer and the Director provide guidance, but we are spread too thinly to do the right job. Given the sensitivity of democracy and governance in Kenya, the Mission's democratic agenda can best be articulated by a USDH officer. In the absence of this position, we risk our ability to help Kenya make a successful democratic transition to the post-Moi era.

- **Controller Position:** USAID/Kenya is the only Mission in the Africa Bureau with an OYB over \$10.0 million and no Controller. The Controller's Office manages the Mission's estimated annual OYB of \$30 million, OE (\$4.3 million), Local Currency (equivalent to \$20.0 million) and the supplemental funding of \$38.0 million for the bomb and still maintains accountability. With increase in audit ceiling, few audits will be required, necessitating closer oversight of the recipient by the Controllers Office. In addition, our efforts in DG program to build capacity of local NGOs has significant impact on the Controllers Office. With over 35 active DG grants (and more on the way), Controllers Office bears a heavy burden of conducting and supervising recipient audits for these many grants. The decision to delete the controller position seems to have been made on the basis that USAID/Kenya is located in the same city as REDSO's Regional Financial Management Center and that RFMC could take over the work of Kenya's Controller. But RFMC is already overburdened and cannot provide USAID/Kenya the equivalent of one full time USDH Controller.

The total workforce level for FY2001 – FY2002 is 148. As mentioned above, the Mission is requesting eight USDH at the request level, since this is the minimum level required to both implement the bilateral program and continue the EXO services for the Kenya complex. The number of both OE-funded USPSCs and FSNs remains constant (2 and 105 respectively). The Mission needs 25 program-funded FSNs and eight program funded USPSCs. (including two USPSCs for the Bomb Response Unit). Of the 105 OE-funded FSNs, 80 FSNs (or 76%) are allocated to EXO to support the complex, while 25 implement the program.

I. OE BUDGET NARRATIVE – Summary Statement:

The USAID complex in Kenya consists of the Kenya bilateral Mission, REDSO, and OFDA/ARO. While the EXO Office is located in the Kenya Mission, it supports all three organizations, which together represent the second largest Mission in the world. On the other hand, voucher processing services for all three units are performed by RFMC in REDSO. These arrangements, combined with the collocation of the Missions in the same building, require that the organizational budgets be approached from a complex standpoint (see special Kenya02R2B_AnnexOE). Additionally, because the EXO shop supports the entire complex and is the largest single unit, the budget for USAID/Kenya is inflated vis a vis other missions and must be considered with that in mind.

FY 2000. The Nairobi complex has an OE deficit for FY 2000 of \$300,000. As a result of cuts made in the past by the Kenya mission (direct hires from 15 in 1995 to six today, and a RIF of 67 FSNs in 1997), conversions to program funding, a strengthening dollar, other cost saving measures, and in particular for this specific year, the savings realized from the change in forward funding policy and the security supplemental funding (\$590,000) for guards, we are in reasonable shape and can adjust to the complex's shortfall. Because of the high number of FSNs in the Kenya Mission, the change in funding policy results in significant savings (\$450,000) and a small surplus. REDSO, meanwhile, with a much smaller FSN staff, will run a deficit, despite taking the drastic step of not filling three USDH positions and converting/eliminating FSN slots. The Kenya Mission will, therefore, cover a larger percentage of the NXP purchases for the complex this year.

FY 2001. In 2001 we will hit a brick wall – deficit: \$700,000. We must assume the payment for the full 12 months in FSN salaries and other contracts (additional \$450,000), assume full cost of the world's most expensive guard contract (\$600,000 more than in FY 2000), and deal with inflation and other costs. To get down to the target level, the Kenya Mission must eliminate the last economist position (FSN) in the Mission leaving us with no economic analysis capacity. This position is a half economist/half PDO slot. It's elimination, therefore, reduces us to one FSN PDO for the entire Mission. We have no USDH PDO. Further, we eliminate one position in the controllers office; convert four persons to program funding (the last such positions possible); reduce staff development to the minimum necessary to maintain operations; forego hiring a local hire USPSC EXO assistant as planned (we have been fortunate to have a very knowledgeable and experienced IDI in addition to the EXO and Deputy EXO over the past tumultuous 18 months, but we lose the third person in 2000); and reduce guard coverage where possible to do so without seriously effecting security. REDSO meanwhile must delete an additional two USDH slots (three under their USDH authorization) along with other severe measures.

FY 2002. In 2002 we hit a steel reinforced concrete wall – deficit: \$1.9 million. We expect high USDH costs due to the number of turnovers in staffing (four of six). To get down to the USAID/Kenya target level requires the complete deletion of one office managing two of the Mission's four SOs. This drastic action, the only way possible to get to the target level, results in the deletion of one USDH (one below our already much-too-low level of six USDH) along with

eight FSNs in the deleted office and those in support of that office, including two OE-funded persons from the controller. This step would bring to an abrupt and premature end USAID/Kenya's 30 years of assistance to agricultural and rural development in Kenya and also cut off our highly successful programs in micro-enterprise development, natural resources management, and Title II assistance to region's vulnerable to drought.

REDSO would cut an additional USDH, bringing the total to six cuts (four below the authorized) thereby eliminating the Food for Peace Office. REDSO would also cut at least one senior level FSN. In otherwords, having already significantly increased our vulnerabilities, we would now cut into the very heart of the program.

Other measures considered

Merging REDSO and the Mission: We have looked at the possibility suggested by some in AFR of merging into one Mission with a director and two deputies. From the cost standpoint, the savings are nonexistent as there is no decrease in staffing. For Kenya, the chief of the program/DG office already serves as the defacto deputy. We would need that position regardless, in addition to the two deputies. Moreover, both directors and the deputy are more than fully employed as it now stands. It is important to keep in mind that REDSO is no longer simply a service provider but a major program implementer with all the duties and responsibilities that such implies. None of those in management could ever recommend this option, as it would be detrimental to the programs, not to mention the health of those involved. As indicated above, the EXO office already serves the entire complex. Other than the voucher section, the REDSO/RFMC and Kenya controller offices have remained separate for operational reasons. USAID/Kenya's FSN controller staff will be reduced regardless of merging the two units. As a result, merging will save no additional positions or money.

Conversion to program funding: With the conversion of staff to program funding described above, we have exhausted this avenue of OE savings – at the cost of using valuable program funds. However, there are positions in the EXO shop which could logically be financed from program funds if a working capital fund (a special objective) of some sort could be established to which all projects would contribute - projected OE savings of \$150,000 to \$200,000 annually. We will request guidance from Washington on how to go about this.

Guard Contract: The guard contract has been tendered by the State Department, and a new contract should be in place this coming September. We are hopeful that competition will moderate the cost, but the real problem is structural (preference for a U.S. owned firm dictated by Congress, contracting form) such that any decreases will likely be only marginal. In the short-term, we have already moved more Americans to housing compounds and will be continuing our review to see where we can reduce at least day time guard coverage. Unfortunately this is all coming at a time when crime is going from very bad to worse, including more violence. For the long-term, we are working with the Embassy on an aggressive program to move significantly more housing on to compounds/clusters. This will take several years however. Additionally, the counter surveillance requirement (welcome but expensive) will add to our dollar woes if we have to pick up those costs (estimated at \$400,000 for USAID).

II. OE NARRATIVE DETAIL

The Target Work Force Levels

FY	USDH Allowed	USDH Budgeted	IDI	USPSC	FSNPS C OE	FSNPSC PRG	FSNPS C TOTAL
2000	6	6	1 (*)	2	106	22	128
2001	6	6	0	2	98	28	126
2002	6	5	0	2	91	19	110

(*) Notes: IDI graduates in August 2000 and fills into a USDH slot at post for FY 2001

USAID/Kenya has prepared three budget tables.

- Target (Operating Expenses - TARGET) shows figures at the target budget level of \$4,250,000 in FY 2000 and \$4,596,000 in FYs 2001 and 2002.
- Request Operating Expenses – REQUEST 1) shows figures at the target USDH level of six per year that cannot be maintained at the target budget level.
- Request 2 (Operating Expenses – REQUEST 2) shows figures required to maintain the target of six USDH plus an additional two USDH, a Controller and a Democracy and Governance Officer.

A. OVERVIEW OF FY 2000 OE LEVELS

FSN and USPSC Salaries:

The Post policy to keep FSN employee salaries within the range of the 75th to the 90th percentile of the Nairobi labor market (less than recommended) led to salary increases of 12 percent for grades eight to 12 and 8 percent for grades one to seven in November 1999. However, this budget line only increased 7.1 percent from FY 99. This small increase is due to the change in forward funding rules resulting in a 10 month year. In FY 2000 the FSN payroll and benefits accounts for 46.2 percent of the overall OE budget. Note: While efforts have been made to reduce FSN overtime, the office move from Parklands to ICIPE and Peponi in October 1999 and the second move into the completed Annex at ICIPE in January 2000 inevitably resulted in necessary overtime. Mechanisms are in place to reduce overtime.

USPSC salaries increased 14.2 percent from FY 1999 to FY 2000, from \$124,400 to \$142,000, 3.7 percent of the OE budget. The Mission has reduced the number of local hire USPSCs by eliminating one part time Housing Coordinator position. The need to hire TDY EXOs during the summer to ensure adequate coverage increased costs in this budget line.

USDH Costs – Allowances:

USAID/Kenya will support six USDH and part of an IDI for half of FY 2000. Entitlement travel of USDH personnel includes one retirement with no replacement (IDI will go into this position), one replacement, four home leaves with return to post and one departure. There is an increase in education allowance due to an increase in school fees at ISK and an increase in the number of

children going to school. Total costs for USDH allowances excluding residential, utilities and maintenance costs comes to \$303,700 (7.1 percent of the FY 2000 budget).

Operational Travel and Training:

Due to savings in other areas (security guards and rent) reductions in this area are not necessary this year and the amount has increased over the previous year. Total training and travel for the Mission is budgeted at \$425,000 (one percent of the OE budget).

Residential Rent, Security, Utilities and Maintenance:

The significant cost increase of the security guards is not realized in FY 2000 because a large portion of this cost was covered by the supplemental funds received this year. However, the full cost of the contract will be realized in FY 2001. The slight increase in residential rents from FY 99 to FY 00 is primarily due to replacement of rental properties which were further away from other Mission housing and less secure with newer, more secure properties which in some cases may have higher rents. Residential maintenance and utilities have remained constant. In FY 2000, this portion of the budget comes to \$373,700 (8.8 percent).

COMPLEX WIDE COSTS

Costs for running the Complex which include office rent, utilities, manpower contracts, maintenance as well as NXP and EXP are shared by USAID/Kenya and REDSO/ESA. The only accurate way to compare these costs is complex wide on the allocation basis of 40/60.

Office Rent, Security, Manpower, Utilities, Telephone and Maintenance:

Office rent for FY 99 was negligible because much of it was covered by the Embassy who was co-located with USAID. For FY 2000, the Mission will cover the full cost of the rent of the ICIPE USAID building which comes to \$228,000 and \$39,520 for the rent on the joint warehouse (2.9 percent of the total OE). Initial billing statements indicate that there will be little change in utilities and telephone costs from FY 99.

The supplemental funds covered almost all of the office guard costs in FY 99 and a large portion of the guard costs in FY 2000. In FY 2001 however, the Mission will fund the total cost of the guard contract out of OE. Office utilities, telephone and maintenance costs are expected to remain the same as in FY 99. Total costs for this section for FY 2000 comes to \$763,764 (8.2 percent of the OE budget).

NXP, Supplies and Freight:

The amount budgeted for FY 2000 in this area is the minimum required to keep up with replacement cycle of vehicles and office equipment and supplies. The higher costs in FY 99 were primarily due to the requirement to replace older ADP equipment with Y2K compatible equipment. Of the Mission's vehicle fleet, 13 vehicles are past the six year replacement mark and nine vehicles are eight years old or more. To keep up with the replacement cycle, the Mission would have to replace five vehicles per year over the next three years. At an average cost of \$24,000 per vehicle or \$120,000 a year. The Complex will require \$800,000 to purchase required EXP (\$500,000 is required to maintain a staff of 285 for the year) and NXP.

Request level: In order to catch up on replacement residential furniture (currently 12 set of household furniture are eight years old or older), post should ideally purchase four sets of new furniture a year for the next three years at an additional cost of \$50,000 .

ICASS:

The ICASS bill for the Mission increased 7.5 percent from \$493,8550 in FY 99 to \$530,800 in FY 2000 or 5.7 percent of the OE budget. This increase was primarily due to the increases in the medical and pouch cost centers. Note that the Medical Unit is Regional for much of East Africa.

B. OVERVIEW OF FY 2001 OE TARGET LEVELS: USAID/Kenya

USAID/Kenya has been straight lined at six USDH. Costs listed below are what are necessary to maintain this level. It should be noted however that in order to achieve the Mission's program goals, and without jeopardizing accountability and overtaxing and already overworked staff, at least two more U.S. Direct Hires are need: restoration of the Controller position (cut in FY 99) and a Democracy and Governance Officer to manage that programs \$3.0 million budget. Costs stated in the request level are for additional USDH staff as well as restoration of other costs reduced to meet the target level in areas such as USDH benefits (COLA), training and site travel and NXP/EXP.

USPSC and FSN Salaries:

In order to meet our target OE budget, seven OE funded FSN positions will be either deleted or converted to program funds, which will reduce FSN salaries by \$250,000. The total amount required for FSN salaries and benefits in FY 2001 is \$2,452,500 (53.5 percent of the overall OE budget). The 25 percent increase in FSN salaries from FY 2000 is due to the anticipated increase in salaries of 10 percent and the change of forward funding policy of FSN salaries in FY 99. Due to the change in policy no longer allowing for forward funding of FSN salaries, the Mission actually only paid for 10 months of salaries in FY 2000.

Of the 98 OE funded FSNs on the USAID/Kenya payroll, 79 are in EXO/GSO. Another 28 FSNs are already program funded. The Mission has made great progress in converting those FSN OE positions that can be to program funds.

Only a three percent salary increase is anticipated for the two USPSC salaries. The third anticipated USPSC position, the NOB Construction Manager, will be funded out of the NOB supplemental. It is anticipated that the EXO will require TDY coverage in the summer months while both the EXO and D/EXO are on leave. The total cost of OE funded USPSC salaries in FY 2001 is \$150,000 (3.4 percent of the overall budget).

USDH Costs – Allowances:

Target: As already mentioned, to meet the budget marks in FY 2002, we must cut programming. Initial plans are to delete the entire Agriculture, Business & Environment Office (ABEO) portfolio. As a result, the USDH assigned to ABEO will leave post in the summer of FY 2001 thereby increasing costs in this line item slightly.

Of the six USDH the Mission will support in FY 2001 entitlement travel will include one home leave/transfer (the ABEO Chief) and the other five staff will take R&R. It is anticipated that

school fees will increase by five percent. Total costs for USDH allowances comes to \$228,250 (5.2 percent of the OE budget).

Request: In order to meet programming needs, the Mission needs two additional USDH. An additional \$179,700 would be required cover the benefits and allowances of two more USDH.

Operational Travel and Training:

Operational travel and training has been reduced from FY 2000 in line with reductions in OE staff. The total amount budgeted for this line item in FY 2001 is \$382,000 representing 8.3 percent of the overall OE budget.

Request 2: In order to support an additional two more USDH (for a total of eight) the Mission would require \$400,000 in this line item. (Operating Expenses – REQUEST 2)

Residential Rent, Security, Utilities and Maintenance:

The 29.9 percent drop in housing costs in FY 2001 are due in part to dropping the IDI position (who will go into one of the USDH positions). In the past the Mission has held houses with OE funds for incoming program funded personnel, at a great cost to the Mission. Now, houses for program funded staff will only be held using program funds. If funding is not made available prior to the individual's arrival, then the new arrival will stay in a hotel until housing is prepared.

There will be 155 percent increase in residential guard costs (from \$82,400 in FY 2001 to \$210,000) in FY 2001. As with the office guards this is primarily because the majority of the guard contract costs were covered in the security supplemental in FY 2000 but in FY 2001 the Mission will carry the full cost of this contract. At these rates, the Mission is paying on average \$30,000 for guard services per house. In addition, the Agency may be required to cover the costs of the counter intelligence services which will increase guard costs by \$400,000.

Request 2: (Operating Expenses – REQUEST 2) In order to support an additional two USDH (total eight USDH), post would require an additional \$557,400.

COMPLEX WIDE COSTS

Costs for running the Complex which include office rent, utilities, manpower contracts, maintenance as well as NXP and EXP are shared by USAID/Kenya and REDSO/ESA. The only accurate way to compare these costs is complex wide.

Office Rent, Security, Manpower, Utilities, Telephone and Maintenance:

Office rent will be slightly lower in FY 2001 as part of USAID's agreement with ICIPE. It is anticipated that utilities, telephone and maintenance costs will increase at rate of 10 percent with inflation. Office security guard costs however will increase 368 percent from \$52,700 in FY 2000 to \$246,675 in FY 2001. As mentioned above, the security supplemental in FY 99 paid for most of the guard contract costs in FY 99 and FY 2000. In FY 2001 the Mission must absorb the full cost of the contract.

NXP, Supplies and Freight:

The amount budgeted for EXP & NXP (\$850,000) is the minimum required to maintain office and residential needs and represents 8.5 percent of the Complex OE budget. \$500,000 is required for EXP for the Mission Complex. Only \$300,000 has been budgeted for NXP which represents a much reduced replacement cycle for house hold furniture (three a year), vehicles (three a year) and computers (20 a year).

Request: (Operating Expenses – REQUEST 2) in order to support two additional USDH for USAID/Kenya an additional \$306,500 would be needed in this line item to purchase and ship additional supplies, office and residential furniture and computers.

ICASS

The Mission is anticipating a five percent increase in ICASS bill to cover inflation and the addition of one Embassy personnel officer to assist post with bomb related follow-up. In FY 2001 ICASS costs will be \$503,880 for the complex (\$223,552 for USAID/Kenya based on a 60/40 split with REDSO) representing 5.8 percent of the Complex OE budget. The reduction is due to the elimination of four USDH and seven FSNs. In spite of this, costs are higher than what would be expected in a typical bilateral Embassy/USAID Mission because Kenya covers the regional medical costs for ICASS.

Request: (Operating Expenses – REQUEST 2) USAID/Kenya would require an additional \$60,000 for two additional USDH.

C. OVERVIEW OF FY 2002 OE TARGET LEVELS: USAID/Kenya

In order to meet the FY 2002 OE target levels, drastic cuts will have to be made in the USAID/Kenya program including the elimination of two strategic objectives managed by ABEO (Agriculture, Business & Environment Office). Cutting this program will save the costs associated with one USDH and eight FSNs.

USPSC and FSN Salaries:

In order to meet the target budget marks, deleting the ABEO portfolio will mean deleting three FSN positions in ABEO, two positions in FM, two positions in the Program office and one driver. These cuts will realize a total savings of \$667,141 and reduce the FSN salary budget line from \$3,112,737 to \$2,445,596. Because there will no longer be an ABEO program, an additional seven program funded FSN will also lose their jobs. Only a 10 percent salary increase has been factored in (a five percent WGI and a five percent real increase) this year.

Local hire USPSCs will remain the same (two positions) and will receive a three percent salary increase. We must also plan for TDY EXO coverage in the summer as both the EXO and D/EXO transfer out this year.

Request 1: (Operating Expenses – REQUEST 1) If the ABEO program were not cut, the Mission would require an additional \$667,141 to maintain these positions.

USDH Costs – Allowances:

By eliminating ABEO and transferring the USDH associated with this program in the previous year, the Mission will save \$4,500 in USDH benefits this FY. Savings in this area are insignificant because this particular employee has only one dependent and no school age children

and the only cost savings would be the R&R travel scheduled for this year. In order to meet the target COLA has been deleted from the budget.

Request 1 Operating Expenses – REQUEST 1) In order to maintain six USDH post would require the \$4,500 for the ABEO Chief's R&R. Post would also like to re-instate funds for COLA (not included in Target) and to increase funds for evacuation. Total amount needed in this line item would be \$27,500.

Request 2: (Operating Expenses – REQUEST 2) In order to support eight USDH, post would need an additional \$104,700 over the target level for a total of \$589,400 in this line item for school fees, travel and COLA for two additional USDH.

Operational Travel and Training:

Elimination of the ABEO program will realize some savings in operational travel and training. This section of the budget has been cut 47 percent from \$382,200 to \$202,000 which is the minimum required to support the rest of the Mission. Cuts are actually more than what would be required after deleting ABEO because, in spite of these drastic measures, the Mission is still over the target budget.

Request 1: (Operating Expenses – REQUEST 1) In order to maintain six USDH and the full ABEO program, post would require \$346,000 in this line or an increase of \$144,000 over the very reduced target amount.

Request 2: (Operating Expenses – REQUEST 2) To support an additional two more USDH for a total of eight and keeping the ABEO program, post would require \$376,000 in this line.

Residential Rent Security, Manpower, Utilities, Telephone and Maintenance:

Elimination of one USDH position will realize a savings of \$61,060 in residential rent, maintenance, utilities and guard service.

Request 1 : (Operating Expenses – REQUEST 1) To maintain housing for six USDH, post would require \$465,860 or an additional \$61,020 over the target level.

Request 2: (Operating Expenses – REQUEST 2) To maintain housing for eight USDH post would require \$602,800 or an additional \$203,000 over the target level.

COMPLEX WIDE COSTS

Costs for running the Complex which include office rent, utilities, manpower contracts, maintenance as well as NXP and EXP are shared by USAID/Kenya and REDSO/ESA. The only accurate way to compare these costs is complex wide.

Office Rent, Security, Manpower, Utilities, Telephone and Maintenance:

Elimination of ABEO and the FFP USDH will not realize any savings in office rent, security or the manpower contract. It is conceivable that utilities may go down slightly slightly and phone

costs should go down as well. But, the Mission cannot expect any great savings in this area. Total amount budgeted for the Complex comes to \$681,212 or 6.8 percent of the budget which is an 11.4 percent increase over the previous year.

NXP, Supplies and Freight:

NXP and EXP are already budgeted at the lowest amounts possible of \$700,000 for the Complex. A reduced number of staff both USDH and FSN, complex wide will result in some NXP and EXP savings. However, the Mission is already behind in replacement cycle of furniture and is scheduled to replace more vehicles this year to keep the fleet in good working order.

ICASS

Reduction in staff will realize savings in ICASS of \$104,000 this year. The amount budgeted for the Complex, \$538,268 is 5.4 percent of the OE budget.

CAPITAL INVESTMENT FUND NARRATIVE

FY 2000: In FY 1999, the USAID Complex (USAID/Kenya, REDSO/ESA and OFDA/ARO) was forced to move to more secure facilities as the previous location did not meet minimum security requirements and had become a high profile target for terrorism given the co-location of Embassies Kenya and Sudan with USAID after the August 7 bombing. Funds reflected in the table for FY 2000 are reappropriated two-year funds used to complete the Interim Office Building and fund other security requirements.

FY 2001: The Agency and the Administration have included in the FY 2001 request \$28.9 million to complete funding for the New Office Building to be located on a joint compound with the Embassy. Dollars 4.1 million were obligated in FY 1999 to fund the design and pay initial infrastructure costs for the facility.

FY 2002: Not applicable.

CONTROLLER BUDGET NARRATIVE

FY 2000 ESTIMATE: \$413,000

TARGET FY 2001: \$380,600; FY 2002: \$329,600

REQUEST FY 2001: \$623,500; FY 2002: \$692,700

At the end of FY 1999 the Mission lost the USDH controller position and now has 10 FSNs to support the financial needs of the four strategic objectives through FY 2000. Controller staff currently consists of one chief accountant, three financial analysts, one O.E. budget analyst, four accountants and one secretary. In FY 2000 one financial analyst and one accountant will assume program funded positions outside of the controller's shop, thus reducing costs in salaries. In FY 2002, the controller's office will cut two more positions as a result of deleting the ABEO portfolio and the FSN staff will be reduced to six.

On the request level, FSN staff will remain at the current level of 10 and the Mission will gain a USDH Controller.

FSN Salaries:

It is projected that FSN salaries will increase by 15 percent in from FY 2000 and then 10 percent to FY 2001 to FY 2002. The decline in the amount required is due to the deletion of two positions in FY 2001 and two more positions in FY 2002.

USDH Benefits:

With the elimination of the USDH controller, there are currently no USDH benefits for the controller office

Office Rent, Security, Manpower, Utilities, Telephone and Maintenance :

Controllers share of these costs is based on square footage occupancy of the building. Controllers occupy 1.9 percent of the building space. Deleting more positions in the controllers office will not realize substantial savings in office costs since some costs such as rent and guards are fixed costs.

Accessing Global Bureau Services Through Field Support and Buy-Ins

Objective Name	Field Support and Buy-Ins: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)			
				FY 2001		FY 2002	
				Obligated by:		Obligated by:	
Operating Unit	Global Bureau	Operating Unit	Global Bureau				
Reduce Fertility and the Risk of HIV/AIDS Transmission through Sustainable, Integrated and Health Services	AIDSMARK: 936-3090.03	High	3 years		2,000		2,000
	CPSD: 936-3057	High	3 years		0		100
	IMPACT: 936-3090.02	High	3 years		4,700		4,700
	DELIVER (FPLM III Follow-On): 936-3089.01	High	3 years		800		800
	NEW POLICY RESULTS: 936-3083.02	High	3 years		800		800
	CONTRACEPTIVE TECH RESEARCH (FHI): 936-3079.00	High	3 years		250		250
	CEDPA/TAACS: 936-5970.03	High	5 years		250		250
	PRIME II: 936-3093.01	High	2 years		100		0
	MEASURE I (DHS + Data Collection): 936-3083.01	High	3 years		0		1,000
	MEASURE II (Monitoring & Evaluation): 936-3083.02	High	3 years		140		150
	MEASURE III (Dissemination & Communication): 936-3083.03	High	2 years		60		0
	MEASURE IV (BuCen) (SCILS): 936-3083.04	High	2 years		100		0
Improved NRM in Targeted Biodiverse Areas by and for the Stakeholders	CRC/URI Univ. of Rhode Island, CG/ENV/ENR, Central Resource Mngt (CRM II): 936-5556	High	2 years		200		300
GRAND TOTAL.....					9,400		10,350

FY 2000 Budget Request by Program/Country

Fiscal Year: 2000 Program/Country: KENYA
 Approp: DA/CSD
 Scenario: Target

S.O. # , Title		FY 2000 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2000
	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		
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	3,000											3,000	3,069	3,546
	Field Spt	0											0	0	0
		3,000	0	0	0	0	0	0	0	0	0	0	3,000	3,069	3,546
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	8,296	6,700	1,596										8,625	7,110
	Field Spt	0	0	0										0	0
		8,296	6,700	1,596	0	0	0	0	0	0	0	0	0	8,625	7,110
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	5,923					4,002	1,600	200	71	50			7,376	7,987
	Field Spt	8,727					2,298	200	350	5,629	250			8,090	9,327
		14,650	0	0	0	0	6,300	1,800	550	5,700	300	0	0	15,466	17,314
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	2,207										2,207		2,920	1,898
	Field Spt	200										200		200	0
		2,407	0	0	0	0	0	0	0	0	0	2,407	0	3,120	1,898
SO 5:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		19,426	6,700	1,596	0	0	4,002	1,600	200	71	50	2,207	3,000	21,990	20,541
Total Field Support		8,927	0	0	0	0	2,298	200	350	5,629	250	200	0	8,290	9,327
TOTAL PROGRAM		28,353	6,700	1,596	0	0	6,300	1,800	550	5,700	300	2,407	3,000	30,280	29,868

FY 2000 Request Agency Goal Totals	
Econ Growth	8,296
Democracy	3,000
HCD	0
PHN	14,650
Environment	2,407
Program ICASS	120
GCC (from all Goals)	0

FY 2000 Account Distribution (DA only)	
Dev. Assist Program	20,003
Dev. Assist ICASS	
Dev. Assist Total:	20,003
CSD Program	8,350
CSD ICASS	
CSD Total:	8,350

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/DFR Account

FY 2000 Budget Request by Program/Country

Fiscal Year: 2000 Program/Country: KENYA

Approp: ESF

Scenario: Target

S.O. # , Title															
FY 2000 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2000
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	650											650	285	584
	Field Spt	0											0	0	0
		650	0	0	0	0	0	0	0	0	0	0	650	285	584
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		650	0	0	0	0	0	0	0	0	0	0	650	285	584
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		650	0	0	0	0	0	0	0	0	0	0	650	285	584

FY 2000 Request Agency Goal Totals	
Econ Growth	0
Democracy	650
HCD	0
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2000 Account Distribution (ESF only)	
Economic Support Fund	650
Dev. Assist ICASS	0
Econ. Support Fund Tote	650
CSD Program	0
CSD ICASS	0
CSD Total:	0

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: KENYA

Approp: DFA

Scenario: Target

S.O. # , Title															
FY 2000 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2000
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	125								125				63	
	Field Spt	600								600				300	
		725	0	0	0	0	0	0	0	725	0	0	0	363	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		125	0	0	0	0	0	0	0	125	0	0	0	63	0
Total Field Support		600	0	0	0	0	0	0	0	600	0	0	0	300	0
TOTAL PROGRAM		725	0	0	0	0	0	0	0	725	0	0	0	363	0

FY 2000 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	725
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2000 Account Distribution (DFA only)	
Dev. Fund for Africa	0
Dev. Assist ICASS	0
Dev. Fund for Africa Total	0
CSD Program	725
CSD ICASS	0
CSD Total:	725

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: KENYA

Approp: PL 480 Title I

Scenario: Target

S.O. #, Title															
FY 2000 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2000
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	14,575													
	Field Spt	0													
		14,575	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		14,575	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		14,575	0	0	0	0	0	0	0	0	0	0	0	0	0

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

FY 2000 Account Distribution (PL 480 only)	
PL 480 Title II	14,575
Dev. Assist ICASS	0
PL 480 Title II Total:	14,575
CSD Program	0
CSD ICASS	0
CSD Total:	0

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 2001 Budget Request by Program/Country

Fiscal Year: 2001 Program/Country: KENYA
 Approp: DFA/CSD
 Scenario: Target

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		
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	3,000											3,000	3,293	3,796
	Field Spt	0											0	0	0
		3,000	0	0	0	0	0	0	0	0	0	0	3,000	3,293	3,796
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	7,589	5,589	2,000										8,550	5,899
	Field Spt	0	0	0										100	0
		7,589	5,589	2,000	0	0	0	0	0	0	0	0	0	8,650	5,899
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	8,100					5,950	1,000	200	850	100			7,711	8,376
	Field Spt	9,200					1,950	0	400	6,650	200			9,327	9,200
		17,300	0	0	0	0	7,900	1,000	600	7,500	300	0	0	17,038	17,576
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	3,800										3,800		3,500	2,398
	Field Spt	200										200		200	0
		4,000	0	0	0	0	0	0	0	0	0	4,000	0	3,700	2,398
SO 5:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		22,489	5,589	2,000	0	0	5,950	1,000	200	850	100	3,800	3,000	23,054	20,469
Total Field Support		9,400	0	0	0	0	1,950	0	400	6,650	200	200	0	9,627	9,200
TOTAL PROGRAM		31,889	5,589	2,000	0	0	7,900	1,000	600	7,500	300	4,000	3,000	32,681	29,669

FY 2001 Request Agency Goal Totals	
Econ Growth	7,589
Democracy	3,000
HCD	0
PHN	17,300
Environment	4,000
Program ICASS	120
GCC (from all Goals)	0

FY 2001 Account Distribution (DFA only)	
Dev.Fund for Africa	22,489
Dev. Assist ICASS	0
Dev. Fund for Africa Total:	22,489
CSD Program	9,400
CSD ICASS	0
CSD Total:	9,400

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

FY 2001 Budget Request by Program/Country

Fiscal Year: 2001 Program/Country: KENYA

Approp: ESF

Scenario: Target

S.O. # , Title															
FY 2001 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2001
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	2,000											2,000	1,109	1,475
	Field Spt	0											0	0	0
		2,000	0	0	0	0	0	0	0	0	0	0	2,000	1,109	1,475
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		2,000	0	0	0	0	0	0	0	0	0	0	2,000	1,109	1,475
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		2,000	0	0	0	0	0	0	0	0	0	0	2,000	1,109	1,475

FY 2001 Request Agency Goal Totals	
Econ Growth	0
Democracy	2,000
HCD	0
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2001 Account Distribution (ESF only)	
Economic Support Fund	2,000
Dev. Assist ICASS	0
Econ. Support Fund Total	2,000
CSD Program	0
CSD ICASS	0
CSD Total:	0

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

FY 2001 Budget Request by Program/Country

Fiscal Year: 2001 Program/Country: KENYA

Approp: PL 480 Title I

Scenario: Target

S.O. #, Title															
FY 2001 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2001
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	15,000													
	Field Spt	0													
		15,000	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		15,000	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		15,000	0	0	0	0	0	0	0	0	0	0	0	0	0

FY 2001 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2001 Account Distribution (PL 480 only)	
PL 480 Title II	15,000
Dev. Assist ICASS	
PL 480 Title II Total:	15,000
CSD Program	0
CSD ICASS	
CSD Total:	0

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.

FY 2002 Budget Request by Program/Country

Fiscal Year: 2002 Program/Country: KENYA
 Approp: DFA/CSD
 Scenario: Target

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		
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	5,000											5,000	5,076	3,502
	Field Spt	0											0	0	0
		5,000	0	0	0	0	0	0	0	0	0	0	5,000	5,076	3,502
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	11,000	6,500	4,500										11,500	5,399
	Field Spt	0	0	0										0	0
		11,000	6,500	4,500	0	0	0	0	0	0	0	0	0	11,500	5,399
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	7,250					4,550	1,850		850				8,376	7,250
	Field Spt	10,050					2,950	450		6,650				9,200	10,050
		17,300	0	0	0	0	7,500	2,300	0	7,500	0	0	0	17,576	17,300
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	3,700										3,700		4,000	2,398
	Field Spt	300										300		300	0
		4,000	0	0	0	0	0	0	0	0	0	4,000	0	4,300	2,398
SO 5:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0												0	0
	Field Spt	0												0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		26,950	6,500	4,500	0	0	4,550	1,850	0	850	0	3,700	5,000	28,952	18,549
Total Field Support		10,350	0	0	0	0	2,950	450	0	6,650	0	300	0	9,500	10,050
TOTAL PROGRAM		37,300	6,500	4,500	0	0	7,500	2,300	0	7,500	0	4,000	5,000	38,452	28,599

FY 2002 Request Agency Goal Totals	
Econ Growth	11,000
Democracy	5,000
HCD	0
PHN	17,300
Environment	4,000
Program ICASS	120
GCC (from all Goals)	0

FY 2002 Account Distribution (DFA only)	
Dev. Fund for Africa	27,500
Dev. Assist ICASS	
Dev. Fund for Africa Total:	27,500
CSD Program	9,800
CSD ICASS	
CSD Total:	9,800

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

FY 2002 Budget Request by Program/Country

Fiscal Year: 2002 Program/Country: KENYA

Approp: PL 480

Scenario: Target

S.O. # , Title															
FY 2002 Request															
	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	Est. S.O. Expendi- tures	Est. S.O. Pipeline End of FY2002
SO 1: Effective Demand for Sustainable Political, Constitutional and Legal Reform Created															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resources Management															
	Bilateral	12,000													
	Field Spt	0													
		12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 4: Improved Natural Resources Management in Targeted Biodiverse Areas by and for the Stakeholders															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		12,000	0	0	0	0	0	0	0	0	0	0	0	0	0

FY 2002 Request Agency Goal Totals	
Econ Growth	0
Democracy	0
HCD	0
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2002 Account Distribution (PL 480 only)	
PL 480 Title II	12,000
Dev. Assist ICASS	0
PL 480 Title II Total:	12,000
CSD Program	0
CSD ICASS	0
CSD Total:	0

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

Workforce Tables

Org_____KENYA_____									Total	Org.	Fin.	Admin.	Con-	Prog-	Total	Total		
End of year On-Board									SO/SpC	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff	
FY 2000 Target		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2										
OE Funded: 1/																		
U.S. Direct Hire			1	1					2	1.5		2			0.5	4	6	
Other U.S. Citizens									0	1		1				2	2	
FSN/TCN Direct Hire									0							0	0	
Other FSN/TCN		4	7	6					17		4	80			4	88	105	
Subtotal		4	8	7	0	0	0	0	19	2.5	4	83	0	0	4.5	94	113	
Program Funded 1/																		
U.S. Citizens		3		2	1		2		8							0	8	
FSNs/TCNs		5	6	7	3		3		24						1	1	25	
Subtotal		8	6	9	4	0	5	0	32	0	0	0	0	0	1	1	33	
Total Direct Workforce		12	14	16	4	0	5	0	51	2.5	4	83	0	0	5.5	95	146	
TAACS																		
PASA																0	2	
Fellows																0	2	
IDIs												1			1	1		
Subtotal		0	0	2	0	0	2	0	4	0	0	1	0	0	0	1	5	
TOTAL WORKFORCE		12	14	18	4	0	7	0	55	2.5	4	84	0	0	5.5	96	151	

Workforce Tables

Org____KENYA_____									Total	Org.	Fin.	Admin.	Con-	Prog-	Total	Total	
End of year On-Board		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	SO/SpC	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff
FY 2001 Target																	
OE Funded: 1/																	
U.S. Direct Hire			1	1					2	1.5		2			0.5	4	6
Other U.S. Citizens									0	1		1				2	2
FSN/TCN Direct Hire									0							0	0
Other FSN/TCN		4	7	6	0				17		4	80			4	88	105
Subtotal		4	8	7	0	0	0	0	19	2.5	4	83	0	0	4.5	94	113
Program Funded 1/																	
U.S. Citizens		3		2	1		2		8							0	8
FSNs/TCNs		5	6	7	3		3		24						1	1	25
Subtotal		8	6	9	4	0	5	0	32	0	0	0	0	0	1	1	33
Total Direct Workforce		12	14	16	4	0	5	0	51	2.5	4	83	0	0	5.5	95	146
TAACS									0							0	0
PASA							2		2							0	2
Fellows				2					2							0	2
IDIs									0							0	0
Subtotal		0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	4
TOTAL WORKFORCE		12	14	18	4	0	7	0	55	2.5	4	83	0	0	5.5	95	150

Workforce Tables

Org____KENYA_____								Total						Total	Total		
End of year On-Board								SO/SpC	Org.	Fin.	Admin.	Con-	Prog-	Total	Total		
FY 2002 Target	SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	Staff	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff	
OE Funded: 1/																	
U.S. Direct Hire		1	1					2	1.5		2			0.5	4	6	
Other U.S. Citizens								0	1		1				2	2	
FSN/TCN Direct Hire								0							0	0	
Other FSN/TCN	4	7	6	0				17		4	80			4	88	105	
Subtotal	4	8	7	0	0	0	0	19	2.5	4	83	0	0	4.5	94	113	
Program Funded 1/																	
U.S. Citizens	3		2	1		2		8							0	8	
FSNs/TCNs	5	6	7	3		3		24						1	1	25	
Subtotal	8	6	9	4		5	0	32	0	0	0	0	0	1	1	33	
Total Direct Workforce	12	14	16	4	0	5	0	51	2.5	4	83	0	0	5.5	95	146	
TAACS								0						0	0		
PASA								2						0	2		
Fellows								2						0	2		
IDIs								0						0	0		
Subtotal	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	4	
TOTAL WORKFORCE	12	14	18	4	0	7	0	55	2.5	4	83	0	0	5.5	95	150	

Workforce Tables

Org <u>KENYA</u>									Total	Org.	Fin.	Admin.	Con-	Prog-	Total	Total		
End of year On-Board									SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff	
FY 2000 Request		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2										
OE Funded: 1/																		
U.S. Direct Hire			1	1					2	1.5		2			0.5	4	6	
Other U.S. Citizens									0	1		1				2	2	
FSN/TCN Direct Hire									0							0	0	
Other FSN/TCN		4	7	6					17		4	80			4	88	105	
Subtotal		4	8	7	0	0	0	0	19	2.5	4	83	0	0	4.5	94	113	
Program Funded 1/																		
U.S. Citizens		3		2	1			2	8							0	8	
FSNs/TCNs		5	6	7	3			3	24						1	1	25	
Subtotal		8	6	9	4	0	5	0	32	0	0	0	0	0	1	1	33	
Total Direct Workforce		12	14	16	4	0	5	0	51	2.5	4	83	0	0	5.5	95	146	
TAACS				1					1			0				0	1	
PASA								2	2							0	2	
Fellows				2					2			0				0	2	
IDIs									0			1				1	1	
Subtotal		0	0	3	0	0	2	0	5	0	0	1	0	0	0	1	6	
TOTAL WORKFORCE		12	14	19	4	0	7	0	56	2.5	4	84	0	0	5.5	96	152	

Workforce Tables

Org_KENYA									Total	Org.	Fin.	Admin.	Con-	Prog-	Total	Total	
End of year On-Board		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff
FY 2001 Request																	
OE Funded: 1/																	
U.S. Direct Hire		1	1	1					3	1.5	1	2			0.5	5	8
Other U.S. Citizens									0	1		1				2	2
FSN/TCN Direct Hire									0							0	0
Other FSN/TCN		4	7	6					17		4	80			4	88	105
Subtotal		5	8	7	0	0	0	0	20	2.5	5	83	0	0	4.5	95	115
Program Funded 1/																	
U.S. Citizens		3		2	1			2	8							0	8
FSNs/TCNs		5	6	7	3			3	24						1	1	25
Subtotal		8	6	9	4	0	5	0	32	0	0	0	0	0	1	1	33
Total Direct Workforce		13	14	16	4	0	5	0	52	2.5	5	83	0	0	5.5	96	148
TAACS				1					1							0	1
PASA								2	2							0	2
Fellows				2					2							0	2
IDIs									0							0	0
Subtotal		0	0	3	0	0	2	0	5	0	0	0	0	0	0	0	5
TOTAL WORKFORCE		13	14	19	4	0	7	0	57	2.5	5	83	0	0	5.5	96	153

Workforce Tables

Org KENYA								Total						Total	Total			
End of year On-Board								SO/SpO	Org.	Fin.	Admin.	Con-	Prog-	Total	Total			
FY 2002 Request		SO 1	SO 2	SO 3	SO 4	SO 5	SpO1	SpO2	Staff	Mgmt.	Mgmt	Mgmt	tract	Legal	ram	Mgmt.	Staff	
OE Funded: 1/																		
U.S. Direct Hire		1	1	1					3	1.5	1	2			0.5	5	8	
Other U.S. Citizens									0	1		1				2	2	
FSN/TCN Direct Hire									0							0	0	
Other FSN/TCN		4	7	6	0				17		4	80			4	88	105	
Subtotal		5	8	7	0	0	0	0	20	2.5	5	83	0	0	4.5	95	115	
Program Funded 1/																		
U.S. Citizens		3		2	1		2		8							0	8	
FSNs/TCNs		5	6	7	3		3		24					1		1	25	
Subtotal		8	6	9	4		5	0	32	0	0	0	0	0	1	1	33	
Total Direct Workforce		13	14	16	4	0	5	0	52	2.5	5	83	0	0	5.5	96	148	
TAACS				1					1							0	1	
PASA							2		2							0	2	
Fellows				2					2							0	2	
IDIs									0							0	0	
Subtotal		0	0	3	0	0	2	0	5	0	0	0	0	0	0	0	5	
TOTAL WORKFORCE		13	14	19	4	0	7	0	57	2.5	5	83	0	0	5.5	96	153	

USDH Staffing Requirements by Backstop, FY 2000 - FY 2003

Mission: Kenya

Functional Backstop (BS)	Number of USDH Employees in Backstop in:			
	FY 2000	FY 2001	FY 2002	FY 2003
Senior Management				
SMG - 01	1	1	1	1
Program Management				
Program Mgt - 02	1	1	1	1
Project Dvpm Officer - 94				
Support Management				
EXO - 03	2	2	2	2
Controller - 04	0	1	1	1
Legal - 85				
Commodity Mgt. - 92				
Contract Mgt. - 93				
Secretary - 05 & 07				
Sector Management				
Agriculture - 10 & 14	1	1	1	1
Economics - 11				
Democracy - 12	0	1	1	1
Food for Peace - 15				
Private Enterprise - 21				
Engineering - 25				
Environment - 40 & 75				
Health/Pop. - 50	1	1	1	1
Education - 60				
General Dvpm. - 12*				
RUDO, UE-funded - 40				
Total	6	8	8	8

***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.

USAID/KENYA COMPLEX O.E BUDGET- TARGET

(REDSO/ESA & USAID/K COMBINED)

FY2000 O.E LEVEL.												
USAID/K				4,250,000			4,596,000			4,596,000		
REDSO/ESA				5,000,000			5,343,000			5,343,000		
TOTAL				9,250,000			9,939,000			9,939,000		
FY2000 MANDATORY REQUIRED O.E	FY1999 USAID/K	FY1999 REDSO/ESA	FY1999 TOTAL	FY2000 USAID/K	FY2000 REDSO/ESA	FY2000 TOTAL	FY2001 USAID/K	FY2001 REDSO/ESA	FY2001 TOTAL	FY2002 USAID/K	FY2002 REDSO/ESA	FY2002 TOTAL
FSN SALARIES	1,840,402	1,384,780	3,225,182	1,962,493	1,238,298	3,200,791	2,452,465	1,485,048	3,937,513	2,441,449	1,464,677	3,906,126
PSC SALARIES	124,386	316,700	441,086	142,000	309,740	451,740	150,000	167,630	317,630	157,000	109,060	266,060
USDH BENEFITS	274,178	683,060	957,238	303,700	1,023,505	1,327,205	224,250	519,373	743,623	484,700	766,722	1,251,422
STAFF DEVELOPMENT TRAINING/CONFERENCES/RETREAT	222,294	200,410	422,704	274,799	171,685	446,484	282,245	239,000	521,245	145,000	242,996	387,996
OPERATIONAL TRAVEL SITE VISITS & OPERATIONAL TRAVE	92,564	334,560	427,124	150,000	371,652	521,652	100,000	352,793	452,793	57,000	316,912	373,912
SUB TOTAL -- STAFF RELATED COST	2,553,824	2,919,510	5,473,334	2,832,992	3,114,880	5,947,872	3,208,960	2,763,844	5,972,804	3,285,149	2,900,367	6,185,516
MISCELLANEOUS												
Misc	56,156	73,460	129,616	40,000	66,000	106,000	40,000	68,200	108,200	40,000	68,200	108,200
printing/advisory	10,842	21,232	32,074	7,000	10,600	17,600	7,000	10,600	17,600	7,000	10,600	17,600
rep Allowance	3,496	2,300	5,796	3,000	2,100	5,100	3,000	2,100	5,100	3,000	2,100	5,100
Medical care	10,000	-	10,000	2,000	-	2,000	-	-	-	-	-	-
RESIDENTIAL OPERATION												
RESIDENTIAL LEASES	206,903	490,830	697,733	213,800	418,664	632,464	149,800	384,943	534,743	135,000	347,471	482,471
RESIDENTIAL UTILITY SVS	78,300	85,800	164,100	45,600	159,600	205,200	45,600	136,800	182,400	41,800	121,600	163,400
RESIDENTIAL MAINTENANCE	56,929	172,030	228,959	31,900	100,000	131,900	31,900	85,000	116,900	25,000	75,000	100,000
SUB TOTAL -- RESIDENTIAL COSTS	422,626	845,652	1,268,278	343,300	756,964	1,100,264	277,300	687,643	964,943	251,800	624,971	876,771
SUB TOTAL --STAFF RELATED & RESIDENTIAL COSTS	2,976,450	3,765,162	6,741,612	3,176,292	3,871,844	7,048,136	3,486,260	3,451,487	6,937,747	3,536,949	3,525,338	7,062,287
THESE ITEMS ARE NOT SHARED THEY ARE DIRECT CHARGED												
OFFICE RELATED--												
GUARD SVS												
OFFICE	-	-	-	21,080	31,620	52,700	85,800	160,875	246,675	85,800	160,875	246,675
RESIDENCE	4,484	550,000	554,484	82,400	174,900	257,300	210,000	480,000	690,000	180,000	420,000	600,000
OFFICE LEASES												
OFFICE	48,274	-	48,274	48,000	180,000	228,000	40,000	150,000	190,000	48,000	180,000	228,000
WAREHOUSE	2,351	2,350	4,701	8,320	31,200	39,520	8,800	33,000	41,800	9,600	36,000	45,600
ICASS SVS	171,095	322,760	493,855	212,320	318,480	530,800	233,552	270,328	503,880	256,907	281,361	538,268
MANPOWER SVS	79,913	101,300	181,213	36,244	54,300	90,544	39,868	59,730	99,598	43,855	66,703	110,558
OFFICE UTILITY	21,201	30,200	51,401	21,200	31,800	53,000	23,320	34,980	58,300	25,652	38,478	64,130
OFFICE MAINTENANCE	119,818	45,590	165,408	40,000	60,000	100,000	42,800	64,200	107,000	45,796	68,694	114,490
COMMUNICATION	96,836	100,868	197,704	80,000	120,000	200,000	85,600	128,400	214,000	91,592	137,400	228,992
EXP/NXP- & FREIGHT	909,310	302,770	1,212,080	524,144	125,856	650,000	340,000	510,000	850,000	271,849	428,151	700,000
SUB TOTAL -- RESIDENTIAL COSTS	1,453,282	1,455,838	2,909,120	1,073,708	1,128,156	2,201,864	1,109,740	1,891,513	3,001,253	1,059,051	1,817,662	2,876,713
Grand total	4,429,732	5,221,000	9,650,732	4,250,000	5,000,000	9,250,000	4,596,000	5,343,000	9,939,000	4,596,000	5,343,000	9,939,000

OPERATING EXPENSES- REQUEST 1

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 1			FY 2002 Request 1		
		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	0	0	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	0	0	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	0	0	0	0	0	
11.5	FNDH	0	0	0	0	0	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	142	0	142	150	0	150	157	0	157
11.8	FN PSC Salaries	1942.5	0	1942.5	2680.6	0	2680.6	3082.7	0	3082.7
11.8	IPA/Details-In/PASAs/RSSAs Salaries	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.8	2084.5	0	2084.5	2830.6	0	2830.6	3239.7	0	3239.7
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	117.5	0	117.5	141.9	0	141.9	159.6	0	159.6
12.1	Cost of Living Allowances	19.5	0	19.5	18	0	18	18	0	18
12.1	Home Service Transfer Allowances	0.7	0	0.7	0	0	0	2.8	0	2.8
12.1	Quarters Allowances	0	0	0	0	0	0	0	0	0
12.1	Other Misc. USDH Benefits	0	0	0	0	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		
12.1	** Payments to FSN Voluntary Separation Fund - FNI	0	0	0	0	0	0	0	0	0
12.1	Other FNDH Benefits	0	0	0	0	0	0	0	0	0
12.1	US PSC Benefits	0	0	0	0	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		
12.1	** Payments to the FSN Voluntary Separation Fund - FNI	0	0	0	0	0	0	0	0	0
12.1	Other FN PSC Benefits	30	0	30	30	0	30	30	0	30
12.1	IPA/Detail-In/PASA/RSSA Benefits	0	0	0	0	0	0	0	0	0
	Subtotal OC 12.1	167.7	0	167.7	189.9	0	189.9	210.4	0	210.4

OPERATING EXPENSES- REQUEST 1

Org. Title:USAID/K Org. No:615 OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 1			FY 2002 Request 1		
		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	0	0	0	0	0	
13.0	Other Benefits for Former Personnel - FNDH	0	0	0	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		
13.0	Severance Payments for FN PSCs	0	0	0	0	0	0	0	0	
13.0	Other Benefits for Former Personnel - FN PSCs	0	0	0	0	0	0	0	0	
	Subtotal OC 13.0	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	60	0	60	70	0	70	70	0	70
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	9.8	0	9.8	0	0	0	40.9	0	40.9
21.0	Assignment to Washington Travel	8.7	0	8.7	0	0	0	21.8	0	21.8
21.0	Home Leave Travel	39.1	0	39.1	6.3	0	6.3	12.9	0	12.9
21.0	R & R Travel	4.2	0	4.2	43.3	0	43.3	0	0	0
21.0	Education Travel	0	0	0	0	0	0	0	0	0
21.0	Evacuation Travel	10	0	10	10	0	10	10	0	10
21.0	Retirement Travel	3.7	0	3.7	0	0	0	0	0	0
21.0	Pre-Employment Invitational Travel	0	0	0	0	0	0	0	0	0
21.0	Other Mandatory/Statutory Travel	4	0	4	4	0	4	4	0	4
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	70	0	70	50	0	50	50	0	50
21.0	Site Visits - Mission Personnel	50	0	50	30	0	30	30	0	30
21.0	Conferences/Seminars/Meetings/Retreats	55	0	55	53	0	53	50	0	50
21.0	Assessment Travel	0	0	0	0	0	0	0	0	0
21.0	Impact Evaluation Travel	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
21.0	Recruitment Travel	0	0	0	0	0	0	0	0	0
21.0	Other Operational Travel	30	0	30	20	0	20	20	0	20
	Subtotal OC 21.0	344.5	0	344.5	286.6	0	286.6	309.6	0	309.6
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	29	0	29	0	0	0	123.1	0	123.1
22.0	Home Leave Freight	57	0	57	8.3	0	8.3	114.6	0	114.6
22.0	Retirement Freight	20	0	20	0	0	0	0	0	0
22.0	Transportation/Freight for Office Furniture/Equip.	21	0	21	21	0	21	18	0	18

OPERATING EXPENSES- REQUEST 1

Org. Title:USAID/K _____ Org. No:615 _____ OC _____		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 1			FY 2002 Request 1		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
22.0	Transportation/Freight for Res. Furniture/Equip.	9	0	9	9	0	9	9	0	9
	Subtotal OC 22.0	136	0	136	38.3	0	38.3	264.7	0	264.7
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	48	0	48	40	0	40	48	0	48
23.2	Rental Payments to Others - Warehouse Space	8.3	0	8.3	8.8	0	8.8	9.6	0	9.6
23.2	Rental Payments to Others - Residences	213.8	0	213.8	149.8	0	149.8	150.8	0	150.8
	Subtotal OC 23.2	270.1	0	270.1	198.6	0	198.6	208.4	0	208.4
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	21.2	0	21.2	23.3	0	23.3	25.7	0	25.7
23.3	Residential Utilities	45.6	0	45.6	45.6	0	45.6	50.2	0	50.2
23.3	Telephone Costs	59	0	59	63.1	0	63.1	67.5	0	67.5
23.3	ADP Software Leases	0	0	0	0	0	0	0	0	0
23.3	ADP Hardware Lease	0	0	0	0	0	0	0	0	0
23.3	Commercial Time Sharing	0	0	0	0	0	0	0	0	0
23.3	Postal Fees (Other than APO Mail)	1	0	1	1.1	0	1.1	1.1	0	1.1
23.3	Other Mail Service Costs	0	0	0	0	0	0	0	0	0
23.3	Courier Services	20	0	20	21.4	0	21.4	23	0	23
	Subtotal OC 23.3	146.8	0	146.8	154.5	0	154.5	167.5	0	167.5
24.0	Printing and Reproduction	2	0	2	2	0	2	2	0	2
	Subtotal OC 24.0	2	0	2	2	0	2	2	0	2
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	5	0	5	5	0	5	5	0	5
25.1	Management & Professional Support Services	0	0	0	0	0	0	0	0	0
25.1	Engineering & Technical Services	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.1	5	0	5	5	0	5	5	0	5
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	21	0	21	85.8	0	85.8	85.8	0	85.8
25.2	Residential Security Guard Services	82.4	0	82.4	210	0	210	210	0	210
25.2	Official Residential Expenses	0	0	0	0	0	0	0	0	0
25.2	Representation Allowances	3	0	3	3	0	3	3	0	3
25.2	Non-Federal Audits	0	0	0	0	0	0	0	0	0

OPERATING EXPENSES- REQUEST 1

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 1			FY 2002 Request 1		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Grievances/Investigations	0	0	0	0	0	0	0	0	0
25.2	Insurance and Vehicle Registration Fees	1	0	1	1.1	0	1.1	1.1	0	1.1
25.2	Vehicle Rental	0	0	0	0	0	0	0	0	0
25.2	Manpower Contracts	36.2	0	36.2	39.9	0	39.9	43.9	0	43.9
25.2	Records Declassification & Other Records Services	0	0	0	0	0	0	0	0	0
25.2	Recruiting activities	0	0	0	0	0	0	0	0	0
25.2	Penalty Interest Payments	0	0	0	0	0	0	0	0	0
25.2	Other Miscellaneous Services	40	0	40	40	0	40	40	0	40
25.2	Staff training contracts	160	0	160	160	0	160	160	0	160
25.2	ADP related contracts	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.2	343.6	0	343.6	539.8	0	539.8	543.8	0	543.8
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	212.4	0	212.4	233.6	0	233.6	256.9	0	256.9
25.3	All Other Services from Other Gov't. accounts	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.3	212.4	0	212.4	233.6	0	233.6	256.9	0	256.9
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	20	0	20	21.4	0	21.4	22.9	0	22.9
25.4	Residential Building Maintenance	30	0	30	30	0	30	30	0	30
	Subtotal OC 25.4	50	0	50	51.4	0	51.4	52.9	0	52.9
25.6	Medical Care	2	0	2	2	0	2	2	0	2
	Subtotal OC 25.6	2	0	2	2	0	2	2	0	2
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	5	0	5	5.4	0	5.4	5.8	0	5.8
25.7	Storage Services	0	0	0	0	0	0	0	0	0
25.7	Office Furniture/Equip. Repair and Maintenance	10	0	10	10.7	0	10.7	11.5	0	11.5
25.7	Vehicle Repair and Maintenance	4	0	4	4.3	0	4.3	4.9	0	4.9
25.7	Residential Furniture/Equip. Repair and Maintenance	1.9	0	1.9	1.9	0	1.9	1.9	0	1.9
	Subtotal OC 25.7	20.9	0	20.9	22.3	0	22.3	24.1	0	24.1
25.8	Subsistence & spt. of persons (by contract or Gov't.)	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0

OPERATING EXPENSES- REQUEST 1

Org. Title:USAID/K _____ Org. No:615 _____ OC _____		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 1			FY 2002 Request 1		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
26.0	Supplies and materials	300	0	300	170	0	170	150	0	150
	Subtotal OC 26.0	300	0	300	170	0	170	150	0	150
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.	34.5	0	34.5	10	0	10	10	0	10
31.0	Purchase of Office Furniture/Equip.	40	0	40	30	0	30	30	0	30
31.0	Purchase of Vehicles	40	0	40	40	0	40	13	0	13
31.0	Purchase of Printing/Graphics Equipment	0	0	0	0	0	0	0	0	0
31.0	ADP Hardware purchases	50	0	50	60	0	60	50	0	50
31.0	ADP Software purchases	0	0	0	0	0	0	0	0	0
	Subtotal OC 31.0	164.5	0	164.5	140	0	140	103	0	103
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	0	0	0	0	0	0
32.0	Purchase of fixed equipment for buildings	0	0	0	0	0	0	0	0	0
32.0	Building Renovations/Alterations - Office	0	0	0	0	0	0	0	0	0
32.0	Building Renovations/Alterations - Residential	0	0	0	0	0	0	0	0	0
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0
42.0	Claims and indemnities	0	0	0	0	0	0	0	0	0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		4250	0	4250	4864.6	0	4864.6	5538	0	5538

Additional Mandatory Information

Dollars Used for Local Currency Purchases _____

Exchange Rate Used in Computations 70 - _____ 70 - _____ 70 - _____

** 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

OPERATING EXPENSES- REQUEST 2

Org. Title:USAID/K Org. No:615 OC	Overseas Mission Budgets									
	FY 2000 Estimate			FY 2001 Request 2			FY 2002 Request 2			
	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	0	0	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	0	0	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	0	0	0	0	0	
11.5	FNDH	0	0	0	0	0	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	142	0	142	150	0	150	157	0	157
11.8	FN PSC Salaries	1942.5	0	1942.5	2680.6	0	2680.6	3082.7	0	3082.7
11.8	IPA/Details-In/PASAs/RSSAs Salaries	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.8	2084.5	0	2084.5	2830.6	0	2830.6	3239.7	0	3239.7
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	117.5	0	117.5	230.4	0	230.4	212	0	212
12.1	Cost of Living Allowances	19.5	0	19.5	21	0	21	24	0	24
12.1	Home Service Transfer Allowances	0.7	0	0.7	1.4	0	1.4	2.8	0	2.8
12.1	Quarters Allowances	0	0	0	0	0	0	0	0	0
12.1	Other Misc. USDH Benefits	0	0	0	0	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		
12.1	** Payments to FSN Voluntary Separation Fund - FNI	0	0	0	0	0	0	0	0	0
12.1	Other FNDH Benefits	0	0	0	0	0	0	0	0	0
12.1	US PSC Benefits	0	0	0	0	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		
12.1	** Payments to the FSN Voluntary Separation Fund -	0	0	0	0	0	0	0	0	0
12.1	Other FN PSC Benefits	30	0	30	30	0	30	30	0	30
12.1	IPA/Detail-In/PASA/RSSA Benefits	0	0	0	0	0	0	0	0	0
	Subtotal OC 12.1	167.7	0	167.7	282.8	0	282.8	268.8	0	268.8

TABLE Kenya02R2B_OE-R2

OPERATING EXPENSES- REQUEST 2

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 2			FY 2002 Request 2		
		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	0	0	0	0	0	
13.0	Other Benefits for Former Personnel - FNDH	0	0	0	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		
13.0	Severance Payments for FN PSCs	0	0	0	0	0	0	0	0	
13.0	Other Benefits for Former Personnel - FN PSCs	0	0	0	0	0	0	0	0	
	Subtotal OC 13.0	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	60	0	60	70	0	70	70	0	70
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	9.8	0	9.8	19.5	0	19.5	40.9	0	40.9
21.0	Assignment to Washington Travel	8.7	0	8.7	0	0	0	21.8	0	21.8
21.0	Home Leave Travel	39.1	0	39.1	6.3	0	6.3	12.9	0	12.9
21.0	R & R Travel	4.2	0	4.2	43.3	0	43.3	21.8	0	21.8
21.0	Education Travel	0	0	0	0	0	0	0	0	0
21.0	Evacuation Travel	10	0	10	10	0	10	11	0	11
21.0	Retirement Travel	3.7	0	3.7	0	0	0	0	0	0
21.0	Pre-Employment Invitational Travel	0	0	0	0	0	0	0	0	0
21.0	Other Mandatory/Statutory Travel	4	0	4	4	0	4	4.5	0	4.5
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	70	0	70	50	0	50	50	0	50
21.0	Site Visits - Mission Personnel	50	0	50	40	0	40	40	0	40
21.0	Conferences/Seminars/Meetings/Retreats	55	0	55	60	0	60	60	0	60
21.0	Assessment Travel	0	0	0	0	0	0	0	0	0
21.0	Impact Evaluation Travel	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
21.0	Recruitment Travel	0	0	0	0	0	0	0	0	0
21.0	Other Operational Travel	30	0	30	20	0	20	20	0	20
	Subtotal OC 21.0	344.5	0	344.5	323.1	0	323.1	352.9	0	352.9
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	29	0	29	59.8	0	59.8	123.1	0	123.1
22.0	Home Leave Freight	57	0	57	8.3	0	8.3	114.6	0	114.6
22.0	Retirement Freight	20	0	20	0	0	0	0	0	0
22.0	Transportation/Freight for Office Furniture/Equip.	26.5	0	26.5	64.5	0	64.5	42	0	42

TABLE Kenya02R2B_OE-R2

OPERATING EXPENSES- REQUEST 2

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 2			FY 2002 Request 2		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
22.0	Transportation/Freight for Res. Furniture/Equip.	18	0	18	58	0	58	18	0	18
	Subtotal OC 22.0	150.5	0	150.5	190.6	0	190.6	297.7	0	297.7
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	48	0	48	40	0	40	48	0	48
23.2	Rental Payments to Others - Warehouse Space	8.3	0	8.3	8.8	0	8.8	9.6	0	9.6
23.2	Rental Payments to Others - Residences	213.8	0	213.8	189.8	0	189.8	194.8	0	194.8
	Subtotal OC 23.2	270.1	0	270.1	238.6	0	238.6	252.4	0	252.4
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	21.2	0	21.2	23.3	0	23.3	25.7	0	25.7
23.3	Residential Utilities	45.6	0	45.6	53.2	0	53.2	66.9	0	66.9
23.3	Telephone Costs	59	0	59	63.1	0	63.1	67.5	0	67.5
23.3	ADP Software Leases	0	0	0	0	0	0	0	0	0
23.3	ADP Hardware Lease	0	0	0	0	0	0	0	0	0
23.3	Commercial Time Sharing	0	0	0	0	0	0	0	0	0
23.3	Postal Fees (Other than APO Mail)	1	0	1	1.1	0	1.1	1.1	0	1.1
23.3	Other Mail Service Costs	0	0	0	0	0	0	0	0	0
23.3	Courier Services	20	0	20	21.4	0	21.4	23	0	23
	Subtotal OC 23.3	146.8	0	146.8	162.1	0	162.1	184.2	0	184.2
24.0	Printing and Reproduction	2	0	2	2	0	2	2	0	2
	Subtotal OC 24.0	2	0	2	2	0	2	2	0	2
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	5	0	5	5	0	5	5	0	5
25.1	Management & Professional Support Services	0	0	0	0	0	0	0	0	0
25.1	Engineering & Technical Services	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.1	5	0	5	5	0	5	5	0	5
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	21	0	21	85.8	0	85.8	85.8	0	85.8
25.2	Residential Security Guard Services	82.4	0	82.4	270	0	270	297	0	297
25.2	Official Residential Expenses	0	0	0	0	0	0	0	0	0
25.2	Representation Allowances	3	0	3	3	0	3	3	0	3
25.2	Non-Federal Audits	0	0	0	0	0	0	0	0	0

TABLE Kenya02R2B_OE-R2

OPERATING EXPENSES- REQUEST 2

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 2			FY 2002 Request 2		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Grievances/Investigations	0	0	0	0	0	0	0	0	0
25.2	Insurance and Vehicle Registration Fees	1	0	1	1.1	0	1.1	1.1	0	1.1
25.2	Vehicle Rental	0	0	0	0	0	0	0	0	0
25.2	Manpower Contracts	36.2	0	36.2	39.9	0	39.9	43.9	0	43.9
25.2	Records Declassification & Other Records Services	0	0	0	0	0	0	0	0	0
25.2	Recruiting activities	0	0	0	0	0	0	0	0	0
25.2	Penalty Interest Payments	0	0	0	0	0	0	0	0	0
25.2	Other Miscellaneous Services	40	0	40	40	0	40	40	0	40
25.2	Staff training contracts	160	0	160	160	0	160	160	0	160
25.2	ADP related contracts	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.2	343.6	0	343.6	599.8	0	599.8	630.8	0	630.8
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	212.4	0	212.4	265.6	0	265.6	288.9	0	288.9
25.3	All Other Services from Other Gov't. accounts	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.3	212.4	0	212.4	265.6	0	265.6	288.9	0	288.9
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	20	0	20	21.4	0	21.4	22.9	0	22.9
25.4	Residential Building Maintenance	30	0	30	40	0	40	40	0	40
	Subtotal OC 25.4	50	0	50	61.4	0	61.4	62.9	0	62.9
25.6	Medical Care	2	0	2	2	0	2	2	0	2
	Subtotal OC 25.6	2	0	2	2	0	2	2	0	2
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	5	0	5	5.4	0	5.4	5.8	0	5.8
25.7	Storage Services	0	0	0	0	0	0	0	0	0
25.7	Office Furniture/Equip. Repair and Maintenance	10	0	10	10.7	0	10.7	11.5	0	11.5
25.7	Vehicle Repair and Maintenance	4	0	4	4.3	0	4.3	4.9	0	4.9
25.7	Residential Furniture/Equip. Repair and Maintenance	1.9	0	1.9	2.4	0	2.4	2.1	0	2.1
	Subtotal OC 25.7	20.9	0	20.9	22.8	0	22.8	24.3	0	24.3
25.8	Subsistence & spt. of persons (by contract or Gov't.)	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0

OPERATING EXPENSES- REQUEST 2

Org. Title:USAID/K _____ Org. No:615 _____ OC		Overseas Mission Budgets								
		FY 2000 Estimate			FY 2001 Request 2			FY 2002 Request 2		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
26.0	Supplies and materials	250	0	250	205	0	205	250	0	250
	Subtotal OC 26.0	250	0	250	205	0	205	250	0	250
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.	40	0	40	193.4	0	193.4	20	0	20
31.0	Purchase of Office Furniture/Equip.	60	0	60	80	0	80	60	0	60
31.0	Purchase of Vehicles	40	0	40	40	0	40	50	0	50
31.0	Purchase of Printing/Graphics Equipment	0	0	0	0	0	0	0	0	0
31.0	ADP Hardware purchases	60	0	60	135	0	135	120	0	120
31.0	ADP Software purchases	0	0	0	0	0	0	0	0	0
	Subtotal OC 31.0	200	0	200	448.4	0	448.4	250	0	250
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	0	0	0	0	0	0
32.0	Purchase of fixed equipment for buildings	0	0	0	0	0	0	0	0	0
32.0	Building Renovations/Alterations - Office	0	0	0	0	0	0	0	0	0
32.0	Building Renovations/Alterations - Residential	0	0	0	0	0	0	0	0	0
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0
42.0	Claims and indemnities	0	0	0	0	0	0	0	0	0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		4250	0	4250	5639.8	0	5639.8	6109.6	0	6109.6

Additional Mandatory Information

Dollars Used for Local Currency Purchases _____

Exchange Rate Used in Computations 70 - 70 - 70

** 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

CONTROLLER OPERATIONS

Org. Title:		USAID/KENYA		Overseas Mission Budgets								
Org. No:		615		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
OC		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	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	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	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	379.4		379.4	339.7		339.7	291.9		291.9		
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0		
	Subtotal OC 11.8	379.4	0	379.4	339.7	0	339.7	291.9	0	291.9		
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	0		

CONTROLLER OPERATIONS

Org. Title:		USAID/KENYA		Overseas Mission Budgets								
Org. No:		615		FY 2000 Estimate			FY 2001 Target			FY 2002 Target		
OC		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		
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	2.9		2.9	3.9	0	3.9	2.9		2.9		
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/Retre	2		2	2		2	2		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			0			0			0		
	Subtotal OC 21.0	4.9	0	4.9	5.9	0	5.9	4.9	0	4.9		
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			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		

CONTROLLER OPERATIONS

Org. Title: USAID/KENYA Org. No: 615 OC		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	1		1	4.7		4.7	4.7		4.7
23.2	Rental Payments to Others - Warehouse Space	0		0			0			0
23.2	Rental Payments to Others - Residences			0			0			0
	Subtotal OC 23.2	1	0	1	4.7	0	4.7	4.7	0	4.7
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	1		1	1.1		1.1	1.2		1.2
23.3	Residential Utilities			0			0			0
23.3	Telephone Costs	3.8		3.8	4		4	4.4		4.4
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	4.8	0	4.8	5.1	0	5.1	5.6	0	5.6
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	1		1	4.7		4.7	4.7		4.7
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

CONTROLLER OPERATIONS

Org. Title:	USAID/KENYA	Overseas Mission Budgets										
		Org. No:	615	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	1.7		1.7	1.9		1.9	1.7		1.7		
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	2		2	1.7		1.7	1.7		1.7		
25.2	ADP related contracts			0			0			0		
	Subtotal OC 25.2	4.7	0	4.7	8.3	0	8.3	8.1	0	8.1		
25.3	Purchase of goods and services from Government ac	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line				
25.3	ICASS	5		5	4		4	3		3		
25.3	All Other Services from Other Gov't. accounts			0			0			0		
	Subtotal OC 25.3	5	0	5	4	0	4	3	0	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	0.5		0.5	0.5		0.5	0.5		0.5		
25.4	Residential Building Maintenance			0			0			0		
	Subtotal OC 25.4	0.5	0	0.5	0.5	0	0.5	0.5	0	0.5		
25.6	Medical Care											
	Subtotal OC 25.6	0	0	0	0	0	0	0	0	0		
25.7	Operation/maintenance of equipment & storage of go	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 maintenanc	0.5		0.5	0.4		0.4	0.4		0.4		
25.7	Storage Services			0			0			0		
25.7	Office Furniture/Equip. Repair and Maintenanc	0.6		0.6	0.6		0.6	0.6		0.6		
25.7	Vehicle Repair and Maintenance	0.4		0.4	0.4		0.4	0.4		0.4		
25.7	Residential Furniture/Equip. Repair and Maintenance			0			0			0		
	Subtotal OC 25.7	1.5	0	1.5	1.4	0	1.4	1.4	0	1.4		
25.8	Subsistance & 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: USAID/KENYA Org. No: 615 OC		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	5.7		5.7	5.7		5.7	5		5
	Subtotal OC 26.0	5.7	0	5.7	5.7	0	5.7	5	0	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			0			0
31.0	Purchase of Office Furniture/Equip.	2.8		2.8	2.6		2.6	2		2
31.0	Purchase of Vehicles	1.9		1.9	1.7		1.7	1.5		1.5
31.0	Purchase of Printing/Graphics Equipment			0			0			0
31.0	ADP Hardware purchases	0.5		0.5	0.5		0.5	0.5		0.5
31.0	ADP Software purchases	0.5		0.5	0.5		0.5	0.5		0.5
	Subtotal OC 31.0	5.7	0	5.7	5.3	0	5.3	4.5	0	4.5
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		413.2	0	413.2	380.6	0	380.6	329.6	0	329.6

Additional Mandatory Information

Dollars Used for Local Currency Pu _____
Exchange Rate Used in Computatio _____

** 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: USAII/Kenya _____ Org. No: 615 _____ 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			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: USAII/Kenya _____ Org. No: 615 _____ 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			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	
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	
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: USAII/Kenya _____ Org. No: 615 _____ OC _____		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: USAII/Kenya _____ Org. No: 615 _____ 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			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: USAII/Kenya _____ Org. No: 615 _____ OC		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			0			0
31.0	Purchase of Office Furniture/Equip.			0			0			0
31.0	Purchase of Vehicles			0			0			0
31.0	Purchase of Printing/Graphics Equipment			0			0			0
31.0	ADP Hardware purchases			0			0			0
31.0	ADP Software purchases			0			0			0
	Subtotal OC 31.0	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		
32.0	Purchase of Land & Buildings (& bldg. construction)	1.25		1.25	28.9		28.9			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	1.25	0	1.25	28.9	0	28.9	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		1.25	0	1.25	28.9	0	28.9	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

ANNEX ONE: UPDATED RESULTS FRAMEWORK

SO1: *Effective Demand for Sustainable Political, Constitutional and Legal Reform Created*

Proposed New SO1: *Sustainable Reforms and Accountable Governance Strengthened to Improve the Balance of Power among the Institutions of Governance*

IR 1.0: Civil society strengthened with emphasis on women's participation: Sub-IRs are:

IR 1.1: Organizational outreach capacity of civil society organizations' expanded

IR 1.2: Improved legal and economic dialogue

IR 1.3: Better informed public

IR 1.4: Information on legal issues available and accessible

IR 1.5: Expanded civil society capacity for conflict prevention and resolution

IR 2.0: Electoral process more transparent: Sub-IRs are:

IR 2.1: Electoral Commission implements viable registration and management system

IR 2.2: Improved election monitoring and poll watching system

IR 2.3: Improved monitoring and assessment of pre-election environment.

SO20: *Increased Commercialization of Smallholder Agriculture and Natural Resource Management*

Proposed New SO2: *Increased Rural Household Incomes*

IR 1.0: Increased strength and competitiveness of agricultural markets: Sub-IRs are:

IR 1.1: Increased private sector participation in agricultural markets

IR 1.2: Yield-Enhancing technology developed and transferred

IR 1.3: Increased potential of selected marginal communities to make the transition from relief to development.

IR 2.0: Increased services and labor opportunities for smallholders: Sub-IRs are:

IR 2.1: Increased growth of micro and small enterprises

IR 2.2: Increased cost-effective delivery of services to micro and small enterprises

IR 2.3: Policy and regulatory constraints to micro and small enterprises reduced

IR 3.0: Increased growth of non-traditional agricultural exports: Sub-IRs are:

IR 3.1: Improved policy and regulatory environment

IR 3.2: Increased capacity of selected associations to provide export promotion services

SO 3.0: *Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services*

IR 1.0: Non-USAID financial resources for FP/HIV/CS increased: Sub-IRs are:

- IR 1.1: Collaboration with major European donors and Japan intensified,
- IR 1.2: Sources of funding for USAID FP service delivery programs diversified, and
- IR 1.3: Government of Kenya contribution to immunization programs increased.

IR 2.0: Capacity of public and private health institutions to finance, plan and manage resources increased: Sub-IRs are:

- IR 2.1: Public sector financial resources for primary and preventive healthcare increased
- IR 2.2: Organizational capacity and self-sufficiency of key private sector FP and HIV/AIDS service providers improved

IR 3.0: Increased customer use of integrated FP/HIV/AIDS/CS services: Sub-IRs are:

- IR 3.1: Policies and program approaches for FP/HIV/AIDS/CS services improved through research, analysis, monitoring and evaluation

IR 3.2: Improved prevention and management of childhood illnesses including malaria in a target district

- IR 3.3: Key FP and HIV/AIDS service delivery support systems strengthened and institutionalized
- IR 3.4: Integrated FP and HIV/AIDS services provided by selected NGOs and Cooperating Agents
- IR 3.5: Increased availability of effective, gender sensitive, HIV/AIDS responses in selected populations

SO4 (NEW S): *Improved Natural Resources Management in targeted Biodiverse Areas by and for the Stakeholders*

IR 1.0: Site-specific initiatives for NRM implemented outside protected areas,

IR 2.0: Encroachment and subdivision of land reduced,

IR 4.3: Improved management of protected areas, and

IR 4.4: Environmental advocacy strengthened.

SPO 5: *Meet the Critical Needs of Kenyans Affected by the Nairobi Bombing and Build Capacity to Address Future Disasters*

IR 1.0: Economic impact of the bombing reduced, and

IR 2.0: Health and socioeconomic needs of bomb victims met

IR 3.0: Preparedness for future disasters enhanced

ANNEX TWO: GREATER HORN OF AFICA INITIATIVE (GHAI)

GHAI SO 2: *Strengthened Africa Capacity to Prevent, Mitigate and Respond to Conflict.*

USAID is applying the GHAI principle of African ownership in its implementation of the democracy and governance (d) portfolio. Our entire DG portfolio is African-led. USAID/Kenya has undertaken activities aimed at strengthening the capacity of Kenyan NGOs to prevent, mitigate and respond to conflict within the GHAI region. In 1997, although conflict prevention and resolution was an explicit concern for only one of partners, about 60 percent of our grantees were involved in conflict prevention and resolution activities. In 1998, the number of partners involved in conflict management activities almost doubled to 22. Of these 35 percent engage in peace and reconciliation activities, while another 35 percent in capacity building for peace and conflict management, a further 18 percent focus on resolution of land disputes which are among the major reasons for ethnic/land clashes in Kenya.

One of our partners, Kenya Pastoralist Forum (KPF), is involved in civic education for human rights and constitutional reform in North Eastern Kenya aimed at mitigating conflicts among pastoralist as well as between them and the state. North Eastern Kenya is a large pastoralist area with endemic conflicts among different pastoralist groups as well as between pastoralist and the Kenyan security forces. In the quasi absence of the rule of law, pastoralist groups use militaristic strategies to make demands on each other and on the state; and these strategies are met with force by the Kenyan security forces. Given this background, KPF's civic education activities are a bold attempt to educate pastoralist Kenyans about their rights and bring them to participate in the process of constitutional reform. The long-term objective of this initiative is to empower pastoralist and teach them the usefulness of using legal and constitutional means to make legitimate demands on the state instead of force. Due to KPF's efforts, in December 1998, constructive meetings were held between Turkanas, Karamajongs (two dominant communities on both side of the border between Kenya and Uganda), and the Government of Kenya representatives. Participants developed methods for dispute resolution (including modes of paying penalties); and collectively identified for the first time generals and other people from all pastoral communities responsible for the raids. The KPF project has been highlighted as a success story in an international journal (*Review of African Political Economy*). The *Review* noted KPF's efforts to influence high level political decision making and to represent the interests of pastoralist communities in the constitutional process as well as to resolve local disputes.

Last year the Mission trained several trainers and mediators that were deployed in conflict areas in Kenya and helped civil society organizations (CSOs) to form coalitions or networks for conflict prevention and resolution activities. During this reporting period, five new projects, totaling \$550,000 were selected for funding by GHAI unit and administered by the USAID/Kenya. The five selected include the Friends of the Nomads International (FONI). FONI's project seeks to enhance the long-term management capacity to deal with the environmental resource conflict within Kenya's Ewaso Ng'iro North River System. Another recipient is the Wajir Peace and Development Committee and proposes to train women, elders, and youth, from surrounding pastoralist areas, in basic conflict management and peace building skills. The National Council of Churches of Kenya project focuses on peace and rehabilitation

efforts in the West Kenya in nine areas rocked by ethnic conflicts. This is to be accomplished through improved capacity for mediation and the development of early warning systems. The Intermediate Technology Development Group proposal seeks to develop capacity and expertise in conflict management and expand peace initiatives among pastoralists in five Districts of Northern Kenya. Finally, PeaceNet-Kenya, an umbrella organization for over 100 NGOs, plans the promotion of peace through networking among its members. It proposes the coordination of relief efforts, the development of a common platform for advocacy, the increased capacity for the management of the local disasters, and the establishment of more efficient liaison with the government. Implementation of these five projects will begin in FY 2000.

GHAI SO 1: *Strengthened African Capacity to Enhance Regional Food Security*

USAID/Kenya's SO2, which focuses on increased commercialization of smallholder agriculture and natural resource management, contributes directly to increased food security in the GHAI region. Its main interventions, involving transformation of semi-subsistence smallholder agricultural production systems to systems that are more commercially oriented directly affect food production and income growth. USAID/Kenya's past work on the liberalization of the grain markets has allowed grain to move within Kenya without restrictions, from surplus producing areas to deficit areas. These reforms have attracted increased trade especially in grains from Uganda, beans and sunflower from Tanzania, thus improving Kenya's food security, while earning income for Ugandan and Tanzanian farmers. Liberalization has also allowed the private sector in Kenya to import grain from other countries and to export grain during periods of surplus. The USAID/Kenya model of linking policy research and dialogue; technology development and transfer; and appropriate policy changes and training has led to increased food security in the GHAI region.

Kenya's successful approaches to microenterprise development continue to provide lessons to other countries in the region. Kenya is on the cutting edge of microenterprise development and USAID-supported NGOs have used their operations in Kenya as learning laboratories for expansion to other countries in the region. The Kenya Rural Enterprise Program (K-REP), the leading microenterprise NGO in Kenya, hosts increasing numbers of visitors from surrounding countries to learn about their successful model. K-REP has been providing capacity building consultancy services to an international organization to establish a microfinance institution in Somali. In Tanzania, K-REP has conducted several research studies for the Bank of Tanzania to create an enabling environment for the MFI industry. Additionally, K-REP is in the process of transforming its credit services to become a bank targeted solely at the microenterprise sector, one of the firsts in the GHAI region. Doing so will increase outreach and enable many poor to access loans. This contributes to an increase of their incomes and improves food security.

The USAID/Kenya Mission together with REDSO/ESA, is supporting seed policy harmonization work which will lead to greater flows of the yield enhancing varieties across the GHAI region.

Annex: USAID/Kenya Environmental Impact and Compliance Information

USAID/Kenya is submitting a new CSP in FY 2000 and most SOs will have an SO-level IEE. An Environmental Threats and Opportunities Assessment, and FAA Sections 117-118-119 Environmental Sustainability Analysis have been prepared. All Mission activities are in compliance with their corresponding approved IEEs, or are being addressed, as reflected in the FY 99, FY 00 and Comments columns below.

USAID/Kenya Environmental Review Status, Plans and Schedule

ASSISTANCE ACTIVITIES	FY 99 and previous	FY 00	Con
SO1 Effective Demand for Sustainable Political, Constitutional and Legal Reform Created			
SO – Project #615-0266 Small Grants Program PACD 2004	Project #615-0266 are under Cat Ex. and ends FY 2000.	New SO 1-level IEE will be prepared to cover the expected new obligating mechanisms and grants program(s).	New 2,00
SO2 Commercialization of Smallholder Agriculture, and Natural Resources Management			
Note: In FY 2000, two new SOs to be submitted: new SO 2 Increased Rural Household Incomes, and separate new SO 4 Improved NRM.			
New SO 2 expected FY 2000	N/A	SO-level IEE expected July 20, 2000	Loca and encc plan
Conservation of Biodiverse Resource Areas, Project #615-0247, PACD FY 2003	99 IEE, Cat Ex for training and Neg. Det. for enterprise activities.	Activity upgraded to new SO 4. IEE for new SO/SOAG to be submitted by July 20, 2000.	Miss envi part IEE
Kenya Export Development Support Project # 615-0249 PACD 2002 to be extended	91 IEE/Cat. Ex.	Review threshold decisions to incorporate and review the activities in new SO2.	New level
Micro-Private Enterprise Development, Project # 615-0263, PACD FY 2000, to be extended	95 IEE, Cat Ex. for T.A. and training. Neg. Det. with conditions for agribusiness subsector.	Monitoring plan to be developed. 95 IEE to be embraced in the new SO2 IEE.	Part Wor Tech
Kenya Market Development Project, #615-0242, PACD extend to FY 2002	89 IEE, Cat Ex.	Activity will be embraced in the new SO2. Review 1989 IEE threshold decisions.	Loca Priv. inco
PL 480 Title II, PACD (variable years per individual DAPs: ADRA, CARE, CRS, FHI, TNS, WV to submitted to BHR o/a May 15, 2,000).	IEEs for six DAPs approved by BHR/FFP	<i>By May 15, 2000 IEE new and amended DAPs for CARE,CRS,FHI,TNS and WV</i>	Spoi repo outst
Agro-business Development Support. Project # 615-0268, PACD FY 2002	98 IEE/Cat Ex. Neg. Det. & Deferral. Deferral resolved. IEE To be amended.	Incorporate Winrock, KEPHIS, KARI, SCODP activities in new SO2 IEE by Sept. 2000.	ATK cove
SO3 Reduce Fertility and the Risk of HIV/AIDS Transmission through Sustainable, Integrated Family Planning and Health Services			
AIDs, Population Health Integrated Assistance #615-0264 and SOAG. PACD 2005	In FY 99 SO-level IEE Cat Ex , Neg. Det. with conditions for medical waste disposal, immunization, building rehabilitation, and Deferral for bed-nets	SO level IEE will be validated and amended to resolve Deferral by June 2000 as part of ITN PEA in SSA. Monitoring plan for SO 3 partners to be prepared.	Wor prep com meth part
SPO Meet Critical needs of Kenyans Affected by the Nairobi Bomb Blast and Build Capacity to Address Future Disasters.			
SPO, Project # 615-0269, PACD FY 2000	FY 99 IEE. Cat Ex. hospital bills & Neg. Det. with conditions for building rehabilitation.	Amendment #2 for revised IR 3 to include minor construction to be submitted March 3, 2,000.	The 29ke Miss