

# ASOCIACIÓN DEMOGRÁFICA SALVADOREÑA

**STATUS REPORT OF APRIL-JUNE QUARTER, 2000  
SUSTAINABLE PROJECT OF SEXUAL AND REPRODUCTIVE HEALTH  
AGREEMENT No. 519-A-00-99-000-92-00**



**Contribuir a mejorar la calidad de vida  
de la población salvadoreña  
a través de la excelencia  
en la entrega de servicios de salud**



El Salvador, Centroamérica

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**STATUS REPORT  
OF APRIL- JUNE QUARTER, 2000  
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**EXECUTIVE SUMMARY:**

The purpose of this report is to inform of the programmatic advances reached during the quarter April-June, 2000 in the different components and subcomponents of the "Sustainable Project of Sexual and Reproductive Health". The content of the document is centered on the charts which relate the projected estimates with the accomplishments during the quarter, obtaining in this way their level of compliance based on the estimates presented in the 1999-2000 Action Plan approved by USAID/El Salvador, for the period July 1<sup>st</sup>, 1999 to December 31<sup>st</sup>, 2000. In the descriptive sections of each subcomponent, the analysis of the factors are included, which have affected the achievement of the estimates, both positively and negatively; as well as the strategies and institutional measures adopted to face the limitations found and achieve a better effectiveness of the Project. It is opportune to mention that the goals for the quarter July-September/2000 correspond to the global reprogramming of the Action Plan.

In the **Rural Services Program** during this quarter, the majority of the accomplishments surpassed the estimates; being the exceptions the references for users' registration or follow-up in family planning. It is important to highlight that the promoters' monthly average productivity has increased, from 3.0 CYPs in the previous quarter to 3.4 in the quarter informed. This is a clear indicator that the implemented strategies are producing the expected results.

In the **Clinical Services Program** the realizations in the quarter present very satisfactory achievements, since basically in all the items they stay within a variation range in regard to the proposed estimates, which is smaller than 10%. The exceptions are for the items of pap smears and income. In the first one, in spite of not reaching the quarterly estimate, the accumulated number to date behaves according to that programmed. In the second one, the non-compliance of the estimate obeys to a delay in the introduction of an increase in prices, due to the introduction of the value added tax (VAT).

As for the remodeling of Santa Ana's clinics and San Miguel, it is necessary to mention that the first phase has concluded, programming for July-September quarter, 2000, the second phase conclusion. This consists on the adaptation of the existent facilities to offer the new services contemplated in the Action Plan, and to enlarge the doctors' offices and waiting rooms of these clinics.

The results of the activities carried out in the subcomponent of **Social Marketing in Reproductive Health** are also considered very satisfactory, in both the condom and pill sale. In the peculiar case of the pills, it is necessary to point out that in spite of not having introduced the new programmed brand, the market has recovered by means of strengthening own brands. It is also important to mention that during the quarter that is informed the first two pharmacies of "SDA Pharmacy Network" were 90% equipped, and 60% of medications was acquired, being pending for their opening only the final inspection.

Within the Research Program, seven results dissemination sessions of the National Family Health Survey of 1998 (FESAL-98) were carried out, oriented to the health sector departmental levels, and 1,500 copies of the Spanish and English final report were distributed.

Regarding the feasibility studies, excepting the realization of the "first biannual distribution checkup in establishments that will expend products that SDA will commercialize" and of the "service promotion pre-campaign evaluation", all the other foreseen activities were met in their totality and additionally others were executed, which were programmed for the second quarter of the year 2000. The two activities described above have been reprogrammed for the second semester of the year 2000.

Regarding the new service of Pre and Post HIV and pregnancy tests counseling in teens, which is within "**Special Projects**"; the respective protocols of attention that will be used starting on July-September quarter /2000, were concluded. It is important to point out that these documents are subject to the revision of an international consultant, with whom a training event for counselors has been programmed in the month of September.

In the subcomponent "Documentation Centers in Population" excepting the income of the Cyber Center, the goals for the quarter were surpassed, mainly as effect of the new promotional strategy of services that consists on making direct promotion with students in the classrooms, and not only at level of educational centers' authorities.

In the subcomponent "Development of Volunteer Human Resource", the reception of new female volunteers in the groups of San Salvador, San Miguel and San Francisco Gotera have propitiated increase in some realizations, such as hours of group development, public informed in interviews and talks. The increase in hours contributed by students in social service is because they intensified their work to expedite their academic process.

During the present quarter the achievements obtained by the **Pro-Familia Hospital** are considered very satisfactory since the estimates were reached and surpassed, except in the items of external visits and radiological studies. The nonfulfillment of the first one of these two estimates is due to that in the area of clinical services the consultation prices are more competitive than those of the hospital; and in the second one, because the private laboratories of the influence area of the hospital have set more competitive prices. However, the global income estimates for the quarter were surpassed by the realizations in around 6%.

As part of the "**Technical and Administrative Support**" during this quarter, 6 operational seminars with 174 participations, and 8 technical seminars that specialized 16 participants were carried out.

The goals related with the personnel training of the Rural Services Program have been reprogrammed to begin in July-September quarter, 2000, because until the previous quarter the services were hired to carry out the educational diagnosis.

## 1. RURAL SERVICES PROGRAM

Starting from the month of July, 1999, with the support of the Sustainable Project of Sexual and Reproductive Health, the Rural Services Program focuses on looking for the sustainability and productivity of the program to guarantee its continuity.

In the area of family planning, the permanent and opportune availability of birth-control products has continued facilitating the accessibility for the use of family planning methods. This is shown in the greater number of new users and in the yield achieved in CYPs, which also impacts positively in the raising funds by contraceptive sale compared to that projected. This is important to highlight since in spite of having continued with the gradual reduction of promoters, their monthly productivity-average of 3.0 reached in January-March quarter, has been increased to 3.4 CYPs in this period.

Regarding the references for registration/follow-up in family planning, the noncompliance of the proposed goal is because it was overestimated, considering 107% of achievement from the previous quarter, since it was expected to carry out a greater effort in this item; which was not in this way by the lack of economic incentives for the PHP (Pro-Familia Health Promoter). Nevertheless, the obtained achievements show that the promoter is more selective in the cases that he/she refers to, which has been improved through the personalized support that the technical personnel offers, so that it acquires a greater ability in the development of the client counseling.

As for the integrated activities, in the area of maternal health promotion, the highest level reached in the references for pap smears, prenatal, postnatal care, and pregnant women vaccination with incomplete records is due to the continuous and more effective coordination established at local level with the health centers of the Ministry of Health (MSP) and other NGOs, and to a greater active participation of PHP in medical brigades.

Likewise, in the area of the infant health, even though activities to detect children under five years with incomplete records are carried out; the smaller number of informed references is explained by an overestimate of the global goal of the Action Plan of July /99 to December /2000, since the elaboration of the action plan was carried out based on FESAL-93 results - where the rural area vaccination coverage was lower than the one found in FESAL-98.

As for the health education, the yield observed in the STIs/AIDS talks and other reproductive health issues, has been product of: strengthening the knowledge that promoters possessed in these areas, the distribution and use of educational blankets, guiding and consulting manuals; besides the start of the in-kind stimuli plan for PHP (Pro-Familia Health Promoters) and the support offered by the technical personnel in the realization of these talks in the communities.

In accordance with the achievements obtained until the period that is informed, a reprogramming is proposed to be carried out, increasing in most of the items and diminishing the goals in: References to registration/follow-up in F.P., to prenatal care and vaccination of children less than 5 years of age, for the semester of July-December/2000.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Rural Services Program  
SUBCOMPONENT: Rural Services Program  
EXECUTOR UNIT: Rural Services Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY - SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
CYPs offered	33,220	6,168	7,851	127	29,456	99	6,998
-Injectables	21,595	3,650	4,852	132	17,806	82	4,368
-Pills	9,965	1,747	2,314	132	8,549	86	1,944
-Condoms	1,660	771	695	90	3,131	189	686
New Family Planning users	25,540	3,950	5,823	147	23,820	93	6,300
References for registration /follow-up in Family Planning	16,150	2,040	1,644	81	8,171	51	1,890
References for PAP smear tests	21,900	2,850	3,669	129	20,000	91	2,967
Talks about STIs/AIDS	3,400	400	657	164	3,457	102	450
Attendance to talks about STIs/AIDS	34,000	4,000	7,194	180	35,727	108	4,500
References to prenatal care	12,050	900	1,195	133	6,018	50	900
References to postnatal care	6,700	700	894	128	4,924	74	720
References to vaccination for children under 5 years of age	19,450	1,750	1,552	89	8,924	45	1,770
References to pregnant women vaccination	6,350	1,100	1,325	120	6,453	102	1,170
References of ADD cases	9,850	1,225	1,901	155	8,279	84	1,453
References of ARI cases	11,200	1,420	1,378	97	8,704	78	1,694
References to growth and development checkups for children under 5 years	8,500	1,020	1,267	124	7,677	90	714
Generated income by contraceptive sale (c)	1,843,845	315,531	412,818	131	1,566,565	85	469,233
Talks about family planning and reproductive health	4,400	600	699	117	4,057	92	450
Participants in talks about family planning and reproductive health	44,000	6,000	9,302	155	52,235	119	4,500
Distribution of promotional handouts about Family Planning and Reproductive Health	226,500	20,400	31,447	154	215,824	95	27,144

## 2. CLINICAL SERVICES PROGRAM

The results obtained during the quarter April-June/2000 are considered very satisfactory, since most of items are above 90% in comparison to the estimates programmed for that same period. Even CYPs, other visits, ultrasonography, and laboratory tests, are above 100%.

As for pap smears, in spite of not reaching what was estimated in this quarter, that accumulated in the Action Plan period, behaves according to what was programmed. It is to be noticed that the ISSS strike increased the demand in the two previous quarters until this period.

For the case of cryotherapies, still when the estimate was not reached for this quarter, it is to be noted that the one accumulated to date is above the one projected in the Action Plan.

The noncompliance of the estimated income, is because the increase in prices of the products and services was projected to begin in the month of April, but in the informed quarter the policy of including the Association in the application of the value added tax of goods and services (VAT) was adopted, this increase was experienced until the month of July.

The acquisition of the ultrasound, mammography, cryotherapy, and laboratory equipment has had a delay as it has been commented in the previous reports, and it became necessary to restart their bidding process.

As for the first phase of San Miguel and Santa Ana clinic remodeling, which consisted on the construction of surgical and recovery areas, and surgical arsenal, concluded this quarter. For the following quarter, the second phase is programmed, consisting in the adaptation of the existent facilities to offer the new services incorporated in the Action Plan and to enlarge the doctors' offices and waiting rooms of these clinics.

It is important to make notice that the estimates proposed in the Action Plan considered the service promotional campaign since January/2000. It is considered that this campaign will begin in October/2000, considering that its effect will be noticed starting from the month of January, 2001.

A decrease in 5% of the global yield from clinics is expected due to the impact of increasing prices of products and services.

Due to the two aforementioned situations, it becomes necessary the reprogramming of the Action Plan estimates, which have been calculated according to the behavior observed in the quarter that is informed.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Clinical Services Program  
SUBCOMPONENT: Clinical Services Program  
EXECUTOR UNIT: Medical Division

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Norms diffusion workshops	3				3	100.0	
Total CYPs	41,092	7,499	7,756	103.4	31,807	77.4	7,620
V.S.S. Procedures( sterilization)	1,622	326	325	99.7	1,338	82.5	309
Family planning visits	28,896	3,500	3,446	98.5	14,866	51.4	3,275
Gynecological visits	51,497	8,436	8,153	96.6	32,525	63.2	7,745
Pediatric visits	12,365	2,143	1,973	92.1	7,439	60.2	1,875
General visits	6,388	1,186	1,168	98.5	5,222	81.7	1,110
Other visits	18,258	3,138	3,206	102.2	12,810	70.2	3,045
PAP smears	36,402	6,257	5,357	85.6	22,666	62.3	5,090
Colposcopy	1,769	525	493	93.9	2,017	114.0	470
Cryotherapy	1,184	375	311	82.9	1,265	106.8	295
Cervical biopsies	1,451	475	434	91.4	1,733	119.4	415
Ultrasound	7,930	850	935	110.0	3,554	44.8	1,045 *
Laboratory Tests	109,420	19,080	20,121	105.5	73,251	66.9	21,000 *
Mammograms	1,000	-				0.0	
Densitometry	500	-				0.0	75 **
Ambulatory surgery procedures	360	-				0.0	
Income in Colones	14,500,900	2,626,887	2,250,993	85.7	8,801,528	60.7	2,108,100
Feasibility study for the sale of new services	1				1	100.0	
Santa Ana clinic remodeling (first phase)	1	80%	80%	100.0	100%	100.0	
San Miguel clinic remodeling (first phase)	1	80%	80%	100.0	100%	100.0	
Santa Tecla clinic construction	1	60%	60%	100.0	60%	60.0	40%
Santa Ana clinic remodeling (second phase)	1						100%
San Miguel clinic remodeling (second phase)	1						100%
Equipment acquisition	1		-		-		1 ***

\* For Ultrasonography and laboratory tests estimates, we are only considering the San Salvador Clinic, since the other clinics that will have these services, are expected to have them available by October 2000

\*\*This service is going to be offered as of July 2000.

\*\*\* It is estimated that in the next quarter the mammography, ultrasound and laboratory equipment will be acquired.

### **3. MARKETING AND COMMUNICATIONS PROGRAM**

#### **a) Social Marketing in Reproductive Health**

The results of the activities carried out by the Social Marketing Program during April-June/2000 are considered satisfactory, but it is expected to increase with the support of an advertising and promotion campaign contributing to impel sales. As for units of condoms, there is a compliance of 88%, to which has contributed the additional demand previous to the value added tax (VAT) incorporation. This condition leads to programming a decrease in sales for next quarter. A similar situation happens to the pills, with the difference that in relative terms, the demand was greater than the one for condoms arriving to an achievement of 166% in sold units compared to the goal of the quarter.

As it can be observed in both, condoms and in pills the brands with more sale volumes are those of lower price, which reflects the economic recession the country is going through.

As for the sales realizations in colones, the execution accumulated in the project's life is practically according to that programmed excepting the Cyclofémina injectable and the vaginal lubricant whose introduction was not achieved due to delays on the part of the manufacturers when not fulfilling timely the legal and sanitary processes. However, the sale of Cyclofémina began since July 3<sup>rd</sup>, and in the last quarter of the year, the vaginal lubricant is hoped to be launched into the market.

The existent difference between the sale in units and the sale in colones, which is of 5%, obeys to the discount that is applied to NGOs and other institutions by sale extraordinary volumes.

As complementary activity and as support to the distribution of contraceptives marketed by ADS, Seminar Workshops have been imparted on "Security and Birth control Technology" in the North Central and Eastern area, having trained a total of 38 people.

With regard to the distribution points, we can mention that there has been a 3% increase in relation to the previous quarter because when concluding the quarter January-March/2000 we had 952 establishments, and at the end of this quarter we had 985.

As for the Pro-Familia Pharmacy Network, it is necessary to mention that the first two Pharmacies are equipped in 90% and 60% of medications has been acquired, being pending for its opening, only the final inspection.

QUARTERLY REPORT  
SALES IN UNITS  
PERIOD: APRIL - JUNE 2000

COMPONENT: Family Health Services Deliverance  
SUBCOMPONENT: Social Marketing in Reproductive Health Program  
EXECUTOR UNIT: Social Marketing Division

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>Condoms:</b>							
Cóndor	1,543,490	263,431	233,020	88.5	1,035,140	67.1	204,550
Panther	375,044	63,515	58,920	92.8	365,080	97.3	36,573
Prime Colors	200,870	25,109	52,038	207.2	203,535	101.3	39,910
Prime Spermicide	248,040	38,160	53,019	138.9	174,282	70.3	29,503
Rough Rider	132,084	22,014	19,413	88.2	63,562	51.9	12,000
Contempo	52,472	8,774	4,110	46.8	18,159	34.6	6,400
Piel	497,556	86,649	48,252	55.7	192,915	38.8	60,000
New brand	102,440	25,610	0	0.0	0	0.0	0
<b>Condoms Total</b>	<b>3,151,996</b>	<b>533,262</b>	<b>468,772</b>	<b>87.9</b>	<b>2,057,673</b>	<b>65.3</b>	<b>388,936</b>
<b>Pills:</b>							
Perla	522,864	87,735	153,752	175.2	365,696	69.9	62,867
Minigynon	33,094	11,196	10,485	93.6	33,038	114.9	8,000
New Brand	33,752	0	0	0.0	0	0.0	0
<b>Pills Total</b>	<b>589,710</b>	<b>98,931</b>	<b>164,237</b>	<b>166.0</b>	<b>403,734</b>	<b>68.5</b>	<b>70,867</b>
<b>Injectables:</b>							
Other brand	0	0	60	0.0	535	0.0	0
New Brand	5,400	1,350	0	0.0	0	0.0	1,350
<b>Injectables Total</b>	<b>5,400</b>	<b>1,350</b>	<b>60</b>	<b>0.0</b>	<b>535</b>	<b>9.9</b>	<b>1,350</b>
Vaginal lubricant	13,500	4,500	0	0.0	0	0.0	0

QUARTERLY REPORT  
SALES IN SALVADORIAN COLONES  
PERIOD: APRIL - JUNE 2000

COMPONENT: Family Health Services Deliverance  
SUBCOMPONENT: Social Marketing in Reproductive Health Program  
EXECUTOR UNIT: Social Marketing Division

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>Condoms:</b>							
Cóndor	¢1,761,058	¢305,579	¢264,616	86.6	¢1,133,837	54.7	¢248,870
Panther	¢646,648	¢111,151	¢103,110	92.8	¢486,640	75.3	¢64,003
Prime Colors	¢638,762	¢81,854	¢177,797	217.2	¢695,413	103.9	¢136,359
Prime Spermicide	¢1,031,646	¢161,796	¢235,051	145.3	¢772,651	74.9	¢130,797
Rough Rider	¢507,204	¢85,855	¢79,270	92.3	¢279,962	55.2	¢49,000
Contempo	¢270,080	¢45,887	¢22,537	49.1	¢99,575	36.9	¢35,093
Piel	¢2,077,928	¢367,390	¢213,917	58.2	¢855,257	41.2	¢286,000
New brand	¢317,568	¢79,392	¢0	0.0	¢0	0.0	¢0
<b>Condoms Total</b>	<b>¢7,250,894</b>	<b>¢1,238,904</b>	<b>¢1,096,298</b>	<b>88.5</b>	<b>¢4,328,385</b>	<b>59.7</b>	<b>¢930,122</b>
<b>Pills:</b>							
Perla	¢2,702,056	¢460,609	¢845,426	183.5	¢2,002,536	74.1	¢345,769
Minigynon	¢595,546	¢200,610	¢203,933	101.7	¢739,639	124.2	¢155,600
New Brand	¢597,392		¢0	0.0	¢0	0.0	
<b>Pills Total</b>	<b>¢3,894,994</b>	<b>¢661,219</b>	<b>¢1,049,359</b>	<b>158.7</b>	<b>¢2,742,375</b>	<b>70.4</b>	<b>¢501,369</b>
<b>Injectables:</b>							
Other brand	¢0	¢0	¢1,500	0.0	¢14,875	0.0	¢0
New Brand	¢151,200	¢37,800	¢0	0.0	¢0	0.0	¢42,525
<b>Injectables Total</b>	<b>¢151,200</b>	<b>¢37,800</b>	<b>¢1,500</b>	<b>0.0</b>	<b>¢14,875</b>	<b>0.0</b>	<b>¢42,525</b>
Vaginal lubricant	¢594,000	¢198,000	¢0	0.0	¢0	0.0	¢0
<b>General Total</b>	<b>¢11,891,088</b>	<b>¢2,135,923</b>	<b>¢2,147,157</b>	<b>100.5</b>	<b>¢7,085,635</b>	<b>59.6</b>	<b>¢1,474,016</b>

QUARTERLY REPORT  
GENERATION OF CYPs  
PERIOD: APRIL - JUNE 2000

COMPONENT: Family Health Services Deliverance  
SUBCOMPONENT: Social Marketing in Reproductive Health Program  
EXECUTOR UNIT: Social Marketing Division

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>Condoms:</b>							
Cóndor	15,732	2,685	2,403	89.5	10,258	65.2	2,085
Panther	3,744	634	580	91.5	3,814	101.9	365
Prime Colors	1,858	232	481	207.3	1,865	100.4	370
Prime Spermicide	1,224	204	487	238.7	1,565	127.9	273
Rough Rider	2,296	353	176	165.0	611	26.6	111
Contempo	438	73	82	56.0	211	48.4	53
Piel	4,606	802	458	57.1	1,773	38.6	556
New brand	948	237	0	0.0	0	0.0	0
<b>Condoms Total</b>	<b>30,844</b>	<b>5,220</b>	<b>4,667</b>	<b>89.4</b>	<b>20,102</b>	<b>65.2</b>	<b>3,813</b>
<b>Pills:</b>							
Perla	42,528	7,136	13,084	183.4	30,019	70.6	5,113
Minigynon	2,388	858	763	88.9	2,739	114.7	577
New Brand	2,636		0	0.0	0	0.0	0
<b>Pills Total</b>	<b>47,552</b>	<b>7,994</b>	<b>13,847</b>	<b>173.2</b>	<b>32,758</b>	<b>68.9</b>	<b>5,690</b>
<b>Injectables:</b>							
Other brand	0	0	5	0.0	57	0.0	0
New Brand	416	104	0	0.0	0	0.0	113
<b>Injectables Total</b>	<b>416</b>	<b>104</b>	<b>5</b>	<b>0.0</b>	<b>57</b>	<b>13.7</b>	<b>113</b>
Vaginal lubricant	0	0	0	0.0	0	0.0	
<b>General Total</b>	<b>78,812</b>	<b>13,318</b>	<b>18,519</b>	<b>139.1</b>	<b>52,917</b>	<b>67.1</b>	<b>9,616</b>

**b) Resource Development Program**

There was a 57.3% additional to programmed cash donations in the April-June/2000 quarter due to the realization of activities such as visiting firms, direct mail so that they may donate to the institution during a period deemed convenient. Taking into account the economic situation of the country and considering the response behavior of firms in previous quarters, a collection of around ø60,000 is estimated for the rest of this year.

No sale figures have been reported for selling Christmas cards, this or next quarter, because this activity is concentrated in the last quarter of the year. It is worth mentioning that this quantity will be reprogrammed according to real sales for 1999 plus ten percent.

The income generation from the Audiovisuals Production Center (APC), as mentioned above, is not considered a key activity for achieving institutional sustainability, rather making good use of current installed capacity that is limited compared to the commercial sector competition in this field. Realized analyses indicate that achieving competitiveness in the market for these services implies too high investment for updating existing equipment. This is why SDA has reprogrammed goals accordingly and will dedicate its efforts principally to materials' production for internal consumption, and commercialization of this service as a fund-raising marginal activity.

Although fund-raising activities reflect only 51.2% of the accomplishment of these goals for the April-June/2000 quarter, it is important to mention that important efforts were made to carry out activities, such as the presentation of the Theater play and Art Exhibition. In the same way, for the rest of the year other fund-raising activities will take place to contribute to the financial sustainability of SDA, like Movie Premier, Fashion Show, and the Children's Theater Presentation. Nonetheless, the goal will be reprogrammed in light of the fact that it was not possible to conclude negotiations so that an international artists' spectacle could take place that would have generated greater revenue.

As for donations in kind, it is hoped that during the rest of the year an important donation from different companies will be obtained. Activities are being done with these companies, mostly with the media; through which important bonifications will be obtained with an advertising campaign.

QUARTERLY REPORT  
 PERIOD: APRIL - JUNE 2000

COMPONENT: Sustainability and Institutional Development  
 SUBCOMPONENT: Resource Development  
 EXECUTOR UNIT: Social Marketing and Communications Division

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Audiovisuals Production Center (APC) and Graphic Design	c390,000	c87,500	c10,061	11.5	c60,405	15.5	c7,500
Donations from Firms and other Institutions	c315,000	c60,000	c94,400	157.3	c158,450	50.3	c20,000
Christmas cards	c378,000	c0	c0	0.0	c140,055	37.1	c0
Fund-raising Activities	c597,000	c60,000	c30,705	51.2	c109,664	18.4	c25,000
<b>Cash Subtotal</b>	<b>¢1,680,000</b>	<b>¢207,500</b>	<b>¢135,166</b>	<b>65.1</b>	<b>¢468,574</b>	<b>27.9</b>	<b>¢52,500</b>
In-kind donations	c450,000	c50,000	c0	0.0	c134,560	29.9	c100,000
<b>General Total</b>	<b>¢2,130,000</b>	<b>¢257,500</b>	<b>¢135,166</b>	<b>52.5</b>	<b>¢603,134</b>	<b>28.3</b>	<b>¢152,500</b>

## RESEARCH PROGRAMS

### a) Demographic and Health Surveys

In this report are included the main considerations and comments of the analysis corresponding to April-June quarter, 2000.

The unmet dates for the national and international distribution of the Spanish and English total copies of the Results Final Report of the survey, has been basically determined by the accumulated delays in the document editing, in the printing process on the part of the press hired to reproduce 2000 copies, as well as for more time dedicated for the logistics and paperwork to organize and carry out the seven Results Dissemination Workshop Sessions of the survey. This last reason is also valid for the delay in the publication of the FESAL Web Page.

Likewise, it is to be noted the decision based on an agreement among the USAID and SDA to emphasize in carrying out the Results Dissemination Workshop Sessions of the survey during this quarter.

The printing of 500 copies of the Results Final Report of the survey, additional to the 2000 programmed initially, as well as the national and international distribution of these ones has been extended for the next quarter. In this period, the publication of FESAL Web Page has also been reprogrammed. Moreover, the Results Dissemination Workshop Sessions of the survey will continue to be realized.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Research Program  
SUBCOMPONENT: Demographic and Health Surveys  
EXECUTOR UNIT: Evaluation & Research Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Final Report of results from FESAL-98 elaborated to September/99 (Spanish version)	1				concluded report		
Final Report of results from FESAL-98 printed to December/99 (Spanish and English version)	1	Printing of 2000 copies of the report	Concluded		Concluded		Additional printing of 500 copies of the bilingual report.
Final Report of results from FESAL-98 distributed to December/99 (Spanish and English version)	1	National and international distribution of the report	1500 distributed copies		1500 distributed copies		Report Distribution of 950 copies
FESAL-98 Results Dissemination Seminars and Workshop sessions executed to June/2000	6	Achieve 5 regional seminars	8 workshop sessions: 5 for departmental MSPAS, 1 for the MSPAS women management level, 1 for ISSS, and 1 for NGOs and other social organizations		1 seminar for the Central Level officials and 8 workshop sessions accomplished		Achieve a second workshop session for the ISSS and sessions for the political levels (number still to define)
Report of FESAL-98 Results Dissemination Seminars and Workshop sessions elaborated to September/2000	1						complete editing of Seminar and Workshop Sessions Report
FESAL-98 Final Report of Results published in internet as of March/2000 (Web Page)	1	Reprogrammed for July/2000	Conversion of the original files in Word to extension protected files PDF (Acrobat Reader)		Conversion of the original files in Word to extension protected files PDF (Acrobat Reader)		Format definition and publication of FESAL-98 Web Page
Summarized report of FESAL-98, distributed*		Report editing	Concluded		Concluded		Printing of 2000 copies of the summarized report
Poster document of the Departmental indicators from FESAL-98 *		Document elaboration	Draft of the elaborated document		Draft of the elaborated document		Printing and complete editing of 1500 copies of the document
Fascicles production demand of secondary analyses attended beginning on July/2000	Production according to demand	Complete editing and distribution of the document: Maternal and infant health indicators for ISSS exclusive use.	Concluded		Concluded analyses: a) Results for 4 sustainable municipalities b) Results for ISSS exclusive use		Production of new analyses, according to demand

\* Incorporated activities in agreement with USAID, after the approval of the Action Plan in reference.

**b) Feasibility Studies**

The considerations and comments of the analysis corresponding to the report of April-June quarter, 2000 are detailed below:

As is noted in the programmatic execution table, with the only exception of the carrying out of "First biannual distribution checkup in establishments that will expend products that SDA will commercialize starting from 1999", the "Service Promotion Pre-campaign Evaluation", and the "Teen integral care program study"; all activities planned in the 12 months and quarter of reference were totally met.

The 3 activities that were not carried out according to that programmed, have been transferred for the second semester of the year 2000, to take the maximum advantage of the resources, since for then it is expected to have consolidated the commercialization process of the new products that SDA will launch to the market; to have designed the strategy and advertising campaign and to have the basic information to use for the design of the Study for the Teen Integral Care Program.

Among the positive achievements of this project, it is opportune to comment that with the purpose of reducing costs and time, it was decided to merge in a single activity the market feasibility studies to impel the commercialization of new products that SDA will distribute through the Drugstore that plans to open up, the one about the establishment of a pharmacy network owned by SDA, and the one of a new brand distribution of injectable contraceptive. This study has been denominated "Feasibility Study to Establish a Pharmacy Network and to Commercialize New Lines of SDA Own Products". Likewise, this study was taken as an advantage to collect data about the commercialization of products that SDA distributes in 539 existent pharmacies in the cities of San Salvador, Soyapango, Santa Ana, San Miguel, and Nueva San Salvador, which is still not made as an exclusive study. It basically consists in a distribution checkup, reasoning that it sustains SDA's decision of moving to the second semester of 2000 the "Distribution Checkup of Establishments that will expend the Products SDA will commercialize".

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Research Program  
SUBCOMPONENT: Feasibility Studies  
EXECUTOR UNIT: Evaluation & Research Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>A. Studies for the Marketing and Communications Program</b>							
<b>1 Distribution checkup in establishments that will expend products that SDA will commercialize beginning in 1999.</b>							
Realized biannual distribution checkups	3	Elaborated Reference Terms	Postponed				Reference Terms elaboration
Presented biannual distribution checkups	3						
<b>2 Feasibility studies to impel the commercialization of new products that SDA will distribute through the drugstore that it plans to open.</b>							
Elaborated Reference Terms of the studies	1				Concluded		
Selected executor consultant of the studies	1				Concluded		
Study Execution	1				Concluded		
Presented results report of the studies	1				Concluded		
<b>3 Market feasibility study for the establishment of a pharmacy network in SDA spaces and in others to rent.*</b>							
Elaborated Reference Terms of the study	1				Concluded		
Selected executor consultant of the study	1				Concluded		
Study Execution	1				Concluded		
Presented results report of the study	1				Concluded		
<b>4 Feasibility study for the distribution of a new brand of injectable contraceptive and of disposable speculums **</b>							
Elaborated Reference Terms of the study	1					50.0	Define the methodology of disposable speculum study and the reference terms elaboration
Selected executor consultant of the study	1					50.0	
Study Execution	1					50.0	
Presented results report of the study	1					50.0	

\* As effect of reducing costs and time, this activity was merged with the one numbered as A.2

\*\* As effect of reducing costs and time, the "feasibility study for the distribution of a new brand of injectable contraceptive" was merged with the activity numbered as A.2 and the "Disposable Speculums study" is going to be merged with the one numbered as A.5.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Research Program  
SUBCOMPONENT: Feasibility Studies  
EXECUTOR UNIT: Evaluation & Research Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>5 Feasibility study for the pregnancy test commercialization.***</b>							
Reference Terms of the study, elaborated	1	1	POSTPONED				Define the Methodology of the study and elaboration of the reference terms
Executor consultant of the study, selected	1	1	POSTPONED				
Study execution	1						
Study Report, presented	1						
<b>B. Studies for the Medical Services Program</b>							
<b>1 Feasibility study for the sale of ultrasonography, mammography, and densitometry services, and rent of spaces for ambulatory surgery****</b>							
Reference Terms of the study, elaborated	1				Concluded		
Executor consultant of the study, selected	1				Concluded		
Study execution	1				Concluded		
Study Report, presented	1				Concluded		
<b>2 Feasibility study about the new clinical services demand*****</b>							
Reference Terms of the study, elaborated	1	1	Concluded		Concluded		
Executor consultant of the study, selected	1	1	Concluded		Concluded		
Study execution	1		Concluded		Concluded		
Study Report, presented	1	1	Concluded		Concluded		
<b>3 Service Promotion Pre-campaign Evaluation</b>							
Reference Terms of the evaluation, elaborated	1	1	POSTPONED				1
Executor consultant of the evaluation, selected	1	1	POSTPONED				1
Study execution	1						1
Results report of the evaluation, presented	1						1

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Research Program  
SUBCOMPONENT: Feasibility Studies  
EXECUTOR UNIT: Evaluation & Research Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>C. Study for the Teen Integral Care Program</b>							
1 Investigation to identify the strategies with greater potential warranty of effectiveness approaching the sexual and reproductive health thematic in teens.							
Reference Terms of the investigation, elaborated	1	1	POSTPONED				1
Executor consultant of the investigation, Selected	1	1	POSTPONED				1
Investigation execution	1						1
Results report of the investigation, presented	1						
<b>D. Payment willingness survey to SDA female clinic users in San Salvador and Soyapango</b>							
- Negotiation and design of the survey			Concluded		Concluded		
- Survey execution			Concluded		Concluded		
- Results presentation			Preliminary report presented		Preliminary report presented		

#### 4. SPECIAL PROJECTS

##### a) Teen Integral Care Program

- Qualitative research with focus groups.

According to the "Feasibility study" sub-component, in the third quarter the research will be executed and the results will be presented in the fourth quarter of the year 2000.

- Pre and post HIV and pregnancy test orientation service for teens.

It has been postponed to take place in the second semester of the year 2000 because of the change in methodology initially proposed. As principal products, a counseling protocol is now available. Training with international advising has been programmed for September. This protocol is subject to revision by the above-mentioned consultant.

- Income from workshop sale to gestating adolescents. Two training sessions took place; one had been differed from the January-March quarter of 2000. A tendency has been observed in the low number of participants; that is why the modification of the strategy for the following semester has been evaluated in coordination with the Health Units. The Committee of Female Volunteers that handles the funds for paying the training of one or various young ladies will be informed.
- Trained Adolescents, parents, and teachers.

In the training sessions the presence of parents was not as great as it was hoped for, in great part because it depends on the support of educational institutions' authorities, as well as the time parents count on. The strategy will be modified to improve the results for the next quarter. The training sessions will take place through parents' school.

- Produced and sold handouts. Income for handouts' sale.

Two presses have already been assigned the production of 120,000 copies; from which 40,000 are expected to be marketed in the next quarter, obtaining an income of \$50,000 for that sale.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Special Projects  
SUBCOMPONENT: Teen Integral Care Program  
EXECUTOR UNIT: Education and Training Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Basic courses	9	6	3	50	6	67	3
Participants	225	150	82	55	168	75	57
Feedback sessions for Juvenile Multipliers	18	3	3	100	11	61	6
Participants	450	76	74	97	272	60	153
Advising/Supervision reunions	200	40	61	153	175	88	20
Multiplier effect talks	2,250	212	398	188	1,951	87	250
Participants	67,500	6,360	13,179	207	66,780	99	700
Hours of volunteer work	25,200	6,000	5,721	95	18,144	72	6,000
<b>Qualitative research</b>							
Elaboration of Reference Terms of the investigation	1	1	-				1
Selection of the executor consultant for the investigation	1	1	-				1
Diagnosis about Pre and Post HIV and pregnancy test counseling services for teens	1	1	-		0	0	1
Attention system design in SDA clinics	1	1	-		0	0	1
Training for SDA personnel involved in counseling services	1	1	-		0	0	1
Training design for gestating teens	1	concluded	2		concluded	100	concluded
Educational workshops for gestating teens	5	2	2	100	3	60	1
Participants	50	20	11	55	16	32	12
Income from workshop sales	6,250	1,250	0	0	2,100	34	1,250
<b>INTEGRATED TRAINING MODEL</b>							
<b>(Teens, parents and teachers)</b>							
Institutional coordination reunions	*	3	6	200	9		*
Pre-selection reunions and educational design	*	3	3	67	5		*
Adolescents Training	3	1	2	200	3	100	0
Participants	75	35	54	154	69	92	0
Parents training	3	1	1	100	2	67	1
Participants	60	32	20	63	28	47	32
Teachers training	1	0	0	0	1	100	concluded
Participants	20	0	0	0	11	55	concluded
Advising reunions	12	4	6	150	6	50	6
Multiplier effect talks	500	75	200	267	200	40	125
Hours of volunteer work	7000	3652	4,641	127	5449	78	1500
<b>PRODUCTION AND SALE OF EDUCATIONAL MATERIAL</b>							
Reference Terms	1	concluded	1	100	concluded	100	concluded
Consultant selection	1	concluded	1	100	concluded	100	concluded
Handouts Design	6	6	6	100	6	100	concluded
Produced Handouts	600,000	600,000	0	0	0	0	120,000
Quantity of sold handouts							40,000
Income by handouts sale							50,000
Total income							51,250

**b) Documentation Centers in Population**

For the next quarter the following is reported:

The significant increase with respect to modifications of goals related to visits, mail, users, handouts, talks, and income, is fundamentally due to the continuation of the strategy implemented in the educational centers promotion.

We participated in work meetings as in follow-up meetings of activities with the National Network of Documentary Health Information (RENIDS) members, and with the National Consultative Committee of Virtual Health Libraries (CCN-BVS).

The Cyber Center revenues were experimentally programmed and the actual results responded to the existing real demand; for this, a new promotion strategy is being impelled in educational centers.

QUARTERLY REPORT  
PERIOD: APRIL - JUNE 2000

COMPONENT: Special Projects  
SUBCOMPONENT: Documentation Centers in Population  
EXECUTOR UNIT: Education and Training Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Promotional mail and Visits to Educational Centers and Health Organizations							
- Visits	48	24	42	175.0	231	481.3	86
- Mail	100	45	66	146.7	552	552.0	60
Provide users with information through internet and bibliographical material							
-attended library users	36,225	7,320	11,251	153.7	30,351	83.8	9,300
-attended Cyber Center users	1,300	250	604	241.6	2,863	220.2	685
Distribution of informational handouts :							
- Distributed handouts	31,650	6,580	18,790	285.6	53,262	168.3	8,400
Talks about prevention of early pregnancy , STIs, and HIV/AIDS (individual and/or group talks)							
- Number of given talks	224	48	94	195.8	366	163.4	132
Revenues by sale of educational material and internet services							
- Revenues by library services (¢)	62,630	12,380	18,054	145.8	63,301	101.1	15,200
- Revenues by Cyber Center services(¢)	265,000	60,000	15,674	26.1	86,334	32.6	45,000

\* Adjusted goals according to the tendency that is being developed in the dynamics of this new project.

**c) Development of Volunteer Human Resources**

The reception of new female volunteers in the volunteer groups of San Salvador, San Miguel and San Francisco Gotera have propitiated an increment in some goals such as public informed in interviews and talks.

With respect to the goal of informed in the sessions on The Participation of Men in Sexual and Reproductive Health, this one was accomplished last year; nonetheless, coordinating efforts are being made in order to continue with this important program.

In order to achieve greater productivity in the workplace, a climate that propitiates a high institutional morale is fundamental, especially where volunteer personnel is concerned; for this reason it has been necessary to restructure reunions and activities that promote leadership, integration, and motivation; as a consequence, the hours' goal of group development has been increased.

The hours contributed by university students in social services have increased due to the fact that students with the SDA project have realized their activities and concluded them before anticipated, augmenting the number of hours in less time.

**QUARTERLY REPORT**  
**PERIOD: APRIL - JUNE 2000**

COMPONENT: Special Projects  
 SUBCOMPONENT: Development of Volunteer Human Resource  
 EXECUTOR UNIT: Education and Training Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Attention to clinics' users	66,000	11,250	12,186	108	47,320	72	11,250
Public informed in interviews, talks and courses	61,464	10,412	19,338	186	56,781	92	10,412
Informed in sessions of men's participation in reproductive health	1,060	-	-	-	1,223	115	-
Panel Forum	4	1	1	100	3	75	1
Work hours of female volunteers	23,500	4,250	4,374	103	16,765	71	4,250
Hours of group development	2,650	500	1,340	268	4,756	179	582
Reception of Professionals and High School students in social service	60	10	8	80	31	52	15
Hours contributed by students in social service	6,000	1,000	3,413	341	6,979	116	1,800
Training event addressed to female volunteers	20	6	7	117	20	100	4

## 6. PRO-FAMILIA HOSPITAL PROJECT

In general the achievements obtained in the present quarter by the Pro-Familia Hospital have been satisfactory except for the area of external visits.

As for the areas of hospital expenditures, laboratory tests and ultrasounds, the achievements have been superior to those programmed, which is temporarily due to the strategies adopted by the Hospital to promote our services in a personalized way with physicians of the influence area, as well as in private companies that offer their employees benefits related to health insurance.

External visit reflects 64% of what was programmed because, in the area of clinical services, the prices for medical consultation are more competitive compared to those of the hospital. This phenomenon was evident starting with the changes originated in the last Social Security strike. Nonetheless, it is projected emphasizing on the hospital advertising campaign for 24-hour medical care as for external visits.

The radiological studies, with respect to the previous quarter, have fallen 17% principally due to the more competitive price changes in the private laboratories in the zone of influence.

The economic income generated by the birth attention program at the Salvadoran Social Security Institute (ISSS), in the informed quarter, show 89% of the goal. This is because, according to the Action Plan 2000, the price offered to the ISSS would be greater than the agreed upon in the year 1999, which in practice has not been the case since there were no new bids, but rather an extension of the up-to-date contract.

Nonetheless, the global estimates for this quarter were exceeded by what was realized, surpassing the goal by 5%.

Finally, according to the behavior of the estimates programmed during the first twelve months of the agreement, a reprogramming of goals for July-December of 2000 will be done.

**QUARTERLY REPORT**  
**PERIOD: APRIL - JUNE 2000**

COMPONENT: Pro-Familia Hospital  
SUBCOMPONENT: Pro-Familia Hospital  
EXECUTOR UNIT: Pro-Familia Hospital

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
<b>SERVICES (QUANTITIES)</b>							
Hospital expenditures	3,275	556	705	126.8	2,523	77.0	628
External visits	9,200	1,550	992	64.0	5,544	60.3	1,386
Laboratory tests	22,925	3,820	7,061	184.8	24,487	106.8	6,106
Radiological Studies	7,470	1,267	1,046	82.6	3,940	52.7	980
Ultrasounds	2,144	366	430	117.5	1,520	70.9	319
Mammograms	1,000	-	-		0	0.0	- *
Bone Density Scan	1,444	0	0		0	0	- *
ISSS deliveries	4,435	653	772	118.2	3470	78.2	865
<b>SERVICES INCOME</b>							
Hospital expenditures	¢20,451,000	¢3,537,750	¢3,961,165	112.0	¢16,485,890	80.6	¢3,997,260
External visits	¢2,610,000	¢465,000	¢448,109	96.4	¢1,587,123	60.8	¢415,800
Radiological Studies	¢1,047,150	¢183,788	¢221,445	120.5	¢650,624	62.1	¢161,700
Ultrasounds	¢379,052	¢65,863	¢84,200	127.8	¢296,962	78.3	¢60,610
Mammograms	¢300,000	¢0	¢0		¢0	0.0	¢0 *
Bone Density Scan	¢433,200	¢0	¢0		¢0	0.0	¢0 *
ISSS deliveries	¢8,064,395	¢1,374,360	¢1,223,089	89.0	¢5,336,567	66.2	¢1,297,500
<b>TOTAL INCOME</b>	<b>¢33,284,797</b>	<b>5,626,761</b>	<b>¢5,938,008</b>	<b>105.5</b>	<b>24,357,166</b>	<b>73.2</b>	<b>¢5,932,870</b>

\* Not programmed for this quarter because the bidding of equipment is still in process.

## 7. TECHNICAL AND ADMINISTRATIVE SUPPORT

- a) During the April-June 2000 quarter, the subcomponent of Personnel Strengthening realized the following activities:

In the training area, six Operational Seminars were realized with 174 participations; one Managerial Seminar with 20 participants, and eight Technical Seminars with 16 participants. The increase in Operational Seminars was due to the execution of three workshops to make more dexterous 95 SDA people in the procedures to be followed in the application of the Law of Taxes on Transferring Movable Goods and Offer of Services (The Value Added Tax known as "IVA"), which will be applied to the institution starting in July. The number of programmed technical seminars differs from those realized since assistance is offered according to the national market supply.

It is relevant to mention that negotiations were done so that the Salvadoran Institute for Professional Formation (INSAFORP) accredits SDA as a Unit of Business Training; the accreditation has made possible the realization of a greater number of training events at a lower cost.

Likewise, 13 recruiting, selection, and hiring procedures were realized. They were distributed in the following way:

- Hiring of three new positions (Regents/Administrators of pharmacies)
- Hiring of ten positions to substitute personnel in the administrative areas of clinics, hospitals, and Rural Services Program.

In the annexed table, the distribution of the Association personnel is presented by sex, occupational level, and source of funds, where can be observed that of the 333 people working at SDA, 218 are women and represent 65%, and 115 are men representing 35% of the total population. In the same way, it is observed that USAID pays the salaries of 30% of the personnel and SDA 70%.

SDA -USAID AGREEMENT  
 SUSTAINABLE PROJECT OF SEXUAL AND REPRODUCTIVE HEALTH

**QUARTERLY REPORT**  
**PERIOD: APRIL - JUNE 2000**

COMPONENT: Technical and Administrative Support  
 SUBCOMPONENT: SDA Personnel Strengthening  
 EXECUTOR UNIT: Human Resources Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Managerial Seminars	4	1	1	100.0	4	100.0	
Participations	76	19	20	105.3	61	80.3	
Operational Seminars	12	3	6	200.0	17	141.7	4
Participations	300	75	174	232.0	421	140.3	97
Technical Seminars*	23	5	8	160.0	27	117.4	1
Participations	30	5	16	320.0	43	143.3	1
Training events abroad**	2	1	1	100.0	2	100.0	2
Participations	2	1	1	100.0	2	100.0	2

**SALVADORIAN DEMOGRAPHIC ASSOCIATION  
HUMAN RESOURCES MANAGEMENT OFFICE**

**SDA PERSONNEL DISTRIBUTION BY SEX, OCCUPATIONAL LEVEL  
AND SOURCE OF FUNDS IN  
APRIL - JUNE QUARTER, 2000**

OCCUPATIONAL LEVEL  SEX	MANAGERIAL LEVEL			OPERATIONAL LEVEL			TOTAL		GENERAL TOTAL	DISTRIBUTION %
	SOURCE OF FUNDS		TOTAL MANAGERIAL LEVEL	SOURCE OF FUNDS		TOTAL OPERATIONAL LEVEL	USAID	SDA		
	USAID	SDA		USAID	SDA					
MALE	6	9	15	38	62	100	44	71	115	35%
FEMALE	0	5	5	55	158	213	55	163	218	65%
TOTAL	6	14	20	93	220	313	99	234	333	
							<i>DISTRIBUTION %</i>	30%	70%	100%

**b) Education and Training**

The training diagnosis for the Rural Services Program initiated at the beginning of the last week of June and will conclude with the results for August 2000.

The period that is being reported ended with the study follow-up on adolescents in poor conditions financed by the Inter-American Development Bank; also, during May, Planned Parenthood of Southern Arizona was visited, as part of the continuation of the IPPF South-North Cooperative Project with the objective of interchanging experiences in attending adolescents.

Also, realized was the bid to hire an investigator for the "Adolescents and Technology" study proposed by IPPF, with the objective of analyzing the benefits of technology incorporation to adolescent programs.

In the following-up of special projects the efforts have been oriented towards supporting the implementation of new work strategies with adolescents, support in the coordination of students in social hours, and development of performance evaluation. Permanent following-up and supervision is being continued.

QUARTERLY REPORT  
 PERIOD: APRIL - JUNE 2000

COMPONENT: Special Projects  
 SUBCOMPONENT: Project Support  
 EXECUTOR UNIT: Education and Training Management Office

CONCEPTS	PLAN JULY 99 - DECEMBER 2000	APRIL - JUNE 2000 QUARTER			ACCUMULATED ACTION PLAN		PROGRAMMED QUARTER JULY- SEPTEMBER 2000
		PROGRAMMED	ACCOMPLISHED	COMPLIANCE (%)	ACCOMPLISHED	COMPLIANCE (%)	
Reference Terms Formulation for the hiring of consultant firms for the Rural Services Program (RSP) training	1				concluded	concluded	
Supervisor's Profile definition to be made in the RSP.	1				concluded	concluded	
Public convocatory to participate in the bidding in order to choose a Consultant Firm.	1				concluded	concluded	
Diagnosis elaboration for RSP	1		In process				1
Training events of RSP technicians and supervisors			Postponed				1
Work evaluation sessions of the Consultant Firm in the RSP training.							1
Formulation and design of the skill-building programs for each level.	1		A program will be formulated for each identified area.		pending	pending	1
Evaluations realized to other special projects	1				concluded	concluded	
Supervision visits to different projects			The programs are visited in their execution site.		permanent	permanent	
Support and follow-up reunions			One is programmed monthly		permanent	permanent	

**c) Planning, Evaluation and Development Office**

During the aforementioned quarter, the activities of the Planning, Evaluation and Development Office were guided to support the Evaluation and Research Management Office in the talks elaboration and the development of Results Dissemination workshop sessions of the National Family Health Survey of 1998 (FESAL-98), for the departmental levels of MSPAS, ISSS officers, NGOs, and other institutions that develop or support directly health and population programs. Likewise, the Education and Training Management Office was supported in the direction and supervision of the activities included in the so called "Special Projects." This Unit also coordinated the periodical reports for the donors.