

PD0889195

PROJECT COMPLETION REPORT

Project Title: Southern Africa Manpower Development
Project Number: 645-0069 Project Amount: \$9,292
First Obligation: FY 1978 Final Obligation: FY 1984
Final Input: None
Country: SWAZILAND

Final Project Evaluation: None since the follow on project is now more than two years old and is off to a successful start.

1. Summary of Services Performed: Under this project USAID provided GOS organizational units with OPEX staff who maintained high level operational efficiency in these units while counterparts were being trained to assume or resume responsibilities. Several Opexers and participants have been transferred to the Swaziland Manpower Development Project (SWAMDP) (645-0218) and the remaining project funds have been deobligated and reobligated into SWAMDP and AFGRAD. Swazi nationals in positions of responsibility with substantive inputs into the planning, design and implementation of the GOS's development programs were sent out for advanced training.

2. Status of completion of Project elements: The purpose of the project is to reduce critical manpower constraints to development mainly in the fields selected by the U.S. Congressional mandate while strengthening the public sector's institutional capability to meet the development needs of the country. Through SAMDP, a total of 300 long- and short-term participants have been trained in the U.S., but these have not replaced U.S. funded personnel as was initially expected. The original project output of approximately 420 nationals being trained in approximately 13 in-country training programs and courses was cancelled. Of the 6 "spin-off" donor-supported projects originally estimated as a project output, the Swaziland Manpower Development Project has been the only direct "spin-off" from SAMDP. A marked improvement in the level of efficiency has been observed in departments where OPEXers are or have been working.

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3. Accomplishments in Terms of Project Purpose: During the life of the project, over 200 participants were trained and are now working throughout the GOS in positions which influence policy and development issues. Most of the staff of the GOS Tax Commission, including the Assistant Commissioner of Taxes and the Principal Tax Inspector, are former project participants. These former participants are credited with influencing the GOS decision to expand its revenue base and improve tax collection procedures. A new sales tax was introduced in 1984 and since has increased GOS revenue by a significant percentage. Most of the key staff at the Central Statistical Office, including the Chief Statistician, are former participants. Two of the major financial institutions in the country have former project participants in key administrative/management positions. Both the current General Manager of the Swaziland Development and Savings Bank and the Head of Research at the Central Bank of Swaziland are former participants who received the Master's in Economics under this project. The 1986 policy decision by the GOS to delink its currency from the Rand Monetary Area (RMA) was made easier by having trained individuals who could present arguments based on sound economic reasoning. In the Ministry of Agriculture and Cooperatives (MOAC), the Director of Community Development completed a Masters' program under this project and is currently responsible for liaison between the various ministries and the traditional sector government. In the education sector, this project has provided degree programs and up-grading of degree status to members of the faculty of the University of Swaziland (UNISWA).

4. Further Inputs Expected into the Project: None

5. Recommendations for Further Monitoring, Reporting and Evaluation: None

Date: 10/25/88

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