



Contract Information Management System (CIMS)

DIRECT ACTION DATA FORM FOR GRANTS & COOPERATIVE AGREEMENTS

1. Basic Award Number 647-0305-G-SS-2105-00

2. Recipient Name Lawyers for Human Rights

3. Award Description (This description will be seen by high level Agency officials, as well as members of Congress.) The purpose of this project is to strengthen the Transkei Regional Office and establish a Mobile Legal Clinic to assist the communities of Transkei by providing regular legal and quasi-legal services as well as ongoing legal and human rights education.

4. Principal Place of Performance

South Africa

5. Benefiting Country

South Africa

6. Project Officer

Office Symbol

Human Rights

Name (Last, First)

Coronado, Louis

7. Grant Agreement Type

- Disaster Assistance, American Schools & Hospitals Abroad (ASHA), Other Than Those Listed Above, Title XII Authority

8. Basic Purpose

- Tech. Services to Host Country, Research, Commodities, Arch. & Engineering Services, Train. Services to Host Country, Construction

7a. Extent Completed

- Completed by the Technical Office, Completed by the Contracting Office, Not competed (unsolicited proposal), Not competed (predominant capability, etc.)

9. Taxpayer Identification Number

10. Business Organization Type

- Corporation, Individual, University or College, Historically Black College or University, Educational Organization, International Center, Research Organization, Voluntary Organization, Foundation, Hospital, Hispanic American College or University, Other

11. If U.S. University, Host Country Institution

12. If obligated amount is in local currency, provide U.S. Dollar amount \$100,000

13.a. Negotiator (Last, First, MI) Coronado, Louis

13.b. Signature

14.a. Contract Officer (Last, First, MI) Dean, Leslie A.

14.b. Signature

COPY OF AWARD DOCUMENT MUST BE ATTACHED TO THIS FORM

ACTION MEMORANDUM FOR THE DIRECTOR, USAID/SOUTH AFRICA

DATE: September 1, 1992

FROM: Daniel Rathbun, GDO

SUBJECT: South Africa Human Rights Project (674-0305); Lawyers
For Human Rights Agreement (Transkei Regional Office),
No. 674-0305-G-SS-2105-00

I. PROBLEM

Your approval is required to obligate U.S. \$100,000 of FY1992 funds under the Human Rights Project (674-0305) through a Grant Agreement with Lawyers for Human Rights, as described herein.

II. AUTHORITY

Pursuant to Redelegation of Authority No. 452, the Director, USAID/SA, has authority to authorize and execute grants with indigenous non-governmental organizations (NGOs) in an amount not to exceed \$5.0 million per grant.

III. DISCUSSION

Based upon discussions and contacts with a wide range of community leaders, USAID has received and reviewed numerous unsolicited proposals from Human Rights organizations throughout the country for activities which far exceed the FY1992 Human Rights Division budget. After a careful analysis of the proposals and taking into account the budget limitations, the GDO recommends an Agreement with Lawyers for Human Rights.

LHR is considered one of the most effective, politically neutral human rights organizations operating in South Africa. Through its efforts to stop human rights abuses and promote due process and the rule of law, LHR has developed a broad and clear understanding of the many serious problem areas in the justice system. Furthermore, LHR enjoys the respect of all sectors of the South African society and especially of the disadvantaged population of this country.

The Transkei Regional Office of LHR (located in Umtata) was established in 1990 with funds other than USAID's. Presently, the office is staffed by a full-time Regional Director who is a qualified attorney, a trained para-legal, a fieldworker and a secretary/receptionist.

Since the inception of the Regional Office, LHR acted as an agent to facilitate the community's interaction with other development agents and government bodies to assist the communities to better address the needs perceived as urgent and which relate to human rights and legal issues as well as rural development. One of the most urgent needs of the Transkei region is to address, in a comprehensive manner, the problems faced by the communities on issues such as legal and human rights. The provision of free legal services and the establishment of community based

structures are also important needs expressed by the communities.

In view of the large population, the majority of which is indigent, and as a result of the dire shortage of a service infrastructure, including legal services, the Transkei Regional Office has been unable to cope with the massive demand for legal and para-legal services. Due to the same reasons, LHR has been unable to launch in this region national programs such as Human Rights Education, Para-legal Training, Law Reform and Penal Reform. Only through the expansion of the infrastructure in the Transkei office will LHR be able to successfully implement these national projects in the Transkei region. Furthermore, there are many communities even more rural and further away from Umtata which are unable to access the services provided by the office located in Umtata. The communities of these areas have repeatedly requested Lawyers for Human Rights to open offices in these rural areas.

LHR considers that a sound alternative to answer these requests would be the strengthening of the Umtata Regional Legal Office and the development of a Mobile Clinic Unit.

The GDO concurs with this assessment and considers this proposal a feasible and realistic option to solve the needs of the rural communities.

IV. ISSUES

Through the development of this Agreement, the following issues have been identified and addressed as presented below:

A. Action Plan and Sectoral Strategy - This proposed Agreement was not discussed during the FY92 Human Rights Action Plan review. However, the activity proposed in this Agreement falls under the priority activities defined in the Human Rights legislation contained in the FAA of 1961, sections 116 and 117.

B. Total Obligations - This Agreement obligates U.S. \$100,000 to Lawyers for Human Rights, which brings total FY92 obligations under the Human Rights Project to \$5,025,000.

C. Grantee's Illustrative Budget and Cost Negotiation - The GDO conducted verbal negotiations with Lawyers for Human Rights to establish its priorities for funding. Costing included examining the proposed salaries which, according to our consultations, are similar to those of equivalent positions in other non-governmental organizations in the same field.

D. Noncompetitive Justification - Although competition is to be encouraged in the award of grants and cooperative agreements to NGOs (Handbook 13, Chapter 2B), Chapter 2B3a permits exceptions to competition where the proposal "is not solicited by A.I.D." and where the proposal is "unique, innovative, or proprietary and acceptance would be fair, reasonable, and would represent appropriate use of A.I.D. funds to support or stimulate a public purpose." LHR has submitted an unsolicited proposal, and it is the determination of the GDO that this activity is "unique and extremely innovative" because the

LHR Regional Office is the only legal services office operating in this region and the only one to offer such an innovative approach through the Mobile Legal Clinic. Also, this regional office would be the first in providing in a structured manner, legal and human rights education. Because this activity is consistent with USAID program objectives and is so unique, acceptance of the LHR's proposal would be fair and reasonable and would represent an appropriate use of USAID funds.

E. Technical and Management Capability - It is the GDO's determination that the subject organization possesses suitable policies and practices to ensure adequate management of USAID funds supplied under this Agreement. This determination is based on numerous discussions with LHR's technical staff as well as on LHR's excellent performance under previous and ongoing Agreements with USAID.

F. Financial Management Capability - A financial review of LHR's financial management systems was conducted in 1989 which certified that the Recipient possessed adequate accounting systems, books and records for the administration of this Agreement. The LHR's excellent financial performance under other existing grants since that time constitutes the basis to confirm that LHR continues to possess adequate financial management capability.

G. PVO Registration Determination - The Recipient does not qualify as a Private Voluntary Organization, as defined in A.I.D. Handbook 3, Appendix 4C and 88 State 356010 because the organization does not have tax exempt status under South African law and does not solicit or receive contributions from the general public.

H. Standard Issues

1. Section 611(a) Requirements - Consistent with Section 611(a) of the FAA, adequate technical and financial planning underlie the proposed Agreement and reasonably firm cost estimates have been established. Such planning is evidenced by the Agreement program itself, as described in Attachment 2 of the proposed Agreement, which contains a detailed methodology for implementing Agreement activities and attaining specified Agreement outputs. The Illustrative Financial Plan is based on reasonably firm cost estimates for program activities.

2. Payment Verification Requirements - Payment verification requirements for the Recipient are satisfied by: (a) the specification of financial management and reporting procedures in the attached Agreement; (b) the certification by the USAID Controller of the recipient organization's ability to handle initial Agreement disbursements; and (c) provision in the proposed Agreement for annual audits of use of Agreement funds.

3. Recurrent Costs - Donor financing of recurrent costs, such as salaries, allows the Recipient to provide an essential service that is unmet by the public sector and, due to the limited income of the beneficiaries, cannot be met through normal market channels. Recurrent cost assistance in such cases is

justified under category 2 of USAID's Recurrent Cost Policy. The "design considerations" outlined in this policy document have been taken into consideration in the design and negotiation of this Agreement.

4. Selection of a Grant as the Assistance Instrument - It is the determination of the GDO that, in accordance with Handbook 13, Chapter 6, a grant is the appropriate assistance mode to be utilized, as A.I.D. is not procuring goods or services and does not require a substantial degree of operational control or involvement in project implementation. The attached document is, in form and substance, a grant as defined by A.I.D.

5. Travel Policies - The Recipient will provide for USAID approval its travel and per diem policy for travel not to exceed U.S. Government rates. In the case that the Recipient does not establish a travel and per diem policy, the prevailing U.S. Government rates shall apply.


V. RECOMMENDATION

It is recommended that, pursuant to your authority under Redefinition of Authority No. 452, you: (1) approve noncompetitive selection in accordance with the justification provided above; (2) authorize the proposed Agreement to Lawyers for Human Rights by signing below; and (3) execute said Agreement, as attached, by signing on the appropriate page and line as indicated.

Approved: Leslie A. Dean
Leslie A. Dean
Director, USAID/SA

Disapproved: _____

Date: 9/14/92



Drafted: LCoronado/HRO

Cleared: DRathbun:GDO SR
JAddleton:SPO JA
GHensley:CONT W ADU wh
DKeene:RLA DK
JWeber:AD JW
WFord:DD WF

UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
USAID/South Africa

USAID/South Africa
P.O. Box 1882
Pretoria 0001

Tel: (012) 211-245
Fax: (012) 211-287

September 14, 1992

Mr. Brian Currin
Lawyers for Human Rights
713 Van Erkom Building
Pretorius Street
PRETORIA 0002

Subject: South Africa Project Agreement with
Lawyers for Human Rights - Agreement No. 674-0305-G-
SS-2105-00 (Transkei Regional Legal Office and
Mobile Law Clinic)

Dear Mr. Currin:


Pursuant to the authority contained in the Foreign Assistance Act of 1961, as amended, and the Comprehensive Anti-Apartheid Act of 1986, as amended, the Agency for International Development (hereinafter "USAID") hereby enters into this Agreement with Lawyers for Human Rights (hereinafter "Lawyers for Human Rights" or the "Recipient") and obligates the sum of \$100,000 to provide support for a program described in Attachment 1, entitled "Schedule," and Attachment 2, entitled "Program Description," of this Agreement.

This Agreement is effective and obligation is made as of the date this letter is signed by an authorized USAID representative. The Agreement and obligation shall apply to commitments made by the Recipient in furtherance of program objectives during the period beginning on the effective date of this letter and ending December 31, 1993.

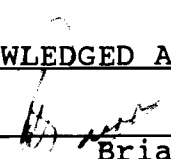
This Agreement is entered into with the Recipient on the condition that the funds will be administered in accordance with the terms and conditions set forth in Attachment 1, "Schedule," Attachment 2, "Program Description," Attachment 3, "Standard Provisions," Attachment 4, "Disbursement of and Accounting for Agreement Funds," Attachment 5, "A.I.D. Geographic Code 935 List," and Attachment 6, "Guidelines for Financial Audits Contracted for by Foreign Recipients." This

letter and the six attachments just described, which have been agreed to by your organization, constitute the Agreement. Please sign the original and one (1) copy of this letter and then return the original to USAID/Pretoria.

Sincerely,


Leslie A. Dean
Director

ACKNOWLEDGED AND ACCEPTED


By: Brian Currin
Title: Director, Lawyers for Human Rights
Date: 10.9.92

Attachments:

1. Schedule
2. Program Description
3. Standard Provisions and Additional Provisions as Applicable
4. Disbursement of and Accounting for Agreement Funds
5. A.I.D. Geographic Code 935 List
6. Guidelines for Financial Audits Contracted for by Foreign Recipients

ATTACHMENT 1
SCHEDULE

I. OVERVIEW OF AGREEMENT

The purpose of this Agreement is to support the LHR's efforts to strengthen the Regional Office in Umtata and establish a Mobile Legal Clinic to assist the communities of Transkei by providing regular legal and quasi-legal services as well as ongoing legal and human rights education. The Regional Office will make contact with the communities to identify para-legal workers for training and set up a community committee to establish and manage a community advice center. This Agreement provides \$100,000 to pursue the purpose stated above.

II. PERIOD OF AGREEMENT

The effective date of this Agreement is the date the cover letter is signed by an authorized USAID representative. Unless otherwise agreed to by USAID in writing, the expiration date is December 31, 1993, meaning that no USAID funds under this Agreement shall be applicable to goods not furnished or services not performed for the program by this date.

III. AGREEMENT FUNDING AND PAYMENT

A. A.I.D. hereby obligates the amount of U.S. \$100,000 for eligible program expenditures under this Agreement.

B. Payment shall be made to the Recipient in accordance with procedures set forth in Attachment 3 - Additional Standard Provision 1, entitled "Payment - Periodic Advance," and as provided for in Attachment 4, "Disbursement of and Accounting for Agreement Funds."

IV. FINANCIAL PLAN

A. Illustrative Financial Plan

The Illustrative Financial Plan for this Agreement is set forth in Table 1 below. Revisions of this Plan shall be made in accordance with Mandatory Standard Provision 4 of this Agreement, located in Attachment 3 and entitled "Revision of Grant Budget." The Recipient is authorized a 15% deviation between line items, provided that USAID is notified in writing of such budget changes in the Recipient's following Disbursement Report. However, any deviation in excess of 15%, or any increase in the total Grant, must be approved in advance in writing by the Director, USAID/South Africa.

Table 1
 Illustrative Financial Plan
 SAR (000s)

<u>Items</u>	<u>Total</u>
<u>Compensation (salaries)</u>	
A. <u>Regional Office</u>	
Director (R6,000 x 12)	72,000
Administrator (R2,000 x 12)	24,000
Fieldworker (R1,600 x 12)	19,200
Secretary (R1,600 X 6)	<u>9,600</u>
Total:	124,800
B. <u>Law Clinic and Mobile Unit:</u>	
Qualified Attorney (Litigation and Coordinator) (R6,000 x 12)	72,000
Qualified Advocate (Research and Litigation) (R6,000 x 8)	48,000
Secretary (R1,600 x 12.62)	<u>20,200</u>
Total:	140,200
<u>Grand Total:</u>	265,000

B. Level of Assistance

The total Rand amount in the Illustrative Financial Plan (Table 1) above is the maximum Rand amount available under this Agreement. The conversion rate from U.S. Dollars will be the prevailing rate at the time of conversion as determined by the Controller, USAID/South Africa. To determine the U.S. Dollar amount of the Agreement, an exchange rate of R2.65 to one (1) U.S. Dollar will be used. Notwithstanding the above, in no event will the total Rand amount provided to the Recipient under the Agreement exceed the obligated Dollar amount provided for in Section III. above.

Due to exchange rate fluctuations, the total amount of Rands available after converting the total obligated Dollar amount into Rands may exceed the Rand Budget. If the Recipient desires to use such excess Rands to finance additional eligible program expenses, it may submit to USAID a written proposal for use of such funds. If USAID is in agreement with the Recipients's proposal, the Agreement may be modified to provide for the authorized expenditures. USAID reserves the right to deobligate any Dollars in excess of those needed to fund the Rand Budget. However, should changes in the exchange rate result in fewer South African Rands being available than budgeted for, the Recipient will be responsible for financing the shortfall since the U.S. Dollar amount prevails.

V. REPORTING

The Recipient will submit written semi-annual progress reports to USAID on activities funded and general performance under the Agreement. The semi-annual reports should include a brief description of program accomplishments during the preceding six months and a discussion of any problems encountered and how they were resolved. The Recipient will also submit a written final report on all activities financed by the Agreement. The content and format of the final report will be agreed upon by USAID and the Recipient at a later date.

VI. OVERHEAD RATE

Not Applicable.

VII. TITLE TO PROPERTY

Title to all property purchased under this Agreement shall vest in the Recipient in accordance with the terms of Attachment 3, Additional Standard Provision 18, entitled "Title to and Use of Property."

VIII. AUTHORIZED GEOGRAPHIC CODE

The authorized geographic code for all procurement with A.I.D. funds under the Agreement is the United States, the Republic of South Africa and countries included in A.I.D. Geographic Code 935, meaning that all goods and services financed by this Agreement shall have, with respect to goods, their source and origin and, with respect to the suppliers of services, their nationality in the United States, the Republic of South Africa or in other countries included in A.I.D. Geographic Code 935. Please refer to Attachment 5 for a list of countries included in Code 935.

IX. LOCAL COST FINANCING

It is hereby specified that the amount of U.S. Dollars authorized to be used for local cost financing is the entire amount obligated under this Agreement.

X. SPECIAL PROVISIONS

A. Procurement

1. Scope: This provision is applicable to the extent that local cost financing is otherwise authorized by the Agreement. It does not require procurement in South Africa where offshore procurement could otherwise occur.

2. Policy: In the procurement of goods and services in South Africa, the Recipient shall, to the

maximum extent practicable, award contracts to individuals who or organizations which are disadvantaged by apartheid and are responsive and appropriate providers of goods and services.

3. Definitions: Individuals and organizations disadvantaged by apartheid shall mean: (1) South African individuals of black, "colored" or Asian descent whose principal place of business is in the Republic of South Africa; and (2) private partnerships or commercial firms which are incorporated in or organized under the laws of the Republic of South Africa, whose principal place of business is in the Republic of South Africa, and which are more than 50 percent beneficially owned by South African persons of black, "colored" or Asian descent. The Republic of South Africa includes the so-called "independent" and "self-governing" homelands.

B. Competition: Except as otherwise provided in Sub-Section A. above, all procurement transactions shall be conducted in a manner to provide, to the maximum extent practical, free and open competition.

C. Staff Recruitment: The Recipient agrees that all staff recruitment for positions funded by USAID will be carried out through an appropriate competitive process and that salary levels will be in accordance with community and professional standards.

D. Travel and Per diem: The Recipient will provide for USAID approval a copy of its travel and per diem policy covering both domestic and international travel for its staff and for program participants not to exceed U.S. Government rates. In the event the Recipient does not establish a policy, U.S. Government regulations governing travel and per diem shall apply.

E. Political Affiliation: The Recipient agrees that programs funded under this Agreement will be made available to individuals and groups regardless of their political beliefs or affiliations. The Recipient shall not discriminate in its hiring practices or in the provision of its services against individuals or organizations who associate themselves with any particular political philosophy. The Recipient shall periodically review the level of actual provision of its services to assure that persons or organizations sympathetic to certain political groupings or philosophies are not intentionally excluded from activities financed by USAID.

XI. STANDARD PROVISIONS

The Standard Provisions applicable to this Agreement are contained in Attachment 3, entitled "Standard Provisions."

ATTACHMENT 2

PROGRAM DESCRIPTION

I. SUMMARY

The purpose of this Agreement is to support the program of Lawyers for Human Rights (LHR) to expand and strengthen the Transkei Regional Office and to establish a Mobile Legal Clinic. The Regional Office located in Umtata and the Mobile Legal Clinic to be established, will assist the communities of Transkei to access regular legal and quasi-legal services and implement the following programs: Human Rights Education, Para-legal Training, Law Reform and Penal Reform. This Agreement obligates U.S. \$100,000 to LHR to pursue the purpose described above.

II. BACKGROUND

LHR is considered one of the most effective, politically neutral human rights organizations operating in South Africa today. Through its day-to-day efforts to curb human rights abuses and to promote due process and the rule of law, LHR has developed a broad, but clear understanding of the many serious problem areas in the justice system. This knowledge has been acquired by direct hands-on experience with the justice system at both the local and national levels. Also contributing to this practical knowledge is a series of projects focused on actual cases, rather than on abstract research.

USAID has been funding several LHR's programs since the mid-1980s, when the organization was just becoming established. Today LHR employs over 70 professional staff in fourteen regional offices. LHR has received USAID's support under both the Community Outreach and Leadership Development and Human Rights Project. USAID funding has supported, inter alia, programs in law reform, human rights education and training and placement for black law graduates. In addition, USAID has helped fund the national directorate as well as the regional offices and recently helped LHR set up a litigation trust.

The Transkei Regional Office of LHR was established in 1990 with funds other than USAID's. Presently, the office is staffed by a full-time Regional Director who is a qualified attorney, a trained para-legal, a fieldworker and a secretary/receptionist. Since its inception, LHR has played a very important role in facilitating the community's interaction with other development agents and government bodies to assist the communities to better address the needs perceived as urgent and which relate to human rights and legal

issues as well as rural development.

However, due to the large population of this area, the majority of which is indigent, and as a result of the dire shortage of a service infrastructure, including legal services, the Transkei Regional Office has been unable to cope with the massive demand for legal and para-legal services. Due to the same reasons, LHR has been unable to launch in this region national programs such as Human Rights Education, Para-legal Training, Law Reform and Penal Reform. Only through the expansion of the infrastructure of the office located in Umtata, will LHR be able to successfully implement these national projects in the Transkei region. Furthermore, there are many other rural communities further away from Umtata which are unable to access the services provided by the Umtata office. The communities of these areas have repeatedly requested Lawyers for Human Rights to open offices in these rural areas.

LHR believes that these needs can be addressed by strengthening the Regional Office and establishing the Transkei Mobile Legal Clinic.

The GDO concurs with this assessment and considers this proposal a feasible and realistic option to solve the needs of the rural communities.

III. PROBLEM

The continuous human rights violations in rural areas of South Africa and especially in the Transkei region, constitute a major preoccupation for the communities suffering from this situation and for the organizations providing services to this vast segment of the South African population. Most of the people in these rural areas do not have enough economic means to access lawyers or to pay for legal services. This situation is exacerbated in those cases where the person who suffers human rights violations is indigent. It has become clear to Lawyers for Human Rights during the period of operation of this clinic, that there exists an urgent need to extend, strengthen and deepen regular LHR services to all areas of Transkei. This need has been mentioned both by para-legals and communities in those areas.

The Transkei Regional Office (located in Umtata) established in 1990 has been an important element in providing the much needed services. However, without additional assistance, its actions and services will become more and more limited.

IV. PURPOSE

The purpose of this Agreement is to support the LHR's efforts to strengthen the Transkei Regional Office (located in Umtata) and establish a Mobile Legal Clinic to assist the communities of Transkei by providing regular legal and quasi-legal services as well as ongoing legal and human rights education. The Regional Office will make contact with the communities to identify para-legal workers for training and set up a community committee to establish and manage a community advice center.

V. PROGRAM DESCRIPTION

One of the major needs of the region is to address the problems faced by the communities, in a comprehensive manner, by providing education on legal and human rights coupled with the provision of free legal services. These actions aim to remedy the abuse of human rights and to establish community based structures which could be self sustaining and which would serve to continue to address the needs of the local communities as and when they arise. LHR will facilitate the community's interaction with other development agents and government bodies in order to assist in the addressing of needs which are perceived by the community as urgent and which relate to rural development.

Some examples of the effectiveness of LHR's intervention through the Regional Office are the following: in Mount Fletcher LHR assisted in the formation and registration of a development trust which has accessed funds to upgrade the area and undertakes a development function for the district; LHR also provided legal assistance in the drafting of the Trust Deed, explanation of complicated funding agreements and general advice and support; LHR actively intervened in Maclear (a small town on the border between Transkei and the Cape) where mediation in a dispute between the white and black communities by LHR has led to the establishment of a Cattle Owners Association which rents grazing land for township dwellers whose cattle had been impounded by the authorities.

It is envisaged that the program supported by this Agreement will work as follows:

- a) LHR will make contact with rural village communities throughout Transkei's 28 magisterial districts. Initial contact will be to assess needs as expressed by the communities.
- b) Actions will be taken by LHR on the legal and human rights needs through the provision of access to the law clinic.
- c) Simultaneously, the para-legal training coordinator will make contact with the community to identify para-legal workers for training and set up a community committee to establish and manage a community advice center.

d) The Human Rights education coordinator will use the same contact times to address the community on future human rights issues and elicit their recommendations for prevention of future abuses of human rights.

The envisaged new structure for the Transkei region is the following:

1. Regional office, staffed by a Regional Director, a Fieldworker, an Administrator and a Secretary. The function of that office will be to ensure implementation of national human rights projects launched from the Head Office in Pretoria.

2. A Law Clinic which will include a Mobile Unit, staffed by a qualified Attorney, a qualified Advocate, an Articled Clerk, a Fieldworker and a Secretary. This unit will undertake legal and para-legal services for the people of Umtata and throughout the 28 Magisterial Districts.

This initiative should be an exciting and extremely important pilot project. This assertion is based on the fact that most of the 10,000 lawyers in South Africa are primarily situated in the city areas and that the vast majority of the population, particularly those in rural areas, have little or no access whatsoever to the legal system.

VI. DETAILED ILLUSTRATIVE BUDGET

(S.A. Rands)

<u>Items</u>	<u>Total</u>
<u>Compensation (salaries)</u>	
<u>A. Regional Office</u>	
Director (R6,000 x 12)	72,000
Administrator (R2,000 x 12)	24,000
Fieldworker (R1,600 x 12)	19,200
Secretary (R1,600 X 6)	<u>9,600</u>
Total:	124,800
<u>B. Law Clinic and Mobile Unit:</u>	
Qualified Attorney (Litigation and Coordinator) (R6,000 x 12)	72,000
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Secretary (R1,600 x 12.62)	<u>20,200</u>
Total:	140,200
<u>Grand Total:</u>	265,000