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Programme
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Programa
Mundial
de Alimentos

**Executive Board
Third Regular Session**

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**PROTRACTED
REFUGEE AND
DISPLACED
PERSON
PROJECTS FOR
EXECUTIVE
BOARD
APPROVAL**

Agenda item 9 a)



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PROJECT CAMBODIA 5483 (Exp.3)

(WIS No. 00548303)

Programme for rehabilitation

Duration of project	18 months
Total cost to WFP	37 576 111 dollars
Estimated total cost	37 792 611 dollars
Number of beneficiaries	1 710 000

All monetary values are expressed in United States dollars.

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Note to The Executive Board

This document contains recommendations for review and approval by the Executive Board.

Pursuant to the decisions taken on the methods of work by the Executive Board at its First Regular Session, the documentation prepared by the Secretariat for the Board has been kept brief and decision-oriented. The meetings of the Executive Board are to be conducted in a business-like manner, with increased dialogue and exchanges between delegations and the Secretariat. Efforts to promote these guiding principles will continue to be pursued by the Secretariat.

The Secretariat therefore invites members of the Board who may have questions of a technical nature with regard to this document, to contact the WFP staff member(s) listed below, preferably well in advance of the Board's meeting. This procedure is designed to facilitate the Board's consideration of the document in the plenary.

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BACKGROUND¹

1. Few countries in the recent past have suffered such a heavy loss of life and the utter destruction of both economic and social infrastructure as Cambodia. Regional conflict, civil war and the ravages of the Khmer Rouge regime in the seventies resulted in the death of probably over 15 percent of the Cambodian population. While basic subsistence was restored by 1982 through massive emergency relief, an economic embargo and ongoing conflict throughout the eighties forestalled any significant reconstruction or development efforts. With the signing of the Paris Peace Accords in 1991 and in the aftermath of the democratic elections in May 1993, a Royal Cambodian Government was established, providing the basis for a massive reconstruction effort.
2. With an average per capita GDP of 220 dollars, Cambodia remains one of the poorest countries in the world. In the rural areas, where over 85 percent of the population live, basic infrastructure such as roads, irrigation systems and safe water-supply remains critically underdeveloped or in a state of disrepair. Agricultural productivity is constrained by the heavy dependence upon rain-fed agriculture subject to the vagaries of weather. Just three percent of total paddy production comes from fully irrigated land. The majority of farmers produce one crop a year with an average yield in 1995/96 of 1.75 tons of paddy per hectare. Only 36 percent of the rural population have access to a safe water-supply, while at the village level health services are virtually non-existent. Tuberculosis is the first cause of mortality among the infectious diseases. It kills more adults each year than malaria and tropical diseases combined, and close to 1,000 children.
3. A major constraint to rehabilitation work is the mine problem. It is estimated that six to 10 million land-mines remain in the soil, preventing access to an area of some 3,200 square kilometres, most of which is fertile agricultural land. Up to one third of the farmland cultivated before the war broke out in 1970 lies idle today. In spite of awareness programmes, mines claim over 300 new victims each month. One in every 236 Cambodians is maimed as a result of mine injury.
4. A FAO/WFP crop and food supply assessment mission conducted in early 1996 concluded that about 1.56 million people would require food assistance for an average of three months in 1996. Assuming that the recent positive trend in rice production continues, needs are expected to decrease in 1997, with a total of 1.14 million people requiring assistance for an average period of two and a half months. For the first half of 1998, average monthly requirements are expected to remain at the same level as in 1997. A total of 1.71 million Cambodians will thus require food assistance during the period January 1997 to June 1998 under the proposed protracted refugee and displaced person project (PRO) 5483 (Exp.3). Up to 75 percent of the food will be distributed in support of community-based rural infrastructure rehabilitation schemes.

¹ More background information is available in the Cambodia CSO, submitted to this Session of the Executive Board.



MEASURES TAKEN BY THE GOVERNMENT

5. The Ministry of Rural Development (MRD) was established in 1994. MRD acts as the Government's coordinating authority for all assistance provided by WFP. A Memorandum of Understanding to this effect was signed in March 1996.
6. MRD does not yet have the institutional capacity to assume direct control of the activities included in the WFP programme. However, during 1996 MRD provincial staff will be trained to take over implementation and monitoring responsibilities. WFP will provide material support to facilitate their work during a transition period. This is a medium-term undertaking. For the time being WFP will, as previously, also rely on services provided by the Cambodian Red Cross (CRC) and other NGOs, United Nations sister agencies and government departments for various aspects of project execution.
7. Cambodia's land-mine clearance capacity is improving. This activity is coordinated by the Cambodian Mine Action Centre (CMAC) with a number of international NGOs participating: Mines Advisory Group (MAG), HALO Trust, Cooperation Française d'Assistance Spécialisée (COFRAS) and the Norwegian People's Aid (NPA). This is very dangerous work; progress is by necessity slow and also partly offset by new mines being laid by the warring parties, causing further displacement of people.
8. In 1994 the Ministry of Health, supported by WHO, initiated a tuberculosis control programme. It has achieved some encouraging results. Provincial and district activities are conducted in local hospitals where diagnoses are carried out and patients treated. The number of cases treated has been increasing by almost 10 percent each year, and is expected to reach 18,000 by the end of 1996. The cure rate exceeded 80 percent in 1995. Additional support is required to keep up the momentum.
9. The Government is gradually taking on more responsibility to support vulnerable population groups. However, its financial and personnel resources will remain inadequate for some time to come. External assistance will be needed to meet most of the requirements in 1997-98.

WFP ASSESSMENT

10. A primary success factor for the WFP programme in Cambodia is its capacity to direct assistance to the most vulnerable communes on a nation-wide basis. Since 1993, WFP has undertaken a poverty mapping exercise, used to identify areas where food aid is required.
11. Several steps are needed to provide a comprehensive picture of locations vulnerable to food insecurity. Over 1,300 commune-level agricultural reports from the 15 most populous provinces are collected and entered into a data base file as a detailed profile of the estimated rice harvest for the year. An independent and intensive survey is then conducted in partnership with FAO; this survey includes sample crop cuts for comparison with the collected agricultural data. This is followed by a community assessment using a rapid rural appraisal approach for direct observations and interviews in villages regarding sources of income, debts, availability of livestock and other assets, and the current living standards of families. NGOs working in the communities also forward to WFP their observations regarding food shortages.
12. In order to ensure that women's views on food security issues are represented in WFP activities, the country office has established collaborative relationships with the Information and Training Divisions of the Ministry of Women's Affairs. This has involved a joint



vulnerability ranking exercise of subdistricts in 16 provinces with district representatives of the Khmer Women's Association, and ongoing collaboration with ministry staff on literacy training. As part of the regional plan to improve WFP's commitment to women, a series of gender sensitivity workshops are being organized for WFP monitoring staff.

13. Monitoring locations and vulnerability of the internally displaced and returnees is an ongoing responsibility of WFP. Updated assessments of these populations and their current places of residence are conducted to ensure that they are included as target communes. WFP continuously monitors at-risk populations, responding to changes as they occur.
14. A Target Commune List is prepared through these processes, to serve as a geographical targeting guide for WFP activities. The data base is linked to the Geographic Information System (GIS mapping) which is capable of graphically pinpointing the vulnerable communes and providing population data and other layers of key information.
15. The survey following the wet season harvest in December 1995 confirmed that, for the first time in many years, Cambodia could expect a national rice surplus. The FAO/WFP crop and food supply assessment mission estimated the surplus at about 139,000 tons. However, the mission cautioned that considerable areas remained food-deficit also in an exceptionally good year. It further confirmed that the movement of any surplus was constrained by an inadequate market system and transportation difficulties. If rice could be moved to deficit areas, most vulnerable people, who have limited purchasing power, would still need support.
16. The WFP 1996 Target Commune List includes 391 communes (comprising an average of eight villages per commune). This corresponds to 29 percent of total communes in the provinces covered by the survey. This year's poverty mapping exercise has thus confirmed that while the exceptionally good harvest has greatly reduced the number, hundreds of villages continue to suffer from poverty and associated problems of food insecurity. In addition, assistance is needed for over 300,000 persons, who have suffered repeated displacements and losses through the activities of the Khmer Rouge, and 50,000 returnees, who still lack the means of fully supporting themselves and their families.
17. The Government has undertaken to absorb demobilized soldiers as well as Khmer Rouge defectors into productive civilian occupations. Numbers are still small. But once the fighting ends, a substantial number of people would have to be given immediate assistance in order to prevent unrest. It is at present impossible to predict either the rate at which this might happen or the numbers involved. However, there should be a preparedness to expand suitable activities rapidly as the need arises.

NUTRITIONAL ASPECTS

18. Poor nutrition is acknowledged as a factor contributing to Cambodia's high morbidity and mortality rates. Malnutrition affects a significant percentage of the population, who suffer from chronic or seasonal food insufficiency, limited access to health care, lack of safe drinking-water, and poor food habits and health practices.
19. Some 1.2 million Cambodian families are rural people depending largely on agriculture, fishing and foraging for their household food security. The diet consists mainly of rice, fish and green vegetables. Food security is considered in terms of rice. At present, rice provides 68 percent of the total caloric intake. But most rice cultivation is rain-fed, highly dependent upon the weather and therefore extremely insecure as a main source of food supplies. The



diversification of agricultural activities is desirable but difficult to achieve, mainly because of lack of water, inadequate water management and a shortage of production means.

DEVELOPMENT CONSIDERATIONS

20. The primary objective of the operation is to improve household food levels of vulnerable target groups at times of acute need. Whenever feasible, food will be distributed through community-based rehabilitation schemes. A participatory approach is used, with both village leaders and villagers encouraged to identify their own priorities. It is expected that about three quarters of the total assistance can be provided as food for work.
21. This approach has been used increasingly in earlier phases of the Cambodia operation. All WFP implementing partners are familiar with the concept, which has been fully accepted by beneficiaries. Experience shows that community-based food-for-work and credit schemes create a sense of ownership. Maintenance of the infrastructure and longer-term sustainability are thus more secure.
22. The need for strong technical support in food-for-work projects has been confirmed. Given time, this should be provided by the government counterpart. However, in the current situation WFP would have to solicit such inputs from donors.

OBJECTIVES OF WFP ASSISTANCE AND RELATED INDICATORS

23. The primary objective of the programme is to ensure household food security in selected poor rural areas, mainly through the use of food aid in support of rehabilitation activities. Rural credit schemes, training, social service institutions and emergency assistance are other components of the programme, which has the following immediate objectives:
 - a) **Rehabilitation of rural infrastructure:** Encourage participation in work on rehabilitation and upgrading of village-level infrastructure, including irrigation canals, secondary and tertiary roads, small dams/dikes; excavation of ponds and wells; clearing of agricultural land; and construction of community facilities.
 - b) **Rural credit schemes:** Alleviate recurrent rural debt commonly experienced by food-deficit communities through the establishment of community-managed rice and rice seed banks.
 - c) **Development of human resources:** Enhance the effectiveness of grass-roots training schemes in rural areas, including vocational and skills training, literacy, primary health care and community child care.
 - d) **Support to public social services:** Encourage in particular tuberculosis victims to seek treatment and to improve possibilities for poor families to work through support to hospitals and day-care centres.
 - e) **Emergency assistance to newly displaced persons:** Stabilize communities displaced by military activities and natural disasters through the provision of humanitarian relief assistance during periods of displacement and resettlement.



Outputs

24. Schemes to be implemented in each target commune will be determined following analysis and dialogue with the participant communities and collaborating partners. Based on experience in 1994-95, it is anticipated that about 2,000 village-level projects will be implemented, with the following outputs:

Activity	Unit	Estimated output
Rehabilitation of village roads	km	1 400
Rehabilitation of irrigation canals	km	650
Rehabilitation of dikes and dams	km	180
Construction of water ponds	ponds	13 000
Excavation of village wells	wells	650
Clearance of agricultural land	ha	3 500
Credit schemes (rice banks)	No. of beneficiaries	165 000
Training schemes	No. of trainees	33 000
Hospital feeding	No. of patients	35 000
Day-care centres	No. of children	4 000

25. By concentrating on smaller village-level projects, the Programme maintains maximum flexibility in adjusting its assistance to emerging needs. The annual poverty mapping exercise reflects changes in the food security situation for assisted communities. Factors such as food availability, indebtedness, employment, etc. can be monitored periodically. Suitable indicators are thus available for measuring also the effects of the food assistance.

BENEFICIARIES

26. Available demographic data reflect the civil and political turmoil of the last 26 years. Of a total population estimated at about 10.5 million, children under 15 years of age comprise almost 50 percent. Since the early eighties the fertility rate has been high. It is currently assessed at 43 per 1,000. It is also estimated that approximately 56 percent of the population over 18 and 60 to 65 percent of those over 35 are women. Infant mortality rates remain high, with one child in six never reaching their fifth birthday (UNICEF, 1995).
27. WFP assistance will be provided to communities meeting one or more of the following criteria:
- facing long-term vulnerability to food insecurity;
 - experiencing food deficit in a particular year as a result of natural calamities;
 - comprising internally displaced persons;
 - comprising previously displaced persons now resettled or returned;
 - vulnerable returnees representing at least 25 percent of the population.
28. The March 1996 Target Commune List includes 303 communes with a population of about 2.2 million people. Counted separately are 88 communes as Emergency Targets. These are areas with special populations (internally displaced persons, returnees) requiring food aid,



while the population at large may be food-secure. The vulnerable populations of these communes are reported to number 150,000.

29. For the period 1997 to mid-1998, it is expected that a total of about 1.7 million people will require assistance for an average of two and a half months.
30. According to the 1993-94 Socio-Economic Survey of Cambodia, women head 21.2 percent of all households and 51.6 percent of vulnerable households. Participation of women at managerial and supervisory levels is low despite their traditionally key role in managing the household, including its finances. Households headed by women are generally worse off, as they often lack adequate labour, have limited education and face greater barriers in acquiring access to credit.
31. There are no gender biases concerning division of labour that would exclude women from participating in food-for-work activities. At least 50 percent of the labour force in the WFP operation will be women. MRD will ensure that women are adequately represented on all village development committees that are established as local counterparts with regard to project design and activities. It is recognized that women often lack the physical strength to fully participate in certain activities. Food for work will be designed to ensure that activities are selected and tasks distributed in ways which allow women to become fully involved and receive an adequate share of the food aid. An initiative which is now being developed and will be expanded is provision of child-minding services as part of the food-for-work activities in target communes. In addition, women will continue to be given priority for community-level training in literacy, vocational skills and other community support services. An example of what can be done is a current proposal for a birth spacing education project to be implemented by the Ministry of Women's Affairs in five provinces.

FOOD RATIONS AND REQUIREMENTS

32. The WFP contribution will provide on average about 18 percent of the annual caloric requirement of the assisted population. Participants in food-for-work rehabilitation activities are paid on a piece-rate basis according to established work norms. At hospitals and day-care centres, daily rations vary from 300 to 450 grams of rice, 20 to 30 grams of canned fish and 20 to 25 grams of vegetable oil, depending upon whether the beneficiaries are children or adults. A full ration, including also 10 grams of salt, is provided only in emergency situations. Salt will help to alleviate widespread iodine deficiency in the area. Annex III provides a breakdown of commodity requirements per activity and an estimate of the number of participants in each scheme.
33. Of the WFP commodities, only canned fish is not a traditional staple in Cambodia. However, beneficiaries are familiar with this highly appreciated commodity from previous projects, starting with the border operation. The ration implies no extra demand on fuel.



34. Total food needs under this PRO will be as follows:

Commodity	Quantity (tons)
Rice	64 000
Canned fish	1 445
Vegetable oil	1 265
Salt	180

MODE OF IMPLEMENTATION

35. MRD acts as the main coordinating authority for rural infrastructure rehabilitation activities. The Ministry will take over the implementation of WFP-supported food-for-work schemes. This will be done in step with the provision of support and training to improve institutional and financial capacities. For the next couple of years, international and national NGOs, United Nations sister agencies, and other government departments will continue to act as implementing partners, albeit on a decreasing scale.
36. WFP has six regional sub-offices with five to seven staff. Each office is responsible for the development, management and monitoring of the activities in two or three provinces. Where there is no regional sub-office, WFP has two to three staff sharing CRC facilities. In total, WFP has direct staff presence in 15 provinces, allowing close monitoring of all WFP-supported activities also in remote rural areas.
37. The WFP country office has adopted a number of measures to ensure that gender issues receive due attention during project implementation. A female WFP officer has been assigned as the focal point for matters associated with food aid and women. As indicated earlier, it has also been decided that all field monitors will receive gender sensitivity training. At present, 18 percent of the monitors are women. This percentage is expected to reach 33 by the end of 1996. All regional sub-offices will include at least one female monitor at the start of PRO 5483 (Exp.3).
38. Procedures for project approval, monitoring, reporting and evaluation are well established and documented in a Field Manual prepared by the country office. Once a proposed community-based scheme is appraised at the site, an agreement is signed between the village, WFP and the implementing agency specifying the outputs and food payments. Supervision and monitoring are provided by both the implementing agency and WFP.
39. All aspects of food logistics are financed by WFP. The Programme is responsible for the receipt, primary transport and storage of all food commodities. WFP operates warehouse facilities in five locations in the country. CRC is responsible for secondary transport of food from WFP warehouses to distribution points. CRC has offices in 16 provinces and operates and maintains a fleet of 53 cargo trucks covered under the above agreement. In step with the establishment of local transport companies, the private sector will be expected to compete for the Programme's transport contracts. Every effort will be made to purchase rice from provinces in Cambodia with surpluses, should funds be available.
40. Food is distributed either at the work site or as close to it as possible, minimizing transport. Monitoring reports indicate that in 1995 most distributions took place in the



subdistrict where the participants were residing. This would imply better control of the food by the housekeeper, generally a woman, although there has been no study to verify this.

RISK FACTORS

41. Projections of food requirements are based on the assumption that harvests in the coming two years will be at the level of the 1995/96 crop. In case of insufficient or untimely rainfall, emergency requirements will be higher, as was demonstrated in 1991 and 1994, when floods and droughts drastically increased the food-deficit areas. The bursting of the Mekong contention dams, as in 1991, could result in the displacement of up to one million people.
42. The continuing civil unrest affects the programme in various ways. People displaced through fighting require assistance for longer or shorter periods. Much-needed projects may have to be postponed for security considerations. Any escalation of hostilities will divert resources from rehabilitation activities to emergency feeding.
43. The presence of land-mines constitutes a serious threat to the populations in large areas of the country. This prevents access to otherwise suitable farmland, augmenting the need for relief interventions. Intensified fighting is likely to result in increased planting of mines, thus slowing down the infrastructure rehabilitation effort.

OTHER INPUTS

44. Technical assistance is important for the rehabilitation of rural infrastructure. For 1996, the WFP operation has secured essential contributions in this respect. Funds for technical support and non-food items have been committed by the European Union (EU) (2.5 million dollars) and the German Kreditanstalt für Wiederaufbau (KfW) (5.8 million dollars). The EU contribution is for 1996 only, while KfW funding will be available through 1997. It is hoped that new collaborative arrangements will provide more such assistance for 1997 and beyond. In meetings with the WFP appraisal mission, donor representatives in Phnom Penh expressed interest in providing technical support for rural infrastructure rehabilitation activities.
45. With regard to the tuberculosis control programme, KfW is providing funds for drugs. A World Bank loan of 3.5 million dollars for 1997-2000 will contribute substantially to meeting the funding requirements for this programme.
46. Non-food requirements at a cost of 514,600 dollars have been included in the operation's direct support costs. This comprises materials, tools and equipment (399,600 dollars) as well as technical support (115,000 dollars). Details are provided in Annex I.
47. It is expected that PRO 5483 (Exp.3) will be followed in 1998 by a longer-term rural rehabilitation/development project. For the time being, assistance has to be very flexible with possibilities to respond quickly to food crises as they occur. The replacement of the current relief operation by a development project is contingent upon a number of factors: a government long-term development plan should be available to ensure that the project contributes to the achievement of national goals; a certain level of stability and security must be maintained; MRD provincial staff should be adequately trained and equipped to assume responsibility for project implementation and monitoring.



PERFORMANCE MONITORING

48. Following the annual rice crop survey, a commune assessment is undertaken by WFP in food-deficit areas identified through the survey. A number of indicators are used to decide which communities are vulnerable to household food insecurity:

Housing	Village water-supplies	Debt
Road access	Landlessness	Jobs
Assets		

49. Changes in the situation of the beneficiaries can be monitored through periodic repeats of the exercise. For the specific types of activities supported by WFP, physical achievements are recorded together with data on food quantities supplied and the number of people assisted. Any additional inputs, such as technical assistance and non-food items, are noted.
50. The Cambodia operation was evaluated in 1994. This evaluation concentrated on the assistance for internally displaced persons and other vulnerable groups. Although relief remains an essential objective of WFP assistance, focus is now on rehabilitation using food for work. The programme for the period 1994-96 should be evaluated, with its lessons used in the preparation of a long-term rehabilitation/development project.

PROJECT COSTS

51. The cost breakdown for the operation is as follows; Annex I provides details on direct support costs.

PROJECT COST BREAKDOWN			
	Quantity (tons)	Average cost per ton	Value (dollars)
WFP COSTS			
A. Direct operational costs			
Commodity ¹			
- Rice	64 000	290	18 56
- Canned fish	1 445	2 300	3 32
- Vegetable oil	1 265	950	1 20
- Salt	180	250	45 00
Subtotal commodities	66 890		23 13
External transport ²		69.43	4 64
ITSH		38	2 54
Subtotal direct operational costs			30 31
B. Direct support costs³			4 73
Total direct costs			35 05
C. Indirect support costs			2 52
Total WFP costs			37 57



GOVERNMENT COSTS

- Staff costs	128 90
- Office costs	77 60
- Transport costs	10 00
Total Government costs	216 50

TOTAL COSTS (WFP and Government)	37 79
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WFP costs as a percentage of total costs: 99 percent

¹ This is a notional food basket used for budgeting and approval purposes. The precise mix and actual quantities of commodities to be supplied to the project, as in all WFP-assisted projects, may vary over time depending on the availability of commodities to WFP and domestically within the recipient country.

² This cost assumes that all commodities will be provided in kind by donors. To the extent that these are purchased within the region, the external transport costs would be reduced.

³ Represents total requirements. Annex I provides a breakdown of direct support costs.

RECOMMENDATION OF THE EXECUTIVE DIRECTOR

52. The project is recommended for approval by the Executive Board.



ANNEX I

DIRECT SUPPORT REQUIREMENTS (dollars)
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WFP COSTS

Staff costs	
International	1 082 800
United Nations Volunteers	
International consultants and SSA	105 300
National professional officers	
Local staff and temporaries	984 150
Subtotal	2 172 250
Technical support services	
Project appraisal	50 000
Studies and surveys	100 000
Subtotal	150 000
Travel and DSA	
International	30 000
In-country	148 500
Subtotal	178 500
Office expenses	
Rental of facility	107 250
Utilities	33 000
Communications - general	82 500
Office supplies	82 500
Equipment repair and maintenance	19 800
Subtotal	325 050
Vehicle operations	
Vehicle running costs	66 000
Vehicle insurance	13 200
Subtotal	79 200
Equipment	
Vehicles (and motor cycles)	421 120
Computer equipment	57 920
Warehouse equipment	8 250
Other equipment (specify)	
Subtotal	487 290
Non-food items	
Construction materials (roads, irrigation, ponds)	272 600
Housing construction materials	47 000
Seeds	13 000
Hand-tools, picks, axes	52 000
Small equipment	15 000
Technical supervision	115 000
Subtotal	514 600
CRC COSTS	
Logistics support and administration	494 986
MRD COSTS	
Monitoring	334 450
TOTAL DIRECT SUPPORT COSTS	4 736 326



ANNEX II

STAFFING DETAILS

	No. of posts	Grade	Function ¹	No. of Months	Rate per post ²	Status ³	Total cost
INTERNATIONAL⁴							
Country Director	1	D-1					N.A.
WFP Advisor	1	P-4		18	140 400	F	210 600
Project Officer	1	P-3		18	124 600	F	186 900
Project Officer	1	P-3		6	124 600	F	62 300
Regional Officer	1	P-3		18	124 600	F	186 900
Regional Officer	1	P-3		6	124 600	F	62 300
Logistics Officer	1	P-3		18	124 600	F	186 900
Administrative/ Finance Officer	1	P-3		18	124 600	F	186 900
MRD Advisor (consultant)	1	(P-4 level)		9	140 400	F	105 300
UNITED NATIONS VOLUNTEERS (UNV)							
NATIONAL PROFESSIONAL OFFICERS							
LOCAL STAFF							
Programme Assistants	8	G/6-G/7		18	8 100	F	97 200
Monitors	41	G/4-G/5		18	8 100	F	498 150
Logistics Assistants	2	G/6-G/7		18	8 100	F	24 300
Warehouse Operators	6	G/4-G/5		18	8 100	F	72 900
Administration (Clerks, etc.)	24	G/1-G/6		18	8 100	F	291 600

¹ Personnel is grouped separately in each of the following functions:

Logistics support - Monitoring - Finance - Administration - Port operations - EDP and warehouse operations - Other (specify).

² For International Personnel, standard costs as computed by FSB are used.

³ The following is used for international posts and UNV:

N = New post V = Existing vacant post F = Existing filled post

⁴ International posts are listed individually.



ANNEX III

FOOD REQUIREMENTS BY ACTIVITIES
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Activities	Beneficiaries (estimated No. of persons)	Rice	Canned fish	Vegetable oil	Salt	Total
FOOD FOR WORK REHABILITATION OF RURAL INFRASTRUCTURE						
Irrigation rehabilitation	400 000	15 0	255	255	-	15 510
Road rehabilitation	500 000	19 0	323	323	-	19 646
Construction of ponds and dams	160 000	6 0	102	102	-	6 204
Resettlement/land preparation	130 000	5 0	85	85	-	5 170
Upgrading of community facilities	43 000	1 6	27	27	-	1 654
Subtotal	1 233 000	46 6	792	792	0	48 186
RURAL CREDIT SCHEMES						
Rice banks	165 000	2 5	-	-	-	2 500
Subtotal	165 000	2 5	0	0	0	2 500
DEVELOPMENT OF HUMAN RESOURCES						
Grass-roots training	33 000	2 0	-	-	-	2 000
Subtotal	33 000	2 0	0	0	0	2 000
PUBLIC SOCIAL SERVICES						
Hospital feeding	35 000	3 5	105	105	-	3 710
Day-care centres	4 000	400	8	8	-	416
Subtotal	39 000	3 9	113	113	0	4 126
EMERGENCY ASSISTANCE INTERNALLY DISPLACED PERSONS AND NATURAL DISASTERS						
	240 000	9 0	540	360	180	10 080
Subtotal	240 000	9 0	540	360	180	10 080
TOTAL	1 711 000	64 0	1 4	1 26	180	66 896

