



**USAID**  
FROM THE AMERICAN PEOPLE

**ZAMBIA**

July 3, 2013

Subject: Amendment 01 to Request for Application RFA-611-13-000003 “The Community-Based Forest Management Program in Zambia.”

The purpose of this letter is to amend Request for Application RFA-611-13-000003 “The Community-Based Forest Management Program in Zambia” submitted on June 12, 2013, in order to incorporate changes in the subject RFA.

Thank you for your consideration to this USAID initiative.

Sincerely,

Ayana Angulo  
Agreement Officer

## 1. Cover Page

United States Agency for International Development  
Subdivision 694/Stand 100  
P O Box 32481  
Lusaka 10101  
Zambia

Telephone +260.21.1357000  
Fax +260.21.1357224  
URL <http://www.usaid.gov/zm>

DELETE in its entirety “July 12, 2013” and replace with “July 26, 2013”.

2. **Section I, A.7, A.7.2. “Result 2.2: Revenues from carbon credits and other ecosystem services generated and shared with communities in PFMA land”**, DELETE the following paragraph in its entirety:

“Accreditation of REDD+ generated carbon credits and the implementation of carbon mitigation practices by the Verified Carbon Standard and the Climate, Community, and Biodiversity Alliance”

And REPLACE with the following:

“Accreditation of REDD+ generated carbon credits and the implementation of mitigation practices by an internationally recognized REDD+ accreditor(s);”

3. **Section III. Eligibility Information. 2. “ Cost Sharing or Matching”**, ADD the following statements:

For small businesses in the international setting, the cost-share percentage is 15%, equating to \$2.1 million.

For small businesses in the African region, the cost-share percentage is 10%, equating to \$1.4 million.

For small business in Zambia, the cost-share percentage is 10%, equating to \$1.4 million.

Please note that USAID defines small business concerns in accordance with the definition in the Federal Acquisition Regulation (FAR) 2.101.

4. **Section IV.2. Contents and Form of Application Submission**, DELETE the following statement in its entirety:

“The technical application may not exceed 15 pages in length, excluding the annexes”.

And REPLACE with the following:

” The technical application may not exceed 15 pages in length, excluding the annexes, table of contents, cover page and acronyms”.

5. **Section IV. Annexes**

ADD one additional annex VII for the Organogram and Staffing Plan.

6. **Section IV. Annex I “Curriculum Vitae of Key Personnel”**. ADD the following statement:

“The Applicants should include one additional page to list the qualifications for the other two proposed key personnel positions”.

7. **Section IV. Annex IV: Letters of Commitment**, DELETE the following statement in its entirety:

“Applicants should include copies of any letters of commitment from proposed partners, GRZ entities, and/or other stakeholders. The submitted letters should indicate an intention to pool resources and/or collaborate on the applicant’s proposed initiatives. The proposed partnerships should reflect the technical approach described in the application”.

And REPLACE with the following:

“Applicants should include copies of any letters of commitment from proposed key personnel, partners, GRZ entities, and/or other stakeholders. The submitted letters should indicate an intention to pool resources and/or collaborate on the applicant’s proposed initiatives. The proposed partnerships should reflect the technical approach described in the application”.

8. **Section IV. C. “Required certifications, assurances, and other statements”**, DELETE the following:

“Certification Of Compliance With The Standard Provisions Entitled “Condoms” And “Prohibition On The Promotion Or Advocacy Of The Legalization Or Practice Of Prostitution Or Sex Trafficking”

9. **Section VII – Other Information**. ADD the following attachments:

Local Compensation Plan (LCP).

Initial Environmental Examination (IEE).

**INITIAL ENVIRONMENTAL EXAMINATION  
&  
REQUEST FOR CATEGORICAL EXCLUSION**

**PROGRAM/ACTIVITY DATA:**

**Program/Activity Number** 611-002

**Country/Region:** Zambia/Southern Africa

**Development Objective DO 2: Rural Poverty Reduced in Targeted Areas**

<b>Program Area 4.2</b>	<b>Trade and Investment</b>
<b>Program element 4.2.1</b>	<b>Trade and Investment Enabling Environment</b>
<b>Program element 4.2.2</b>	<b>Trade and Investment Capacity</b>
<b>Program Area 4.3</b>	<b>Financial Sector</b>
<b>Program element 4.3.2</b>	<b>Financial Sector Capacity</b>
<b>Program Area 4.5</b>	<b>Agriculture</b>
<b>Program element 4.5.1</b>	<b>Agriculture Enabling Environment</b>
<b>Program element 4.5.2</b>	<b>Agriculture Sector Capacity</b>
<b>Program element 4.2.1</b>	<b>Trade and Investment Enabling Environment</b>
<b>Program element 4.2.2</b>	<b>Trade and Investment Capacity</b>
<b>Program Area 4.6</b>	<b>Private Sector Competitiveness</b>
<b>Program element 4.6.1</b>	<b>Business Enabling Environment</b>
<b>Program element 4.6.2</b>	<b>Private Sector Capacity</b>
<b>Program Area 4.7</b>	<b>Economic Opportunity</b>
<b>Program element 4.7.3</b>	<b>Strengthen Microenterprise Productivity</b>
<b>Program Area 4.8</b>	<b>Environment</b>
<b>Program element 4.8.1</b>	<b>Natural Resources and Biodiversity</b>
<b>Program element 4.8.2</b>	<b>Clean Productive Environment</b>

**Funding Begin:** FY2012 **Funding End:** FY2017

**LOP Amount:** \$150 Million **Sub-Activity Amount:** N/A

**IEE Prepared By:** Mlotha Damaseke, Mission Environmental Officer

**Current Date:** February 1 2012

**IEE Amendment (Y/N):** N If "yes", Filename & date of original IEE:   .

**IEE Expiration Date:** July 31, 2013. DO 2 IEE to be updated, amended, or new additional IEEs to encompass complete portfolio and implementation mechanisms.

**ENVIRONMENTAL ACTION RECOMMENDED:** (Place X where applicable)

<b><u>ENVIRONMENTAL ACTION RECOMMENDED: (Place X where applicable)</u></b>	
<b>Categorical Exclusion:</b> <input checked="" type="checkbox"/>	<b>Negative Determination:</b> <input type="checkbox"/>
<b>Positive Determination:</b> <input type="checkbox"/>	<b>Negative Determination with conditions:</b> <input checked="" type="checkbox"/>
<b>Deferral:</b> <input type="checkbox"/>	<input type="checkbox"/>

**ADDITIONAL ELEMENTS:** (Place X where applicable)

EMMP:   X   CONDITIONS:   X   PVO/NGO:   X  

**SUMMARY OF FINDINGS**

Development Objective 2 (DO2): Rural Poverty Reduced in Targeted Areas,” focuses on agriculture and aims at sustainably reducing poverty and under-nutrition in the targeted areas of Eastern Province and peri-urban Lusaka. This development activity is approved in the Zambia Country Development Cooperating Strategy (CDCS) 2011-2015 and covers activities planned under two Presidential Initiatives that are priorities for foreign assistance in Zambia: Feed the Future (FTF) and Global Climate Change (GCC).

The purpose of this Initial Environmental Examination (IEE) is to provide the necessary environmental review and documentation, per 22 CFR Part 216, to permit the implementation of new development activities under FTF and GCC under intermediate results: 2.1. Smallholder Agricultural Productivity Increased; 2.2. Markets and Trade Expanded; 2.3. Resilience of Vulnerable Households Improved and 2.4. Natural Resource Management Improved. This IEE also integrates the findings and recommendations from an Environmental Threats and Opportunities Assessment (ETOA) conducted in December 2010 by the U.S Forest Service, as well as an assessment and options paper on Global Climate Change programs by USAID/EGAT.

**Categorical exclusions** are recommended for activities in IR 1, 2 3 and 4 above, to the extent that, under 22 CFR 216.2(c)(1)(i), the classes of actions supported do not have a direct effect on the natural or physical environment. **Categorical exclusions** are recommended for these activities under 216.2(c)(2)(i), (ii), (iii), (v) and (xiv), because they entail education, technical assistance and training [i]; small scale experimentation and research [ii]; analyses, studies, coordinating activities, workshops and meetings [iii]; document and information transfers [v]; and studies, projects or programs intended to develop the capability of recipient countries and organizations to engage in development planning [xiv].

Based on a pro-active commitment by the Mission, that will entail capacity-building for implementing partners and mitigation and monitoring/evaluation procedures, a **Negative Determination with Conditions**, pursuant to 22 CFR 216.3(a)(2)(iii)), is recommended for the following components:

1. **Smallholder Agricultural Productivity Increased.** Activities under this component will be implemented through innovative, public and private sector-led approaches to inclusive value chain development that mitigate food insecurity and under-nutrition, such as promoting conservation agriculture, improving access to productive inputs and

technologies, improving land use, including irrigation; and increasing research and development into improved crops.

2. **Markets and Trade Expanded.** Activities under this component will support the development and implementation of the Comprehensive Africa Agriculture Development Program (CAADP) Compact, with the main objective of creating an environment encouraging private sector participation and investment. Activities will address policy and regulatory issues related to agriculture and natural resource management through support of public and private sector dialogue; identification of trade opportunities, issues, and constraints; and development of an environment conducive to reform of policy and regulations in the agriculture sector. In addition, activities under this component will apply public-private-led approaches (such as increasing access to financial services and credit), conducive to competitiveness of selected value chains, in order to increase small holder income and strengthen agricultural enterprises.
3. **Resilience of Vulnerable Households Improved.** Activities under this component will seek to improve food security by enhancing coping skills, building assets and increasing rural incomes for vulnerable households in targeted areas. USAID will integrate efforts in health to improve household nutrition in connection with agriculture based efforts to improve economic opportunities.
4. **Natural Resource Management Improved.** Activities under this component will seek to address effects of global climate change in Zambia by implementing specific activities to encourage sustainable resource utilization and appropriate adaptation and mitigation strategies. USAID will consider a number of interventions: a) support for civil society participation in UNREDD+ strategy development and implementation; b) technical assistance to strengthen capacity for monitoring, reporting, and verification (MRV) and Low Emission Development Strategy modeling; and c) analysis of the dynamics that drive the charcoal market, a significant cause of deforestation.

The activities above will be thoroughly examined and analyzed for their impacts on the environment. Mitigation measures will be put in place through the implementation of an Environmental Mitigation and Monitoring Plan (EMMP). The EMMP will be approved together with work plans.

A **Negative Determination with Conditions** is also recommended for pesticide use in any production enterprises supported under Components 1 and 3, pending further details on if, how and which pesticides may be used in the SO, and pending more details on any potential pest management component. **The conditions are that a BEO approved Pesticide Evaluation Report and Safer Use Action Plan (PERSUAP) will be prepared covering all affected programs in accordance with the requirements of USAID's Pesticide Procedures, set forth at 22 CFR 216.3(b); that the PERSUAP is widely and appropriated disseminated; and that the use of the PERSUAP is required for activities involving procurement and use of pesticides.**

## **MONITORING AND GENERAL COMPLIANCE CONDITIONS**

As required by ADS 204.5.4, the Mission DO 2 team will actively monitor ongoing activities for ensuring compliance with approved IEE recommendations, so as to ensure they remain as Categorical Exclusions or within the bounds of the Negative Determinations with Conditions, and

modify or end activities that are not in compliance. The Mission team will undertake periodic field visits to assess the implementation and performance of mitigation and monitoring measures, and to identify appropriate areas of improvement where necessary. If additional activities are added to the program not described in this document, an amendment to this IEE must be prepared.

The process of environmental monitoring and evaluation will be integrated into the Agriculture and Food Security Team's Performance Monitoring and Evaluation Plan.

These procedures are intended to ensure that the IEE findings and conditions are implemented as a matter of routine project implementation. As described below, these procedures are themselves general conditions of approval for the IEE; their implementation is therefore mandatory.

### **USAID Team Responsibilities and Requirements:**

The USAID/Zambia Development Objective DO 2 Team Leader, in consultation with the various AOTR/ COTRs, implementing partners, the Mission Environmental Officer (MEO), Deputy MEO, the Regional Environmental Advisor (REA), and the Bureau Environmental Officer (BEO), as appropriate, will actively monitor and evaluate environmental consequences arising during implementation. He/she will modify or terminate activities if they are deemed harmful to the environment. In the event that unforeseen environmental impacts are determined or that mitigation and control measures are insufficient, the AOTR/COTR will consult promptly with the Mission Environmental Officer. USAID's primary role is to monitor implementing partners' compliance with this IEE.

- a) The AOTR/COTR will ensure that new project activities are covered under an Environmental Screening Form (ESF) before implementation occurs;
- b) The AOTR/COTR will provide to the prime contractor the IEE conditions and the mitigation measures for the activities to which they apply;
- c) Selection of sub-contractors and/or grantees should include consideration of their ability to perform the mandatory environmental compliance requirements as set forth herein. The Office of Acquisition and Assistance (OAA) will include required environmental compliance and reporting language into each sub-agreement to the prime partner. The Team Leader and the AOTR/COTR will subsequently ensure that appropriate budget, resources, staff, equipment, and reporting procedures are contained in proposals to conduct environmental compliance, and that implementing partners undertake mitigation and monitoring measures as a routine course of program implementation;
- d) The AOTR/COTR will undertake regular and timely field visits and consultations with implementing partner to jointly assess the environmental impacts of ongoing activities, and associated mitigation and monitoring conditions; and,
- e) USAID may facilitate and/or subsidize the delivery of activity-specific environmental training to the contractors and sub-contractors, as appropriate.

### **Implementing Partner Responsibilities and Requirements:**

The Implementing Partner (IP) is responsible for adherence to this IEE. The IP will:

- a) Develop an Environmental Mitigation & Monitoring Plan (EMMP) describing how the project will implement the conditions in the IEE. This shall include training of contractor staff and sub-partners, when appropriate;
- b) Undertake regular field visits to monitor and evaluate program activities to assess their environmental impact, and the effectiveness of USAID-proposed mitigations measures and Best Management Practices (BMPs);
- c) Include in its quarterly reports a brief update on mitigation and monitoring measures being implemented, and results/findings of environmental monitoring visits;
- d) Ensure that any grants or fund transfers to other organizations (sub-partners) incorporate provisions stipulating that an annual environmental monitoring report will be completed; and that proposed activities are within the scope of the environmental determinations and recommendations of this IEE. This shall include assurance that all mitigating measures required for those activities are followed; and
- e) Complete an annual environmental mitigation and monitoring report of activities undertaken during the fiscal year (Oct 1 – Sept 30) unless specified otherwise. This report will be submitted to the AOTR/COTR together with the Annual Report. This reporting requirement shall be incorporated into the project's performance monitoring plans and annual work plans.

The environmental monitoring information shall be compiled by the AOTR/COTR and submitted to the Environmental Team Leader and the REA for incorporation into the annual Performance Plan and Report.

**APPROVAL OF ENVIRONMENTAL ACTION RECOMMENDED:**

**CLEARANCE:**

Mission Director: \_\_\_\_\_ Date: \_\_\_\_\_  
Susan K Brems, Ph.D.

**CONCURRENCE:**

Bureau Environmental Officer: \_WKnausenberger<sup>†</sup> Date: 10/15/2012  
Acting for Brian Hirsch Approved: \_\_X\_\_

**File No:** Zamiba\_EG\_Rural\_Poverty\_DO2\_IEE\_June30\_2013.doc ( USAID/AFR BEO)

† IEE provisionally approved for 9 months, expires 7/31/2012. Will need to be amended or new IEE(s) produced and approved in FY 2013.

**ADDITIONAL CLEARANCES:**

DO Acting Team Leader \_\_\_\_\_ Date: \_\_\_\_\_  
Ballard Zulu

Mission Environmental Officer: \_\_\_\_\_ Date: \_\_\_\_\_  
USAID/Zambia Mlotha Damaseke

Acting Southern Africa REA: \_\_\_\_/provisionally cleared/\_\_\_\_ Date: 8/25/2012  
USAID/SD/EGEA Walter Knausenberger

**Distribution List:**

USAID/Zambia Contracting Officer  
USAID/SA Regional Environmental Advisor  
DO2 Program Manager (AOTR/COTR)  
DO2 Team Leader  
DO2 Official Files

## INITIAL ENVIRONMENTAL EXAMINATION

### PROGRAM/ACTIVITY DATA:

**Program/Activity Numbers:** 611-002

**Program Name:** Development Objective DO 2: Rural Poverty Reduced in Targeted Areas

**Country/Region:** Zambia/Southern Africa

### 1.0 BACKGROUND AND PROGRAM DESCRIPTION

#### 1.1 Introduction

The Government of the Republic of Zambia (GRZ) recognizes that poverty reduction and improved food security require sustained levels of economic growth. In order to achieve this growth, the GRZ has adopted a multi-pronged strategy to maintain macroeconomic stability while introducing interventions that stimulate growth. The GRZ has finalized its comprehensive Sixth National Development Plan, 2011-2014 (SNDP), and has identified agriculture as a priority growth sector, including a plan that is export-focused and private sector-led.

Despite almost a decade of relatively strong economic growth, the majority of the population of Zambia, particularly those living in rural areas, remains poor and food insecure. Key obstacles to broad-based development include: a) GRZ reliance on copper extraction, which offers limited employment, although it accounts for 75% of foreign exchange earnings; b) High income inequality and high levels of poverty, particularly in rural areas; c) Under-nutrition due to lack of dietary diversity (utilization), poverty (access) and low productivity by small holders (availability); d) Underfunding of productive investments such as infrastructure and the development and dissemination of technologies, in agriculture, which results largely from the diversion of resources to GRZ maize subsidies; e) Low agricultural productivity, due to limited access to improved inputs/credit, infrastructure and markets for 1.5 m smallholder households; and, (f) Gender constraints, including a high and unequal agriculture labor burden, limited access to and control over productive land, and other limitations to women's equitable control of assets and income.

#### 1.2 Purpose and Scope of this Initial Environmental Examination (IEE)

The purpose of this IEE is to provide the necessary environmental documentation, pursuant to 22 CFR 216 (Regulation 216) and ADS 204 for DO2: Rural Poverty Reduced in Targeted Areas. The aim is to ensure that the necessary environmental compliance requirements are in place, so as to permit the implementation of the program activities in accordance with USAID Environmental Policies and Procedures. This IEE does not cover any use of pesticides, as stated in the Africa Bureau, Environmental Guidelines for Small-Scale Activities in Africa (1996), concerning the procurement, handling and use of pesticides.

The IEE provides **Threshold Determinations** for various program activities, ensuring compliance with Regulation 22 CFR 216 and ADS 204. It allows for future amendments of the IEE, as new activities are included or existing ones are extended or cancelled. The DO2 Team is responsible for continuous monitoring and evaluation of activities. The aim is to ensure that the activities remain as **Categorical Exclusions** or within the bounds of **Negative Determination with Conditions**

### **1.3 Overview of USAID/Zambia DO2.**

On May 20, 2010, the United States Government announced a major new global foreign assistance initiative called Feed the Future (FTF). FTF strives to shift the focus of food security away from emergency interventions towards efforts that are country-led and sustainable and address the systemic constraints to improved food security and nutrition. Zambia has been designated as a Focus Country, in which there is significant potential to reduce hunger and poverty through agriculture-led growth and nutrition programming. Through FTF, USAID will support a number of integrated projects to address systemic problems Zambia faces attempting to ensure broad-based food security for its population. Some of those problems include lack of policy reform, inadequate research and development, and lack of economic resilience in vulnerable populations, in face of climate change effects. These efforts seek to improve small holder farmer competitiveness through access to improved technologies, inputs (including credit), and markets.

USAID/Zambia interventions will focus on maize and legumes (particularly groundnuts) value chains in the Eastern province economic corridor, which includes selected districts in Lusaka and Central Provinces. In addition, horticulture value chains in peri-urban Lusaka will be linked to Eastern Province. The criteria for value chain selection included, among other factors, the potential number of small holder farmers, particularly women, to benefit from increased value chain productivity through increased income and improved food security. The geographic focus in Eastern Province was selected based on the large number of small holders, high poverty and under-nutrition levels as well as potential for agricultural productivity growth. Eastern Province comprises the largest percentage of maize and groundnut-growing smallholders in Zambia, has high rates of malnutrition, and has commercial links to key domestic and regional markets. Through this geographic focus, FTF, and other complementary-funded activities, will reach up to 25 percent of Zambian smallholder farmers.

USAID Zambia GCC funding will support activities that meet guidelines described for Sustainable Landscapes (SL) and Low Emissions Strategy Development (LEDS) funding; will build institutional capacity to monitor and control emissions, and support community-based efforts to reduce deforestation and forest degradation. GCC resources will indirectly contribute to FTF objectives, particularly the long-term sustainability of rural incomes, but will focus directly on specific GCC objectives including reducing emissions, decreasing deforestation, and reducing forest degradation. GCC/SL funds will support pilot activities for the GRZ REDD+ strategy and policy development.

#### EG portfolio Intermediate Results include:

- IR2.1 Smallholder Agricultural Productivity Increased
- IR2.2. Markets and Trade Expanded
- IR2.3. Resilience of Vulnerable Households Improved
- IR2.4. Natural resources Management Improved

### **1.4 Program and Illustrative Activity description**

#### DO 2: Rural Poverty Reduced in Targeted Areas

DO2 will implement activities to increase food security, improve natural resource management (through GCC interventions) and enhance the resilience of targeted rural communities.

The following four components will contribute towards the achievement of the DO:

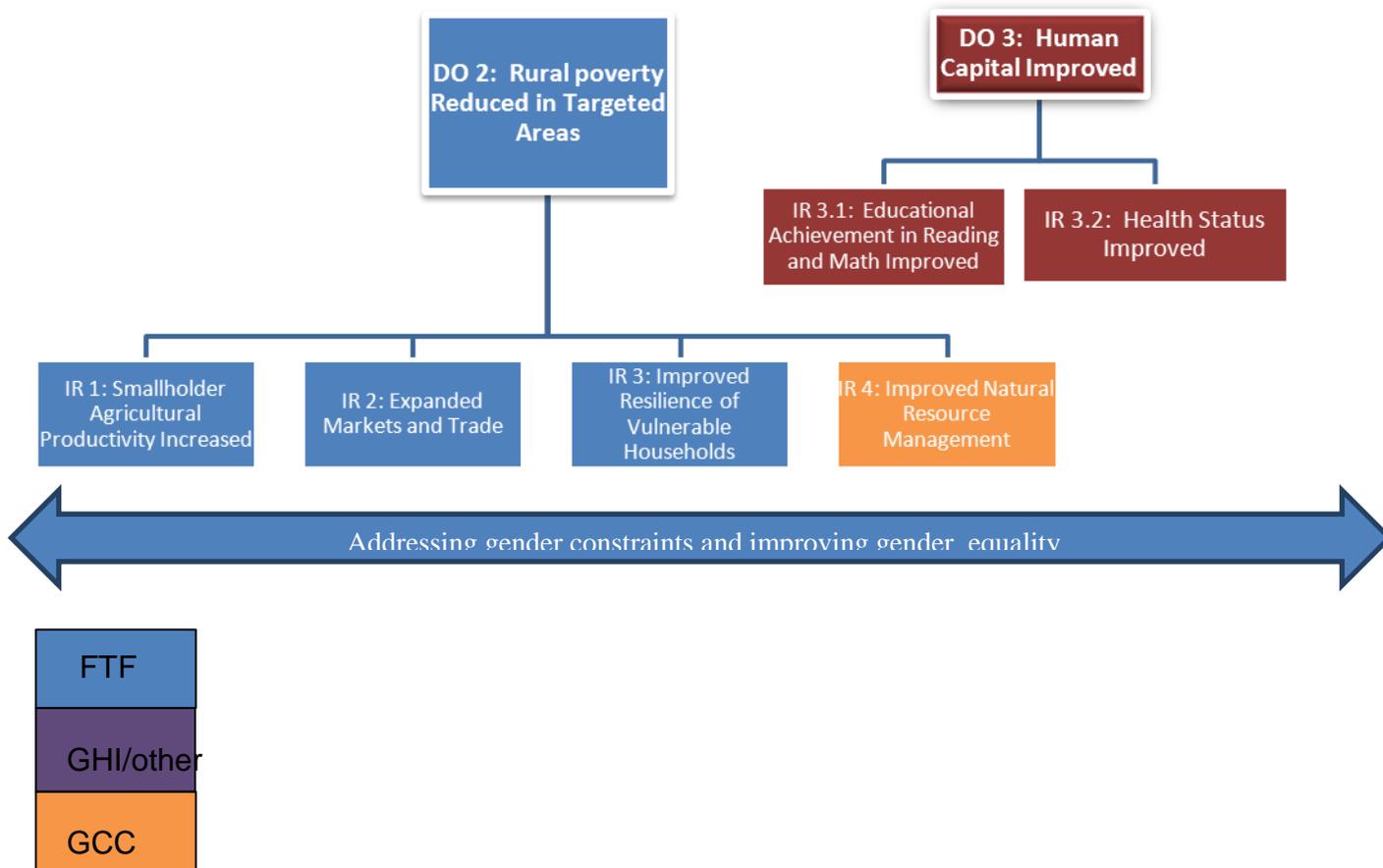
**IR 2.1. Smallholder Agricultural Productivity Increased.** Activities under this component will be implemented through innovative, public and private sector-led approaches to inclusive value chain development that mitigate food insecurity and under-nutrition, such as promoting conservation agriculture, improving access to productive inputs and technologies, improving land use, including irrigation; and increasing research and development into improved crops.

**IR2.2. Markets and Trade Expanded.** Activities under this component will support the development and implementation of the Comprehensive Africa Agriculture Development Program (CAADP) Compact, with the main objective of creating an environment encouraging private sector participation and investment. Activities will address policy and regulatory issues related to agriculture and natural resource management through support of public and private sector dialogue; identification of trade opportunities, issues, and constraints; and development of an environment conducive to reform of policy and regulations in the agriculture sector. In addition, activities under this component will apply public-private-led approaches (such as increasing access to financial services and credit), conducive to competitiveness of selected value chains, in order to increase small holder income and strengthen agricultural enterprises.

**IR2.3. Resiliency of Vulnerable Households Improved.** Activities under this component will seek to improve food security by enhancing coping skills, building assets and increasing rural incomes for vulnerable households in targeted areas. USAID will integrate efforts in health to improve household nutrition in connection with agriculture based efforts to improve economic opportunities. This component will implement innovative strategies and approaches to enable vulnerable rural households, the poorest, including those affected by HIV/AIDS and other diseases, orphan and vulnerable child-headed households, and female-headed households, , to improve food security through strengthened economic resilience. Special attention will be given to enabling very poor women to participate in expanding opportunities as producers, service providers and entrepreneurs.

**IR2.4. Natural Resource Management Improved.** Activities under this component will seek to address effects of global climate change in Zambia by implementing specific activities to encourage sustainable resource utilization and appropriate adaptation and mitigation strategies. USAID will consider a number of interventions: a) support for civil society participation in UNREDD+ strategy development and implementation; b) technical assistance to strengthen capacity for monitoring, reporting, and verification (MRV) and Low Emission Development Strategy modeling; and c) analysis of the dynamics that drive the charcoal market, a significant cause of deforestation.

## 1.5 Results Framework



## 2 COUNTRY ENVIRONMENTAL CONSIDERATIONS

Zambia is endowed with a rich diversity of ecosystems, including vast areas of wetlands, albeit amidst numerous and intense threats to their sustenance. The ecosystems are home to a wide variety of fauna and flora species. At the same time, these species are important sources of protein for many Zambians. Some of the species are known to be endemic to Zambia alone; for instance the Black Lechwe, which thrives in swampy areas, is known to exist only in Zambia. The country has diverse landscape formations ranging from valleys, rivers, lakes, swamps and plateaus to escarpments and mountains. The scenic and aesthetic values these areas present offer an attraction and appreciation to Zambians and visitors alike. This varied landscape has also given rise to a wide diversity of habitats for living things.

There are 625 nationally recognized protected areas within Zambia, covering approximately 309,052 sq km, or about 41% of the country's territorial area. The entire protected area system includes: National Parks, Game Management Areas and Ramsar sites (managed by the Zambia Wildlife Authority); National Forests and local forests (managed by the Forestry Department); and National Monuments and Heritage Sites (managed by the National Heritage Conservation Commission).

Compared with many African countries, Zambia has formulated numerous environmental policies, laws, management plans, guidelines, and planning documents. In addition, Zambia is a party to many conventions of international importance, including the Convention on International Trade in Endangered Species of Wild Flora and Fauna (CITES) the Ramsar Convention, the African Convention, and the Convention on Biological Diversity. However, most policies and laws are sector-based, and, therefore, somewhat fragmented. There is need for an overarching legal and policy framework, so that integrated management frameworks are feasible.

Zambia's forests cover 66% of the land (49.9 million ha); total growing stock (volume) for all land uses is 2.9 billion m<sup>3</sup> with 72% of the volume in the miombo semi-evergreen forests (ILUA 2008). These forests have a good potential for regeneration as 65% are secondary regeneration and only 32% are considered either moderately or heavily disturbed (i.e. stocking rates are reasonable good) (ILUA 2008). The rate of growth of natural forests is rather low, ranging from 0.7m<sup>3</sup> to 2m<sup>3</sup>/ha/annum (Forest Dept 2009).

Data on deforestation rates are poor. The current annual deforestation rate is 250,000 to 300,000 ha/year (UN-REDD Programme Zambia, 2010). This is lower than previous estimates of 445,000 ha/year (Campbell et al 2007) or 850,000 ha/year (FAO 2005). Previous estimates had placed Zambia in fourth place globally, behind Brazil, Indonesia and Sudan, for largest area deforested.

Approximately two-thirds of Zambians live in rural areas and are dependent on agriculture for their livelihoods. Traditional small-scale agricultural practices are not productive, and yields for key staples are one-half or less than the world average. Continuous use of synthetic fertilizers without the use of lime or use of legumes may also lead to lower soil fertility and high pH levels. Low soil quality leads to farmers abandoning existing holdings to migrate to more fertile land. The cycle is then repeated.

Rapid population growth and rural-urban migration, combined with limited job opportunities, leads to over exploitation of forest reserves and illegal off-take of wildlife and fish. Worse still, a large number of Zambians depend upon either fuel wood or charcoal for their domestic energy supply. These trends explain why Zambia is threatened with a deforestation rate among the highest in Africa.

### **3. EVALUATION OF PROJECT/PROGRAM ACTIVITIES WITH RESPECT TO ENVIRONMENTAL IMPACT POTENTIAL**

#### **IR 2.1 Smallholder Agricultural Productivity Increased**

Smallholder production per hectare is less than 15% that of commercial farmers. This difference is attributed to inadequate or poorly-timed inputs such as fertilizer, lack of access to improved technologies, absence of extension services, and poor or no access to markets. Activities to support this result will increase application of improved techniques such as conservation

farming and improved seed and smallholder focused research. Access to productive inputs will increase via improved production credit with an emphasis on gender equity in access to productive inputs and assets.

Activities related to the promotion of conservation farming and other production-enhancing technologies, including small-scale irrigation, **will have a direct effect on the environment.** The major environmental concerns associated with these activities relate to intensive agriculture production, particularly the use of agro-chemicals and pesticides, as well activities with the potential for soil erosion and degradation. Certain production technologies that promote minimal tillage and reduced use of agro-chemicals and pesticides represent opportunities to enhance environmental stewardship. Provided research and development activities are limited to demonstrations for show-casing improved varieties in the field, and controlled laboratory research is carried out for screening diseases and pests, there should be no significant impact on the environment. No Genetically Modified Organisms (GMOs) research will be carried out without following the biosafety procedures including those obtaining in the host country. In addition, more responsible management of natural resources by community-based resource users will lead to the conservation of forest resources, other natural products, and wildlife. Component 1 activities are recommended for negative determination with conditions outlined in Section 4.

### **IR 2.2 Markets and Trade Expanded**

Activities to support this result will improve commercial linkages between smallholders, processors, and traders by increasing the quality of smallholder produce and improving value added processing. Investments will scale up a successful private input dealer model in which community associations pool resources to procure veterinary and other services, and enable small holders in remote areas to access crop inputs from private dealers. In particular, USAID plans to support several public-private partnerships that will support USAID Forward objectives through Zambian organizations, including microfinance institutions, private traders and processors. Gender equity in value chain participation as well as appropriate value chains for female participation will be targeted where possible. Other donors' support for infrastructure development will augment this effort.

Activities to improve agribusiness enterprise growth, including value-added processing, **will have a direct effect on the environment.** The major environmental concerns associated with these activities relate to potential contamination from processing by-products. Harmful wastes disposed of in pits or waterways can leach into groundwater, and affect water quality for workers and the community. Contamination of water sources may not occur immediately, but can increase or accumulate over time, eventually damaging product quality and affecting workers' health. Certain working conditions—excessive heat caused by operating machinery, lack of ventilation, skin-irritating acids from fruits—can damage workers' health. An unhealthy workforce may be unproductive, miss work too often and make costly mistakes.

Certain structural features of the food-processing site may lead to spoilage or contamination of the products. Such site or building features include inadequate drainage or a lack of screens to keep out insects/rodents. Increased spoilage causes more waste and less profitability, while contamination may result in health problems for consumers. Food processing creates substantial amounts of organic and inorganic wastes. This can lead to increased costs for supplies, labor and sometimes fees for waste disposal. In addition, high volumes of burdensome waste, whether placed in a landfill or treated and disposed of, may place a serious strain on limited land resources. Minimizing waste can save on the cost of supplies and labor needed for waste disposal. Converting waste to productive uses can provide an extra source of income.

Machinery that leaks chemicals or fuel is wasting energy, can contaminate water supplies and may threaten workers' health. Repairing leaks lowers fuel costs and can prevent costly accidents such as fire. For dairy processors, who use more machinery and refrigeration systems than other food processors, reducing leakage can save money spent on refrigerants and other chemicals. IR2.2 activities are recommended for negative determination with conditions outlined in Section 3. However, activities which focus on the creation of an enabling environment to deal with policy and regulatory issues related to agriculture and natural resource management will not have a direct effect on the environment.

Considering activities that enhance trade and investment in market development, reform or implementation of trade and investment policy/legislation is intended to increase productive economic activity. Ceteris paribus, such growth also results in an increase in the adverse environmental impacts of this activity. Where trade and investment reform is targeted to (or expected to particularly affect) specific sectors, the environmental consequences of expanded activity in these sectors must be considered a foreseeable consequence of the policy/legislative activity. Depending on the economic sectors affected, such impacts may include those typically associated with, e.g., industrial, extractive, or agricultural expansion and intensification. Such impacts may be significant.

#### **Conditions:**

- Major legislative, policy or regulatory development intended to facilitate trade and investment will include an analysis of the possible environmental effects of the legislation, policy, or regulation, and recommendations to mitigate, offset or manage these impacts.
- The contractor must communicate these findings and recommendations to relevant government organs, and work to implement these recommendations where feasible.
- If there are reasons to believe effects may be significant, USAID must be promptly informed prior to finalization of recommendations. In these circumstances, a full Environmental Assessment (EA) may be required.

Considering the Technical Assistance (e.g., training and other support) to specific agri-business enterprises, please consider a Categorical Exclusion Determination.

#### **Impact Analysis:**

Agribusiness enterprises, particularly agricultural processing, can be the source of significant adverse environmental impacts, including biological oxygen demand (BOD) loading of surface waters, water source depletion, odors, and creation of habitat for disease vectors through improper waste disposal.

Storage and sale of agricultural inputs pose hazards associated with improper disposal of containers (including chemical contamination of soil, ground and surface waters), worker and customer hazards, etc.

Without appropriate environmental management practices at the facility level, assistance that increases the scale or number of such enterprises will tend to result in/increase such adverse impacts.

### **Conditions:**

- Where assistance to specific enterprises is contemplated, a condition of support is that the enterprise employs (or will employ, as a result of the assistance) adequate environmental management techniques. These techniques must, at a minimum, satisfy obligations under Zambia law or policy.
- Where no such requirements exist, the enterprise must employ appropriate, common-sense practices to safely dispose of waste, minimize pollution of surface or groundwater, and safely store inputs and commodities.

### **IR2.3 Resiliency of Vulnerable Households Improved**

Many of Zambia's rural poor, especially women, face constraints that impair their ability to connect to value chains and, therefore, present a particular challenge for addressing smallholder productivity, household nutrition, and income opportunities. Many vulnerable smallholder households are female-headed and most have either lost family members to HIV/AIDS, are caring for orphans from other family members, or both. Rural fertility in Zambia is among the highest in the world. Large families constrained within a fixed farm size limit the ability of households to produce enough for their own consumption, let alone for sale. Large families limit women's productivity, who must also manage other household functions. In addition to HIV/AIDS, other infectious diseases limit household production and divert scarce income, time, and energy. Activities to support this result will work to increase livelihood options, mitigate the effect of HIV/AIDS on agricultural livelihoods, and improve household nutrition.

Activities to enhance coping skills, build assets and increase rural incomes for vulnerable households in targeted areas may have a direct impact on the environment. This will accelerate inclusive agriculture sector growth through improved agricultural productivity, expanded markets and trade; and, increased economic resilience in vulnerable rural communities. The major environmental concerns associated with these activities are similar to Component 1, and will have an impact on the environment.

### **IR 2.4 Natural Resources Management Improved**

The sustainable use of natural resources, particularly forest resources, is an obstacle to Zambia's inclusive development. Global climate change will also affect the country's natural resources and needs to be taken into account in all productive activities, particularly agriculture. Activities to support this result will address drivers of deforestation, and support the GRZ's Reducing Emissions from Deforestation and forest Degradation (REDD+) policies and strategies. Zambia GCC funding will support activities that meet guidelines described for Sustainable Landscapes (SL) and Low Emissions Strategy Development (LEDS) funding; will build institutional capacity to monitor and control emissions, and support community-based efforts to reduce deforestation and forest degradation. GCC resources will indirectly contribute to FTF objectives, particularly the long-term sustainability of rural incomes, but will focus directly on specific GCC objectives including reducing emissions, decreasing deforestation, and reducing forest degradation. GCC/SL funds will support pilot activities for the GRZ REDD+ strategy and policy development. These will include developing sustainable supply chains for charcoal and models for community natural resource management in the same or adjacent areas of FTF activities. GCC/SL funds will support the development of alternative energy sources, policy reforms to encourage natural resource management and benefit sharing; and local level monitoring, reporting, and verification (MRV) systems linked to national level

frameworks. MRV systems will support future potential payments for reduced emissions from deforestation or forest degradation.

Activities to support Zambian REDD+ activities, such as support to civil society participation in the REDD+ strategy implementation, and analyses to better understand the dynamics driving charcoal production (deforestation), will not have a direct effect on the environment. The major environmental concerns associated with these activities is the implementation of community-level pilots designed to reduce deforestation and track carbon flows, particularly efforts to increase economic opportunities through agriculture-led growth. These concerns are identical to those covered in IR 2.1.

#### 4 RECOMMENDED MITIGATION ACTIONS (INCLUDING MONITORING AND EVALUATION)

##### 4.1 Recommended Threshold Decisions and Conditions

The recommended Regulation 216 Environmental Threshold Decisions are as given in Table 1. below

**TABLE 1: SUMMARY OF USAID/ZAMBIA DEVELOPMENT OBJECTIVES FOR DO3 IEE THRESHOLD DECISIONS**

Threshold Determination	Relevant activities, comments, mitigation and monitoring measures as appropriate
<b>IR2.1 Smallholder Agricultural Productivity Increased</b>	
Categorical Exclusion, 22 CFR 216.2 (c)(2)(i),(ii) (iii), (v), and (viii).	Activities that include the establishment of product grades and standards; quality assurance; product quality certifications, such as ISO; and sanitary and phyto-sanitary labels, such as organic and Fair Trade Labels.
Negative Determination with Conditions 22 CFR 216.2 (d)(1)(iii)(2)(e).	Activities related to the promotion of conservation farming, research and development including biotechnology (but not Genetically Modified Organisms(GMOs) technology) and other production-enhancing technologies, such as small-scale irrigation, water harvesting, and soil fertility interventions.
<b>2.2 Markets and Trade Expanded</b>	
Categorical Exclusion 22 CFR 216.2 (c)(i)(iii)(v) and (viii) and (c)(2)(i) and (iii)	Activities to support local provider(s) of trade information and services that will aid producers' entry into local, regional and international markets, including sanitary and phyto-sanitary protocols, import requirements, customs and borders procedures, and contact points. Activities that involve the creation of an enabling environment to deal with policy and regulatory issues related to agriculture and natural resource management through support of public and private sector dialogue; identification of trade opportunities, issues and constraints; development of a supportive and enabling

	policy and regulatory environment for reform; and support for development of effective laws and regulations in the agriculture and environmental sectors.
--	---

<b>2.3 Resiliency of Vulnerable Households Improved</b>	
Categorical Exclusion 22 CFR 216.2 (c)(2)(i) and (iii).	Activities to support Zambian REDD+ readiness such as support to civil society participation in the REDD+ strategy implementation, strengthen capacity for MRV and for LEDS modeling and understanding the charcoal value chain. Activities will include support for civil society participation in the REDD+ strategy and implementation especially rural and poor inhabitants
Negative Determination with Conditions 22 CFR 216.2 (d)(1)(iii)(2)(e).	Activities related to the promotion of conservation farming, conservation tillage, research and development including biotechnology (but not GMO technology) and other production-enhancing technologies, such as small-scale irrigation, water harvesting and soil fertility interventions.
<b>2.4 Improved Natural Resource Management</b>	
Categorical Exclusion 22 CFR 216.2 (c)(2)(i) and (iii).	Activities to support Zambian REDD+ readiness, such as support to civil society participation in the REDD+ strategy implementation, strengthen capacity for MRV and for LEDS modeling, and understanding the charcoal value chain. Activities will include support for civil society participation in the REDD+ strategy and implementation especially rural and poor inhabitants.
Negative Determination with Conditions 22 CFR 216.2 (d)(1)(iii)(2)(e).	Activities related to the promotion of conservation farming, conservation tillage, research and development, including biotechnology (but not GMO technology), and other production-enhancing technologies, such as small-scale irrigation, water harvesting and soil fertility interventions.

#### 4.2 Mitigation and Monitoring Measures

The Mission DO2 Team is required to ensure that the following measures are adopted and implemented under DO2 activities:

- a. The Mission must ensure that USAID-funded implementing instruments under DO2 (i.e., contracts, grants and cooperative agreements,) and sub-agreements executed under such agreements comply with Reg. 216 and include the monitoring and mitigation measures, including the requirement that implementers adopt and implement appropriate environmental screening, monitoring and review procedures into the selection criteria for sub-grants made under contract or grant with USAID. To this end, the Mission shall ensure that all DO2 implementing partners are adequately trained in the appropriate environmental screening, review and monitoring procedures for DO2 activities, from the design and development stage, through implementation and close-out of activities. The **Africa Bureau Environmental Screening Form (ESF) and**

**Review Process shall be used in the development of environmental screening, review and monitoring procedures for DO2 activities.** The training requirement can be met through an ENCAP Training Course for environment management for sustainable development organized for USAID/Zambia Staff and partners.

b. The Mission must ensure that USAID-funded implementers under DO2 utilize the Environmental Guidelines for Small-Scale Activities in Africa and other appropriate Africa Bureau and generic environmental assessment sources, to assist in identifying potential environmental impacts of activities, and to help determine the correct mitigation and monitoring conditions and measures for activities.

c. The Mission must ensure that USAID-funded implementers under DO2 identify, through environmental reviews required under USAID implementation instruments, all proposed environmental mitigation and monitoring measures requirements. Once the environmental review reports are approved, mitigation measures and monitoring procedures stated in the environmental review report should be considered as a requirement. Additionally, the DO team is responsible for ensuring that project implementers implement the agreed-upon mitigation and monitoring measures.

d. The Mission must ensure that USAID-funded implementing instruments under DO2 contain requirements to provide, at least annual, reports to USAID that provide updates on the implementation of mitigation and monitoring conditions and measures, the occurrence of new, unidentified impacts, results of environmental monitoring, and major modifications/revisions in the development activities.

e. The Mission is responsible for the monitoring and evaluation of environmental compliance of DO2 programs and activities. This includes monitoring activities for compliance with Reg. 216 and the conditions and mitigation measures through field visits, reporting on environmental compliance by implementing partners, and other appropriate means.

f. The Mission shall annually report, in a format specified by the BEO and/or in the Annual Report, to the extent appropriate, on the status of the adoption and implementation of the mitigation and monitoring measures, including an assessment of the Mission's implementing partners' progress in adopting and implementing the IEE mitigation and monitoring conditions and measures, which assessment shall be based, in significant part, on the results of periodic field visits to activity sites by the Mission's DO2 team.

The Mission DO2 Team will need to continuously monitor and evaluate the implementation of activities covered by this IEE, ensuring that the activities remain as **Categorical Exclusions** or within the bounds of the **Negative Determination with Conditions**.

American Embassy Lusaka															
Local Compensation Plan 2010															
For State, USAID, DAO, CDC, and Peace Corps															
40 Hour Workweek															
Effective Date: PP26, 16 December 2012															
Authorization Cable: 12 STATE 112350, 12 STATE 119624 & 12 STATE 121798															
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	WGI
<b>FSN 13</b>	<b>Basic Salary</b>	212,031.00	222,633.00	233,235.00	243,837.00	254,439.00	265,041.00	275,643.00	286,245.00	296,847.00	307,449.00	318,051.00	328,653.00	339,255.00	10,602.00
	<b>MBA</b>	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	
	<b>Housing</b>	106,818.13	111,991.90	117,165.68	122,339.46	127,513.23	132,687.01	137,860.78	143,034.56	148,208.34	153,382.11	158,555.89	163,729.66	168,903.44	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	
	<b>Sub Total</b>	<b>344,327.13</b>	<b>360,102.90</b>	<b>375,878.68</b>	<b>391,654.46</b>	<b>407,430.23</b>	<b>423,206.01</b>	<b>438,981.78</b>	<b>454,757.56</b>	<b>470,533.34</b>	<b>486,309.11</b>	<b>502,084.89</b>	<b>517,860.66</b>	<b>533,636.44</b>	
	<b>Annual Bonus</b>	17,662.18	18,545.33	19,428.48	20,311.62	21,194.77	22,077.92	22,961.06	23,844.21	24,727.36	25,610.50	26,493.65	27,376.79	28,259.94	
	<b>Vacation Bonus</b>	17,662.18	18,545.33	19,428.48	20,311.62	21,194.77	22,077.92	22,961.06	23,844.21	24,727.36	25,610.50	26,493.65	27,376.79	28,259.94	
	<b>Total</b>	<b>379,651.49</b>	<b>397,193.56</b>	<b>414,735.63</b>	<b>432,277.70</b>	<b>449,819.77</b>	<b>467,361.84</b>	<b>484,903.91</b>	<b>502,445.98</b>	<b>519,988.05</b>	<b>537,530.12</b>	<b>555,072.18</b>	<b>572,614.25</b>	<b>590,156.32</b>	
<b>FSN 12</b>	<b>Basic Salary</b>	170,678.00	179,212.00	187,746.00	196,280.00	204,814.00	213,348.00	221,882.00	230,416.00	238,950.00	247,484.00	256,018.00	264,552.00	273,086.00	8,534.00
	<b>MBA</b>	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	
	<b>Housing</b>	86,637.86	90,802.46	94,967.05	99,131.64	103,296.23	107,460.82	111,625.42	115,790.01	119,954.60	124,119.19	128,283.78	132,448.38	136,612.97	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	4,738.00	
	<b>Sub Total</b>	<b>282,793.86</b>	<b>295,492.46</b>	<b>308,191.05</b>	<b>320,889.64</b>	<b>333,588.23</b>	<b>346,286.82</b>	<b>358,985.42</b>	<b>371,684.01</b>	<b>384,382.60</b>	<b>397,081.19</b>	<b>409,779.78</b>	<b>422,478.38</b>	<b>435,176.97</b>	
	<b>Annual Bonus</b>	14,217.48	14,928.36	15,639.24	16,350.12	17,061.01	17,771.89	18,482.77	19,193.65	19,904.54	20,615.42	21,326.30	22,037.18	22,748.06	
	<b>Vacation Bonus</b>	14,217.48	14,928.36	15,639.24	16,350.12	17,061.01	17,771.89	18,482.77	19,193.65	19,904.54	20,615.42	21,326.30	22,037.18	22,748.06	
	<b>Total</b>	<b>311,228.82</b>	<b>325,349.18</b>	<b>339,469.53</b>	<b>353,589.89</b>	<b>367,710.24</b>	<b>381,830.60</b>	<b>395,950.96</b>	<b>410,071.31</b>	<b>424,191.67</b>	<b>438,312.03</b>	<b>452,432.38</b>	<b>466,552.74</b>	<b>480,673.10</b>	
<b>FSN 11</b>	<b>Basic Salary</b>	136,857.00	143,700.00	150,543.00	157,386.00	164,229.00	171,072.00	177,915.00	184,758.00	191,601.00	198,444.00	205,287.00	212,130.00	218,973.00	6,843.00
	<b>MBA</b>	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	
	<b>Housing</b>	70,133.22	73,472.60	76,811.98	80,151.37	83,490.75	86,830.14	90,169.52	93,508.90	96,848.29	100,187.67	103,527.06	106,866.44	110,205.82	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	
	<b>Sub Total</b>	<b>230,674.22</b>	<b>240,856.60</b>	<b>251,038.98</b>	<b>261,221.37</b>	<b>271,403.75</b>	<b>281,586.14</b>	<b>291,768.52</b>	<b>301,950.90</b>	<b>312,133.29</b>	<b>322,315.67</b>	<b>332,498.06</b>	<b>342,680.44</b>	<b>352,862.82</b>	
	<b>Annual Bonus</b>	11,400.19	11,970.21	12,540.23	13,110.25	13,680.28	14,250.30	14,820.32	15,390.34	15,960.36	16,530.39	17,100.41	17,670.43	18,240.45	
	<b>Vacation Bonus</b>	11,400.19	11,970.21	12,540.23	13,110.25	13,680.28	14,250.30	14,820.32	15,390.34	15,960.36	16,530.39	17,100.41	17,670.43	18,240.45	
	<b>Total</b>	<b>253,474.59</b>	<b>264,797.02</b>	<b>276,119.45</b>	<b>287,441.88</b>	<b>298,764.30</b>	<b>310,086.73</b>	<b>321,409.16</b>	<b>332,731.59</b>	<b>344,054.01</b>	<b>355,376.44</b>	<b>366,698.87</b>	<b>378,021.30</b>	<b>389,343.73</b>	
<b>FSN 10</b>	<b>Basic Salary</b>	98,780.00	103,719.00	108,658.00	113,597.00	118,536.00	123,475.00	128,414.00	133,353.00	138,292.00	143,231.00	148,170.00	153,109.00	158,048.00	4,939.00
	<b>MBA</b>	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	19,300.00	
	<b>Housing</b>	51,551.64	53,961.87	56,372.10	58,782.34	61,192.57	63,602.80	66,013.03	68,423.26	70,833.50	73,243.73	75,653.96	78,064.19	80,474.42	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	2,944.00	
	<b>Sub Total</b>	<b>174,015.64</b>	<b>181,364.87</b>	<b>188,714.10</b>	<b>196,063.34</b>	<b>203,412.57</b>	<b>210,761.80</b>	<b>218,111.03</b>	<b>225,460.26</b>	<b>232,809.50</b>	<b>240,158.73</b>	<b>247,507.96</b>	<b>254,857.19</b>	<b>262,206.42</b>	
	<b>Annual Bonus</b>	8,228.37	8,639.79	9,051.21	9,462.63	9,874.05	10,285.47	10,696.89	11,108.30	11,519.72	11,931.14	12,342.56	12,753.98	13,165.40	
	<b>Vacation Bonus</b>	8,228.37	8,639.79	9,051.21	9,462.63	9,874.05	10,285.47	10,696.89	11,108.30	11,519.72	11,931.14	12,342.56	12,753.98	13,165.40	
	<b>Total</b>	<b>190,472.39</b>	<b>198,644.46</b>	<b>206,816.53</b>	<b>214,988.60</b>	<b>223,160.67</b>	<b>231,332.74</b>	<b>239,504.80</b>	<b>247,676.87</b>	<b>255,848.94</b>	<b>264,021.01</b>	<b>272,193.08</b>	<b>280,365.15</b>	<b>288,537.22</b>	
<b>FSN 09</b>	<b>Basic Salary</b>	79,393.00	83,363.00	87,333.00	91,303.00	95,273.00	99,243.00	103,213.00	107,183.00	111,153.00	115,123.00	119,093.00	123,063.00	127,033.00	3,970.00
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	40,329.78	42,267.14	44,204.50	46,141.86	48,079.22	50,016.58	51,953.94	53,891.30	55,828.66	57,766.02	59,703.38	61,640.74	63,578.10	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>127,391.78</b>	<b>133,299.14</b>	<b>139,206.50</b>	<b>145,113.86</b>	<b>151,021.22</b>	<b>156,928.58</b>	<b>162,835.94</b>	<b>168,743.30</b>	<b>174,650.66</b>	<b>180,558.02</b>	<b>186,465.38</b>	<b>192,372.74</b>	<b>198,280.10</b>	
	<b>Annual Bonus</b>	6,613.44	6,944.14	7,274.84	7,605.54	7,936.24	8,266.94	8,597.64	8,928.34	9,259.04	9,589.75	9,920.45	10,251.15	10,581.85	
	<b>Vacation Bonus</b>	6,613.44	6,944.14	7,274.84	7,605.54	7,936.24	8,266.94	8,597.64	8,928.34	9,259.04	9,589.75	9,920.45	10,251.15	10,581.85	
	<b>Total</b>	<b>140,618.66</b>	<b>147,187.42</b>	<b>153,756.18</b>	<b>160,324.94</b>	<b>166,893.71</b>	<b>173,462.47</b>	<b>180,031.23</b>	<b>186,599.99</b>	<b>193,168.75</b>	<b>199,737.52</b>	<b>206,306.28</b>	<b>212,875.04</b>	<b>219,443.80</b>	

American Embassy Lusaka															
Local Compensation Plan 2010															
For State, USAID, DAO, CDC, and Peace Corps															
40 Hour Workweek															
Effective Date: PP26, 16 December 2012															
Authorization Cable: 12 STATE 112350, 12 STATE 119624 & 12 STATE 121798															
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	WGI
<b>FSN 08</b>	<b>Basic Salary</b>	67,977.00	71,376.00	74,775.00	78,174.00	81,573.00	84,972.00	88,371.00	91,770.00	95,169.00	98,568.00	101,967.00	105,366.00	108,765.00	<b>3,399.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	34,758.78	36,417.49	38,076.20	39,734.91	41,393.62	43,052.34	44,711.05	46,369.76	48,028.47	49,687.18	51,345.90	53,004.61	54,663.32	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>110,404.78</b>	<b>115,462.49</b>	<b>120,520.20</b>	<b>125,577.91</b>	<b>130,635.62</b>	<b>135,693.34</b>	<b>140,751.05</b>	<b>145,808.76</b>	<b>150,866.47</b>	<b>155,924.18</b>	<b>160,981.90</b>	<b>166,039.61</b>	<b>171,097.32</b>	
	<b>Annual Bonus</b>	5,662.48	5,945.62	6,228.76	6,511.89	6,795.03	7,078.17	7,361.30	7,644.44	7,927.58	8,210.71	8,493.85	8,776.99	9,060.12	
	<b>Vacation Bonus</b>	5,662.48	5,945.62	6,228.76	6,511.89	6,795.03	7,078.17	7,361.30	7,644.44	7,927.58	8,210.71	8,493.85	8,776.99	9,060.12	
	<b>Total</b>	<b>121,729.74</b>	<b>127,353.73</b>	<b>132,977.72</b>	<b>138,601.70</b>	<b>144,225.69</b>	<b>149,849.67</b>	<b>155,473.66</b>	<b>161,097.64</b>	<b>166,721.63</b>	<b>172,345.61</b>	<b>177,969.60</b>	<b>183,593.58</b>	<b>189,217.57</b>	
<b>FSN 07</b>	<b>Basic Salary</b>	54,982.00	57,731.00	60,480.00	63,229.00	65,978.00	68,727.00	71,476.00	74,225.00	76,974.00	79,723.00	82,472.00	85,221.00	87,970.00	<b>2,749.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	28,417.22	29,758.73	31,100.24	32,441.75	33,783.26	35,124.78	36,466.29	37,807.80	39,149.31	40,490.82	41,832.34	43,173.85	44,515.36	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>91,068.22</b>	<b>95,158.73</b>	<b>99,249.24</b>	<b>103,339.75</b>	<b>107,430.26</b>	<b>111,520.78</b>	<b>115,611.29</b>	<b>119,701.80</b>	<b>123,792.31</b>	<b>127,882.82</b>	<b>131,973.34</b>	<b>136,063.85</b>	<b>140,154.36</b>	
	<b>Annual Bonus</b>	4,580.00	4,808.99	5,037.98	5,266.98	5,495.97	5,724.96	5,953.95	6,182.94	6,411.93	6,640.93	6,869.92	7,098.91	7,327.90	
	<b>Vacation Bonus</b>	4,580.00	4,808.99	5,037.98	5,266.98	5,495.97	5,724.96	5,953.95	6,182.94	6,411.93	6,640.93	6,869.92	7,098.91	7,327.90	
	<b>Total</b>	<b>100,228.22</b>	<b>104,776.71</b>	<b>109,325.21</b>	<b>113,873.70</b>	<b>118,422.20</b>	<b>122,970.69</b>	<b>127,519.19</b>	<b>132,067.69</b>	<b>136,616.18</b>	<b>141,164.68</b>	<b>145,713.17</b>	<b>150,261.67</b>	<b>154,810.16</b>	
<b>FSN 06</b>	<b>Basic Salary</b>	42,335.00	44,452.00	46,569.00	48,686.00	50,803.00	52,920.00	55,037.00	57,154.00	59,271.00	61,388.00	63,505.00	65,622.00	67,739.00	<b>2,117.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	21,269.48	22,302.58	23,335.67	24,368.77	25,401.86	26,434.96	27,468.06	28,501.15	29,534.25	30,567.34	31,600.44	32,633.54	33,666.63	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>71,273.48</b>	<b>74,423.58</b>	<b>77,573.67</b>	<b>80,723.77</b>	<b>83,873.86</b>	<b>87,023.96</b>	<b>90,174.06</b>	<b>93,324.15</b>	<b>96,474.25</b>	<b>99,624.34</b>	<b>102,774.44</b>	<b>105,924.54</b>	<b>109,074.63</b>	
	<b>Annual Bonus</b>	3,526.51	3,702.85	3,879.20	4,055.54	4,231.89	4,408.24	4,584.58	4,760.93	4,937.27	5,113.62	5,289.97	5,466.31	5,642.66	
	<b>Vacation Bonus</b>	3,526.51	3,702.85	3,879.20	4,055.54	4,231.89	4,408.24	4,584.58	4,760.93	4,937.27	5,113.62	5,289.97	5,466.31	5,642.66	
	<b>Total</b>	<b>78,326.49</b>	<b>81,829.28</b>	<b>85,332.07</b>	<b>88,834.86</b>	<b>92,337.64</b>	<b>95,840.43</b>	<b>99,343.22</b>	<b>102,846.01</b>	<b>106,348.80</b>	<b>109,851.58</b>	<b>113,354.37</b>	<b>116,857.16</b>	<b>120,359.95</b>	
<b>FSN 05</b>	<b>Basic Salary</b>	32,691.00	34,326.00	35,961.00	37,596.00	39,231.00	40,866.00	42,501.00	44,136.00	45,771.00	47,406.00	49,041.00	50,676.00	52,311.00	<b>1,635.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	16,563.26	17,361.14	18,159.02	18,956.90	19,754.78	20,552.66	21,350.54	22,148.42	22,946.30	23,744.18	24,542.06	25,339.94	26,137.82	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>56,923.26</b>	<b>59,356.14</b>	<b>61,789.02</b>	<b>64,221.90</b>	<b>66,654.78</b>	<b>69,087.66</b>	<b>71,520.54</b>	<b>73,953.42</b>	<b>76,386.30</b>	<b>78,819.18</b>	<b>81,252.06</b>	<b>83,684.94</b>	<b>86,117.82</b>	
	<b>Annual Bonus</b>	2,723.16	2,859.36	2,995.55	3,131.75	3,267.94	3,404.14	3,540.33	3,676.53	3,812.72	3,948.92	4,085.12	4,221.31	4,357.51	
	<b>Vacation Bonus</b>	2,723.16	2,859.36	2,995.55	3,131.75	3,267.94	3,404.14	3,540.33	3,676.53	3,812.72	3,948.92	4,085.12	4,221.31	4,357.51	
	<b>Total</b>	<b>62,369.58</b>	<b>65,074.85</b>	<b>67,780.12</b>	<b>70,485.39</b>	<b>73,190.66</b>	<b>75,895.93</b>	<b>78,601.20</b>	<b>81,306.48</b>	<b>84,011.75</b>	<b>86,717.02</b>	<b>89,422.29</b>	<b>92,127.56</b>	<b>94,832.83</b>	
<b>FSN 04</b>	<b>Basic Salary</b>	29,440.00	30,912.00	32,384.00	33,856.00	35,328.00	36,800.00	38,272.00	39,744.00	41,216.00	42,688.00	44,160.00	45,632.00	47,104.00	<b>1,472.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	14,976.77	15,695.11	16,413.44	17,131.78	17,850.11	18,568.45	19,286.79	20,005.12	20,723.46	21,441.79	22,160.13	22,878.47	23,596.80	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>52,085.77</b>	<b>54,276.11</b>	<b>56,466.44</b>	<b>58,656.78</b>	<b>60,847.11</b>	<b>63,037.45</b>	<b>65,227.79</b>	<b>67,418.12</b>	<b>69,608.46</b>	<b>71,798.79</b>	<b>73,989.13</b>	<b>76,179.47</b>	<b>78,369.80</b>	
	<b>Annual Bonus</b>	2,452.35	2,574.97	2,697.59	2,820.20	2,942.82	3,065.44	3,188.06	3,310.68	3,433.29	3,555.91	3,678.53	3,801.15	3,923.76	
	<b>Vacation Bonus</b>	2,452.35	2,574.97	2,697.59	2,820.20	2,942.82	3,065.44	3,188.06	3,310.68	3,433.29	3,555.91	3,678.53	3,801.15	3,923.76	
	<b>Total</b>	<b>56,990.47</b>	<b>59,426.05</b>	<b>61,861.62</b>	<b>64,297.19</b>	<b>66,732.76</b>	<b>69,168.33</b>	<b>71,603.90</b>	<b>74,039.47</b>	<b>76,475.04</b>	<b>78,910.61</b>	<b>81,346.19</b>	<b>83,781.76</b>	<b>86,217.33</b>	

**American Embassy Lusaka**  
**Local Compensation Plan 2010**  
**For State, USAID, DAO, CDC, and Peace Corps**  
**40 Hour Workweek**

Effective Date: PP26, 16 December 2012

Authorization Code: 12 STATE 112350, 12 STATE 119624 & 12 STATE 121798

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	WGI
<b>FSN 03</b>	<b>Basic Salary</b>	26,491.00	27,816.00	29,141.00	30,466.00	31,791.00	33,116.00	34,441.00	35,766.00	37,091.00	38,416.00	39,741.00	41,066.00	42,391.00	<b>1,325.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	13,537.66	14,184.26	14,830.86	15,477.46	16,124.06	16,770.66	17,417.26	18,063.86	18,710.46	19,357.06	20,003.66	20,650.26	21,296.86	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>47,697.66</b>	<b>49,669.26</b>	<b>51,640.86</b>	<b>53,612.46</b>	<b>55,584.06</b>	<b>57,555.66</b>	<b>59,527.26</b>	<b>61,498.86</b>	<b>63,470.46</b>	<b>65,442.06</b>	<b>67,413.66</b>	<b>69,385.26</b>	<b>71,356.86</b>	
	<b>Annual Bonus</b>	2,206.70	2,317.07	2,427.45	2,537.82	2,648.19	2,758.56	2,868.94	2,979.31	3,089.68	3,200.05	3,310.43	3,420.80	3,531.17	
	<b>Vacation Bonus</b>	2,206.70	2,317.07	2,427.45	2,537.82	2,648.19	2,758.56	2,868.94	2,979.31	3,089.68	3,200.05	3,310.43	3,420.80	3,531.17	
	<b>Total</b>	<b>52,111.06</b>	<b>54,303.40</b>	<b>56,495.75</b>	<b>58,688.09</b>	<b>60,880.44</b>	<b>63,072.78</b>	<b>65,265.13</b>	<b>67,457.47</b>	<b>69,649.82</b>	<b>71,842.16</b>	<b>74,034.51</b>	<b>76,226.85</b>	<b>78,419.20</b>	
<b>FSN 02</b>	<b>Basic Salary</b>	23,814.00	25,005.00	26,196.00	27,387.00	28,578.00	29,769.00	30,960.00	32,151.00	33,342.00	34,533.00	35,724.00	36,915.00	38,106.00	<b>1,191.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	12,231.28	12,812.49	13,393.70	13,974.91	14,556.11	15,137.32	15,718.53	16,299.74	16,880.95	17,462.15	18,043.36	18,624.57	19,205.78	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>43,714.28</b>	<b>45,486.49</b>	<b>47,258.70</b>	<b>49,030.91</b>	<b>50,803.11</b>	<b>52,575.32</b>	<b>54,347.53</b>	<b>56,119.74</b>	<b>57,891.95</b>	<b>59,664.15</b>	<b>61,436.36</b>	<b>63,208.57</b>	<b>64,980.78</b>	
	<b>Annual Bonus</b>	1,983.71	2,082.92	2,182.13	2,281.34	2,380.55	2,479.76	2,578.97	2,678.18	2,777.39	2,876.60	2,975.81	3,075.02	3,174.23	
	<b>Vacation Bonus</b>	1,983.71	2,082.92	2,182.13	2,281.34	2,380.55	2,479.76	2,578.97	2,678.18	2,777.39	2,876.60	2,975.81	3,075.02	3,174.23	
	<b>Total</b>	<b>47,681.69</b>	<b>49,652.32</b>	<b>51,622.95</b>	<b>53,593.58</b>	<b>55,564.21</b>	<b>57,534.84</b>	<b>59,505.47</b>	<b>61,476.09</b>	<b>63,446.72</b>	<b>65,417.35</b>	<b>67,387.98</b>	<b>69,358.61</b>	<b>71,329.24</b>	
<b>FSN 01</b>	<b>Basic Salary</b>	21,385.00	22,454.00	23,523.00	24,592.00	25,661.00	26,730.00	27,799.00	28,868.00	29,937.00	31,006.00	32,075.00	33,144.00	34,213.00	<b>1,069.00</b>
	<b>MBA</b>	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	<b>Housing</b>	11,045.93	11,567.60	12,089.27	12,610.95	13,132.62	13,654.29	14,175.96	14,697.63	15,219.31	15,740.98	16,262.65	16,784.32	17,305.99	
	<b>Meal</b>	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	1,440.00	
	<b>Transportation</b>	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	1,229.00	
	<b>Sub Total</b>	<b>40,099.93</b>	<b>41,690.60</b>	<b>43,281.27</b>	<b>44,871.95</b>	<b>46,462.62</b>	<b>48,053.29</b>	<b>49,643.96</b>	<b>51,234.63</b>	<b>52,825.31</b>	<b>54,415.98</b>	<b>56,006.65</b>	<b>57,597.32</b>	<b>59,187.99</b>	
	<b>Annual Bonus</b>	1,781.37	1,870.42	1,959.47	2,048.51	2,137.56	2,226.61	2,315.66	2,404.70	2,493.75	2,582.80	2,671.85	2,760.90	2,849.94	
	<b>Vacation Bonus</b>	1,781.37	1,870.42	1,959.47	2,048.51	2,137.56	2,226.61	2,315.66	2,404.70	2,493.75	2,582.80	2,671.85	2,760.90	2,849.94	
	<b>Total</b>	<b>43,662.67</b>	<b>45,431.44</b>	<b>47,200.21</b>	<b>48,968.97</b>	<b>50,737.74</b>	<b>52,506.51</b>	<b>54,275.28</b>	<b>56,044.04</b>	<b>57,812.81</b>	<b>59,581.58</b>	<b>61,350.35</b>	<b>63,119.11</b>	<b>64,887.88</b>	
	<b>Education Allowance</b>														
	FSN 12 - 13		770.00												
	FSN 11		590.00												
	FSN 10		410.00												
	FSN 04 - 09		216.00												
	FSN 01 - 03		118.00												
	The Education Allowance may be paid to a maximum of 3 dependent, school age children per year per employee.														
	<b>Funeral Benefit</b>														
	FSN 01 - 12	2,627.00	and 1,000.00 for standard coffin		for death of employee										
	FSN 01 - 12	2,407.00	and 1,000.00 for standard coffin		for death of spouse										
	FSN 01 - 12	2,407.00	and 1,000.00 for standard coffin		for death of child										
	FSN 01 - 12	2,117.00			for death of secondary dependent										

S.No	Question	Answer
1	To what extent will the project/program be able to utilize the services and databases established by US Forest Service, under their agreement with USAID, who have been providing GIS, mapping and spatial data support to institutions working in the province - can potential recipients and partners assume continued availability of spatial/mapping services from US Forest Service (USFS) for the duration of the project using funding under a separate contract agreement? In terms of the USFS role, can it be expected that USFS will continue to supply products to partners focusing on the application of GIS/RS using high resolution imagery? Can USFS also assist in establishing project baselines?	The USFS is generating a 20 year map of how land use has changed in Eastern Province. When this mapping exercise is completed, it will be shared publicly, though this is not foreseen to occur until August or September 2013. No future assistance should be expected from the USFS, in terms of being included as information available for the implementer of the CFP.
2	Is it expected that the 700,000 hectares represents a contiguous block or may include multiple PFMA's which cumulatively achieve the same target area?	Yes, either a contiguous block or multiple PFMA's which cumulatively achieve the target are fine, as stated in the RFA.
3	In international debates on pay for performance / compensation for carbon mitigation, additionality suggests that carbon emission reductions achieved on protected lands will not normally be considered avoided emissions. How does the CFP envision accommodating this approach?	The implementer may choose the forest areas it deems most plausible for generating Program Income to utilize in pay-for-performance programming. Pay-for-performance programs are more broadly defined by USAID/Zambia for the CFP as those programs that pay community members for their efforts to conserve and better manage forests. Even programs that worked on currently "protected" lands that aren't sufficiently protected would be acceptable.
4	Under the CFP, recipient, partners and target communities will generate future funds so as to be able to continue with the activities after the program has ended. Given current figures on carbon productivity of relevant forest and woodland systems, how is feasibility of the pay-for-performance plans submitted to be assessed?	Pay-for-performance plans will be assessed on their reasonableness and their ability to be attained. It is for the Applicant to propose methods for pay-for-performance programming and to substantiate their methods with evidence.
5	Are alternative livelihoods for the CFP directly linked to forests or does the CFP consider other natural resources as well? Can the associated impacts on forests be addressed through actions under the EMMP as suggested in the RfA?	Other natural resources may be used in alternative livelihoods as long as they are used in a sustainable fashion and do not negatively impact the environment from which they were extracted. Our focus is working with forest-dependent communities so that they can become less dependent on unsustainably harvesting forest products. Associated impacts on forests must be outlined in the EMMP as suggested in the RFA.
6	Measurable results of the CFP include legal protection of the Protected Forest Management Areas - how will different forms and levels of legal protection be evaluated and weighted, especially considering the importance placed on viability over the long term?	Having legal protection at national, provincial, district, and local (including traditional) levels provides for multiple layers of legal protection to fall back on. The more extensive and encompassing such agreements are, the better. USAID will assist the CFP implementer in engaging national government officials in obtaining necessary agreements for the best possible implementation of the agreed upon program.

7	Government capacity to develop policies and plans with stakeholders for REDD+ and LEDS+ is a key outcome of CFP - how will ability of potential recipients and their partners to build capacity of different sectors and jurisdictions be weighted, in this context?	It is expected that district level capacity will be improved through collaboration, involvement, and sharing of information. It is not expected that capacity development occur at the national level nor the provincial level, but when lack of capacity of government officials at any level inhibits the Recipient in fulfilling their objective, then the expectation is that technical assistance will be provided.
8	As part of the technical approach, potential recipients are requested for an explanation of the various necessary agreements, negotiations and/or understandings between the Recipient and all stakeholders that will legally define how the Recipient is to generate and share revenues with appropriate stakeholders - how will capacity of potential recipients and their partners to broker agreements in diverse legal systems and on different levels (international / national / local) be assessed?	USAID/Zambia will evaluate recipients based on what is written in the RFA.
9	Measurable results of the CFP include increases in the number of laws, policies, strategies, plans, agreements or regulations - how will the relative weight of diverse proposed legal and policy changes be assessed in this competition?	USAID/Zambia will evaluate recipients based on what is written in the RFA.
10	Please clarify the expectations for raising revenues to sustain activities by the end of 5 years - could this include demonstrated changes in relevant public policies in support of sustainable forest management, and how will likelihood of such changes be assessed in this competition?	The expectation is that select activities implemented by the Recipient in collaboration with community stakeholders will provide enough shared income to the Recipient to sustain activities necessary to maintain or expand their proposed activities that occurred during the initial 5 year term.
11	The RFA states that the CFP will focus on the Eastern Province of Zambia, as well as additional Districts outside of the Eastern Province. Based on the RFA's provincial-level focus, does USAID intend to promote the implementation of a subnational REDD+ program in Zambia?	Yes
12	The total forest area of the Eastern Province of Zambia is only slightly higher than the 700,000 hectares of forest targeted by the RFA. Is it USAID's intention that this REDD+ program encompass the entirety of the forested areas in Eastern Province?	It is USAID's intention to improve the management of a minimum of 700,000 hectares of forest primarily in Eastern Province but also allowing for forest lands in Serenje, Mpika, and Chama to be included.
13	In Section A4 on page 3 of the RFA, a list of potential land types on which the CFP will be implemented place is listed. This list includes "not private land". Does USAID intend for "not private land" to be a specific land type (put another way, "land that is not private"), or does USAID intend to exclude private lands entirely from the implementation of the CFP program?	Private land is excluded entirely.
14	In Section A6 on Page 5 of the RFA, the RFA refers to the Enhancing Capacity for Low Emissions Development Strategies initiatives. Does USAID refer specifically to a Zambia-specific LEDS strategy or is USAID referring here generally to the USAID LEDS strategies.	The RFA refers to the USAID EC-LEDS strategy in general.

15	Under Result 1.1 of Sub-IR 2.3.1, the RFA mentions that Social and Natural Resource Management Assessments were undertaken in 2012 and would be available via the USAID/Zambia website for planning purposes and background information. Please indicate the location of these Assessments as they do not appear to have been posted on the USAID/Zambia website.	Our apologies, there was an unexpected delay in posting this information. You can now find this information at <a href="http://zambia.usaid.gov/solicitations">http://zambia.usaid.gov/solicitations</a>
16	An Expected Result of Result 1.1 under Sub-IR 2.3.1 is “private and citizen-based PFMA stakeholders committed to supporting community-based REDD+ activities either financially, with in-kind labor or through technical assistance”. Does USAID expect the Recipient to measure the value of these contributions, and if so, in what terms and how do we represent the value of these contributions to USAID?	As stated, the value of contributions by communities, private citizens, or organizations can be measured financially, in in-kind labor, or as technical assistance.
17	Under Result 2.2 of Sub-IR 2.3.1, does USAID expect the entire 700,000 hectares of REDD+ forest areas to be accredited under the VCS and CCB Standards? Please clarify what exactly is meant by “accreditation” (i.e. does accreditation mean both project registration (i.e. validation) and issuance (i.e. verification)?	No, USAID amended the RFA. Recipients have the flexibility to choose the system they expect to use.
18	In Section A8 on page 8 of the RFA, the RFA states that the Recipient is expected to generate income from their activities. Does USAID expect that the Recipient will provide technical support and services for the CFP partially in exchange for a share of such incomes (e.g. the sale of carbon credits), which the Recipient may then count as cost-share? If this is not the correct interpretation, will USAID please provide further detail on how income can be treated as cost-share? For valuing any carbon revenue (or similarly any social carbon, water, ecosystem or biodiversity services) as cost share, how will USAID ensure that all applicants use the same valuation methods, as this valuation method will depend, inter-alia, on forward-sale prices and the time value of money? Applicants who do not include this element in their cost share valuation should not be compared to applicants who do.	USAID allows for the Recipient to meet the obligation of cost-share in a variety of means: the Recipient can put forward their own funds generated from non-CFP activities to support the CFP; the Recipient can utilize its share of funds generated by CFP activities; the Recipient can have outside technical assistance donated to CFP activities; and, the Recipient can also propose alternative methods to achieve cost-share that may not fit within these categories. You may review 22 CFR 226 to get a better understand USAID policies on program income and cost share.  Pay-for-performance plans will be assessed on their reasonableness and their ability to be attained. It is for the Applicant to propose methods for pay-for-performance programming and to substantiate their methods with evidence.
19	Referring to Section A9 on page 8 of the RFA, does USAID expect the Recipient to keep a dedicated M&E personnel, or can the Recipient management team work directly with the external evaluator to develop an M&E plan and support ongoing M&E data collection?	The Recipient should not expect to have on hand an external evaluator funded by USAID to monitor and report on the Recipient’s work. The Recipient should prepare a staffing plan that will enable it to fulfill all obligations in the award, including monitoring and evaluation responsibilities.
20	Referring to the Windows of Opportunity discussed in Section A12 on page 9 of the RFA, does USAID wish to have the Recipient provide proposed programming for the \$210,000 in the Technical Proposal?	No, the Applicants should only include a \$210,000 placeholder in the budget, and should not propose any programming in the technical application.
21	Referring to II.C.2 (Key Personnel Minimum Qualifications) on page 14 of the RFA, the COP requirements do not include previous experience with REDD. Would USAID please provide additional guidance on whether REDD experience would be a valued criteria for the COP.	USAID purposely described the COP qualifications broadly without requiring specific, unique skill-sets or experience. Applicants are encouraged to propose individuals with the right skill-set for the COP position.

22	Under Section II.C.2 (Key Personnel Minimum Qualifications) on page 14 of the RFA, USAID requires that the Recipient propose minimum qualifications for two key personnel in addition to the COP. Where should the proposed qualifications for these two additional key personnel should be listed in the proposal?	Under Annex I: Curriculum Vitae Of Key Personnel. The Applicants should include one additional page to list the qualifications for the other two positions.
23	In reference to Section III.2 (Cost Sharing or Matching) on page 16, while USAID has tailored its cost share requirements to support regional and local organizations, it does not provide a lower cost share requirement for small-business Prime Bidders. Thus, USAID it is burdening qualified small businesses compare to large global NGOs. Will USAID please consider including a reduced cost share burden for registered small business Primes who are bidding.	Yes. USAID amended the RFA to reflect a lower cost share requirement for small for-profit businesses, as defined by the Federal Acquisition Regulation (2.101).USAID will consider that a small-business in the international setting may apply and receive a cost-share level equal to that of the Africa Region. A small-business in the Africa region may apply and receive a cost-share level equal to that at the local level. A small-business in Zambia must apply and will only receive a cost-share level equal to that of the local level as described in the RFA.
24	May the Proposal include Annexes in addition to those specifically named in the RFA?	No.
25	Are there any page limits to the Annexes?	No, unless specified in the RFA.
26	Does USAID expect that the five-year high-level work plan and the detailed one-year implementation plan will be included <i>only</i> in the Annexes, and not in the Technical Application Body? If these two work plans are to be included in the Technical Application Body, do they count towards the page limit?	The work plans should be included in the annexes only.
27	Does USAID expect that the standard PPR Short Form will be used for PPRs in Annex III, or should PPRs be developed to match the exact information requested for PPRs in the “iii. Annex III: Past Performance References and Information” section on page 19 of the RFA?	PPRs should provide the exact information requested in the RFA.
28	Will USAID please clarify what exactly should be included in Annex V: Environmental Mitigation and Monitoring Plan? Is the EMMP format included on page 55 of the RFA to be reproduced in Annex V? If so, does USAID expect additional content to be added to this example EMMP format?	The RFA includes the standard format for EMMPs used by USAID/Zambia’s partners.
29	Will USAID please confirm that Annex VI: Branding and Marking Plan is to be left blank until an award has been made?	The Branding and Marking Plan is to be left blank until an organization is notified that it is the Apparently Successful Applicant – prior to the award being made.
30	Referring to the Cost Application Format section on page 20 of the RFA, does USAID expect applicants to provide the budget in a standard USIAD template form? If so, will this template form be provided by USAID?	USAID does not have a standard detailed budget format. In addition to the detailed budget, Applicants must submit required budget forms, which can be accessed from the following link: <a href="http://www.usaid.gov/sites/default/files/documents/1866/SF424_SF424A.xls">http://www.usaid.gov/sites/default/files/documents/1866/SF424_SF424A.xls</a>
31	Does USAID expect that a detailed budget will be included in the proposal for <i>all</i> partners?	A detailed budget should be included for all partners receiving 5% or more of the total requested amount.

32	Referring to the Cost Application Format section on page 20 of the RFA, does the breakdown of any financial and in-kind contributions include the cost-share requirements in Section III.2?	Yes.
33	Referring to the Cost Application Format section on page 20 of the RFA, does the procurement plan for commodities include carbon?	No, this refers to what the Applicant intends to purchase during the award period of performance.
34	Does USAID have a local salary range for CCN/TCN that should be used for local personnel?	Yes, USAID amended the RFA to include the Local Compensation Plan as an attachment.
35	Under the Alliance Opportunities section on page 21 of the RFA, does USAID intend to allow for the use of the USAID GDA program?	USAID is not requesting Applicants to develop GDAs; however, USAID is open to Applicants' proposals for achieving the CFP objectives using the variety of tools and partnerships available.
36	Are the "Required certifications, assurances and other statements" referenced on page 21 of the RFA required from all partners or only from the Prime bidder?	The certifications, assurances and other statements are required from the Prime only.
37	Given the complexity of the program, and the only recent posting of supplementary materials to the USAID/Zambia website (and the continued unavailability of the Social and Natural Resource Management Assessments), would USAID consider an extension of the Due Date?	USAID amended the RFA to provide two additional weeks.
38	Does USAID require Biodata (Form 1420) or Letters of Commitment for the three (3) proposed key personnel?	USAID does not require Biodata (Form 1420) - only letters of commitment are required from key personnel.
39	On page 5, USAID states that the program will establish PFMA's covering at least 700,000 hectares of forest. Does the 700,000 hectares requirement count only hectares of forests or does it count hectares for the overall participatory forest management area?	PFMA's covering at least 700,000 hectares of forest count only those lands which are forested. PFMPs must cover PFMA lands but may also include additional lands other than those which are forested.
40	On page 6, USAID lists one of the Expected Results of Result 1.3 as "improved human capital in impacted areas." Can USAID define what is meant by "human capital" here?	Human capital is a multi-dimensional concept that merges the knowledge, skills, and capabilities that people need for life and work. Human capital refers to education and health levels as they relate to economic productivity. Human capital is a cross-cutting constraint in Zambia, and must be addressed holistically rather than as discrete interventions. Human capital requires an educated populace that is able to make sound decisions that affect the health and welfare of families, and a healthy populace that is able to participate fully in education and economic opportunities.
41	Can USAID provide clarification on the anticipated role of USFS in this program? To what extent will the Recipient be able to rely on USFS to provide GIS/remote sensing data as we understand they have provided to other implementing partners in Eastern Province? Or is the expectation that the Recipient will be responsible for generating any geospatial data required for establishing the PFMA's?	The USFS is generating a 20 year map of how land use has changed in Eastern Province. When this mapping exercise is completed, it will be shared publicly, though this is not foreseen to occur until August or September 2013. No future assistance should be expected from the USFS for the implementer of the CFP.

42	On page 8, USAID states its expectation that an impact evaluation will be conducted for this project. Is the Recipient expected to budget for the impact evaluation in its cost application, or will USAID issue a separate contract to pay for the impact evaluation?	The impact evaluation will be paid for by USAID using a different instrument.
43	On page 16, USAID states that the “cost share percentage is 25%, equating to \$3.5 million” for international, non-African-based organizations. Based on the total proposed budget, 25% may be less than the lump sum of \$3.5 million (e.g. 25% of \$12 million equates to \$3 million). Can USAID clarify whether the Recipient must contribute 25% or \$3.5million cost share?	25% of the total proposed budget is required for International organizations. 25% of \$14M is \$3.5M.
44	On page 18, the RFA says that the Proposed Technical Approach section should include “a five-year high-level work plan, and a detailed one-year implementation plan”. This seems to be the same as required Annex II. Can USAID confirm that the work plan is an annex, and not subject to page limits?	They should be included in the annexes only.
45	On page 18, USAID requests a “detailed plan for stating the Recipient’s intention to stay in communities beyond the lifetime of USAID funding, [and] the methods the Recipient intends to use to generate income for itself over time.” Does this requirement apply specifically to the Prime Recipient or would the requirement be met by its partners continued presence in the communities?	USAID has a strong preference for the Recipient to retain a continued presence in the communities beyond the life of the project. If the Prime Recipient is unable to continue beyond the life of the project, memorandums of understanding with a key partner organization(s) should be made part of the application so USAID understands the level of commitment of any entity that will remain after the life of the project to sustain CFP activities in communities.
46	In reference to the same statement on page 18, not all Prime Recipients will have the interest or mandate to establish themselves as long-term, profit-making entities in the project areas, nor do they see themselves as the primary actor in market. We envision the role of the Recipient as creating a functional market-led system that continues to operate in perpetuity, not establishing the commercial viability of the Recipient itself. However, we do envision engaging in activities that generate income for the program in line with the requirement for program income on page 8. If these economic activities become self-sustaining after the life of the program and continue to generate income for communities, would this fulfill the requirement on page 18? If not, can USAID provide additional clarification on what needs to remain “beyond the lifetime of USAID funding” to fulfill the requirement on page 18?	USAID has a strong preference for the Recipient to retain a continued presence in the communities beyond the life of the project. If the Prime Recipient is unable to continue beyond the life of the project, memorandums of understanding with a key partner organization(s) should be made part of the application so USAID understands the level of commitment of any entity that will remain after the life of the project to sustain CFP activities in communities.  Additionally, Applicants are expected to propose ways to ensure continuity and long-term sustainability after USAID’s funding ends based on the Applicants strategic approach and understanding of what is feasible.
47	On page 19, USAID lists annexes which should be included with the technical application. The list includes Annex VI: Branding Implementation and Marking Plan. However, USAID states “this is only required for the apparently successful applicant.” Can USAID clarify whether the Applicant should include Annex VI with the application to be submitted to USAID, or whether this Annex will only be requested from the successful Applicant and therefore is not required with its submission?	This is only required for the apparently successful applicant.

48	On page 19, the RFA refers to the M&E Plan but there is no specific requirement to include a M&E plan in the technical application nor as an annex. Could USAID confirm whether the Recipient is expected to design a M&E plan and whether or not this would be included in the technical application and subject to page limits	They should be included in the annexes only.
49	Please confirm that neither the cost nor technical applications need to be submitted via grants.gov.	All applications to be submitted to the address specified in section IV of the RFA.
50	Please confirm whether there is a maximum number of past performance references that should be included for applicant organizations and major partner organizations.	There is no limit as to how many you can include in the application.
51	As the RFA document is not yet on Grants.gov, will the deadline date be extended?	The RFA was posted on June 13, 2013 on grants.gov and was available same day to the public thus no extension will be made unless otherwise.
52	On page 18 the RFA indicates that the technical approach is to include a five year high-level work plan and a detailed one-year implementation plan. On page 19 the RFA indicates that the work plan and implementation plan are to be included as an Annex. Please clarify -- should they be included in the body of the technical proposal or in an Annex?	The work plans should be included in the annexes only.
53	Can the Management Approach organigram and Proposed Outcomes and Impact Indicators be included in the Annexes, or must they be included in the technical approach (and count against the page limit)?	The USAID amended the RFA to add Annex VII: Organogram. The proposed outcomes and impact indicators should be included in the technical application.
54	Will the Table of Contents be included in the 15-page limit for the technical application?	No. USAID amended the RFA to clarify this.
55	Page 19 of the RFA indicates that an Environmental Mitigation and Monitoring Plan (EMMP) is to be included as an Annex. However, page 41 says that "the Recipient shall develop the EMMP as part of the annual work planning process . . . within 30 days of the award date. " Please clarify: is the EMMP to be completed and submitted as an Annex to the proposal or after the award is made? If it is to be submitted as an Annex to the proposal, when will USAID make the IEE available?	Applicants are required to submit the EMMP with the technical application. The Recipient will submit a final EMMP to the AOR 30 days after the award date. The RFA was amended to include the IEE as an attachment.
56	One of the expected results under Result 2.2 on page 7 of the RFA is "PFMA community members receiving at least one payment through the Recipient from the sale of carbon credits and/or other ecosystem payments for at least 700,000 hectares of forest on PFMA land." What is meant by "payments for at least 700,000	The intent is by the end of five years the communities dependent on forests involved in the PFMA should have their income, assets, and/or public goods increased for members of the community or for the community at large based on their work in ecosystem services, carbon sales, involvement in

	hectares of forest”?	alternative livelihoods, or other conservation activities going towards the improvement of their local forest management.
57	The recipient is expected “to generate income from the CFP whereby the Recipient, with its partners, can self-sustain its activities long after USAID funding through this mechanism has stopped”. Does USAID intend for income to flow to the Recipient with its partners, or could another mechanism be established whereby future flows of carbon funds (or funding from other sources) support the continuation of activities in the communities, but not necessarily passing through the recipient? If the former is the case, does the phrase “the Recipient with its partners” mean “the Recipient AND its partners” In other words, does USAID expect that both the recipient AND partners will self-sustain activities after this funding mechanism has stopped?	USAID intends for the income generated from the CFP to be shared between stakeholders engaged in CFP activities, as decided by the project together with its stakeholders and communities per its methodology and implementation plan, to the end that all participants have a vested interest in continuing to work together towards the same objectives beyond the life of the project. USAID intends for at least the Recipient and/or its partner organization(s) to be able to self-sustain its activities after the funding mechanism has stopped (at least one of the major partners involved, preferably the Recipient).
58	Does the following expected result, “ The Recipient is expected to generate income from the CFP whereby the Recipient, with its partners, can self-sustain its activities long after USAID funding through this mechanism has stopped”, exclude revenue that goes directly to project stakeholders (e.g. communities) and ensures the continuation of their activities beyond the life of USAID funding?	USAID intends for the income generated from the CFP to be shared between stakeholders engaged in CFP activities, as decided by the project together with its stakeholders and communities per its methodology and implementation plan, to the end that all participants have a vested interest in continuing to work together towards the same objectives beyond the life of the project. USAID intends for at least the Recipient and/or its partner organization(s) be able to self-sustain its activities after the funding mechanism has stopped (at least one of the major partners involved, with preference that it be the Recipient).
59	Does USAID include revenue generated from safari hunting in its category of “sustainable incomes” as is the case in other initiatives (past and present) supported by USAID in Zambia and the region?	Yes, as long as the safari hunting is done sustainably and in conformation with Zambian and international laws.
60	Do wildlife-based enterprises (tourism, hunting, etc.) and marketing of NTFPs qualify as examples of “Pay for performance programs”?	For the purpose of the CFP, yes, as long as all activities are done sustainably and in conformation with Zambian and international laws.
61	What is the difference between “alternative livelihoods activities” under Result 1.3 (first three bullets) and “increased adoption of sustainable alternative livelihoods” under Result 4.1 (first bullet)?	These terms are fairly synonymous. Alternative livelihoods should be sustainable, otherwise they do not become the livelihoods of the people, they become short-term activities. The introduction of livelihood activities becomes sustainable when adoption of the livelihoods readily occurs, markets are established to trade in goods produced by these activities, and the rate at which resources are harvested to continue production allows for sustained production levels for the foreseeable future.

62	The list of possible activities under A.12 Windows of Opportunity is broad, ranging from emergency response, innovation and support to civil society. What will be the process for agreeing upon what is eventually supported from these funds? Is the Recipient expected to propose a process or criteria, or will these be provided by USAID Zambia?	USAID purposely included broad language to allow maximum flexibility to adapt to any changing circumstances or opportunities to make an impact that were not originally planned. The Recipient and/or USAID may identify, discuss, and agree to respond to an unanticipated opportunity. The utilization of the funds will only be authorized upon written notification from the Agreement Officer.
63	The RFA mentions the lack of other energy sources in urban areas resulting in high urban demand for charcoal as a driver of deforestation. Is the applicant expected to propose activities related to this, or are there other USAID Zambia projects undertaking such activities?	CFP does not have to reduce urban demand for charcoal – it will work primarily on the supply side. Other projects are addressing demand side and national level issues on demand.
64	Is there a report or other documentation available identifying which communities in Eastern Province have been most impacted by gender-based violence?	USAID is not aware of any documentation as described..
65	Will the USFS be an active partner in the program and if yes, what is their expected role?	The USFS works primarily as a partner under the overall Global Climate Change Initiative by providing technical support to the USAID Zambia Mission and GRZ, but is not expected to be an active partner with CFP. USFS is foreseen to only produce land use change maps that will be relevant to CFP.
66	Are the CFP activity indicators from the original “Program Design” document (p. 19) maintained?	The Applicant should focus on achieving the expected outcomes as described in this RFA as of June 13 <sup>th</sup> , 2013.
67	Can USAID comment on whether the following three results should also be treated as high level indicators to measure overall CFP impact? Result 1.2.3: Decrease in rate of deforestation in PFMAs Result 1.2.4: Decrease in volume of unsustainable charcoal and timber production in PFMAs Result 1.3.5: Improved human capital in impacted areas	Yes, all three are high level and project indicators
68	The RFA mentions indicators such as reduced area of deforestation. Will the project be expected also to produce reference emission levels and translate these changes in rates to emissions and/or removals of greenhouse gases?	Yes, as PFMAs are formed, it is expected that baseline surveys of forest lands are done. The translation of data pertaining to these baseline studies as generated over time will be expected to be translated into reduced rates of greenhouse gas emissions.
69	How do you expect the recipient to estimate the value of a REDD+ avoided emission quantity -- will you provide a standardized per-ton dollar value?	The Recipient should propose their own estimations for the value of REDD+ avoided emissions from their proposed activities.
70	Is it fair to say that the project will bear all costs of development, delivery and verification of the PDD to VCS?	Yes. It is fair to say that the project will bear all costs pertaining to the development, implementation, and achievement of the objectives set forth in this RFA, which includes verification.

71	<p>Regarding the period of operational continuity post-project, there are several references with differing time periods in the RFA (“decades to come” page 1; “long after” page 5; “at least 50 years” page 6; “in perpetuity” page 16 and page 36; “beyond the lifetime of USAID funding” page 34 and page 35). Please clarify the expectation of time period and definition of operational continuity post-project.</p>	<p>Legally protecting forest lands for fifty years through agreements with governments, traditional authorities, and other stakeholders to protect those lands is a reasonable expectation. REDD+ projects require a 30 year minimum.</p> <p>As for how long the operational continuity of the Recipient and its partners will be post-project is for the Recipient to propose; we are not specifying an exact period of time.</p>
72	<p>May an entity that is not the Prime Recipient (for example, a subrecipient) be entrusted to ensure that its financial commitments are invested in CFP beneficiary communities after the project has ended?</p>	<p>USAID has a strong preference for the Recipient to retain a continued presence in the communities beyond the life of the project. If the Prime Recipient is unable to continue beyond the life of the project, memorandums of understanding with a key partner organization(s) should be made part of the application so USAID understands the level of commitment of any entity who, and to the level of commitment, that will remain after the life of the project to sustain CFP activities in communities.</p>
73	<p>On page 18 of the RFA, under Application Contents, there are four sections listed, including section 4. Proposed outcomes and impact indicators.</p> <p>a. Please clarify whether this should be a separate section, to be included in the 15 page limit for the technical application, or whether the proposed outcomes and impact indicators can be included in an annex?</p> <p>b. Please clarify whether the proposed outcomes are the same as the expected results listed for each of the Sub-IRs and results in section A.7 Expected Outcomes. Please also clarify whether the impact indicators are the same as performance indicators, or whether they are the indicators suggested for use by the external evaluator that will develop an evaluation design at the program’s outset (page 8 of RFA).</p>	<p>The proposed outcomes and impact indicators should be part of the management approach included in the technical application.</p> <p>The impact indicators, which are listed as expected results, will be treated as performance indicators to which the project will report. If an external evaluation is confirmed, the evaluator may develop, in coordination with the Recipient, additional impact level indicators that will be evaluated.</p> <p>The expected outcomes as listed in the RFA are those in which USAID wants the Recipient to propose how to attain.</p>
74	<p>Under the Proposed Technical Approach on page 18 of the RFA, USAID requests “(a) technical description of how the REDD+ program will achieve all the expected outcomes, a five year high-level work plan, and a detailed one-year implementation plan.” Page 19 of the RFA lists the application annexes, including Annex II: Implementation Work Plans. Please confirm that the five-year implementation plan and a first year work plan should be included in Annex II only and not within the 15 pages of the technical approach.</p>	<p>The work plans should be included in the annexes only.</p>

75	Page 22 lists the required forms which includes the Certification of Compliance with the Standard Provisions entitled "Condoms" and "Prohibition on the Promotion or Advocacy of the Legalization or Practice of Prostitution or Sex Trafficking." Is the certification for "Condoms" and "Prohibition on the Promotion or Advocacy of the Legalization or Practice of Prostitution or Sex Trafficking" required?	As of 06/28/2012, these certifications are no longer required. USAID amended the RFA to remove this
76	On page 2, the RFA references strategic documents related to USAID/Zambia's Global Climate Change Project: Abating Climate Change by Enabling Sustainable carbon-Sequestration (ACCESS). Can USAID provide these documents and/or provide more information about the ACCESS project and its relationship to the CFP?	The information publically pertinent to this RFA is already described in the RFA. The entirety of the document will not be made publically available.
77	On page 52, the list of reference documents includes the following: "***Key USAID and USFS activity design analyses are provided with the solicitation as attachments/annexes." If these documents have been provided as attachments and/or annexes to the RFA, can USAID provide the location where they are posted for downloading?	These documents can be found at USAID/Zambia website on the following link: <a href="http://zambia.usaid.gov/solicitations">http://zambia.usaid.gov/solicitations</a>
78	Page 4 of the RFA contains the following sentence: "The boundaries and sizes included with each PFMP should correspond to existing legally defined public land areas as much as possible, including customary land, forest reserve, or game management area boundaries but not necessarily within a PFMA itself."  Could USAID clarify what would not necessarily be within the PFMA itself?	A PFMP can act as the management plan for land use outside of the PFMA designated land.  As in, a PFMA must be under the land management plan of a PFMP, however land outside of a PFMA may also be incorporated into a PFMP in order to better implement the CFP on PFMA land.
79	Is there a preferred version of Microsoft Word that is compatible with USAID's systems? Can applicants submit documents in Microsoft Word 2010 (with a .docx extension)?	Applications must be in Microsoft Word lower or equal to 2010. Applicants may submit documents in Microsoft Word 2010 with a .docx extension.
80	On page 18 "Application Contents" USAID lists section that should be part of the 15 pages. Can USAID confirm that the "Cover Page" is excluded from the page limit?	Cover page is excluded from the page limit.
81	Can USAID confirm that the Table of Contents is required and excluded from the 15 page limit?	Table of contents is required and is not part of the 15 pages limit.
82	May applicants include an acronym list that is excluded from the 15 page limit?	Yes, applicants may include an acronym list and it will be excluded from the 15 page limit.
83	Please can you advise us if this tender can be applied for by private sector? The tender documents specify under "III. ELIGIBILITY INFORMATION"  1. Eligible Applicants-Any Non-Governmental Organization (NGO) is eligible to apply under this RFA." 2. But how is an NGO defined?	Any Non-Governmental Organization (NGO) is eligible to apply under this RFA. USAID defines a Non-Governmental Organization as any private or nonprofit organization that is formed or organized independently from a national or local government entity.

84	Is the purchase of a light aircraft permissible within the scope of the CFP, given the vast and remote nature of the target areas and required outcomes?	I encourage you to propose whatever you think is necessary to make your proposed program work. I am not sure if aircraft is a permissible cost; however, you should review the OMB Circular referenced in the RFA which will give you an overview of what is permissible or not for nonprofit organizations. If this will be through a for profit organization, then the Federal Acquisition Regulation's cost principles apply.
85	I was wondering whether there was any formatting guidance available for Annex II (Implementation Work Plans) and accompanying M&E plan. I am aware that there are several formats which are acceptable for various types of USAID programs.	Applicants are free to use any implementation work plan that works for them. RFA did not ask for M&E plan at this stage.