

AFRICAN UPDATE

The sub-Saharan food situation in the current 1985-86 crop year is much improved from last year. Nearly every country suffering from food shortfalls last year has had an improved harvest this year. The result is that most countries do not need exceptional food assistance at this time, and in several cases, the food recipients of last year may become the food suppliers.

U.S. FOOD AID CONTRIBUTIONS

In fiscal 1985, the U. S. government through the AID-administered P.L.-480 program made over three million tons of food aid available to sub-Saharan Africa. This included over 1.8 million metric tons of emergency assistance. The U.S. contribution represented 50% of all food delivered to sub-Saharan Africa during the 1984-85 crop year.

In fiscal 1986, with the exception of Ethiopia, the bulk of food aid requirements has already been pledged by the donor community. The United States has made available 1.45 million metric tons thus far in fiscal 1986. This accounts for nearly 60% of food pledged to date for sub-

Saharan Africa in the 1985-86 crop year.

GENERAL SITUATION

The major reason for the improvement in this year's harvest is increased rainfall at the appropriate time during the growing season. The change in West Africa's Sahel is particularly dramatic. Although Cape Verde and Mauritania continue to suffer from chronic food shortfalls, only Mali had unusual food shortfalls this year. Last year the entire Sahel was affected.

In East Africa, reports now indicate that Sudan has nearly tripled its cereal production from last year. However, the increase was primarily confined to the eastern part of the country, and western Sudan will still require food to be imported from the eastern surplus. In Ethiopia, there was some increase in production, but the lack of available agricultural inputs precluded a more substantial recovery. External food imports will continue to be required through the current crop year.

LESSONS LEARNED

The lessons learned from last

year's severe drought have enabled the donor community and recipient countries to be better prepared for future food emergencies. Rainfall patterns are being monitored closely and reviewed during the growing seasons. Harvest projections are adjusted from the time seeds are planted so that shortfalls are identified as soon as possible. Once figures are projected, the decision-making process begins, and requests for food aid are considered early in the crop year to avoid difficulties in food deliveries.

To expedite the delivery process, the donor community has been active in assessing port capacities, trucking fleets and internal distribution networks. Storage proposals are being considered that could put food stocks closer to areas in need, and drought-prone nations are being encouraged to maintain adequate internal food stocks.

Food emergencies are expected to continue periodically in sub-Saharan Africa for the foreseeable future. AID is working with donor nations and private and voluntary organizations on long-term solutions to Africa's agricultural situation.

FRONT LINES

THE AGENCY FOR
INTERNATIONAL
DEVELOPMENT

January 1986

...the front lines of a long twilight struggle for freedom... John F. Kennedy

PN-ACZ-526



ICORT II Examines Progress

Resettlement Fears Confirmed

AID IN BELIZE

PL-480 Food Assistance Committed To Date—FY-1986

(Grain in Metric Tons—Dollar Value in Millions)

| Country | Title II Regular (incl 206) | Dollar Value (w/freight) | Title II Emergency (To Date) | Dollar Value (w/freight) | Section 416 Dairy Approved | Dollar Value (w/freight) | OFDA Cash Approved | Grand Totals* | TONNAGE | VALUE |
|--------------|-----------------------------------|--------------------------------|------------------------------------|--------------------------------|----------------------------------|--------------------------------|--------------------------|---------------|---------|-------|
| Botswana | 15,963 | 5,509 | | | | | 1,000 | 15,963 | 6,509 | |
| Burkina Faso | 27,099 | 10,370 | | | | | | 27,099 | 10,370 | |
| Cape Verde | 6,006 | 2,611 | | | | | | 6,006 | 2,611 | |
| Chad | 17,700 | 6,997 | | | | | 273 | 17,700 | 6,270 | |
| Ethiopia | 12,783 | 5,487 | 194,349 | 82,389 | 21,313 | 8,899 | 12,022 | 228,245 | 103,309 | |
| Guinea | 80 | 030 | | | | | | 20,080 | 6,030 | |
| Mali | 17,425 | 7,935 | 14,870 | 5,125 | 453 | 406 | 1,723 | 32,748 | 15,188 | |
| Mauritania | 9,217 | 3,914 | | | 80 | 072 | | 9,297 | 3,986 | |
| Mozambique | | | 55,419 | 16,043 | | | 174 | 113,419 | 26,217 | |
| Niger | 5,382 | 2,532 | | | 382 | 342 | | 5,764 | 2,874 | |
| Somalia | 461 | 403 | 27,000 | 8,827 | | | | 94,250 | 29,230 | |
| Sudan | 3,196 | 1,380 | | 13,952 | | | 6,095 | 334,894 | 71,427 | |
| Zambia | 224 | 078 | | | | | | 44,224 | 10,078 | |
| Africa Reg. | | | | | | | 643 | | 643 | |

*Total includes proposed Title I/III not shown on chart.

ICORT II Calls for Universal ORT Access

by Bill Outlaw

More than 600,000 lives have been saved through the use of oral rehydration therapy (ORT) in the past two and a half years, but Administrator Peter McPherson said in an address at the second International Conference on Oral Rehydration Therapy (ICORT II) that "new avenues" still must be traveled to achieve universal access and use.

McPherson outlined the progress made since ICORT I and suggested new goals for AID and other cooperating groups at ICORT II—the U.N. International Children's Educational Fund (UNICEF), the World Health Organization (WHO), the International Center for Diarrhoeal Disease Research in Bangladesh (ICDDR/B), the U.N. Development Program (UNDP), and the World Bank—during his official welcoming address at a week-long December conference in Washington, D.C.

"The facts are clear: Governments, donors, private groups and the people of the world expressed the sense of urgency at ICORT I—the sense that we can save millions of children," McPherson said.

"However, we are still far from total success," he said. "Many children are still dying because they do not have access to this technology or do not receive proper ORT treatment."

The importance of ORT also was emphasized by President Reagan.

"The potential of Oral Rehydration Therapy for saving lives marks it as

one of the most important medical advances of this century," the President said in a written statement.

"This simple and inexpensive mixture of sugar, salts, and water can mean the difference between life and death for some four million children," he continued. "It holds the promise of so much hope to so many

families that we must make that hope a universal reality."

The President pledged the "continued support" of the United States in the effort to make ORT available worldwide within the decade.

McPherson said significant progress has been made in meeting goals set during ICORT I.



Administrator Peter McPherson (above) demonstrates how to mix the oral rehydration solution. An Egyptian mother (below) learns the proper procedure for administering oral rehydration therapy.



• ORT is now widely recognized as appropriate and desirable at all levels of the health system.

• Many countries have developed policies and plans to address dehydration caused by diarrhea.

• Mothers are now regarded as the key to the treatment of diarrhea.

• There is agreement that integrated communication channels such as face-to-face, print, and radio and television are necessary to promote ORT messages.

McPherson said the Agency spent \$35 million in 1985 for ORT—triple the amount it budgeted in 1983.

"This funding has made it possible for AID to assist over 50 countries in the development of their ORT programs," he said.

For example, the AID-funded Technology for Primary Health Care (PRITECH) project has assisted at least 27 countries in developing plans to implement ORT. Training and technical assistance was provided to governments and private

(continued on page 10)

Child Survival Report Sent to Congress

An additional \$85 million appropriation from Congress has enabled AID to double its efforts to save thousands of lives through child survival programs such as oral rehydration therapy (ORT), immunizations, nutrition education and child spacing, according to the Agency's Child Survival Report.

"In one sense, AID's child survival programs represent investments in the future well-being of our world," Administrator Peter McPherson said in presenting the report to Congress last month.

"In another sense, all of AID's programs represent an investment in child survival," he said. "The commitment implicit in AID's overall mandate is to help bring about economic and social development so that lives, once saved, are lives worth living."

Child survival programs include oral rehydration therapy (ORT), intense immunization efforts, nutrition education and child spacing.

The projects are designed to help millions of children in developing countries who die from diarrhea-related diseases, measles, polio, whooping cough, tetanus and tuberculosis.

In accepting the report, Sen. Bob Kasten (R-Wisc.) said that nearly half of the deaths in developing countries occur in children under five years of age.

"That is a truly tragic statistic, but it is even more disturbing when you realize that the majority of these deaths are preventable," Kasten said.

Kasten said progress is being *(continued on page 4)*

Resettlement Fears Confirmed

Administrator Peter McPherson, calling for a halt to the Ethiopian government's current resettlement and villagization programs and free access for press and relief agencies in these areas, said that some of the United States' worst fears have been confirmed.

"We now have shocking eyewitness accounts of desperate conditions at one of Ethiopia's leading resettlement sites," McPherson announced at a press briefing Dec. 23.

U.S. personnel who interviewed people in the two villages in the Pawe area of western Ethiopia estimate death rates are as high as those that existed in the feeding camps during the worst period of last year's famine, he said.

"People are dying at the rate of seven to 15 per 10,000 each day. Hundreds have already died in the Pawe area. Over the next year, as much as one quarter of the population in the villages visited will die if the present death rate continues," he said.

McPherson said the deaths are due primarily to diseases such as malaria and typhus. Most of the 80,000-90,000 people moved into the low, swampy Pawe area over the

past several months are from the high-altitude regions of Tigray and Wello. The dramatically different climate in Pawe has compounded the susceptibility of these malnourished people to disease, he said.

Most of the people interviewed said they had been forced, often at gunpoint, to leave their homes, sometimes just when they were ready to harvest this fall's crops, McPherson reported. Almost everyone said they wanted to return to their homes but were prevented from doing so.

"Party cadres with guns were in each village and appeared to be patrolling every possible escape route," the Administrator explained.

"The problem is broader than two villages in Pawe," he emphasized, pointing out that a vast resettlement program is under way throughout Ethiopia. Already 550,000 people have been resettled, and the Ethiopian government is projecting moving almost three times that many.

In addition, the Ethiopian government has begun a villagization program to move millions of people off their farms and into newly-created villages. "The purpose of the program appears to be to increase political control," he said,

"although it is clearly to the detriment of food production—a shocking fact since the country has not yet recovered from the famine."

McPherson charged that the Ethiopian government is not providing the necessary support to those who have been forcibly resettled or moved into villages.

"Too often, the government is moving starving people instead of food. Resettlement and villagization are government-made disasters. Potentially, this is a vast human tragedy of historical proportion," McPherson said.

The situation has been brought to the attention of the Ethiopian government, and the United Nations is playing an "especially constructive" role, he said. "We have reason to hope that some steps to reduce the suffering will take place in this particular area."

McPherson added that U.S. feeding programs in Ethiopia will continue, and the United States will uphold its commitment to provide one-third of the estimated need this year. The United States is the only donor nation to have made such a formal commitment, he said.

—Suzanne Chase

Diarrhea Prevention: An Important Challenge



New channels of communication will be used in the future to help teach mothers how to use oral rehydration therapy (ORT) correctly.

One of the challenges in the years ahead will be developing a rehydration solution that also combats the physical problems associated with diarrhea.

"Such a solution would undoubtedly be invaluable in increasing ORT usage since mothers—not unexpectedly—want to give their children something that will eliminate diarrhea," said Dr. Michael Merson, director of the World Health Organization's Diarrheal Disease Control Program.

"Diarrheal diseases no longer need be the inevitable scourge of infants and children."

Speakers at ICORT II cautioned, however, that such solutions are only in their initial research stage and are not yet ready for public use.

Attention also was given to the possibilities that can be achieved once a successful, worldwide implementation program has been set up.

Prevention must be given more attention, Merson said. Breastfeeding, proper weaning, use of safe water and bathrooms, good personal and domestic hygiene, and immunization against measles are a few activities that could be linked to successful ORT programs.

"Because of the frequency of diarrhea and the success of ORT, it offers the ideal way to educate mothers about what they need to do to prevent other diseases as well," he said.

Once a worldwide system for implementation has been established to ensure effective ORT use, that system could be used to address other health areas as well.

Dr. Kenneth Bart, the Agency's director of Health, said a major challenge ahead will be in working to integrate ORT with other health activities.

He said steps that likely will be taken in the future include:

- New and innovative channels of communication will be used to reach mothers, including those living in remote areas, to teach the correct use of ORT and to teach the proper treatment for diarrhea.
- The mother will become the central figure in ensuring the survival of her children through home-prepared ORT, proper feeding of children, participation in immunization programs and child spacing.
- The introduction and testing of oral rehydration salts that will attempt to treat diarrhea and its effects on the child.
- Vaccines and other scientific advances to combat diseases such as cholera and typhoid will be developed. Some of these vaccines will be available in the next decade.
- Widespread use of measles vaccine will have a major effect on morbidity and mortality due to measles.
- Countries such as Egypt which have succeeded in reducing the mortality rate due to dehydration will begin working to prevent the disease.

Bart said the cumulative effect of a decade of water and sanitation projects will become apparent, resulting in a "rediscovery" of the significance of such projects.

"Diarrheal diseases no longer need to be the inevitable scourge of infants and children. Diarrhea can now be controlled until we are able to prevent it through safe water and proper sanitation," Bart added.

He said the advances made to date and their potential impact mean unlimited possibilities lie ahead.

"We are no longer convincing each other that ORT works, but rather we are discussing and sharing alternative mechanisms to bring ORT to mothers," Bart said.

CONTENTS Vol. 25, No. 1

NEWS & FEATURES

- 3 **AID ACTIVITIES SUPPORT NARCOTICS CONTROL**
by Suzanne Chase
AID's development assistance program contributes to U.S. and developing countries' narcotics control efforts.
- 5 **PERSONALITY FOCUS: JOHN ERIKSSON**
by Bill Outlaw
- 6 **ICORT II HIGHLIGHTS SUCCESS STORIES**
by Bill Outlaw
Conference Presents Striking Contrast
Getting ORT to the People Is Essential
ORT Use Can Save Millions
- 8 **MISSION OF THE MONTH: BELIZE**
by Judy Van Rest

DEPARTMENTS

- | | |
|--|---|
| 11 AID BRIEFS | 14 AFR—Workshop Promotes Training |
| 12 Where In The World | 14 BIFAD—BIFAD Celebration Held |
| 12 FLO—Coordinators Attend Forum | 14 IG—Quick Action Nabs Suspect |
| 13 SCI—AID-Funded Scientists Receive Recognition | 14 LAC—LAC Focuses on Future |
| 13 M—New Evaluation Report Being Tested for 1986 | 15 EOP—Success Rates for Tenure Analyzed |
| 13 CDIE—Director Stresses Importance of Information | 15 Sector Councils' Report |
| 14 S&T—Malaria Vaccines on Horizon | |

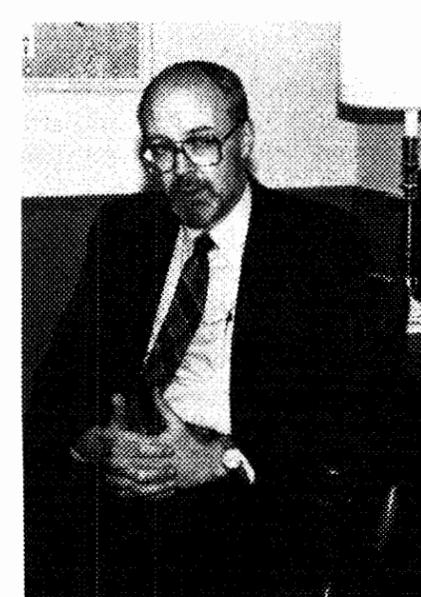
Front Lines, a publication for employees of the Agency for International Development, is published monthly by the Bureau for External Affairs. It has been reviewed and approved by the Communications Review Board.

All Agency employees are encouraged to contribute stories, pictures and ideas. Material should be submitted at least 21 days in advance of the next publication date to Editor, Front Lines, AID, Room 4889, Washington, DC 20523. Phone (202) 647-4330. Next issue: February 15, 1986.

Acting Assistant Administrator for External Affairs: Sarah Tinsley
Director of Publications: Judy Van Rest
Editor: Dolores Weiss
Assistant Editor: Suzanne Chase
Senior Writer-Editor: Bill Outlaw
Photographer: Clyde F. McNair
Staff Assistant: Mary Felder

Photo Credits: Cover photo: UNICEF; pages 1, 2, 6, 7: Pat Lanza Field; Pages 8, 9: Judy Van Rest; page 10: Randy Hinson

Correspondents: AFR: William Small
EOP: Voncile Willingham
FVA: Lori Forman
GC: Robert Lester
IG: Richard Howard
LAC: Bernice Goldstein
M: Dorothy Kelley,
Barbara Hoggard
M/PM: Marge Nannes
OFDA: Frederick Cole
PPC/E: Mary Power
PPC/WID: Deborah Purcell
PRE: Douglas Trussell
SCI: Irvin Asher
BIFAD: John Rothberg
FLO: Patricia Telkins
S&T: Earle Lawrence
ANE: Paulette Claiborne



Personality Profile: John Eriksson—page 5



Cover Photo: ICORT II focused on increasing the use of ORT through improved communication and education. Stories on pages 1, 2, 6 and 7

AID Activities Support Narcotics Control

by Suzanne Chase

In Bolivia, "coca kings" have owned airplane fleets that rival the national air force. In Peru, a small but growing number of young people are smoking "basuco," a lethal cigarette laced with a cocaine product, that can cause severe physical and mental damage. In Pakistan, estimates of heroin addiction include at least 150,000 people.

"For too long, the issue of narcotics control in the international forum was considered strictly a Western problem, limited to the developed, user nations, particularly the United States," says Richard Derham, assistant administrator of the Bureau for Program and Policy Coordination (PPC). "Now, however, there is increasing concern among the drug producing nations themselves, since they realize the damaging effects of the drug industry on their own societies.

"Once they realized the effects in their own country on the crime rate, the health of the population, the productive energies of their young people being depleted by addiction, the undermining of democratic institutions by the corruption endemic to drug producing nations, they began to take action to control the problem," Derham says.

AID's involvement with narcotics control efforts goes back many years

"Our focus is on national and local opinion leaders to help them understand that the narcotics industry hurts the producing country."

as part of the Agency's responsibilities under the Foreign Assistance Act. More recently, in 1979 the act was amended; Section 126 instructs AID to "give priority consideration to programs which would help reduce illicit narcotics cultivation by stimulating broader development opportunities." This section is known as the Gilman Amendment for its author, Benjamin Gilman (R-N.Y.).

Primary responsibility for international narcotics control efforts rests with the Bureau for International Narcotics Matters (INM) in the Department of State. Although AID is prohibited from becoming involved in the law-enforcement or police activities necessary to the drug control effort, the Agency works closely with INM, other executive branch agencies and the White House Office of Drug Abuse Policy.

AID's current activities in this area are a result of the high priority given the narcotics issue by Administrator Peter McPherson, Deputy Administrator Jay F. Morris and

senior staff, according to Derham. In 1982, McPherson issued a policy determination on narcotics that stated, "AID's projects should reflect the interest of the host government to increase enforcement under existing bans and, more generally, to affect favorably the climate for extension of government administration and services into an area."

In addition, the narcotics problem is a significant issue for the Agency because Congress has, over the past several years, taken an increased interest in international narcotics issues, according to Richard Sheppard, Agency narcotics coordinator in PPC.

Amendments to the Foreign Assistance Act now require detailed reports on illicit drug producing countries as well as the suspension of assistance to any major drug producing country that fails to take adequate steps to prevent illicit narcotics from being smuggled into the United States. The recently enacted fiscal 1986 foreign assistance authorization contains a separate title on narcotics issues. It includes specific limitations on assistance to Peru and Bolivia if these countries fail to achieve certain objectives towards reducing illicit narcotics production.

"We are providing economic assistance in a protracted war that knows no true geographical boundaries. You must attack the problem internationally," adds Sheppard, who credits the First Lady's "mother-to-mother" conferences on drug abuse, attended by the First Ladies of approximately 20 countries, as very effective in mobilizing international support at the leadership level.

President Reagan raised the issue at last year's Economic Summit in Bonn and received a commitment from the seven summit nations that they would cooperate in drug control efforts, according to Derham. "We are furthering the President's initiative by raising the same dialogue at the development agency level," says Derham.

AID has requested that an ad hoc experts meeting on the subject be scheduled for early this year under the auspices of the Development Assistance Committee of the Organization for Economic Cooperation and Development (OECD/DAC). "Our message is that the narcotics issue is a developing nation problem as well as a problem for advanced Western nations. Our mission is to share experiences among international donor agencies and decide how narcotics concerns can best be incorporated into development activities," Derham says.

One experience that can be shared is the "coca/poppy clauses" that are a routine part of AID projects in drug producing areas, according to Derham. Essentially, the clauses state that a beneficiary of AID assistance agrees not to grow illicit drugs in the project area. "That commitment is a fairly basic concept," he says, "to ensure that at least we're not building an irrigation facility that will be used to water narcotic plants.

"We have concluded that development and income-substitution projects by themselves are not successful," Derham continues, "and drug eradication by itself is not successful. A tandem approach must be used, combining both eradication and enforcement as well as income-substitution for economic development.

"A strong eradication effort is necessary," he emphasizes, "to increase the risks for narcotics producers; otherwise, simple economics will propel them to continue to produce." By either the threat of jail or the destruction of their crop, enforcement and eradication can increase the risk enough that they are better off finding an alternative source of livelihood.

Also important, says Derham, are civic action programs, such as building schools, repairing roads and

South America and Mexico in the Bureau for Latin America and the Caribbean (LAC) and bureau narcotics coordinator. "Cocaine is the leading drug problem we face in the hemisphere," he says.

"Bolivia and Peru account for about 90% of all coca produced, which eventually becomes cocaine. Ecuador is also a producer. In addition, Belize and Jamaica are leading producers of marijuana," Almaguer says.

In the late-70s, AID designed two projects aimed at supporting eradication efforts in major coca-producing regions of South America, according to Almaguer. The idea behind the projects in the Upper Huallaga Valley in Peru and the Chapare region of Bolivia was that, when eradication began, AID would offer the "carrot" of development pro-

"People will act on a problem, not when outsiders tell them to, but when they, themselves, perceive it as a direct threat to their own societies."

initiating health programs, in the drug producing regions. These are typically remote areas of the country where the government previously has had little impact on the lives of the people.

Sheppard adds, "Our activities in this area approach the problem of basic nation-building. We try to assist the government in reaching out to areas that generally have been inaccessible and to people who have not been integrated into the rest of the society."

An increasingly important part of this effort is a program of narcotics awareness, initiated by McPherson in 1984. "This is different from drug education typically aimed at the high school level," Derham points out. "Our focus is on national and local opinion leaders—in government, the press, military, police, industry, religion, academia—to help them understand that the narcotics industry hurts the producing country."

The Agency has economic development assistance projects linked to narcotics control in two major regions—Asia and Latin America and the Caribbean. AID works in conjunction with INM in these areas to carry out programs that complement the narcotics eradication efforts undertaken by drug producing nations with the assistance of INM and the U.S. Drug Enforcement Administration (DEA).

There is a narcotics committee at the American Embassy in each narcotics producing country. The AID mission director is a member of the committee, which also includes representatives from agencies such as the U.S. Information Service and DEA.

In Latin America and the Caribbean, there are five countries where a combination of a significant narcotics problem and a large AID program coincide, says Frank Almaguer, director of the Office of

grams to promote legitimate agriculture and other economic alternatives in the region.

"The programs got off to a slow start," he says. "However, we are encouraged that in both Peru and Bolivia new governments are strongly committed to dealing with the narcotics problem."

Almaguer points out that Bolivia and Peru have grown coca for centuries, and the perception was that the plant was not a local problem. Indians chew the coca leaf, and a non-narcotic coca tea is used widely.

"No government is going to push hard on a subject it feels does not impact negatively on its people," he says. "To tell farmers to stop growing something immensely profitable for the risks of growing something else with no assured market is politically difficult for many governments; you can almost anticipate political unrest and economic dislocation with any effort to control the coca production business. This has happened to some degree in the Chapare and Upper Huallaga as eradication efforts there have intensified."

By the early 1980s, the government of Peru had a better understanding of the importance of the narcotics problem as both an international and a domestic issue, according to Almaguer. The AID development project picked up steam as eradication got under way. The government's positive actions were not only a result of a growing realization of the social costs of its domestic addiction problem, but also a matter of national security, Almaguer says. "Boats and planes coming in and out of the country freely to carry out illegal activities is something that would worry any minister of defense," he points out.

In the case of Bolivia, the AID project has moved more rapidly

(continued on page 4)

Narcotics Control

From page 3, column 4

recently, with the approval of a national coca control decree last May and the election of a new president last August. The first eradication efforts began in November. "Now that the eradication is beginning," Almaguer says, "AID assistance can begin to flow into the Chapare in a more significant way."

Both projects are designed to include a broad range of activities, including agricultural research and extension, access to credit for farmers, education and training programs, agro-industrial development, the building and repair of basic infrastructure and irrigation projects.

"Accepting that no single crop or combination of crops or other income-substitution activities are as lucrative as coca," Almaguer says, "our assistance should have more immediate impact than the long-term development assistance we usually provide."

Therefore, both projects emphasize community action-type programs, such as the repair of schools, hospitals and roads. "This tells the people, 'yes, the government does care and can do something to improve your community, not merely take something away,'" he says.

Because the projects are in the initial stages, Almaguer says it is difficult to measure success or failure. "However, the tragedy of violence that is occurring in the Upper Huallaga region may be in part due to the success of the eradication, enforcement and development efforts," he adds.

The camps that house eradication workers have been attacked, and some farmers, as well as their families, who have cooperated with the eradication program and with the AID development program have been killed, often in a gruesome manner, according to Almaguer. "The very fact that narcotics production is threatened at all has caused the narco-traffickers to react violently," he says.

In Bolivia, incidents such as this have been less obvious to date, but as the eradication program gets under way, Almaguer feels that violence could accelerate in that area also.

To bolster its work in the LAC region, AID has launched narcotics awareness programs. In Belize, AID has awarded a grant to Pride, Inc. of Atlanta, Ga., to form a local organization to promote narcotics awareness. In Ecuador, the Agency provided a grant to the government to begin a training program for narcotics educators. In Jamaica, a project partially funded by AID is attempting to assess the drug addiction or abuse rate within that country.

A major program is beginning in Peru that supports creating a Peruvian private voluntary organization that would encourage appropriate civic action, promote more media coverage of the country's own drug problem and be a clearinghouse for

information on the subject.

"People will act on a problem, not when outsiders tell them to, but when they, themselves, perceive it as a direct threat to their own societies," says Almaguer. "Our challenge is to arouse people's consciousness."

The AID programs in Asia are more developed in terms of investment, experience, international collaboration and the duration of projects, according to Sheppard.

The two important narcotics producing regions in this area are the Golden Crescent, encompassing Pakistan, Iran and Afghanistan, and the Golden Triangle, which includes Laos, Cambodia and Thailand, according to Joseph Esposito, senior adviser to the assistant administrator of the Bureau for Asia and the Near East and bureau narcotics coordinator.

"Our involvement principally is in Pakistan and, to a lesser extent, Thailand," says Esposito, who points out that about half the heroin in the U.S. market comes from the Golden Crescent. Pakistan was selected as the initial target area because of the large amount of opium produced there and because AID has a large economic assistance program in the country.

"For our first narcotics project, we decided to go into an area where on an annual basis about 50% of all opium was grown," he says. The Gadoon-Amazai area development project involved an area of 215 square miles with a population of 116,000, of whom about 53% were engaged in opium cultivation. "We wanted to go into a major area and have a major impact," Esposito emphasizes.

The project was designed in fiscal 1983 as a five-year, \$20 million income-substitution activity to eliminate the area's economic dependence on opium and diversify its economic base.

The initial phase, which covered the first year, involved providing immediate benefits, such as demonstration plots of alternative crops, roads and electrification, to demonstrate commitment and foster local support for the effort.

The second phase, which will last four years, involves activities with more long-term benefits—improving infrastructure to get crops to market more easily and expanding agricultural activities and off-farm employment.

"The enforcement component, without which no development project will succeed, has worked," says Esposito. "There have been instances where poppy has been found growing, and the provincial authorities have moved quickly to destroy it."

He attributes this to the strong support of the government of Pakistan. "We have raised the narcotics issue with government officials at every level, but the substantial change in their attitude also stems from their awareness that the growing addiction rate is a problem with the middle class and their own children," he says.

Another contributing factor is the growing Islamic movement in Pakistan that is being promoted by the government, according to Esposito.

"Within the religion, the production and use of opium is frowned upon. An appeal is being made to the people on the basis of their religious commitment. Given the choice, many small farmers would prefer not to grow opium. Our challenge is to provide suitable, stable alternatives."

While Esposito agrees that "nothing really substitutes for the income from narcotics," he points out that opium is not a particularly reliable crop, being dependent upon considerable rain. "While we cannot substitute the economic return, we can make an effort to provide greater economic stability for the small farmer," he adds.

In an effort to expand the program, AID worked with the Pakistan government to develop a comprehensive plan to eliminate poppy cultivation in the remaining 50% of the opium-growing area. In December 1983 Pakistan unveiled its Special Development and Enforcement Plan (SDEP) to deal with five additional narcotics producing regions.

"The intent with SDEP is to make this an international effort," says Esposito, "with contributions from OECD donors." The project is being administered by the U.N. Fund for Drug Abuse Control (UNFDAC). SDEP already has attracted financial aid from the United States, the United Kingdom, Italy and Canada.

AID contributed to the umbrella effort by amending the Gadoon project to provide \$10 million to UNFDAC and renamed the project the Northwest Frontier Area Development project. A project in the Dir area is already under way, and Esposito says other projects will begin, sometimes simultaneously, in the remaining areas covered by the plan.

AID has one narcotics-related

project in northern Thailand and is considering additional activities, according to Esposito. The existing project, in the Mae Chem watershed, is designed principally to address environmental degradation, chiefly deforestation, in the area. One year ago, a second phase of the project began, in which new crops are being introduced into opium-producing areas not previously covered by the project.

"We also monitor narcotics activity in Burma," he says, "but have not yet begun programs in that country." Burma is the leading opium producer in the Golden Triangle, but the political instability of the Shan state, where opium is grown, makes narcotics work difficult and dangerous, according to Esposito. As many as one dozen political factions contend for control of the Shan state, he says.

As in the coca-producing countries, Esposito points out that opium use in Asia is culturally ingrained among the people. "Until 25 or 30 years ago, it was legal, and opium dens operated freely. Opium is something the people have grown up with, particularly the old people. It is very difficult to overcome a cultural tradition," he notes. "Yet the recent phenomenon of addiction among their own population appears to be creating a climate among the leadership in some of these countries in which our programs can be successful," he concludes.

"We'll win the battle in the long run at the producer level," Derham asserts, "not by telling these countries what to do, but by helping them discover what they need to do in their own self-interest."

Chase is assistant editor of Front Lines.

Child Survival

From page 1, column 4

made but added there is a long way to go.

The report pointed out that AID supports child survival activities in cooperation with other governments in 65 countries by working with government agencies, private and voluntary organizations, universities and private firms.

With AID's assistance, Ecuador has mounted a National Mobilization Campaign to convince mothers to bring their children to health stations for immunization.

In Africa, AID's Combating Childhood Communicable Diseases project is helping governments make better use of existing health facilities.

AID also is seeking ways to improve vaccine delivery methods. The Ezeject project in Guatemala is in that category because it is inexpensive, is easy to use by all levels of health personnel and the vaccine can be stored for up to three weeks without refrigeration.

The Agency also is supporting immunizations for expectant mothers to combat neonatal tetanus, which accounts for half of all newborn deaths in many poor countries.

This strategy virtually has eliminated neonatal tetanus in Haiti.

The report shows that significant progress is being made in producing malaria vaccines, a measles vaccine that could be given at six months to protect vulnerable infants, a whooping cough vaccine with fewer negative side effects, oral vaccines for typhoid and cholera, a vaccine for diarrhea-causing rotavirus and a new leprosy vaccine.

Noting that child survival programs should be a part of ongoing projects, McPherson explained that AID has been working to get Third World countries involved by committing themselves to principles such as better resource allocation with the health sector, private sector participation and community-based support for basic health services.

"AID has become increasingly interested in exploring the possibilities for community financing," McPherson said, "not only to ease the burden of paying recurrent costs to governments but also to ensure that ORT and other child survival activities become a part of life in developing countries."

"Such policies are essential if child survival programs are to last beyond the first rush of enthusiasm."

— Bill Outlaw

PERSONALITY FOCUS

John Eriksson

by Bill Outlaw

When John Eriksson takes over as mission director in Thailand this month, it will enable him to combine a multi-dimensional background that includes teaching, economics, science and technology, and administration and policy.

"I see it as the culmination of the things I've been involved in. In fact, you might say it was 'tailor-made' for me," says the scholarly-looking Eriksson who leaves his post as deputy assistant administrator of the Bureau for Science and Technology (S&T).

His selection for Thailand was no accident. Science and technology, private enterprise, natural resources management and employment generation in rural areas are major elements of the program at his new assignment.

"When I first came to AID 15 years ago, it was to specialize in the analysis of employment problems in developing countries, so this will bring me back to an area where I've worked before," he says.

The assignment also will draw on his background as a teacher, since the Bangkok mission works closely with universities and the public sector.

Eriksson first established contact with AID while working as a pro-

had similar interests, and I know that rubbed off."

Eriksson expanded on his interests in economics and international affairs while earning a master's degree at Wayne State University in Detroit and earned a doctorate in economics from the University of California at Berkeley.

His dissertation was a comparative study of the economies of seven Latin American countries, which involved some travel to those countries.

"That cinched it," he recalls. "It became clear to me and my wife (who had traveled with him) that it was what we wanted to be involved in."

His interest in Latin American economies grew to include other regions as he traveled on project-related visits to AID missions in India, Thailand, the Philippines, Korea, Ethiopia, Kenya and Zaire as well as Brazil and Colombia.

Eriksson maintained his ties with academia, and during the 1975-76 academic year he went on leave from AID to be a visiting professor of economics at Arizona State University.

He returned to the Bureau for Program and Policy Coordination in 1976 and became deputy associate administrator of the Office of Policy Development and Program Review.

In 1978, Eriksson went on his first overseas assignment to become



John Eriksson: "I think I'm fairly outgoing in the way of being open. I generally don't follow a closed-door policy."

because of the emphasis Administrator Peter McPherson placed on science and technology and development and because it gave him the chance to work with Nyle Brady, senior assistant administrator of the Bureau for Science and Technology.

Eriksson believes developing countries are making important scientific contributions that benefit themselves and other developing countries as well as contribute to solving problems affecting the United States.

"McPherson and Brady were particularly interested in India in this regard," Eriksson said, adding that he led a five-person team that developed a 10-year framework for science and technology in the AID program in India.

Eriksson says research in developing countries can produce useful benefits to the United States.

For example, he explains that developing countries face different problems in growing their crops than does the United States, but the results of their research can be applied to problems facing those same crops in the United States.

Another important factor, he says, is that by helping those countries, U.S. farmers can, over a period of time, help expand international markets for their crops. "The experience of countries such as Korea, Taiwan and Brazil demonstrates this," he adds.

Eriksson also has been involved in overseeing the implementation of the Indo-U.S. Science and Technology agreement signed in 1982 by President Reagan and Prime Minister Indira Gandhi.

"That agreement is seen as something that is of mutual benefit—as much for the United States in terms of the kind of research the Indians are doing," he said.

He remembers being very impressed with Gandhi when he met her during her Washington visit in

1982, and says that her son, current Indian Prime Minister Rajiv Gandhi, is "very personable and sharp."

He says the mission of the S&T bureau is to support the application of science and technology in the solution of major development problems in the Third World.

That focus has led to problem-oriented research being done in conjunction with major U.S. institutions and universities and agricultural centers.

Another focus of S&T is research involving nutrition, voluntary family planning methods, and technologies and approaches for improved health—especially preventive health methods—to increase infant and child survival. Other areas include environment and energy issues, educational technologies and institutional development problems.

He points out that successful efforts such as AID-supported biomedical research in health led to the testing of a vaccine for malaria.

"We believe if we don't support this necessary research, no one else will," he says.

Unlike many other forms of research, the S&T bureau focuses on problems in developing countries that are not addressed in more advanced nations.

For example, he points out that the focus in the United States is on cancer, heart disease and alcoholism. In developing countries, research must address hunger, malnutrition, dehydration and diseases such as measles and malaria that still affect large numbers of people, especially infants, children and mothers.

The S&T bureau includes the Office of International Training for which Eriksson has had oversight responsibility.

Eriksson also has been called on by Brady and McPherson to work on several special task forces: child survival, participant training, bio-

(continued on page 10)

"I got from my father a strong desire to make my vocation as relevant as possible to the needs of people."

fessor and director of admissions at the Center for Development Economics at Williams College in Williamston, Mass.

While there, he met professor Paul Clark, who had spent a sabbatical from Williams as AID's assistant administrator for the Bureau for Program and Policy Coordination (PPC).

After teaching for six years at Williams College, Eriksson accepted an offer in 1970 to work as an international economist for PPC.

He says he developed his interest in international affairs while growing up in Detroit.

"As far back as I can remember, I always was interested in travel and visiting strange new places," he recalls. "My parents didn't travel abroad—I think they had dreams of doing that—but we did travel a lot in the United States."

His interest in economics comes from his father, who was supervisor of truant officers in Detroit.

"I got from him a strong desire to make my vocation as relevant as possible to the needs of people," he says.

"He had a strong social conscience that went beyond his job as a truant officer. He had a very lively interest in foreign affairs and had friends who

assistant director of the mission in Sri Lanka.

Part of the reason he took that job was because he wanted to study how a country with a low per capita income had achieved a high literacy rate, high life expectancy and low infant mortality rate.

"Very few countries have been able to do that," he says.

It also was an "exciting time to be there," he recalls. A new government came to power emphasizing free market-oriented policies and a strong reliance on the private sector.

While there, he met Arthur Clarke, author of *2001 Space Odyssey*. Clarke makes his home in Sri Lanka.

"He increased my interest in science," Eriksson remembers, recalling his own interest in electronics and nature as a teenager. "In fact, Clarke is a trained professional scientist himself, which helps his works of fiction."

Eriksson returned to Washington in 1980 as associate assistant administrator for the Office of Policy Development and Program Review.

He became deputy assistant administrator of the Bureau for Science and Technology in March of 1983, a job he gladly accepted

ICORT II Highlights Success Stories

Dr. Mamdouh Gabr, chairman of the Pediatric Department of the Faculty of Medicine at Cairo University, said in his keynote address that more than 95 developing countries now have oral rehydration therapy, and usage of packets of oral rehydration salts (ORS) should exceed 250 million soon.

Examples of success stories in individual countries since programs were first developed were highlighted at ICORT II.

In Egypt, diarrhea-associated mortality since 1980 has been reduced by two-thirds in children below the age of two; overall deaths of infants up to 12 months also were cut in half.

In Honduras, the reported diarrheal mortality rate declined substantially. Death from dehydration in the one-to-five age group dropped from 40% of all deaths to 27%. For children under one, the rate fell from 40% to 23%.

In Gambia, the rate of awareness of ORS increased from 55.2% in 1982-83 to 89.3% in 1984-85. During that time usage increased from zero to 46.5%.

ORS awareness in Swaziland increased from 5% in 1982-83 to 21% in 1984-85. ORS use in communities increased from 17% to 43% during those years while use in clinics improved from 40% to 60%.

In Haiti, ORS awareness improved

"Never in history has so much been done for so many with so simple a technology and so little expenditure."

from 15% in 1982-83 to 90% in 1984-85. ORS use shot up to 80% in 1984-85 from a mere 2.3% in 1982-83.

"Never in the history of man has so much been done for so many with so simple a technology and so little expenditure," Gabr told the audience, referring specifically to Egypt's success story.

He said cooperation is needed among organizations at all levels — international, national, and local, governmental and non-governmental groups.

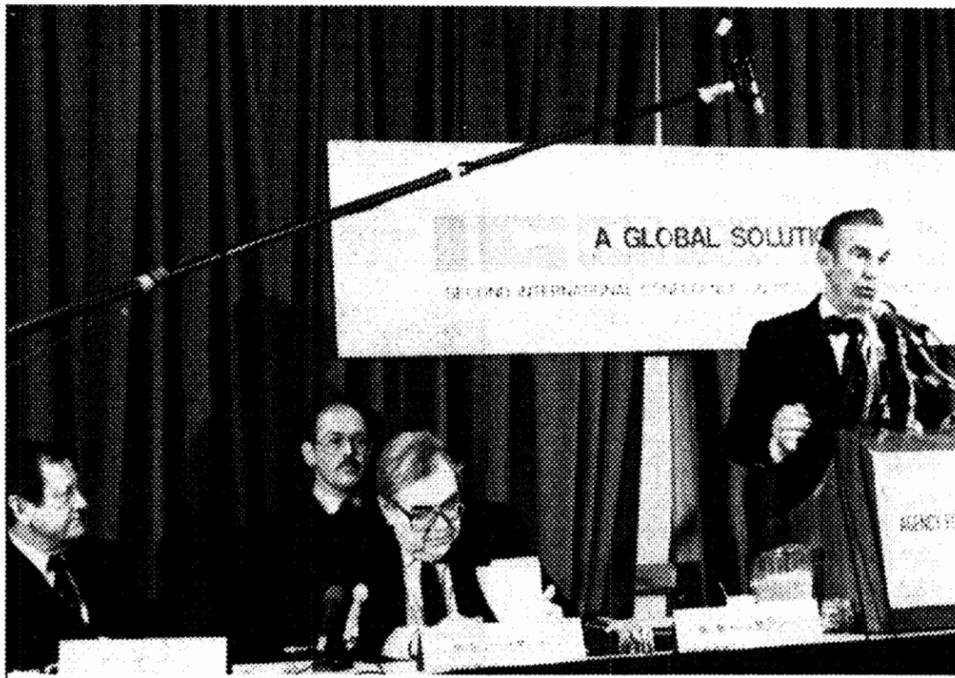
"Conflict between the bureaucracies of different foreign and local organizations might impede rapid program implementation," he said.

Coordination among these groups is essential in the development of diarrheal disease control plans of action, in offering financial support, in providing technical assistance, and in training programs and research activities.

A centralized plan also is a must, Gabr said.

"One of the main reasons for the success of the Egyptian experience was the establishment of one supreme committee for the project to handle all the data; only one policy was adopted and a single program was executed," he said.

While the integration of ORT programs with primary health care services is important, Gabr said the program should be allowed auton-



Speakers at the ICORT II conference included (left to right) James Grant, executive director, U.N. Children's Educational Fund; AID Administrator Peter McPherson; Bradford Morse, administrator, U.N. Development Program; and Dr. Halfdan Mahler, director-general of the World Health Organization.

omy in its initial stages.

"To be effective, it needs to move quickly with independence and flexibility that allow it to work freely with all governmental as well as private organizations," he said.

In Egypt, the undersecretary of the Ministry of Health for Primary Health Care heads the steering com-

mittee of the ORT program.

Gabr, noting the importance of tailoring ORT programs to the abilities of each country, said cultural attitudes must be taken into consideration.

One of the desired goals, he said, is to create a public demand for the product that, in turn, motivates policy makers to become committed to the program, and public demand stimulates local health workers.

Modern marketing techniques were used in Egypt to achieve this, he said. The promotion campaign was focused on the family, particularly the mother. Proper attention also was focused on the size, logo, color and ease of opening the ORS packet. A suitably-sized container was widely distributed at an inexpensive price.

The media information campaign was designed to get the necessary information about ORT to the mothers and to ensure that the product was widely available.

"The results were gratifying," Gabr said. "Mothers became aware of and used ORS."

In fact, local production of ORS jumped from three million liters in 1983 to 15 million in 1985.

Health personnel, doctors and physicians also need to be convinced of the importance of ORT, Gabr said. He suggested that Western textbooks commonly used by medical

students should include a chapter on ORT.

"The cooperation of doctors is crucial for the success of oral rehydration," he said. "Their word is well-heard and respected in most developing countries, even where traditional healers are still prevalent."

Medical curricula also should be changed to not only advocate oral rehydration, but also to stimulate doctors' interests.

Allowances should be made to enable pharmacists to make a small profit on ORS to give them an incentive to promote its use.

Managerial costs and local expenses should be the responsibility of each country, he noted, adding that it is the responsibility of health personnel in each country to demonstrate the cost effectiveness of oral rehydration to government planners.

Additional scientific research and development should be encouraged to further improve ORT. This should include progress in basic scientific research and in field research.

"The project in each country should have a scientific team that is quickly responsive to all scientific issues raised or published," he said.

Evidence of the success of Egypt's program could be seen in the results of two surveys conducted after two television campaigns, Gabr said. Before the campaigns, 32% of mothers were aware of dehydration, compared to 90% afterward.

Knowledge of ORS increased from 1.5% to 94%, and use increased from 5% to 50% after the campaign.

ICORT II Presents Striking Contrast

What a difference two and a half years has made," Dr. Michael Merson, director of the World Health Organization's (WHO) Diarrheal Disease Control Program, said in summarizing the conference.

"The contrast between ICORT I and ICORT II is striking, not just in terms

of our accomplishments, but in the shift in our attitude, from doubt to confidence and from hesitancy to determination," Merson said.

James Grant, executive director of UNICEF, said the progress between the first and second conferences was dramatic. He pointed out that discussions at ICORT II often dealt with problems stemming from progress made since ICORT I.

"When we met at the time of ICORT I, it was very much a promotional meeting," Grant said. "This meeting has been much more an implementation meeting."

Merson pointed out that Dr. Lincoln Chen, in his summary of ICORT I, said that the agenda following that conference dealt with how to carry out ORT programs. At ICORT II, participants were shown characteristics of those successful programs.

Unlike ICORT I, the second conference's plenary sessions dealt with how to link ORT with other health programs to reduce diarrhea mortality and morbidity.

Another difference in the two conferences was that at ICORT II, it had been proved that the ORS solution was a simple, inexpensive formula that can easily be used by mothers — thus paving the way to convince them of other important measures for diarrheal disease control and other primary health care activities.

"As more and more countries are gaining experience in oral rehydration therapy, its potential contribution to overall primary health care has become apparent," Dr. Halfdan Mahler, director-general of WHO, said in his speech.

Mahler, Grant and others pointed out the importance of focusing on the possibility of combining programs involving ORT and the health sector with programs involved in education, rural or urban development and water resource development.



Dr. Kenneth Bart, Agency director for Health, said a major challenge is to integrate ORT with other health activities.

Getting ORT to the People Is Essential

The importance of getting ORT to the people who need it was emphasized by ICORT II's concentration on implementation issues, Anne Tinker, chief of AID's Health Services Division, said in her address. "We need more attention paid to the how—how do we get the science there and used, not just the what," she said.

"Experience shows that mothers do not mix and give salt and sugar solutions correctly unless they receive repeated reinforcement and training."

"Successful large-scale programs have included integrated communication approaches, adequate supply and distribution, and effectively trained and supervised health workers," Tinker said.

She said ICORT II was structured to focus on implementation by looking at successful programs and answering questions put forth by those who work directly with ORT in their respective countries. The six panel areas were selected with that in mind.

Tinker challenged the panel to address numerous implementation problems, and their responses were summarized by Merson.

The Communications and Social Marketing Panel emphasized the importance of using standardized messages and appropriate media and the focusing of communication efforts to meet the specific information requirements of targeted audiences.

The Distribution and Logistics Panel reinforced the idea that the government and the private sector must work hand-in-hand to develop a uniform formula and packet label and to estimate packet needs. While local production may be relatively simple, adequate distribution of packets throughout the health care system requires careful planning and monitoring of supplies.

The Panel on Health Personnel Training advised that ORT training for all health workers must include sufficient hands-on experience to give the worker confidence that he or she can practice ORT and can apply the technique even in environments where it has not been well accepted. "Experience shows that mothers do not mix and give salt and sugar solutions correctly unless they receive repeated reinforcement and training," Merson said.

The Supervision and Monitoring Panel pointed out that items to be monitored must be identified, and

those doing the monitoring must be trained properly. Supervision must be decentralized in order to be effective.

The Evaluation and Cost Panel sought to determine the best indicators that can be used to evaluate ORT activities. Novel approaches such as better ways of measuring effective ORT use need to be developed further.

The Panel on Integrating ORT With Other Health Facilities advised that an integrated program can only be as strong as its individual parts. Such parts must be selected according to the severity of public health problems in that country, and whether the program could be put into effect at a reasonable cost. International and bilateral agencies must recognize that the countries themselves will make the difficult decisions as to which programs should be given priority.

Successful programs had several key elements in common:

- They have strong political commitments from health ministries, resulting in a national plan of operation, the designation of a national program manager and the provision of sufficient financial resources.
- Countries with successful programs adopted a clear strategy for delivery and use of ORT in the home and in health facilities—including recommendations for feeding during diarrhea. That strategy defined the tasks of mothers and health workers as well as trained them. Training for physicians, nurses and other paramedical workers also was provided.
- The best programs have made sure there are adequate supplies of ORS packets and that a standardized ORS packet design was used. Steps were taken that limited or stopped the promotion and use of antidiarrheal drugs and antibiotics in the treatment of childhood diarrhea. Training also was provided for pharmacists and traditional practitioners in the proper use of ORT.



The mother will become the central figure in ensuring the survival of her children through home-prepared ORT.



More than 1,200 participants from 100 countries took part in ICORT II. Dr. R. Varada Rajan of the International University for Health Education in Paris shares his experience with the conferees.

ORT Use Can Save Millions

More than 1,200 participants from some 100 countries took part in ICORT II, and Administrator Peter McPherson said in his closing address that ICORT II participants could take a great leap forward by planning to make ORT accessible by 1990 to every child who needs it and to increase the worldwide usage rate to 45%.

If that happens, he said it could save the lives of some two million children in the next five years who otherwise would have died from dehydration due to diarrhea.

In order to reach those objectives, McPherson said at least 80% of the parents of children at risk must know how to use the solution correctly.

"We will need to close the gap between access and effective use of ORT," he said. "We need to teach, to train and to promote so that those who have access, use ORT and use it correctly."

The important role that communications and marketing techniques can play in revolutionizing the delivery of health services is now recognized, McPherson said.

The Administrator said there is agreement now that ORT can be the leader in the overall development of health care delivery by striving to make it available in homes as well as in clinics.

He said ICORT II participants also understand that the private sector can be mobilized to train health care workers and parents, and that private businesses can play a substantial role in producing and distributing oral rehydration salts.

"Developing countries now lead the world in ORT production, in part due to these private sector efforts," the Administrator said.

Those attending the conference also left with the knowledge that ORT and immunization programs can

be delivered as part of this same program and that they are the principal thrusts for child survival activities.

"These are engines that can drive primary health care to the far reaches of every country," he said. "They are the foundation on which a sustainable health system can be built to deliver other critical information such as birth spacing and nutrition."

Other goals, McPherson said, are to improve donor coordination—especially at the country level. Developing countries must take the lead in pulling donors together to support their country's plans.

"Countries which have achieved results with their program must set a goal to sustain these results and work to improve them," he said. "The challenge for other countries that haven't achieved results is just beginning. They must set targets and apply their resources to achieving them."

The Administrator said the World Bank, UNDP, UNICEF and WHO have an important duty to take responsibility for donor coordination. Close communication on technical issues also is needed, with organizational meetings at the country and regional levels.

The Administrator said that AID plans to continue substantial funding for ORT-related programs.

"Each death we prevent will help us reach our global target," McPherson concluded. "Each health worker, each program manager and every country has a crucial role to play."

Worldwide coverage of essential health services is, in fact, possible, he said.

"If we accomplish this, together we can write one of the great chapters of human history."

Bill Outlaw, senior writer-editor in the Office of Publications, Bureau for External Affairs, covered ICORT II for Front Lines.

MISSION OF THE MONTH

AID in Belize

by Judy Van Rest

Awalk down a dusty, winding road lined with a mix of Victorian houses and small shacks, amidst English-speaking peoples with a Caribbean accent, does not paint a typical picture of a Central American country. But that is a typical scene in Belize City, the major metropolis of a country unique in its blend of cultures.

Belize is different from its Central American neighbors in many ways. Independent since 1981, the former British Honduras combines an English heritage with a Caribbean flair. Its people are a mix of Mestizo, African, Spanish and other diverse ethnic groups, a third of whom are descendants of the Mayas. In this sparsely populated nation of 160,000, English is the official language, although Spanish is widely spoken.

Belize's history is one of political stability. As a colony, it began self-government in 1964. After its independence, the country continued its legacy of representative government with democratic elections in December 1984, in which the peaceful transfer of government took place. It is the only democracy on the isthmus of Central America following the British parliamentary system.

Like other Central American nations, however, Belize is facing serious economic problems including severe budget deficits and balance-of-payments difficulties. Its economy has declined in recent years due to low world market prices for sugar, its major export, and an undeveloped agricultural base for other exports. A lack of basic infrastructure to develop domestic industry and attract foreign investment also has impeded economic growth.

The education system has produced one of the highest literacy rates in Central America, but there are few programs to increase the

number of technically skilled persons. Unemployment is on the rise in the cities where half the population lives. The emigration of working adults to the United States further exacerbates the economic situation, draining the pool of skilled human resources needed for growth.

Despite these drawbacks, Belize is bursting with potential, points out Neboysha Brashich, AID representative. The country's major natural resource is its approximate 809,000 hectares of arable land, only a fraction of which is under cultivation. Its rich soils and subtropical climate are ripe for agricultural development, and the shimmering waters off the coast and cays present a tremendous opportunity for its growing fishing and tourism industries.

"It is an industrious country," says Brashich. "Given its size and capacity, Belize's future economic growth may regain the levels it enjoyed in the seventies, provided agricultural diversity takes place and the issue of sugar production is resolved."

Economic Growth

Belize is laying a durable foundation for the future. Its trade deficit has fallen from \$86 million in 1981 to an estimated \$63 million in 1985 due to increased local production of fruits and vegetables and an increase in the export of winter fruits and vegetables to the United States, and, according to Brashich, this trend is expected to continue. The government is taking steps to diversify and expand the agricultural base and build up the nation's infrastructure. New investments in citrus and hotels, for example, are positive signs for future growth. In addition, the government is preparing to divest itself of some deficit-run parastatals (Belize Meats Limited has already been divested, and the Banana Control Board is in the process of selling its banana plantations to a small farmer cooperative and private indi-



A major meat processing plant, formerly owned by the government and now a private enterprise, will begin exporting meat to Jamaica.

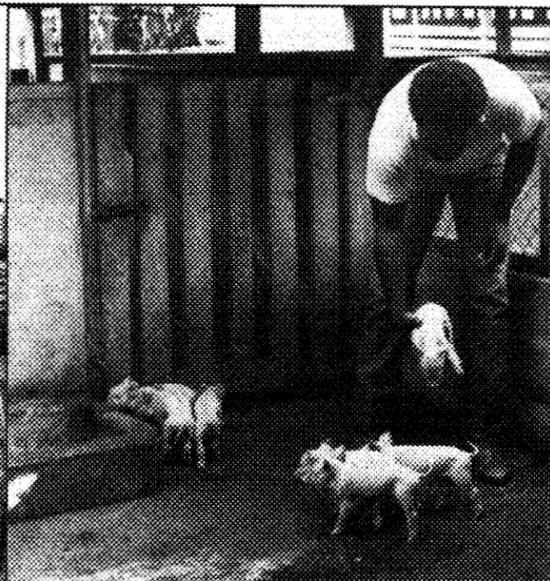
viduals), thus opening new vistas for private sector involvement in the country's growth.

Given the country's small population and limited domestic markets, the government recognizes that export and tourism development are essential to economic growth. Belize is a member of the Caribbean Community (CARICOM), which gives it access to Caribbean markets for export of beef and other products. The country also plans to take advantage of its eligibility under the Caribbean Basin Initiative by increasing production of such non-traditional crops as cocoa and winter fruits and vegetables for export to U.S. markets.

According to Charles Jenkins, agricultural development officer, the focus is on Belize making the transition from import marketing—that is, low-risk buying and selling—to export promotion and marketing, a more competitive but potentially more rewarding effort for the nation.

AID's Strategy

"AID's program is based on a strategy that collaborates with the government to develop a stabilized,



AID is assisting small pig farmers to learn to raise pigs. Walter Cooke (left), swine project manager, Development project manager, check the progress.

viaible economy," say Brashich, "which will enable Belize to continue political stability and provide a better quality of life for its people."

To help reverse the recent economic decline, he continued, in 1985 Belize and AID negotiated a \$13 million Economic Support Fund (ESF) loan for balance-of-payments support that focuses on improving public sector finances and a \$1 million ESF grant to provide technical assistance for advisory services to the Belize Electricity Board and for restructuring the Belize Marketing Board, two parastatals that are large drains on the public sector budget.

Belize's Central Bank is financing private sector ventures in light industry, agribusiness, agriculture and tourism with \$5 million, provided by AID, for on-lending through four commercial banks. According to Brashich, this is the first time medium-term lending is being introduced in Belize since, traditionally, commercial financial transactions have been on the basis of short-term credit.

The Belize Chamber of Commerce also has received assistance from AID to develop an export investment promotion program, and the National Development Foundation of Belize, a local private and voluntary organization, has received an AID-funded grant to expand a program of credit, business guidance and technical assistance to microenterprise owners, such as furniture makers, auto repairmen and tailors.

Agriculture Sector

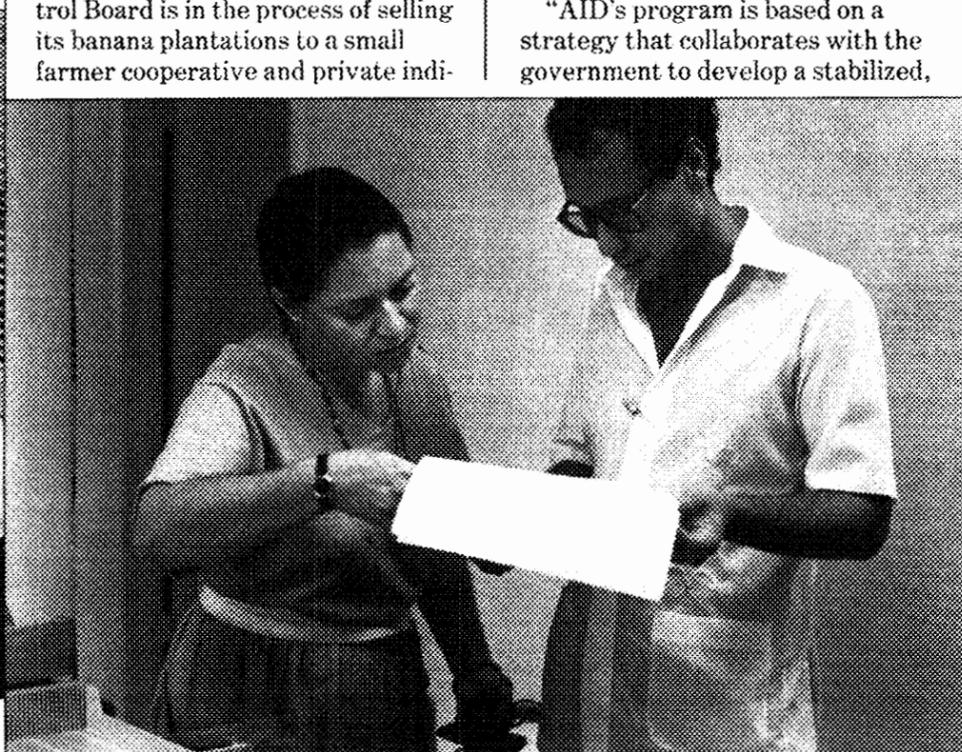
While agriculture brings in 65% of the country's foreign exchange earnings and employs about 30% of the work force, farming was not always a legitimate endeavor in Belize. In the colonial days, the sole interest was in Belize's tropical forests of logwood for naval stores and mahogany for cabinets and railroad carriages. Logging flourished while all agriculture was prohibited by law.

As the supply of lumber began to diminish in the 1950s, attempts at commercial farming of sugar cane took hold. Sugar has dominated the Belizean economy for years and represents 60% of the foreign exchange earnings, but it has ceased to be the profitable export it was in the sixties and seventies. For example, in 1980, sugar brought 22 cents per pound, whereas in today's market it pays only three cents per pound.

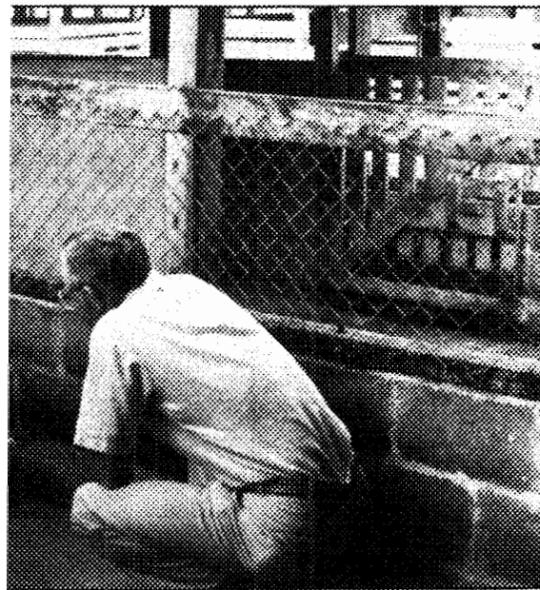
Several efforts are being made to alleviate Belize's reliance on sugar for major foreign exchange. One is the \$3.3 million AID Livestock Development project in which small and medium farmers are learning to improve livestock production and expand



Neboysha Brashich, AID representative in Belize, says that despite serious economic problems, Belize is an industrious country bursting with potential.



Barbara Ellington, international development intern specializing in agricultural development, and Peter Lapera, program development officer, review progress of the \$3.3 million Livestock Development project.



latest in swine production techniques. Fred Mangum, Livestock Development Officer, watches the progress of a new litter of pigs.

market outlets.

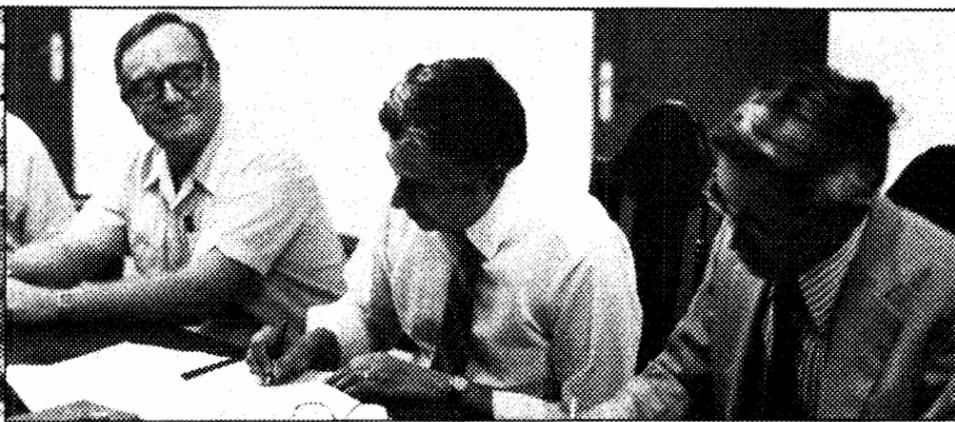
Food imports—particularly processed dairy and pork products—are staples of Belizean life. Of the country's \$160 million gross national product in 1984, \$40 million was spent on imported food.

The project is addressing this problem and already has made progress in improving the nation's small meat processing industry. According to Fred Mangum, project manager, a major meat processing plant, formerly owned by the government and now a private enterprise, has been certified by the U. S. Department of Agriculture (USDA). The abattoir has introduced its own sausages, hot dogs and luncheon meats to the Belizean market and made its first export since the 1970s to the United States.

In addition, the USDA certification has opened the door to the Caribbean market, and meat exports to Jamaica will begin this year.

Local butchers also are being trained in the plant, and other local meat processors and retailers are taking advantage of technical assistance offered through the project.

Also, through the project, small pig farmers are receiving instruction in the latest swine production techniques from a U.S. technical adviser working with the Ministry of Natural Resources, which maintains extension services. Quality pasture land is being increased, and plans are being made to expand the local dairy industry, including a milk processing plant to be built and operated by the private sector.



Charles Jenkins (from left), agricultural development officer, watches as Prime Minister Manuel Esquivel and D. Keith Guthrie, U.S. Embassy chargé d'affaires, sign the Training for Employment Agreement that will provide Belizeans with management skills training.

"The project helps Belizean livestock production," says Mangum, "and the people the project is helping are happy because what they are doing is tangible."

Belize and AID also recently agreed to a \$6.8 million Commercialization of Alternative Crops project that will help farmers produce crops not only for export but for domestic consumption in order to reduce reliance on imported products. "Belize is a natural greenhouse, capable of providing the United States with fresh winter vegetables and fruits, such as watermelons, cantaloupes and cucumbers," says Peter Lopera, project development officer.

Cocoa production is another potential contributor to developing the economy. In the jungle of central Belize, 60 small-farm families are getting the chance to claim their own land, build their own houses and produce their own cocoa crop for market. This effort is being made possible through the Belizean government, Hershey Foods Corporation, AID, the Pan American Development Foundation, Volunteers in Technical Assistance and the Peace Corps.

Participating farmers each acquire 25 acres of land donated by the government, 10 of which must be used for cocoa production. The remainder of the land can be used at the farmers' discretion—for building homes and growing crops for food and extra income as they develop their cocoa farms. The pilot

group of 15 farmers is employed at Hershey's Hummingbird Farm and already has enough expertise to start growing cocoa plants on their own.

The Hershey Corporation offers its facilities for training and has a formal agreement to buy cocoa from the farmers. AID has provided a grant of \$615,000, and the Pan American Development Foundation is coordinating the project.

"The farmers participating in this project are very enthusiastic," says Jim Corven, project director from the Pan American Development Foundation. "What this means for them is that they own their own land and eventually their own home."

Training Program

Training Belizeans to become technically skilled workers in a variety of areas is one essential ingredient for the country's economic growth. Lopera notes. The government, the Belize Chamber of Commerce and Industry, the Belize Institute for Management and AID recently agreed to a Training for Employment project that will provide private sector employees with management and skills training related to export, investment and tourism development.

The government also will upgrade its vocational education program through this effort. Specialized technical and public administration training in such areas as export and tourism, documentation and quality control will be conducted to help the government achieve investment promotion and export goals. AID is providing \$5 million for this technical assistance and training program.

According to Mary Ellen Duffy Tanamly, general development officer, Belize also is participating in the Central American Peace Scholarship Program (CAPS). This is AID's recent effort to give Central Americans increased opportunities for skills and academic training in the United States.

Through the program, Belizeans will receive short-term training in primary health care, nursing, curriculum development for secondary schools, school administration, electronics, machine tool techniques, crop diversification, food preparation and youth leadership. Future long-term scholarship recipients will receive instruction in private sector management training, financial analysis and economic development as

well as training leading to degrees in public health areas and agriculture.

In addition, various faculty members of Belize's higher educational institutions will improve their skills through degree programs in education. Under the CAPS program, Belizeans from all districts who are socially and economically disadvantaged are recruited and selected; 40% of the participants are women. AID provided 26 long-term and 24 short-term scholarships in 1985.

Because agriculture was discouraged for so long in Belize, young rural people often see farming as a last resort for an occupation. City life lures them away from their villages, yet there is little awaiting them other than unemployment. One promising training effort, the Belize Junior School of Agriculture, an institution founded by a Peace Corps volunteer in September 1984, is teaching young students how to farm and showing them that agriculture is the occupation of Belize's future.

According to parents and community officials, the project has been a tremendous success in a short time. The first-term students, ages 14 to 16, had left primary school with no plans to continue their education. However, they scored high grades at the Junior School and became enthusiastic about agriculture. For 1984 and 1985, AID provided the school with a \$75,000 grant.

The majority of Belizeans live in inadequate housing, and, while running water is available in the cities, rural villagers have limited access to potable water or all-weather roads to connect them to the world outside.

Many rural villages still are accessible only by foot path, old logging trails or rivers and streams, explains Gilbert Canton, agricultural project officer. The village of Bomba, just 40 miles from Belize City, is accessible only by water. Children attend school and farmers take their produce by dugout to the rural community of Maskall, five miles upriver. In addition, Belize's existing roads are in need of repair. The annual heavy rains further compound the problem, making many roads impassable, washing away poorly constructed bridges and undermining prepared pavement.

Infrastructure Improvement

Together, the government and AID designed a Rural Access Roads and Bridges project in which 50 miles of road will be rebuilt in each of the country's six districts and 50 bridges replaced. The government is providing \$3.3 million for this effort. AID is providing \$6.2 million along with technical advice and training. An important part of the project is that Belizeans are receiving on-the-job training in road construction and maintenance, and the Ministry of Works is receiving assistance in budget planning and roads operation.

To date, one district's roads are completed and work is well under way in a second. "For the first time, rural areas are more accessible for

(continued on page 10)



Jim Corven (left), Pan American Development Foundation cocoa project director, and Alyn Willmore, assistant agricultural development officer, examine the cocoa crop at Hershey's Hummingbird Farm. The Hershey Corporation will buy cocoa from farmers participating in the AID-sponsored cocoa project.

Belize

From page 9, column 4

the small farmers who before had to carry bags of grain on their backs to market," says Brashich. "Now they can use vehicles to travel to the market, and their families can receive needed health, education and social services."

In the area of housing, a \$2 million Housing Guaranty loan is helping Belize's private sector credit unions that are participating in a home improvement loan program. Urban families are able to obtain loans to upgrade their homes, for example, replace roofs, make home repairs or add rooms.

In addition, the AID program includes funds for the Development Finance Corporation, an autonomous government agency, to make sub-loans to rural residents who do not have access to credit. To date, over 500 such loans have been made with \$800,000 disbursed. A total of 1,300 families are expected to benefit from this program.

Belize's overall health picture is somewhat better than other Central American countries, but the nation is now facing a serious problem with malaria and dengue fever and still unacceptably high infant mortality rates due to diarrheal disease. The number of reported cases of malaria has tripled from 1980 to 1983. In 1983, approximately 4,600 cases were reported. Mosquito infestation is on the rise, and inadequate water drainage and sanitation have contributed to the situation.



Belizeans are laying a durable foundation for their children's future.

To help combat these health problems, says Samuel Dowding, health project manager, the government is receiving \$7 million over a four-year period from AID to combat malaria and dengue fever, extend water and sanitation to more rural communities and improve the national water quality control program. The country also is receiving assistance from AID, in cooperation with CARE (Cooperative for American Relief Everywhere), to install water and sanitation systems in the northern districts.

Although it has been a short time since the January 1983 establishment of the AID bilateral mission in Belize, Brashich points out, signifi-

cant steps already have been taken toward economic recovery and growth. Belize's government and AID will concentrate future activities on carrying out appropriate economic and development policies, promoting export and investment, finding new markets, promoting Belizean products, locating joint-venture partners, carrying out feasibility studies, strengthening cooperatives that play a major role in agricultural development and encouraging small business development.

With Belize's eastern coast facing the Caribbean Sea, its 160-mile barrier reef—the longest in the Western Hemisphere—and subtropical climate provide a relaxing environment for mission staff and families on weekends and holidays. Fishing, sailing, skin diving and snorkeling are popular activities, and the small islands or cays off Belize's shores are ideal for short weekend jaunts. For those who love seafood, lobster, shrimp and conch are plentiful.

Archaeological sites, such as Altun Ha and Xunantunich, offer glimpses of the ancient Mayan civilization that flourished in Belize centuries ago. The country's proximity to the United

States also makes it easy for mission staff and families to travel home.

According to Lopera, local schools provide excellent basic education through the high school level. In addition, St. John's College offers a two-year college program and has U.S. accreditation.

Mission staff and families readily point out the warmth and friendliness of Belizeans.

"Belizeans are very open to change," says Jenkins. "They are a very forthright and receptive society. This openness will be an asset to future development."

Brashich says that the mission staff is as diverse as Belize is. "Ten nationalities are represented on the staff," he says. In addition, the staff includes four tandem couples.

"At this juncture," adds Brashich, "Belize's ethnic diversity, accessibility to U.S. markets, stabilized and democratic processes and interest in expanding trade foretell a very successful future for long-term development."

Van Rest is the director of AID's Office of Publications in the Bureau for External Affairs.

ICORT II

From page 1, column 4

organizations.

The AID-supported HEALTHCOM project is working to expand the proper use of communications and marketing as part of ORT programs. Innovative radio and television programs are combined with graphic approaches to spread the ORT message. Successful awareness programs have been launched in Honduras, the Gambia, Swaziland and other countries, McPherson said.

A new AID-backed project called SUPPORT will provide loans and technical assistance for domestic private sector companies to enable them to produce ORS locally. The Administrator said enough progress already has been made in this area that developing countries became the world's largest supplier of ORS in 1985.

Dietary Management of Diarrhea, another new AID project, will examine the effects of nutrition during and after diarrhea.

McPherson said AID and the Peace Corps have developed three new projects to support volunteer activities in ORT.

"These projects provide training materials, workshops and conferences, technical assistance and even small grants to assist volunteers so they can develop ORT activities in

their host country," he said.

As suggested at ICORT I, AID has helped organize regional workshops in Africa and Asia to give national leaders the chance to share experiences in small group settings and stimulate further interest in ORT. The Agency will support a similar workshop in the Near East this year.

In addition, AID has provided support for numerous tapes, films and other publications that have spread the ORT message.

But the job is far from finished. McPherson pointed out that although global usage rates have increased since ICORT I, worldwide availability is still a long way from reality since the usage rate is below 10% and worldwide access rates are about 30%.

Because the objective is to reduce deaths caused by dehydration from diarrhea, McPherson challenged ICORT II participants to seek answers to the following:

- How can we increase use and access of ORT?
- What is the best means to get this simple, effective technology into the homes of those who need it most?
- How should ORT efforts be integrated with related primary health care activities such as sanitation and nutrition?
- How do we institutionalize these efforts so that successes will be long-lasting rather than short-term?

Eriksson

From page 5, column 4

logical diversity and agricultural technology management.

The Thailand assignment appeals to Eriksson because the Royal Thai government has developed a dynamic private sector and sound economic and social policies that have brought Thailand to the status of an emerging middle-income country in Asia.

"Our job is to help broaden and maintain that progress," he says, adding that it is a collaborative effort with the Thai government.

A \$35 million science and technology project to strengthen the capacity of Thai scientists and engineers in applying their skills to help develop Thailand was signed earlier this year and is being carried out now.

"It is a unique program," Eriksson says, noting the project will support research in three broad areas: biotechnology and biosciences with respect to agriculture, health and natural resources; metallurgy and minerals; and applied electronics, with a special emphasis on micro-computer technology applications.

Another special project involves the Bangkok mission's support of the Thai Development Research Institute (TDRI) through a technical assistance contract with the Harvard Institute for International Development. The Thai institute is the first non-governmental institute specializing in research on Thai policy issues, Eriksson said.

Eriksson also is interested in Thailand's culture.

"There are strong Buddhist values in Thailand, but there's also a strong sense of individuality. There's respect for family and superiors but also respect for the individual."

Eriksson says he enjoys his work.

"My job interest is just about all-consuming," he says. He does, however, find time for a few hobbies, such as photography. He takes lots of slides whenever he travels.

He also likes to walk, swim, listen to classical music, and he enjoys snorkeling—a sport he became attracted to while swimming around reefs in Sri Lanka.

Eriksson met his wife while both were students at Wayne State University in Detroit. He says her interests include painting, interior design, sewing, and she plays the piano and organ.

"We're very complementary—I'm none of those things," he says with a grin.

The Erikssons have a 16-year-old son, Mark, who will go to Thailand with them. Their 19-year-old daughter Beth will continue her studies in the arts and music at the School for Social Research in New York.

Eriksson considers himself a people-oriented manager who delegates when he can.

"I think I'm fairly outgoing in the way of being open and am willing to talk to people," he says. "I generally don't follow a closed-door policy." Down the road, he would like to return to Washington and would welcome the chance to work in science and technology again or in one of the regional or policy bureaus.

He also can see himself as director of another mission. Another possibility he considers would be to teach again. "That's one of the great things about AID," he says. "If you have academic qualifications, you can take a year off to teach every once in a while."

"But for now, I'm looking forward to my tour in Thailand," he says.

Outlaw is the senior writer-editor in the Office of Publications in the Bureau for External Affairs.

AID Assists Land Grant Universities

AID signed a joint Memorandum of Understanding (MOU) with Kansas State University and Alabama A&M University on Dec. 17, which provides the land grant universities with support funds to strengthen their overseas programs.

Kansas State University will receive an initial AID grant of \$160,000, and Alabama A&M University will receive \$130,000. The grants support improvements in areas such as language training and orientation for university personnel assigned abroad.

Noting the important role of land grant universities in the Agency's development assistance activities, Administrator Peter McPherson said, "We expect that this agreement will result in collaboration between Kansas State and Alabama A&M in future AID contracts."

The Memorandum of Understanding was signed by McPherson, Duane Acker, president of Kansas State, and Douglas Covington, president of Alabama A&M, in the office of Senate Majority Leader Robert Dole (R-Kan.).

Title XII legislation mandates that AID provide land grant universities with support to ensure that their expertise is adapted to developing country needs. The MOU also reflects a 1981 White House initiative to increase the involvement of historically black colleges and universities in Agency activities by reducing barriers to participation in federal programs.

Kansas State University has been involved in AID-sponsored higher education programs in India, Nigeria and the Philippines and currently is participating in a program in Botswana. Alabama A&M has contributed to recent AID programs in West Africa.

Career Talks Encouraged

All foreign service officers (FSOs) returning to Washington, D.C. on home leave, vacation or temporary duty assignment are encouraged to meet with a career counselor to discuss career planning and goals, future assignments, training, performance and employee evaluation reports, tenuring, commissioning and other issues.

The Career Development staff serves FSOs by occupational groups as follows: Chuck Rheingans, chief — 10, 14, 15; Paul Struharik — 11, 21, 94; Tom Ward — 02, 12, 72, 75; John Speicher — 03, 04, 06, 08, 30, 60; Hallie Aiken — 05, 07, 20, 25, 85, 92, 93; Cecilia Pitas — 50, 95, IDI program manager and outplacement; and Len Cohen — referrals and outplacement.

Correspondence should be addressed to AID, M/PM/FSP/CD, SA-1, Washington, D.C. 20523. Phone (202)663-1481.

AID BRIEFS



OFDA HONORED

AID's Office of Foreign Disaster Assistance (OFDA) receives the Distinguished Service Award from Partners of the Americas, a private and voluntary organization, at a Dec. 19 ceremony. The annual award honors a government agency that has made the most outstanding contributions to Partners' goal of improving the quality of life in the Western Hemisphere through voluntary cooperation between U.S. states and sections of Latin America and the Caribbean. OFDA was selected for its assistance in launching a major new Partners program in emergency preparedness for Latin American and Caribbean countries. Administrator McPherson (left) accepts the award from Alan Rubin, president of Partners. Also pictured are Julius Becton (far right), former OFDA director, and Oliver Davidson (second from right), assistant director of OFDA's Operations Support Division.



SECRETARIES GRADUATED

Deborah Reid (left) from the Bureau for Program and Policy Coordination and Gloria Carrington (far right) from the Bureau for Latin America and the Caribbean are among the first graduates of AID's new Secretarial/Clerical/Administrative Assistant Training Institute. Checking on the graduates' work is Virginia Walker (center), one of the course instructors provided by the Washington School for Secretaries. During the ceremony on Nov. 12, 11 employees at the GS 7-11 grades were graduated. The Office of Personnel Management's Training Division offers the workshops twice a year for GS 7-11 employees and four times a year for GS 6 and below.

Students Visit U.S. Families

About 1,000 students from developing countries who are enrolled at U.S. universities had an opportunity to receive additional training and to spend the holiday season with American families in communities throughout the country through an AID-sponsored seminar program held Dec. 21-31.

The Mid-Winter Community Seminars, held in 29 cities, focused on topics such as small business management, industry, agricultural development, health care, natural resource conservation, intercultural relations, democratic procedures and private enterprise.

Special tours of local attractions also were arranged for participants in the area of their seminar site.

The seminars were coordinated by the National Council for International Visitors (NCIV), headquartered in Washington, D.C., and hosted in each city by NCIV affiliates such as World Affairs Councils, International Visitors Centers and Committees for Foreign Visitors.

Eriksson Sworn in as Director

John Eriksson was sworn in Dec. 18 as mission director for Bangkok where he will administer a \$27 million program to assist Thailand's development efforts.

Eriksson joined AID in 1970 as an international economist. He served in Asia from 1978-80 as assistant mission director in Sri Lanka. Prior to his new appointment, he was deputy assistant administrator for the Bureau for Science and Technology.

In 1978, Eriksson received AID's Superior Honor Award for his work in developing foreign assistance policies in support of equitable growth in developing countries. He received a Presidential Meritorious Performance Award in 1985.

Before joining the Agency, Eriksson was an assistant professor of economics at Williams College, Mass., and also served as an economist with the International Labor Office in Geneva, Switzerland.

He has a Ph.D. degree in economics from the University of California, Berkeley, and M.A. and B.A. degrees from Wayne State University, Mich.

Council Asks for Speakers

Former AID officers in the northern New England area who are interested in sharing their experiences and expertise in seminars sponsored by the New Hampshire Council on World Affairs may contact Arthur Mudge, P.O. Box 231, Hanover, N.H. 03755.

Mudge, an AID retiree, also may be reached at (603) 643-6299 (office) or (603) 643-8236 (home).

RETIRED

Loral Barlow, IG/RIG/A/W, auditor, after 16 years

Willard Lee, M/SER/IRM/TS, supervisory computer specialist, after 22 years

Katharine Toot, M/FM/ESD/CACB, file clerk, after 21 years

Dallas Brown, AFR/CONT, controller, after 26 years

Ramon Romano, Jordan/CONT, supervisory financial management officer, after 8 years

Mary Wampler, M/AAA/SER, administrative officer, after 34 years

Number of years are AID service only.

REASSIGNED

Edmund Auchter, supervisory program economics officer, PPC/PDPR/EP, to program economics officer, FVA/PPE/PAD

Clark Billings, supervisory project development officer, M/PM/TD/PMT, to special projects officer, Philippines

Paul Bisek, rural development officer, ANE/NE/TECH/SRD, to special projects officer, ANE/TR/HR

Priscilla Boughton, deputy director, NE/DP, to director, ANE/SA

Joseph Carroll, supervisory project development officer, ANE/NE/PD/MENA, to project development officer, ANE/PD/MNE

John Champagne, special projects officer, ANE/NE/TECH/HST, to human resources development officer, ANE/TR/HR

Gary Cook, population development officer, ANE/NE/TECH/HPN, to health population development officer, ANE/TR/PHN

Deborah Currie, program operations specialist, M/SER/EOMS/OM, to administrative officer, S&T/MGT

Thomas Donnelly, supervisory population development officer, S&T/POP/FPS, to human resources development officer, LAC/DR/EST

Harold Freeman, supervisory general development officer, ANE/NE/TECH/HST, to supervisory human resources development officer, ANE/TR/HR

Gladys Gilbert, population development officer, AFR/TP/P, to project development officer, AFR/PD/SA

Paul Hartenberger, health development officer, ANE/NE/TECH/HPN, to health population development officer, ANE/TR/PHN

Ursula Nadolny, health development officer, ANE/NE/TECH/HPN, to health population development officer, ANE/TR/HPN

Walter North, special projects officer, FVA/PVC/P, to program officer, AFR/EA/STIOS

Karen Nurick, project development officer, AFR/PD/SA, to nutrition officer, ANE/TR/PHN

Charles Patalive, supervisory project development officer, ANE/NE/PD/Egypt, to project development officer, ANE/PD/ME

Martin Schulman, human resources development officer, Tanzania, to education development officer, ANE/TR/HR

Barry Sidman, director, ANE/TR,

WHERE? IN THE WORLD ARE AID EMPLOYEES

to director, ANE/DP

Nicholas Studzinski, health development officer, ANE/NE/TECH/HPN, to health population development officer, ANE/TR/PHN

Dennis Wendel, project development officer, COMP/FS, to agricultural development officer, ANE/TR/ARD

Richard Williams, trade development officer, ANE/NE/PD, to private enterprise officer, ANE/PD

PROMOTED

E. Cecile Adams, Sudan, supervisory financial management officer

Sandra Siddons Anderson, Liberia, secretary

Lorraine Bellack, Bangladesh, secretary

Juan Belt, Panama, program economics officer

Robert Bertolet, COMP/FS, general services officer

Roger Bloom, Burkina Faso, agricultural development officer

Cameron Bonner, Indonesia, supervisory education development officer

Anne Bradley, M/SER/MO/RM/BM, general services officer

William Brian, PPC/PDPR/SP, clerk typist

Elena Brineman, ROCAP, nutrition officer

Pamela Callen, Morocco, financial management officer budget/accounting

Olivier Carduner, Egypt, project development officer

Marilyn Collins, COMP/FS, executive officer

Robert Cook, ANE/NE/PD/ENGR, engineering officer

Louis Cooke, IG/W, supervisory inspector

Jaime Correa-Montalvo, LAC/DR/RD, agricultural development officer

David Cowles, Egypt, commodity management officer

Alan Davis, Peru, supervisory Food for Peace officer

Harold Dickherber, COMP/FS/DS, agricultural development officer

Buddy Dodson, REDSO/WC, Food for Peace officer

James Dzierwa, Egypt, contract officer

Neil Edin, REDSO/W&C, contract officer

Kimberly Ann Finan, RDO/Caribbean, supervisory project development officer

Patricia Gibson, El Salvador, supervisory general development officer

Cynthia Giusti, Ecuador, supervisory project development officer

William Goodwin, Philippines, agricultural economics officer

Richard Goughnour, ROCAP,

supervisory financial management officer

Guthrie Gullion, AFR/MGT/MISR, clerk typist

Lena Gurley, Niger, supervisory executive officer

Richard Harber, AFR/DP/PAR, program economics officer

Larry Harms, Chad, agricultural development officer

Paul Jhin, Tanzania, supervisory general services officer

T. David Johnston, Bolivia, supervisory agricultural development officer

Cynthia Kemner, Liberia, financial management officer, financial analyst

Walter Kindred Jr., IG/RIG/II/W, inspector

Carol Bruce Kiranbay, Egypt, secretary

Thomas Krackiewicz, NE, program economics officer

Howard Kramer, Bangladesh, supervisory program officer

Paul Kramer, supervisory financial management officer, FA

Edward Landau, Honduras, project development officer

Peter Lopera, Belize, project development officer

John Lewis, Haiti, rural development officer

Dawn Liberi, Niger, health development officer

Harry Lightfoot, Haiti, financial management officer budget/accounting

Mary Frances Likar, Honduras, project development officer

Hattie Mason, M/PM/TD, clerk typist

Dorothy McClellan, REDSO/W&C, engineering officer

Cecil McFarland, Guatemala, supervisory agricultural development officer

Thomas McKee, Costa Rica, supervisory general development officer

Richard McLaughlin, Sri Lanka, supervisory program officer

Diane McLean, REDSO/W&C, agricultural development officer agronomy

Dora Meeks, COMP/FS, personnel officer

Barnabas Mosley, Senegal, engineering officer

Richard Newberg, Mali, agricultural development officer

Alexander Newton, REDSO/W&C, legal officer

Amy Nolan, COMP/FS, housing/urban development officer

Walter North, AFR/EA/STIOS, program officer

Thomas Olson, Niger, agricultural economics officer

Peter Orr, RDO/Caribbean, supervisory project development officer

James Osborn, REDSO/W&C, supervisory project development officer

Mary Catherine Ott, Guatemala, program economics officer

Anne Pace, LAC/CAP, clerk typist
Carlos Pascual, Sudan, project development officer

John Pinney Jr., Nepal, engineering officer

Patricia Rader, FVA/PPE/PAD, Food for Peace officer

Mary Carolyn Reilly, Lesotho, executive assistant

Phillip Rodokanakis, IG, inspector
Randall Roeser, Ecuador, project development officer

Ronald Ruybal, Cameroon, agricultural development officer

Judi Shane, Mozambique, commodity management officer

Helen Soos, COMP/FS/DS, program officer

Mona-Lisa St. Remy, Haiti, secretary

MOVED ON

Ethel Roshena Bailey, COMP/CS/R

Julius Becton Jr., OFDA/OD
Gerald Cashion, AFR/PD/SWA

Phillip Casteel, M/SER/AAM/ST/FA

Peggy Colbert, PPC/CDIE
Diane Connelly, S&T/H/HS

Tonya Creek, Peru
Sarah Healy-Whelden, Peru

Sharon Horton, TDP
Mark Howe, S&T/MGT

Nancy Beery Hutchins, M/SER/IRM/WMS

Margery Kemper, TDP/O
Wanda Kyler, S&T/POP/R

Blanche Layne, AFR/CONT
Linda Morrison, FVA/FFP/PO

Mary Smith, M/PM/EPM
Thelma Steward, M/PM/FSP/AB/T

Dorothy Toliver, M/PM/PMC
Gloria Whiddon, BIFAD/S/IHR

Coordinators Attend Forum



The Family Liaison Office (FLO) recently held two regional conferences for Community Liaison Office coordinators in Africa.

Coordinators from East Africa met in Nairobi, Kenya, in late October, and in early November, West Africa coordinators met in Abidjan, Ivory Coast. Twenty-four posts were represented at the conferences.

Eleven coordinators who attended are AID spouses; Carole Jones, Abidjan; Abhaya Schlesinger, Dakar; Virginia Finely, Dar es Salaam; Betty Podol, Kinshasa; Lucille Snell, Lusaka; Bonnie Flynn, Monrovia; Catherine Varley, Naimey; Dawn Jones and Peggy Rikard, Nouakchott; Marianne Truong, Ouagadougou; and Dorothy Erickson, Yaounde. FLO representatives were Sue Parsons, director, and Phyllis Habib, support services officer.

Biennial regional conferences are a regular feature of FLO's Community Liaison Office program. They provide a forum for training coordinators, who are appointed by the post, discussion of shared concerns and program development.

AID-Funded Scientists Receive Recognition

 Two grantees of the Office of Science Advisor-funded program of the National Academy of Sciences (NAS) have received major awards from their countries.

Luis Sumar of Cusco University was awarded the Peruvian Order of the Sun, becoming the first civilian recipient of the highest governmental award given in Peru.

In Thailand, Sakol Panyim was named 1985 Scientist of the Year by the Institute for the Promotion of Science and Technology.

Sumar was recognized for his work in breeding improved varieties of amaranth, a grain crop featured in the NAS 1984 publication of *Amaranth: Modern Prospects for an Ancient Crop*.

The crop is promising because of its ability to produce highly nutritious grain in relatively dry conditions. Amaranth previously had survived only as a subsistence crop in Central and South America.

However, AID-supported researchers are beginning to obtain test yields as high as three tons per hectare. As a result, the Peruvian government is now considering an extension program to encourage wider use of the crop.

Panyim was recognized for developing ways to distinguish sibling species of two malaria vectors: *Anopheles dirus* and *An. maculatus*. The sibling species are genetically different, but those differences cannot be seen.

Since behavioral differences

among malaria vectors may be crucial, the breeding grounds of a benign species could be confused with those of a similar species that transmits malaria.

That could mean that expensive and time-consuming larvae control measures could be directed at the wrong mosquitoes with no impact on the disease.

Panyim is developing probes, based on the DNA of the mosquito's genes, to provide unique identifiers of those species that have been implicated in the transmission of malaria in Thailand. It is hoped that the methodology also can be applied to the exploration of other mosquito sibling species.

COMPETITIVE GRANTS DEADLINE NEARS

The next deadline for preproposals for the SCI competitive grants program is Feb. 1, 1986.

Preproposals are being encouraged for six research modules: Biotechnology/Immunology, Plant Biotechnology, Chemistry for World Food Needs, Biomass Resources and Conversion Technology, Biological Control of (a) Human Schistosomes and their Snail Vectors and (b) Crop Plant Viral Diseases and their Arthropod Vectors, and Diversity of Biological Resources.

The last module, announced this year, emphasizes innovative research

on terrestrial and aquatic plant/animal/microbial species of economic promise for development.

Preproposals also will be accepted for two premodules—Engineering Technology and Atmospheric, Marine and Earth Sciences.

Grants will be up to \$150,000 each, and the total budget for this highly competitive program is expected to be approximately \$7 million.

Proposals will be judged on scientific merit, relevance to development, innovation and the degree to which the work would strengthen science and technology in developing countries.

Preproposals should be submitted through the local AID mission to AID/SCI in Washington. They should be no more than three pages and should stress the substantive objectives, rationale and work plan.

They also must address the innovative aspects of the proposed work and the relevance to development (in other countries as well as the host country).

All preproposals should be submitted in triplicate and should identify clearly the principal investigator and the individual's institution, collaborative arrangements and the proposed budget. Additional details, including the full format preferred for preproposals, can be obtained by writing to the Science Advisor.

—John A. Daly



DIRECTOR STRESSES IMPORTANCE OF INFORMATION

Doing more with less through better knowledge" was the theme stressed by Haven North, director of the Center for Development Information and Evaluation (PPC/CDIE), in his opening remarks to the delegates to the seventh annual MINISIS Users Group conference.

MINISIS, an internationally-used data base management system for processing and exchanging scientific and technical information, is used by CDIE to manage AID's Development Information System.

The conference, held Oct. 27-Nov. 1 at the National 4-H Center, Chevy Chase, Md., was organized jointly by CDIE and Canada's International Development Research Centre (IDRC). IDRC designed and developed MINISIS and supports its use by developing country institutions.

North challenged the delegates to continue their efforts to expand and simplify access by developing countries to information and information technologies. He emphasized that information, along with people and money, is an essential ingredient for effective development programs.

More than 100 delegates from 28 countries were briefed on MINISIS information activities used by organizations such as the Arab Centre for Agriculture Documentation and Information, sponsored by the League of Arab States in Khartoum; the International Labor Office's Information System in Geneva; the Joint Bank/Fund Library in Washington, D.C.; the National Science and Technology Authority in Manila; the Caribbean Documentation Center, U. N. Economic Commission for Latin America and the Caribbean, in Port-of-Spain; the Centre

National de Documentation Agricole in Tunis; the Presidential Information Services in Kinshasa; the National Energy Administration Information Center in Bangkok; and, the Institut du Sahel in Bamako.

CDIE also introduced its recent efforts to develop a more "user-friendly," menu-oriented set of instructions to permit casual or new users to access AID's Development Information System. CDIE plans to initiate a pilot test of this system in the AID library and to conduct bureau-wide briefings on its use later this year.

At the conference, AID also demonstrated MicroDIS, a micro-computer-based system that performs many functions similar to MINISIS but operates on less-costly microcomputers. MicroDIS has been developed as an information tool for use in missions and less developed country organizations or from microcomputers to the DIS minicomputer. MicroDIS is scheduled for release in March and will be installed on a pilot basis in the Development Information Center at the Cairo mission.

During the meeting, delegates participated in visits and demonstrations at libraries and information centers in the Washington, D.C., area, including the Library of Congress, the National Library of Medicine, the National Agricultural Library and the AID Document and Information Handling Facility.

Lee White, deputy chief, PPC/CDIE/DI, served as chairman of the conference. L. B. Guindo of the Institut du Sahel was vice chairman.

The next conference is scheduled for fall in Singapore and will be organized by the National University of Singapore Library.

New Evaluation Report Being Tested for 1986

 A new Employee Evaluation Report (EER) is being tested on 400 members of the Foreign Service (FS) in Washington, D.C. and the field in an effort to improve the FS performance evaluation system.

In designing the new EER, an AID contractor interviewed Agency managers with different types and amounts of experience with the FS system, studied Selection Board reports covering the past six years,

"Properly used," he continued, "the EER can be an extremely valuable management tool and can help employees realize their potential in carrying out the Agency's work. At the same time, it can provide information useful to the assignment process. It is the basis for promotion and is instrumental in the retention, tenuring, assignment, career development and performance-pay decisions in the FS personnel system."

Information furnished on the pro-

"The EER can be a valuable management tool and can help employees realize their potential in carrying out the Agency's work."

reviewed unsolicited recommendations from AID employees and examined several internal studies.

The result was a proposed EER form that incorporates proven techniques of performance evaluation used by many other organizations with overseas operations.

The proposed EER forms and instructions were sent to a computer-selected sample of FS employees in late November, with a cover letter from Deputy Administrator Jay F. Morris. Morris urged rated employees, raters and reviewers to "share their views candidly and with a clear understanding of the importance of this effort.

posed EER forms and accompanying questionnaire will be used only to evaluate how well the rating document achieves AID's goal of providing better information about rated employees. The trial EER will not become part of the individual's personnel file. On completion of the testing phase, it will be destroyed.

Test results will be evaluated to finalize the design of the EER form. After approval by senior management and consideration of the package with the representative of FS employees, the new EER form will be targeted for use in the 1986 rating cycle.

—Marge Nannes

Malaria Vaccines on Horizon



The recent progress in malaria vaccine development by AID-funded researchers and others around the world has prompted accelerated planning for clinical and field trials of several prototype malaria vaccines.

Although field trials are still two to three years in the future, much preliminary planning is required for the countries selected to participate.

To begin the process of country selection, the Office of Health in the Bureau for Science and Technology (S&T/H) organized two regional meetings last year to discuss malaria vaccine field trials.

Last April scientists and public health officials from developed and developing countries met to discuss criteria for site selection and scientific protocol required to test vaccines in the Asia-Pacific region. Representatives from 22 countries

discussed the clinical, epidemiological, entomological and socioeconomic factors that will determine the location and procedure of malaria vaccine field trials.

A similar meeting for the Americas region was held in October. Meetings on field trials in Africa are planned for the middle of this year.

The planning meetings form the basis for regional cooperation in the site selection and testing of malaria vaccines.

Preliminary site visits to approximately 10 countries in Asia and Latin America, to be completed by early this year, are expected to result in a selection of five countries where field trials will be conducted. Initial information-gathering in these countries will begin by January 1987.

Site selection in Africa is expected to be completed by mid 1987, with data gathering to begin later that year.

These efforts are necessary to be ready to test the prototype vaccines by 1988. The field trials, which will take at least two years to complete, are intended to answer questions on vaccine safety, effectiveness and public health impact.

—Earle Lawrence

Workshop Promotes Training



A three-day workshop was held in Abidjan, Ivory Coast, last month to encourage training in Francophone African Institutions.

The purpose of the Nov. 13-15 workshop was to encourage participants to receive training in African institutions, because it costs nearly four times as much a year to send an AID participant to a U.S. college or institution.

It also instructed students on the use of the recently-published *Directory of Francophone Training Institutions in Africa*.

The directory, compiled by the Office of the Sahel and West African Affairs (AFR/SWA), was published to encourage technical and undergraduate training in Africa.

The directory will be revised and updated based on the experiences of those who use it. Several training

officers also requested a follow-up workshop next year.

Other workshop topics included "How to Increase Training for African Women" and "Training for Private Enterprise Development."

Sessions focused on problems encountered in the placement of participants in African institutions.

Another training session was conducted on the new Participant Training Management System (PTMS) in which participants were taught how to use an IBM computer using D Base III software.

Representatives from five Abidjan-based training institutions were invited to special workshop sessions and provided additional information on their schools.

The workshop was sponsored by AFR/SWA and the Division of Technical Resources, Education and Human Resources (AFR/TR/EHR). Participants included the human resources development and training officers from the six French-speaking Sahel countries—Burkina Faso, Chad, Mali, Mauritania, Niger and Senegal—and Cameroon, Togo, Morocco and the Ivory Coast.

—William Small

BIFAD Celebration Held



The National Association of State Universities and Land Grant Colleges (NASULGC) joined BIFAD in a 10th Anniversary Celebration of Title XII on Nov. 11.

A message from President Reagan noted that Title XII "... has put

American know-how and productivity to work feeding a hungry world. It has also mobilized the nation's land grant and agricultural universities, in partnership with the federal government, to train farmers and researchers in the developing nations. It has helped impoverished nations build the institutions they

need to move toward agricultural self-sufficiency and acquire the ability to feed their own people."

BIFAD Chairman E.T. York read a message from Dante Fascell (D-Fla.), chairman of the House Foreign Affairs Committee. Fascell congratulated BIFAD on the accomplishments of its first decade.

The keynote address was given by former BIFAD Chairman Clifton Wharton, Jr. Among the issues he raised were the amount of institutional capacity in the United States needed to meet the food and agricultural needs of developing countries; the improvement of BIFAD's interaction with AID; and the degree to which Title XII institutions have adequately defined their responsibilities in international development.

Four awards for eminent service to Title XII were presented on behalf of NASULGC's committee on International Agricultural Pro-

grams. Recipients were Wharton, Administrator Peter McPherson and the co-authors of the Title XII legislation, BIFAD member and former Congressman Paul Findley and the late Senator Hubert Humphrey. Humphrey's award was accepted by his sister, Frances Humphrey Howard, a former AID employee.

At a separate NASULGC meeting, two papers were presented that offered recommendations for the Title XII agenda for the next decade.

Charles Antholt, Bureau for Asia and the Near East, discussed AID's suggestions on behalf of the Agricultural Sector Council.

BIFAD, assisted by its Joint Committee on Agricultural Research and Development, will review these and other ideas in developing a strategy for AID and the U.S. university community to work together to reduce world hunger.

—John Rothberg

Quick Action Nabs Suspect



AID personnel always must be alert to signs that indicate possible misuse of government funds or materials.

Recently, a confidential source reported to the mission director in Yemen incidents of possible theft, fraud and diversion. Because the director acted quickly and notified the area regional inspector general for investigations, investigators were able to prove that a U.S. citizen employee of a major AID contractor had been diverting project money and U.S. government-funded commodities to his personal use.

According to investigators, the employee falsified vehicle registration documents and license plates and changed the vehicle's serial number plate in violation of host country laws.

The contractor's employee was in charge of a vehicle maintenance facility that was part of an AID project. Using U.S. government-funded labor, parts, supplies and equipment, he repaired non-project vehicles. He then collected and pocketed cash payments for these services.

He also installed project parts on his personal vehicle, including a new motor, transmission and wheel hubs, and used the old parts to restore a damaged car. After rebuilding the car, he installed identification plates, transferred license plates and switched documents from a wrecked local vehicle to the restored auto and sold it.

Yemen and U.S. officials ordered his departure from post. Upon arrival in the United States, his employment of nearly two decades with the contractor was terminated.

Since then, the subject appeared before New Mexico's U.S. District Court and pled guilty to charges of converting government property. This plea included confiscation and sale of his vehicle with proceeds payable to the United States and \$1,200 restitution.

The confiscation and restitution amounts are independent of a fine and/or prison sentence that is still pending before the court.

AID employees are reminded to help combat fraud, waste and abuse by using the AID Inspector General Hotline to report misuse of Agency resources—(703) 235-3528 or P.O. Box 9664, Arlington Post Office, Rosslyn Station, Va. 22209.

—Lou Mundy

LAC Focuses on Future



Funding for programs in the Bureau for Latin America and the Caribbean (LAC) increased from \$288 million in fiscal 1980 to more than \$1.5 billion in fiscal 1985. Because most of the countries in the region now are completing stabilization programs, the bureau is focusing on future activities.

To determine the most effective way to carry out bureau strategy, LAC mission program officers, economists and LAC/W representatives met recently in Washington, D.C.

Principal topics included changes in the programming system, evaluation and reporting, goals and benchmarks, conditionality, policy dialogue and the strengthening of links be-

tween projects and their objectives.

Speakers from outside the Agency included consultants from the Stanford Research Institute who spoke on Taiwan's success in stimulating private sector growth and the relevance of the Taiwan experience to Latin American countries.

In a separate session, Congressional staff members described the Hill's concern about the budget deficit and how Congress may view AID's budget requests. Speakers included Chris Manion of the Senate Foreign Relations Committee, Charles Flickner of the Senate Budget Committee and Vic Johnson of the House Foreign Affairs Subcommittee on Western Hemisphere Affairs.

—Bernice Goldstein

Success Rates for Tenure Analyzed



A review of the Foreign Service Tenure Board decisions for the past two years reveals no significant differences among the percentages of minorities, women and non-minority males in achieving tenure in the Foreign Service.

Since 1982 when AID implemented Section 306 of the Foreign Service Act (FSA) of 1980, the Office of Equal Opportunity Programs (EOP) has monitored the tenuring process. It also has analyzed board reports to determine the rate of success of minorities and women in achieving tenure and to identify any barriers that may limit their ability to achieve tenure.

The FSA requires that all employees entering the Foreign Service as career candidates serve under a time-limited appointment. Decisions affecting career appointments must be based on the recommendations of boards established by the Administrator.

Recently, EOP completed its analysis of reports from August 1983 through April 1985. The analysis, reported to the director of personnel, consists of five tables with conclusions and recommendations for

addressing some of the problems related to failure to achieve tenure.

It is important to note that some of the numbers in the table are so small that they are statistically insignificant. For example, of the 384 candidates reviewed, only 13 or 3.4% were not approved for tenure. Of the 39 candidates who were deferred, approximately 90%, including all considered by the July 1985 board, were ultimately tenured. These numbers indicate that the Agency is not experiencing serious difficulties in the tenuring process.

Boards have identified some problems that affect employees. These problems relate directly to failure to meet the criteria stated in the requirements for tenuring, including substantive knowledge, leadership, and managerial, intellectual, and interpersonal skills.

The boards found that employees who experienced difficulty in achieving tenure showed evidence of weak analytical and conceptual skills, ineffective interpersonal relationships and poor writing skills.

Other problems included poor ad-

justment to new environments and lack of understanding of AID policy and procedures overseas. A lack of clear understanding of roles and responsibilities within the candidate's bureau or mission led to failure to demonstrate fitness and competence for long-term growth and development in the Foreign Service—the main criterion for tenuring.

The report concluded that it is the joint responsibility of the candidate and the supervisor to identify and correct problems that lead to difficulty in tenuring. Emphasis should be placed on early discussion of the prerequisite skills and criteria for tenuring. Candidates who experience difficulty should be coached, counseled and trained so they receive adequate opportunity to demonstrate competencies in the required areas.

| | Reviewed | | Tenured | | Deferred | | Not Approved | |
|-----------------------|----------|-------|---------|-------|----------|-------|--------------|-------|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Non-Minorities | 237 | 71 | 213 | 60 | 20 | 7 | 4 | 4 |
| % | | | 89.9 | 84.5 | 8.4 | 9.9 | 1.7 | 5.6 |
| Minorities | 57 | 19 | 44 | 15 | 9 | 3 | 4 | 1 |
| % | | | 77.2 | 78.9 | 15.8 | 15.8 | 7.0 | 5.3 |
| Black | 19 | 11 | 14 | 9 | 4 | 1 | 1 | 1 |
| % | | | 73.7 | 81.8 | 21.0 | 9.1 | 5.3 | 9.1 |
| Asian | 15 | 5 | 12 | 4 | 1 | 1 | 2 | — |
| % | | | 80.0 | 80.0 | 6.7 | 20.0 | 13.3 | — |
| Hispanic | 23 | 3 | 18 | 2 | 4 | 1 | 1 | — |
| % | | | 78.3 | 66.7 | 17.4 | 33.3 | 4.3 | — |

COMPLAINTS DECREASE

Formal complaints of discrimination at AID decreased in fiscal 1985, according to the Office of Equal Opportunity Programs (EOP), which settled seven such complaints during the year.

During 1985, the office received 15 new formal complaints and eliminated the backlog that had accumulated over the past two and one-half years. Now complaints are processed when they are filed. Special attention is placed on seeking early resolution of these complaints during the process. This effort has resulted in settlements that are acceptable to the employee and management in less time than in the past.

Currently, two complaints are pending investigation; two are pending a proposed disposition; seven are awaiting an Equal Employment Opportunity Commission (EEOC) hearing; six are pending an appeals decision from EEOC; and four are in various stages of civil litigation.

Active complaints include 10 based on race, one on color, six on sex, four on national origin, four on age and one on handicap. (Several complaints contain more than one basis of discrimination.)

Allegations include such issues as failure to promote, failure to hire, inaccurate performance appraisal, assignment and separation.

To help employees better understand the complaint process, EOP will write a series of articles for *Front Lines* to provide a tool for better communication between employees and management when faced with a possible discriminatory situation. The articles will explain what constitutes a complaint, reasons for filing, procedures to be followed and time frames in filing, investigation procedures, burden of proof, appeal rights and the difference between an equal employment opportunity complaint and a grievance.

— Voncile Willingham

SECTOR COUNCILS' REPORT

To keep the Agency informed about AID's Sector Councils, *Front Lines* will feature projects and activities of the councils. The following is an update on the councils' work since their rechartering last summer.

NOMINATIONS NEEDED

All Sector Councils are seeking nominations for the Science and Technology in Development Award, which will be given for the first time at the AID awards ceremony in the spring.

Criteria for the \$2,500 award were established by the Awards Committee with the cooperation of the Bureau for Science and Technology (S&T). The councils are seeking AID direct hires or groups who have made outstanding contributions to the use of science and technology development.

Sector Councils will review all nominations in their areas and will advise the Awards Committee on the technical merits of the contributions cited in the nominations.

Deadline for nominations, with documentation, is Feb. 14. Supervising office directors or mission directors should send nominations through their assigned bureaus, which will forward them to the Awards Committee.

JOINT MEETINGS CONSERVE TIME

Several Sector Councils have agreed to hold joint meetings to consider S&T projects that need endorsement from more than one council.

The move conserves the time of regional bureau technical offices, whose representatives often had to discuss the same issues several times because a multisectoral project was submitted to relevant councils.

Intercouncil cooperation is increasing in another way too. The Agriculture and Nutrition councils are exchanging representatives regularly, as are Agriculture and Energy/Natural Resources.

TRAINING DIVISION ASSISTED

Three Sector Councils—Agriculture, Rural Development and Energy/Natural Resources—are helping the Training Division of the Personnel Office (M/PM/TD) revise and plan next June's State-of-the-Art Workshop in Agriculture and Rural Development.

Each council appointed members to work with Dorothy Young of the Training Office in making the sessions more relevant to participants and more responsive to the concerns that former participants expressed in their evaluations.

PROJECT PAPER ENDORSED

The Population Sector Council endorsed the S&T/POP Contraceptive Research and Development (CONRAD) project paper. The 10-year, \$80.7 million project is designed to develop improved and new methods of family planning for use in developing countries.

The project follows the Adminis-

tration's guidance as indicated in the policy statement prepared for the International Conference on Population in Mexico City in 1984.

The project would succeed the Program for Applied Research on Fertility Regulation (PARFR), which started in 1972. It would differ from PARFR in requiring the successful bidder to maintain a substantial in-house capability, rather than act solely as a "pass-through" mechanism to subcontractors.

The Agency will select competitively an organization for the CONRAD Cooperative Agreement. The initial award is anticipated to be \$25-30 million for the first five years of the project.

RURAL DEVELOPMENT SETS SCHEDULE

The Rural Development Sector Council sent its 1986 work plan to the Science and Technology Advisory Board and included in it a series of six bimonthly presentations and discussions of major technical news.

The next meeting will be held Feb. 10 from 1:30 to 4 p.m. to discuss "Rural Financial Markets."

Others in the series include "Managing for Food Security," April 10; "Integrated Rural Development and Regionalization," June 2; "Land Access and Security Issues," Aug. 11; and "Role of Farmer Organizations," Oct. 6.

For each session, one or more technical offices in central and regional bureaus will cooperate in preparing papers on the issues to be discussed. Presentations also may include outside experts. All AID technical personnel are invited to participate.

— Edward Caplan

The national observance of Martin Luther King's birthday is Jan. 20. Opening ceremonies for Black History Month will be held Feb. 4.