

Tax Withholding Questions and Answers

	Form W-4	Form W-4A
Do I need to fill out a new federal Form W-4 or W-4A, <i>Employee's Withholding Allowance Certificate</i> ?	Yes, if you have not done it already. The Tax Reform Act of 1986 requires all employees to give their employers a 1987 Form W-4 or W-4A.	Same as W-4.
When?	Before October 1, 1987. But you should submit the form as soon as possible so that the tax withheld for the year will closely match your actual tax for the year.	Same as W-4.
Which form can I use?	Anybody can use either form.	Same as W-4.
Who do I give my form to?	Your employer.	Same as W-4.
Which form is easier?		The 2-page Form W-4A is easier than the 4-page Form W-4. Many employees can fill out only page one of Form W-4A to figure their withholding allowances. People with one income who do not itemize deductions generally do not need to use the worksheets on page two of Form W-4A.
How can I know if Form W-4 is better for me?	Form W-4 may be better if your tax situation is somewhat complicated (for example, you have substantial income other than wages, you claim tax credits, etc.), and you wish to match your withholding as closely as possible to your actual tax for the year.	
If I use Form W-4A, will enough tax be withheld?		Form W-4A is more likely to produce overwithholding than underwithholding.
I already gave my employer a filled-in 1987 Form W-4. Do I have to fill out Form W-4A too?		No. But if you find that you need to change your withholding allowances, you may use Form W-4 or W-4A.
I work and my spouse does too. What should we do?	To figure the number of allowances you may claim, use the income and deductions of husband and wife on one worksheet. You should each file a Form W-4 or W-4A with each employer, but do not claim the same withholding allowances more than once. Your withholding will usually be more accurate if the spouse with the highest paying job claims all the allowances the couple is entitled to.	Same as W-4.

Form W-4 and Form W-4A

I want to be sure I get a refund. What can I do?	Fill out the Form W-4 or W-4A worksheets and then, on the Form W-4 or W-4A you give your employer, claim fewer withholding allowances than you are entitled to.
After I fill out a new Form W-4 or W-4A, is there any reason why my withholding for the year might not be right?	Your new Form W-4 or W-4A adjusts your withholding only for pay you receive after the form takes effect. Therefore, if you do not file a new form early in 1987, you may not have enough tax withheld for the year. Also, if you file Form W-4A and you have substantial income not subject to withholding, such as interest, your withholding may not be right.
How can I check my withholding?	Get free IRS Publication 919, <i>Is My Withholding Correct?</i> It has worksheets that will help you estimate your 1987 tax and your total 1987 withholding. You can then compare the two amounts.
How can I get more help?	Call the IRS toll-free tax information number listed in your local telephone directory for more help or to find out if IRS has scheduled a seminar on Form W-4 and W-4A in your area. Some public libraries may be able to loan you step-by-step videotapes and audiotapes on Form W-4, Form W-4A, and Publication 919. The videotapes are also available for use by community organizations. Call IRS.

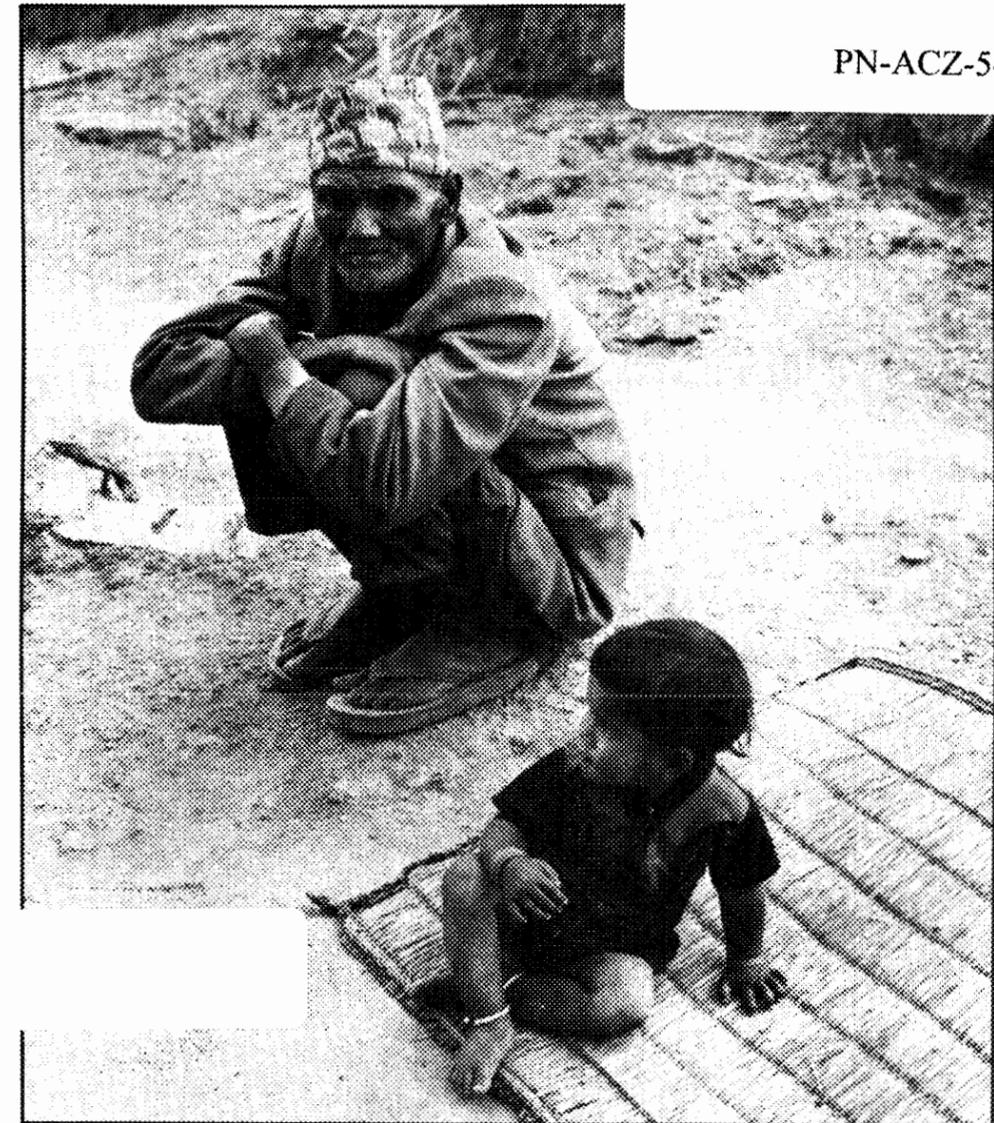
FRONT LINES

THE AGENCY FOR
INTERNATIONAL
DEVELOPMENT

SEPTEMBER 1987

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

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Nepal: Land of Contrasts

Bike-Aid Pedals for Development Needs

Environment Efforts Receive High Marks

Bikers Pedal for Development Awareness

by Roger Noriega

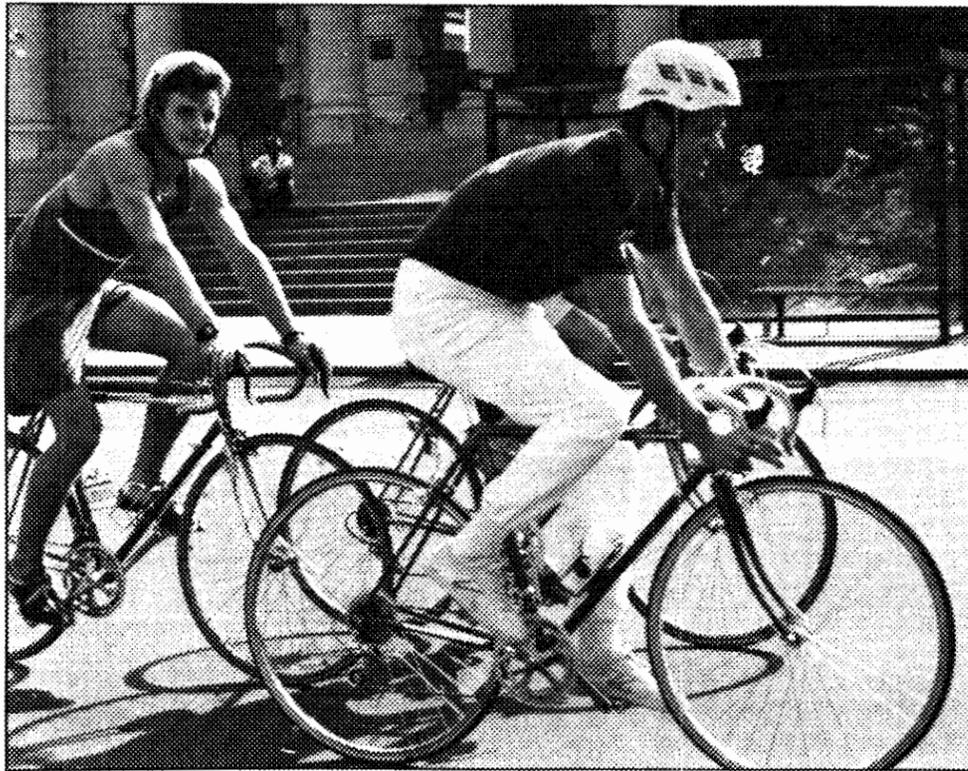
Many people talk about making the world a better place, but few would volunteer nine weeks for the cause. Even fewer would pedal a bicycle coast to coast—for any reason. But 160 Americans recently did both, completing a nine-week trek from the West Coast and Texas to New York City to raise money for self-help projects for the poor at home and abroad and to focus attention on the needs of the developing world.

Acting Administrator Jay F. Morris honored Bike-Aid '87 riders at a State Department ceremony Aug. 13 as they passed through Washington, D.C., eight weeks into their cross-country tour. "Through Bike-Aid, these young people have literally taken the message of Third World need to the streets," said Morris. "They call it 'pedaling for progress,' and I say, keep it up.

"America's foreign assistance program is perhaps the most misunderstood program run by your government," he told the riders. "We owe you our thanks for what you're doing to educate Americans about life in developing nations." Morris emphasized the common mission of the Agency and Bike-Aid by riding with the group through the city to the welcoming ceremony.

Morris presented the riders with a USAID certificate for "uncommon achievement on behalf of people in developing nations and for involving America's citizens in the cause of ending hunger and poverty around the world."

"The purpose of Bike-Aid is twofold," said Channing Arndt of the Overseas Development Net-



Acting Administrator Jay F. Morris joins Bike-Aid '87 riders as they approach the State Department for a welcoming ceremony Aug. 13. The riders bicycled across the United States to raise money for self-help projects for the poor and to increase awareness of developing world needs.

work (ODN), an organization of college students that sponsored the Bike-Aid event. "We wanted to raise money for small, sustainable projects overseas and raise awareness of Third World needs by discussing the interdependency of nations to generate a constituency for development in this country."

Michael Driggs, special assistant to the President for policy development, extended President Reagan's greetings to the riders and hailed their contribution. "You set the example," he said. "The fact that you've taken nine weeks out of your lives to ride across the United States shows the rest of the coun-

try that Americans still care and that we should continue the fight against hunger."

The group held public meetings and news conferences across the country to discuss their goals. The cyclists also performed community services by working in soup kitchens and homes for the aged. They met one-on-one with hundreds of people.

Bike-Aid '87 raised about \$200,000 in pledges. Part of the money supports a fellowship program to enable college students to volunteer with development projects overseas. The remainder is divided among ODN and other in-

ternational organizations that run self-help projects in developing countries, said Arndt.

The ODN projects are selected by the network's affiliates on 40 campuses nationwide. People from Third World villages can request funding for a project from an ODN liaison in the field. The liaison helps prepare a proposal, which the ODN headquarters in Stanford, Calif., reviews for basic requirements.

The proposals then are assembled in a booklet and distributed to ODN affiliates. "Each affiliate reviews projects and decides which one it wants to sponsor," Arndt explained. "This process is an excellent opportunity for development education. The members have to decide between competing

(continued on page 4)

Environment Study Lauds Agency Role

by Jim Pinkelman

For African farmers worried about famine, disease and the very basic task of feeding their families, the kind of pesticide they use and other environmental concerns are often the least of their worries.

Yet Africa, a continent rich in natural resources, faces serious threats to its environment and must now deal with some of the same decisions on balancing growth and environmental preservation that confront the United States and other areas of the world.

Because environmental preservation is linked to sustainable development, USAID is working to increase the level of environmental awareness in Africa and to include environmental concerns in Agency-supported projects.

USAID works with environmental groups, calling on their expertise to help solve problems. The Agency has a number of contracts with environmental organizations, says Norm Cohen, the Agency's environmental coordinator. "We're trying to expand our efforts to get U.S. groups more involved in working with environmental organizations overseas, so they can communicate and transfer their knowledge to these countries."

Representatives of two major U.S. environmental organizations who attended the recent annual meeting of the African Development Bank (AfDB) in Cairo commended the Agency's efforts. After the AfDB meeting, Larry Williams of the Sierra Club and David Wirth of the Natural Resources Defense Council visited Sudan,

(continued on page 5)

UNFPA Decision Announced

\$25 Million in Population Funds Shifted

The Agency announced Aug. 13 that it is allocating to other family planning agencies \$25.4 million originally budgeted for the United Nations Fund for Population Activities (UNFPA) in fiscal 1987.

The money will augment USAID-supported family planning activities in 39 countries in Africa, Asia and Latin America.

The decision continues the Reagan Administration's policy of providing support for voluntary family planning and opposition to policies and practices that involve coercion.

Money budgeted for UNFPA was first shifted in 1985 after a determination that it participated in the management of a program of coercive abortion and involuntary sterilization through its assistance to the population program of the People's Republic of China. That determination was sustained after

a challenge in the federal courts.

The shift followed congressional action, through the Kemp-Inouye-Helms amendment, barring U.S. assistance to organizations found to support or participate in the management of programs of coercive abortion or sterilization.

USAID officials have said that support would be resumed if there were significant changes in UNFPA's activities in China or in the China population program.

"Unfortunately, the changes in the nature of the China population program or in UNFPA's assistance to China, which would warrant resumption of support, have not occurred," said Acting Administrator Jay F. Morris.

Morris noted that the United States is the world's largest international supporter of family planning, devoting \$230 million this fiscal year to population activities in 80 countries, up from \$190 mil-

lion in 1981. This amounts to 40% of all donor support for family planning in developing countries.

"Not a single cent less will be spent by the United States," Morris emphasized, noting that the money that would have gone to UNFPA will be added to other family planning programs such as training, contraceptive social marketing, logistics management and communications.

"Since taking office in 1981," Morris added, "the Reagan Administration has spent over \$1.6 billion on family planning programs. That's equal to the entire amount spent by the four previous administrations since the programs began in 1965."

Morris said USAID will continue to monitor UNFPA activities and China's population program with an eye to considering resumption of support when circumstances warrant.

Agency Announces New Mission Directors

HENRY BASSFORD

A foreign service officer with more than 20 years of experience, Henry Bassford was sworn in last month as director of the USAID mission in El Salvador.

As director, Bassford will manage one of USAID's largest and most important economic assistance programs in the world. In fiscal 1987, U.S. economic assistance to El Salvador will total nearly \$500 million and focuses on reactivating the country's productive capacity.

Before this assignment, Bassford was the mission director for the Dominican Republic and also has served as mission director for Bolivia.

He began his international development career in 1965 as a Peace Corps volunteer in Punjab, India, and served there until 1967.

Bassford joined USAID in 1968 as an assistant area development advisor in Vietnam. From 1971 to 1973, he served as an international development intern in Washington, D.C., and Panama and later was assigned to Guatemala and Bolivia.

He has a bachelor's degree in economics from the University of Connecticut.

ROGER CARLSON

Roger Carlson, a career foreign service officer with 25 years of experience in international development, was sworn in as USAID mission director to Swaziland before colleagues and guests including Swaziland Ambassador Peter Mtetwa in a ceremony at the State Department Aug. 14.

Carlson will direct a program that provides nearly \$7 million in assistance to Swaziland and technical services to other USAID missions in the region.

The Agency's program concentrates on training and developing Swaziland's human resources, improving primary health care, tackling population problems and increasing productivity in agriculture and small enterprise.

Carlson began his career in development in 1962 as a White House summer intern with the Peace Corps before joining USAID. His assignments have included posts in Algeria, Tunisia, Vietnam and Somalia.

He also served in Washington as officer-in-charge for Afghanistan and Iran Affairs, chief of the Near East and North Africa Division in the Near East Bureau's Project Development Office and, most recently, as director of the Office of Southern African Affairs.

Carlson has a bachelor's degree in government from Harvard University and attended the Fletcher School of Law and Diplomacy

at Tufts University. He also was a Sloan Fellow and received a master's degree in management from the Stanford University Graduate School of Business.

ARTHUR LEZIN

Arthur Lezin, a career foreign service officer with 25 years of international development experience, has been named USAID mission director for Mauritania. He was sworn in before friends and colleagues at a State Department ceremony Aug. 5.

In his new post, the former deputy mission director for Zaire will direct a program that provides approximately \$5.5 million annually in economic development and food assistance.

"Mauritania is doing a lot of things right," Lezin said. "They recently qualified for a \$50 million Structural Adjustment Credit from the World Bank. The mission doesn't have these kinds of resources," he continued, "but our contribution in food aid, advice on policy reform and training programs are critical. I am delighted to be a part of this effort."

Lezin joined the Agency in 1962 as an assistant program officer in Guatemala. Subsequently, he served in Africa, Asia and again in Latin America.

Lezin obtained a bachelor's degree in economics from Reed College and a master's in public education from Harvard University.

JIMMIE STONE

Jimmie Stone, a 20-year foreign service veteran, was sworn in Aug. 4 as USAID representative to the Gambia.

The former deputy mission director for Pakistan will head the Agency's program to assist the Gambian government implement its economic recovery program, with a major focus on agricultural development and financial stabilization.

This year, the United States provided the Gambia with \$3 million in development assistance, \$2 million in food assistance and, subject to congressional approval, \$6 million for a special Economic Policy Reform Program to help the country's government carry out policies conducive to broad-based economic growth.

Stone's USAID career began in 1967 when he served as an area development officer in Vietnam. He also has held posts in the Dominican Republic, Peru, Honduras and Washington, D.C.

He received a bachelor's degree in modern languages from Kansas State University and a master's degree from the Maxwell School at the University of Syracuse.

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Cover Photo: For the past 36 years, each USAID project in Nepal has addressed development of the country's human and institutional resources. Mission of the month feature begins on page 8.

USAID, Local PVOs Assist Negros Island

by Roger Noriega

A Filipino sugar worker who has labored on the same plantation on Negros Island for decades might introduce himself not by giving his name but by saying, "I am a worker for Regalado."

Such is the long, paternal history of "sugar land." But, for Negros, sugar has gone sour. Sugar prices have plummeted, serious setbacks involving the Philippine government's sugar trading organization have compounded the problem and the U.S. market has declined considerably in the last three years.

The "collapse" of the industry has cost as many as 107,000 jobs and stretched the "dead season" on some plantations to six or seven months a year, twice the average.

Dr. Pratima Kale, United Nations Children's Fund (UNICEF) representative, sees a costly link between lost jobs and hungry boys and girls.

According to a 1985 study by the provincial government, in 11 cities in Negros Occidental more than 30% of the youngest children (newborn to 6 years old) suffer from second- or third-degree malnutrition. Officials now say that varying degrees of malnutrition inflict 70% of the children.

It is estimated that four out of five households in the area are living below the poverty line, and sugar workers can no longer look to the plantation owners for basic health care, housing or education. Those services were among the first casualties when planters were forced to cut back in the face of a flagging market.

USAID and other international organizations working with the Philippine government have attacked the problems in Negros on a broad scale, and aggressive steps are being taken to address the threat to the future of the region.

Before the Negros situation evolved into a major crisis, Catholic Relief Services provided health care to mothers and children and distributed food provided by the U.S. Food for Peace program to more than 100,000 hungry people.

As a follow-on, 15-month stopgap effort, UNICEF has provided meals to more than 90,000 moderately or severely malnourished children. CARE recently took over and expanded the program, providing hot meals to about 230,000 children six days a week. Children with first-degree malnutrition will be eligible for help for the first time. The program is made possible through a USAID grant and a donation of 14,000 tons of U.S. food.

"Dealing with the problems of hunger and malnutrition in Negros is a high priority for the U.S. government," U.S. Ambassador Stephen Bosworth wrote concerned

sugar producers early this year.

Bosworth also outlined a plan through which \$43 million worth of U.S. wheat is being donated to the Philippine government under the Food for Peace Title II program. This grain will be sold, and the proceeds will be used to fund programs to help needy Filipinos.

"USAID's commitment gives us security," says Daniel Lacson Jr., governor of Negros Occidental. "We are pleased with this program that will temporarily address the hunger problem while we seek long-term solutions."

Efforts are under way in Negros to battle the costly effects of a sagging economy and staggering malnutrition. But, local governments and private Filipino organizations and their American partners want to do more than treat the symptoms.

Lacson predicts that foreign manufacturers soon will be looking to save on labor costs by relocating their Asian factories, and he has plotted a course to restore the economy by transforming it into what he dubs a "mini-Taiwan" over the next 15 years. He is readying the work force of Negros to compete for these new industrial opportunities.

In-Hand Negros, Inc., a non-profit group, is working closely with the provincial government in building manufacturing skills among Negrenses. The organization's first effort was producing "Stars of Hope," a native Christmas ornament. The project trained 2,000 people in simple assembly work, which was the intended long-term benefit.

The organization also has trained 700 women to sew stuffed toys under a contract with the U.S.-based Dan Dee Corporation.



With USAID support, displaced sugar workers have learned to grow corn, rice, cassava and vegetables as economic alternatives to the traditional sugarcane.



According to a 1985 study by the provincial government, in 11 cities in Negros Occidental more than 30% of the youngest children suffer from second- or third-degree malnutrition.

Cooperatives or individuals own the sewing machines needed in the production process. Through this effort, 3,000 people will be self-employed and self-reliant for the first time.

"When we began these programs, the people said, 'Why don't you just hire us,'" recalls Millie Kilayko, the governor's executive assistant who also manages In-Hand. "Eventually, handmade signs appeared that said, 'We are not employees of In-Hand. We are owners.'" This change in attitude represents a major cultural breakthrough, says Kilayko.

Another dimension of Lacson's long-term effort to encourage "agro-industrial" development in Negros is the government's backing of crop diversification and ownership of land by the sugar workers. The idea is to broaden the agricultural base of the region and make it possible for displaced sugar workers to support themselves.

The task force that fine-tuned Lacson's land reform proposal argues that 60% of the sugar land of Negros will produce all that the current market will bear. However, Lacson admits that many sugar planters oppose the plan for fear of losing control over family holdings or not being justly compensated. Others have expressed concern that the workers are not capable of managing their own farms.

Following the signing by Philippine President Corazon Aquino on July 22 of an executive order on land reform, the issue has now been sent to the new Congress for further action.

No matter what the fate of Lacson's plans for the province, government and a handful of well-intentioned planters cannot do it all. Since before the crisis in Negros drew worldwide attention in 1985, local private groups have worked to improve the lives of the region's poor.

The urban poor in Bacolod, the sugar workers of Sagay and the poor fishermen of Ilog have something in common: They are to be helped by a new \$500,000 income project sponsored by the

Negros Economic Development Foundation (NEDF) and co-financed by USAID. Thirty local organizations will work with their neighbors to increase the incomes of nearly 3,000 Filipinos in these and 10 other cities.

"We approach the problem as an economic one," says Pike Burgos, director of NEDF. "Our goal is to give people economic opportunity and livelihood independent of the planters."

For example, the group has helped 35 communities of displaced sugar workers set up their own farms on land set aside by the sugar planters. Rice and vegetable crops are growing where only sugarcane once stood.

Before NEDF agrees to assist the new farmers, the landowner must ensure the workers permanent access to the property. For instance, the land can be leased with a purchase option, sold or donated outright.

NEDF also stresses that the new farmers themselves must make the decisions on how to manage the acquired land. Burgos says this is particularly important because the workers have never owned their own land or farmed any crop other than sugar. To be self-reliant, they must be the decision makers.

NEDF cooperates with dozens of local urban community groups, such as the Basic Christian Community, Samahan Nasyon and the Catholic Women's League, to help them do a better job of serving the poor of Negros.

For instance, in Bacolod City, NEDF funds are loaned through a local cooperative to vendors in a neighborhood market.

"This is our only source of income," Anna Belita Contiga says of the pork-selling operation that is made possible by a small operating loan from an NEDF-supported group. She and her husband rely on this tiny enterprise to support their three young daughters.

There are many other examples of how community organizations are working to overcome the problems in Negros. Displaced rural workers, small farmers and

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Bike-Aid

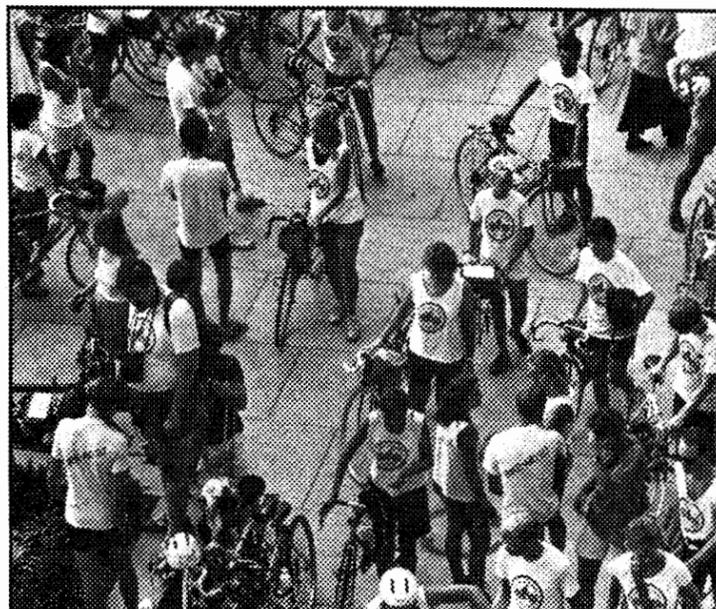
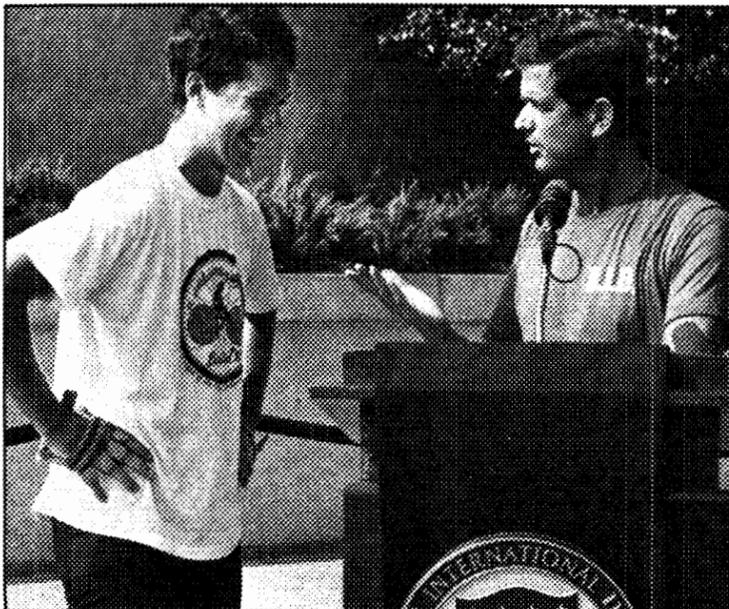
From page 1, column 4

needs and competing resources." Affiliates are expected to raise half of the money needed for their chosen project, while matching funds from Bike-Aid provide the balance. Arndt noted that this matching process will "put a little more punch behind the \$200,000 we've already raised."

During their brief stay in the capital, the riders attended a forum conducted by senior Agency officials on USAID activities. They also learned more about the prospects for Third World development from officials of Bread for the World, Africare, the National Academy of Sciences, the World Bank and the International Monetary Fund.

One cyclist described another lesson he learned during his long journey. "I took a spill on my bike in West Virginia, and a guy in a pickup drove me to a hospital about 30 miles out of his way," recalled Bill Parsons, who will be a junior at Harvard College this fall. "After I got cleaned up, I turned around, and the man handed me nine crinkled dollar bills and said, 'I want you to have this for your organization.'"

"This was a man of modest means, of few words," Parsons said. "And, it proved to me that, at least on an individual level, people do care and really want to do what they can to help."



(Clockwise from top) During their stay in Washington, D.C., Bike-Aid riders attended a forum conducted by senior Agency officials on USAID activities around the world. Bikers arrive at the State Department. During the welcoming ceremony, Acting Administrator Jay F. Morris (right) presented the riders with a USAID certificate for "uncommon achievement on behalf of people in developing nations."

Negros

From page 3, column 4

marginal fishermen are being helped by the Negros Occidental Development Assistance Program, sponsored by the Philippine Business for Social Progress (PBSP). Six communities in the south central part of the province are targeted for special attention.

Manny Yap, the project's coordinator, says many of the displaced sugar workers already have found ways to survive, but just barely. "Our task is to help them do a better job of providing for themselves and their families."

One effort is to help sugar workers become independent farmers. Yap explains that, by law, sugar workers have first priority in purchasing foreclosed land from the Philippine National Bank.

PBSP works through local groups to help the new farmers acquire the land and become successful, independent farmers.

At a site 45 minutes south of Bacolod City, PBSP is working through a church organization to help 21 workers farm 40 hectares of land that were once part of a plantation. One of the new land-owners is a 73-year-old man who had cut cane on the site since he was a boy.

"My father worked in these fields. My sons have worked here, too. But I never dreamed any of

my family would have a chance to own it as our own," he says.

This and other positive results are made possible with the help of PBSP, other local organizations and a \$600,000 USAID grant, which provided most of the start-up costs of the project. PBSP has

minimum wage, provide adequate housing, set aside land that can be farmed by the workers and underwrite FFHD's expenses.

USAID also has provided all of the financial backing for CARE's \$500,000 undertaking to provide jobs or self-employment to as many

"With the guidance of Philippine development organizations and help from outside sources, the people of Negros have a fighting chance to win back their future."

contributed \$200,000 to the effort and intends to continue the investment for an extended period.

The First Farmers Human Development Foundation (FFHD) was formed in 1979 by a group of sugar growers who witnessed ominous shifts in the industry and foresaw serious problems for workers who depended on planters for income and a social safety net.

By 1985, FFHD was working with the Foundation for Education Evolution and Development to help workers on 116 farms in eight municipalities in Negros Occidental.

USAID picks up part of the cost of this \$1 million project that has reached hundreds of communities and workers.

Before FFHD provides its development service, the planter must pay his workers at least

as 300,000 poor workers in Negros Occidental.

In addition to its feeding program, CARE is promoting alternative crop and livestock production among small farmers and displaced sugar workers. CARE supports the efforts of nine local groups in a wide variety of projects to improve food production and marketing.

Under these programs, some Negrenses have learned to grow corn, rice, cassava, legumes and vegetables. They also have been taught how to raise ducks, carabao and goats and fatten pigs and cattle. All of these efforts should pay off in greater income for the people of Negros.

These endeavors are based on developing human resources so that the people are better able to take on the challenges of an in-

dependent livelihood. But this also requires "infrastructure." For a farmer in Negros to "make a go of it," for instance, he must have a means to sell his produce.

A new market recently has been constructed in Kabankalan for this purpose. The new facility, built with U.S. Economic Support Funds as part of a \$9.2 million nationwide markets program, is an essential component in the effort to stimulate the economy of Negros.

There are no quick fixes in Negros. The Philippine government, private voluntary organizations and USAID are working with local residents to develop new employment opportunities on and off the farm that will overcome the costly over-reliance on the sugar industry. In the meantime, the short-term suffering must be alleviated.

Private organizations, government leaders, USAID and other international development groups met recently in Bacolod City to discuss ways to better coordinate assistance to the region.

"With the guidance of Philippine development organizations and help from outside sources—USAID, UNICEF and others—the Negrenses have a fighting chance to win back their future," says Roque Hofilena Jr., the provincial coordinator of planning and development in Negros Occidental. "And that's all any Filipino has ever asked for."

Personality Focus

Steve Brent

In June, President Reagan announced by Executive Order a policy directed at ending hunger in Africa. A government-wide effort led by USAID, the Initiative to End Hunger in Africa is based on developing new, coordinated efforts by African governments and donor nations to encourage economic growth, policy reform and private sector development.

To spotlight the President's Initiative, Front Lines focuses on Steve Brent, who coordinates the Agency's role in the program from the African Bureau and serves as liaison to Congress and other participating federal agencies.

by Nancy Long

Coming to the Agency with a Hill-side view of development, former congressional aide Steve Brent eagerly takes on what he calls the "development challenge of our time" in his assignment to coordinate USAID's role in President Reagan's Initiative to End Hunger in Africa.

Announced by Executive Order in June, the President's initiative directs all U.S. government agencies to seek solutions for ending hunger in Africa. The committee is chaired by USAID and co-chaired by the Treasury Department.

"This initiative represents a long-term, national commitment by the President to end hunger in Africa by self-sustaining growth and private sector development," says Brent.

Joining the Agency only two months ago, Brent was involved with African development while working for Sen. Nancy Kassebaum (R-Kan.) as an aide for African affairs. Until 1986, Sen. Kassebaum served as the chairman of the African Affairs Subcommittee of the Senate Foreign Relations Committee and since then has been the ranking minority member on the subcommittee.

"My job in the Senate was a mixed bag," says Brent. "I worked on a range of African issues, including Liberia, South Africa, southern Africa and issues of aid and development. The pace was hectic, but I felt we had influence on important matters."

But it was not in the halls of the Senate that Brent first dealt with Africa on a daily basis. Before joining Sen. Kassebaum's staff, he devoted seven years to earning a Ph.D. in public policy at Harvard University. His dissertation was on South Africa.

After graduating from Duke University with a bachelor's degree in economics and a master's in operations analysis, Brent served in the Navy for six years working on defense analysis. His Navy experience included posts in Vietnam and Washington, D.C.

"My time in the Navy was very worthwhile," he says. "I was exposed to the most important event of the time, and I had a lot of responsibility at a young age."

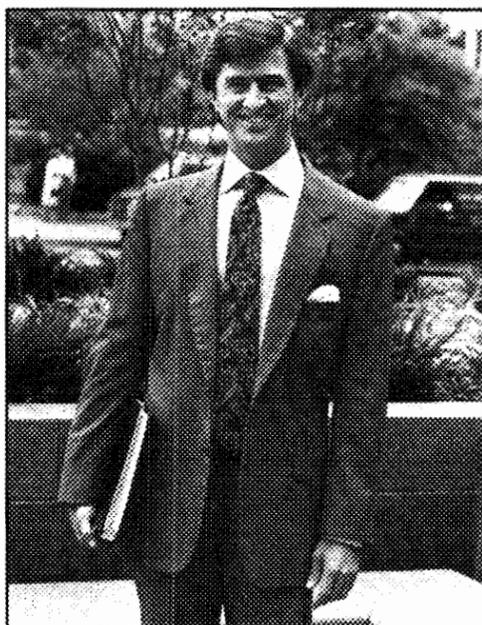
The son of a career Naval officer, Brent grew up all across the country, including California, Texas, Virginia and Rhode Island. Now, Washington, D.C., is his home, and Brent acknowledges an intangible attraction to the city, noting that he is oriented to public service

although less so to the capital city's climate.

Adamantly committed to the End Hunger Initiative, Brent stresses the importance of a Presidential commitment to end hunger through economic growth. "The President has made a national commitment that will affect American administrations for the next 25 years," he observes.

Brent cites another reason for optimism about the End Hunger Initiative—a "special feeling" among the American people about Africa and its problems. "This feeling was evident in the outpouring of public contributions at the time of the African famine," he explains, "and has been documented since in polls showing that Americans feel that Africa should be our No. 1 development priority."

"When it comes to Africa, there is a feeling that the problems there are so severe that we have to make special exceptions—that



Steve Brent: "There is a special feeling among the American people about Africa and its problems."

Africa is in a category by itself.

"The challenge is to tap this consensus in a way that is not partisan or ideological, so that we can sustain a long-term commitment. This issue can draw people together."

Brent sees cause for hope in the new economic reform movement that is sweeping Africa. He believes that last year's U.N. Special Session, at which African leaders committed themselves to economic reforms and agricultural development, marked a turning

point in African thinking.

"This was a tremendous thing. Countries that had been heading almost unanimously in one direction for 20 years—toward statism and socialist methods—admitted that this wasn't working and that they had to embrace free market principles and production incentives if they were to turn things around.

"The reform movement does not make growth inevitable," he says, "but it does make it possible. This is a great opportunity. A major area of the Third World is embracing principles that we have been urging on them for years and which favor the West geopolitically. We must not let the opportunity pass."

As a break from his responsibilities at work, Brent exercises regularly. "I was much more serious about it in the past and even ran a few marathons. I could never do that now. I just try to stay in shape."

He also likes to read and is interested in spiritual matters. "I'm not a regular churchgoer," he says, "but I have always been intrigued by the basic questions about life."

He feels a connection between this interest and his job. "I feel fortunate to have a job in African development. It is something I really care about and am committed to. To be able to work in this field is a privilege."

Environment

From page 1, column 4

Kenya and Rwanda, meeting with Agency personnel and observing USAID-funded projects.

In a report to Cohen, Wirth and Williams said they were impressed with the Agency's activities in Africa, particularly with programs in pesticide control, forest regeneration and erosion prevention.

Sudan is losing forests to meet the fuel needs of a population that is growing by one million a year, they noted.

Williams and Wirth visited the USAID-supported Sudan Renewable Energy Project at Selate/Soba, which includes nurseries, shelterbelts and forestry plantation fields.

The National Remote Sensing Center in Khartoum, which USAID is helping to fund, also was included in the environmentalists' itinerary. The center computerizes land resource data from aerial surveys of Sudan. "This data collecting project will enable the government to identify trends in resource problems and allow them to correct some resource problems at an early stage," they noted.

Williams and Wirth noted the Agency's role in supporting proper pesticides to deal with locust infestation and other problems and encouraging other donors to do so.

In Kenya, the two men visited a field station of the Agency-

supported International Council for Research in Agroforestry (ICRAF). Among its activities are experiments to determine the best combination of trees and crops to increase fuelwood supplies, provide building materials and reduce soil erosion.

The center serves as a training facility in which Kenyans and others can learn about agroforestry techniques. "ICRAF's sophisticated research program will surely benefit not only Kenyan farmers but farmers in many other countries with similar climatic conditions," they wrote.

Williams and Wirth visited a similar agroforestry center in Rwanda, where they found that research "is already providing valuable information on how better to manage hillside farms to prevent or reduce soil erosion."

In the wetlands areas in Rwanda, Williams and Wirth noted that USAID "is financing a study that should encourage sound planning for the future of these environmentally sensitive areas."

The positive nature of the environmentalists' report came as no surprise to Cohen, who notes that USAID has long incorporated environmental concerns in its activities.

"We have regulations that require that environmental factors be considered in every project the Agency funds," he says. "In each case, we make a preliminary environmental examination to determine the impact of the project.

"The Agency is sensitive to the kind of environmental concerns and financial limitations of less developed countries (LDCs)," says Cohen. "What we have been trying to do is communicate (to LDCs) the need to integrate the environment and development.

"You can't have long-term, stable development without protecting the environment and the natural resource base," he says. "The two go hand-in-hand."

Cohen says he sees a growing sensitivity in LDCs to the need to protect their resources. One way to heighten this awareness is through training, says Cohen. "The Agency's training programs encourage developing countries to build environmental considerations into their projects. Training and sensitivity are both growing."

Fostering development while encouraging environmental concern are twin goals of the Agency. The challenge is considerable, Cohen acknowledges. "USAID has to be more creative in helping people meet their short-term needs while at the same time protecting the environment for future generations," he says. "It's a difficult but important task."

In carrying out its mission, Cohen says the Agency will continue to welcome the advice and support of environmental organizations in the United States. "Environmental groups can be very helpful to our programs. If we can work together, the results will be magnified."

International Training Aids LDC, U.S. Firms

by John Gaffney

A Mauritian businessman, co-manager of the island's first microfilming concern, seeks to expand his business to other Indian Ocean islands. To do so, he needs training in modern technology and access to supplies and equipment available from distant U.S. producers. Yet, he can't afford the substantial investment an extended business trip requires.

A year ago, this businessman might not have had any options. Now, though, with Entrepreneurs International well under way, he has realized his goal.

A private sector training program initiated by the Bureau for Science and Technology's Office of International Training (S&T/IT), Entrepreneurs International offers developing world business people meaningful on-the-job training with American businesses.

"It exemplifies the trend in development assistance toward using market forces as the primary

participation and support in the American business community," Melady noted.

According to Melady, U.S. firms have come to realize that by providing on-the-job training to foreign entrepreneurs, they not only enhance international development, but also open doors to exciting new business opportunities in trainees' home countries.

"Entrepreneurs International is unique in that it will provide excellent training for business people from developing nations while pointing the way to new markets and investments abroad for U.S. firms," said Melady.

Clearly, many of the Third World business people who have signed up for Entrepreneurs International have far more than just training on their agenda. They seek to purchase supplies and equipment, conclude distribution agreements and offshore production contracts and even obtain investment capital during their U.S.

"On-the-job training with U.S. businesses can provide Third World entrepreneurs with the methods and materials they need to increase investment, provide new jobs and create wealth, all of which promote economic growth and political stability."

engine of economic growth and political stability," said Dona Wolf, director of the Office of International Training. "Moreover, it provides a novel means of offering effective, high-quality training at a much-reduced cost to the U.S. taxpayer."

"As many developing countries are discovering after years of central economic planning, private enterprise holds the key to future economic growth," said Thomas Melady, who heads Entrepreneurs International. Formerly the U.S. Ambassador to Uganda and Burundi, Melady was designated private sector coordinator for International Training by President Reagan in 1986.

Entrepreneurs International is sponsored by USAID in cooperation with the White House Office of Private Sector Initiative and the International Trade Administration of the Department of Commerce.

As of Sept. 15, the program had trained its first 10 participants in areas as diverse as cattle breeding, lumber processing, microfilming and hotel management. Many more participants are expected in the coming months as placements multiply.

"After a series of successful conferences around the United States, Entrepreneurs International has generated growing enthusiasm,

stay. For their part, U.S. host companies find in their guest entrepreneur an ideal source of information on markets abroad, as well as a potential partner in new ventures.

All this is not to discount the substantial development benefits that can accrue through business training. On-the-job training with U.S. businesses can provide Third World entrepreneurs with the methods and materials they need to increase investment, provide new jobs and create wealth, all of which promote economic growth and ultimately contribute to political stability.

U.S. businesses participating in Entrepreneurs International donate time and staff to share their business expertise with their guest trainees. The Agency, through the missions, covers travel, per diem and miscellaneous costs. Partners for International Education and Training, a contractor to the Office of International Training, handles placement and management of participants.

Microfilm entrepreneur Louis Paul Maujean of Mauritius, the first Entrepreneurs International participant, exemplifies the attitude of the business people from developing countries participating in the program. Although he came to the United States to examine new techniques in microfilming



Thomas Melady (left), head of Entrepreneurs International, presents Louis Paul Maujean, a Mauritian businessman and the first program participant, with information on the Agency's private sector training initiative.

and archiving at Eastman Kodak and Hybrid Micrographics, a Utah firm, he also wanted to do business.

Kodak, for instance, manufactures state-of-the-art microfilming equipment and supplies that Maujean's firm needs to expand operations in the Indian Ocean region. During his stay in Utah, Maujean will conclude a contract to provide microfilming services to the Genealogical Society of Utah, which seeks a presence in Mauritius and other Indian Ocean countries.

Maujean addressed the third Entrepreneurs International Conference, held July 23 in Chicago and hosted by the Chicago Association of Commerce and Industry. "Americans don't realize the opportunities to do business that await them in other countries," he said. "I am here on behalf of my brother's firm and many Mauritian firms interested in doing business with American companies."

The experiences of other Entrepreneurs International trainees indicate the diversity of businesses involved in the project.

Paulita Bedran, John De Silva and Michael Panton manage small hotels catering to American and European tourists in Belize. The three trained during July with Meadowood and Auberge du Soleil, luxury hotels in California's Napa Valley wine country. They were exposed to American techniques of front-office management, marketing, and food and beverage operations.

Almamy Sylla heads AGROPAM, a corporate farm in Mali, where agriculture remains the main economic activity. Although a relatively small operation at present, AGROPAM plans eventually to employ 1,000 people. Sylla sought to increase his management skills in livestock and poultry production. Additionally, he sought to develop long-term professional con-

tacts in the United States. During August, Sylla visited Foxhill Angus farms near Philadelphia to study all aspects of livestock production and to make contacts with fellow cattle breeders.

This month, Malian Mamadou Keita, director of a private trading company, joins Ghanaians Kwabena Karko and Gariba Gado, poultry producers, for an intensive three-week session on poultry farm management at Vector International in Virginia.

John Meikle owns a 200-employee sawmill in Zimbabwe seeking to enter markets of neighboring countries. This month, Meikle arrives for two weeks of intensive hands-on training with Monadnock Forest Products in New Hampshire, examining the latest in modern milling techniques. Then it's on to Nashville where he will attend the Hardwood Manufacturers' Association meeting. In addition to valuable technical sessions, the meeting will offer Meikle a chance to meet executives of a large number of U.S. lumber processing firms.

The Agency has arranged matches for more than 65 Entrepreneurs International nominees, many of whom will begin arriving this month. In most cases, Entrepreneurs International asks missions to fund participants. In addition, the Office of International Training has been able to provide limited funding from its own accounts for special cases. The result, in either case, is effective low-cost training.

With the rate of placements and arrivals increasing, missions are encouraged to submit new nominations for Entrepreneurs International through USAID's Office of International Training.

Gaffney is a participant training specialist in the Participant Programming Division of the Office of International Training.

by Ellen C. Irving

The study of vector-borne disease often takes its students to tropical climes in the far reaches of developing countries. But this summer, in the equally sweltering weather of Washington, D.C., Eiichi Seki, M.D., has studied USAID's worldwide malaria program as the Agency's first intern from the Japan International Cooperation Agency (JICA), USAID's counterpart in that country.

Dr. Seki, better known to his American colleagues as Benjamin, was awarded JICA's prestigious Overseas Training Program fellowship to obtain his master's degree in public health from Harvard University and further his knowledge of tropical medicine at the Johns Hopkins University in Baltimore.

When Dr. Seki learned of the opportunity to study in the United States, he called the American Embassy in Tokyo to explore the possibility of working with USAID's Communicable Diseases Division of the Bureau for Science and Technology's Office of Health during the summer break. "I didn't think I would be accepted as an intern with the Agency," he says with characteristic modesty. "I thought it was impossible. I am very happy to be here."

Under the tutelage of Health Science Administrator Larry Cowper, Dr. Seki has focused on the program development process for the Agency's malaria control project and on understanding the three major components of all USAID projects—planning, execution and evaluation.

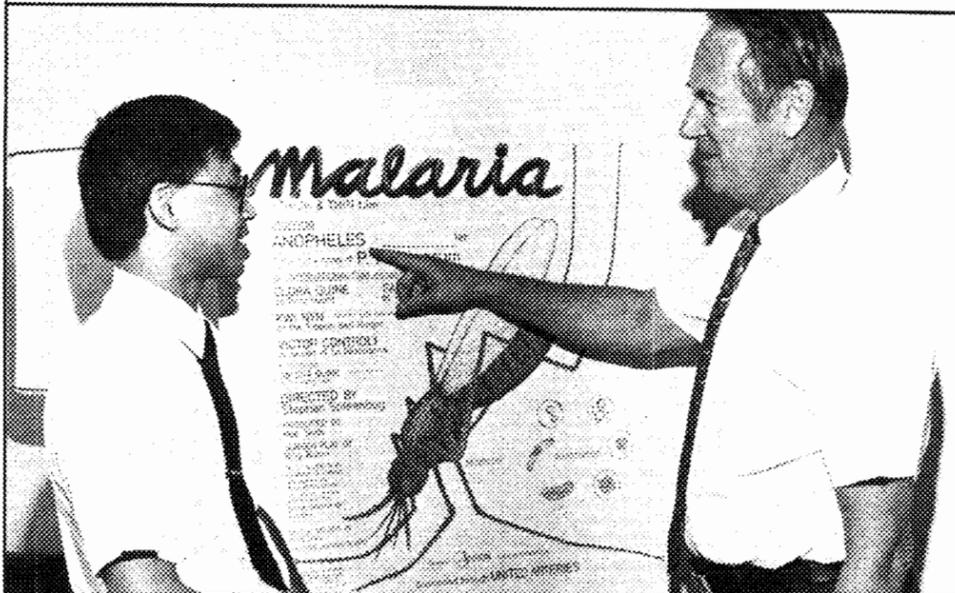
In addition to examining the intricacies of PIDs (Project Identification Documents), project papers and log frames, Dr. Seki, who began his government career with Japan's environmental agency, finds USAID's emphasis on environmental concerns of particular interest. "JICA only recently began to integrate environmental concerns in its country's projects," he says, seeing the Agency's mandatory environmental analysis for each project as a possible system to emulate.

Cowper and Seki have reviewed more than a dozen programs from other countries, studying documentation from USAID, the World Health Organization and host countries to analyze the mix of technical, economic and social information required to design a program that will meet project objectives.

In the course of his assignment, Dr. Seki has discussed public health and tropical disease problems with health officers in the Agency's three geographical bureaus to learn about those unique to their regions and how project planning, implementation and evaluation are adapted for each country.

He also was impressed with the Agency's computer modeling system and data bank. "Computers are not used as much in my

JICA Intern Researches Global Malaria Program



Dr. Eiichi Seki (left), USAID's first intern from the Japan International Cooperation Agency, and Larry Cowper, health science administrator, take a break from their study of vector-borne disease to view a poster display on malaria.

workplace," he notes. "The information search is very well organized here."

Dr. Seki also visited the National Institutes of Health to learn how to conduct a computer search for technical information.

His internship is seen as beneficial for both development agencies. "We are learning from

Dr. Seki, too," says Cowper. "We have cooperated with JICA in a number of projects throughout the world and would like to do more with them in the future. It is useful for us to know how they operate as an agency."

"And, he is learning how we manage our programs and the reasons behind our emphasis on

policy dialogue, institution building, technology transfer and private sector involvement as development tools," Cowper adds.

Dr. Seki recognizes the long-term benefits of his internship with the Agency. "One of the most important jobs I can do is to contribute to strengthening donor cooperation between USAID and JICA, even through informal channels," he observes.

Both scientists agree that they would prefer to work in the field to tackle the problems of vector-borne diseases at their source. Dr. Seki hopes to work at a USAID mission as part of his field work with Johns Hopkins and eventually to be assigned to a JICA project in Africa.

"We have a disease—malaria—that affects half the world," Cowper stresses. "We have a long row to hoe, and every helping hand that we can get to carry out the worldwide struggle to not only control malaria but to eliminate it is needed. Our exchanges with Dr. Seki have been very useful to us, and we hope that we have been helpful in his pursuit of knowledge in this area."

JICA and USAID are exploring the possibility of continuing the intern program next summer, he adds.

For now, Dr. Seki and his wife, Masumi, are planning a two-week vacation in Yellowstone National Park, where mosquito bites may be annoying but not life-threatening.

December Deadline Nears

Advice on Retirement Systems Offered

What do the Civil Service Retirement System (CSRS), the Federal Employees Retirement System (FERS), the Foreign Service Retirement and Disability System (FSRDS) and the Foreign Service Pension System (FSPS) have in common?

Between now and Dec. 31, more than one million federal employees must decide on one of those retirement systems. Civil service employees must choose between CSRS and FERS and foreign service employees between FSRDS and FSPS.

To help employees make their decision, the Agency's Office of Personnel Management has established a retirement counseling center to provide information to all employees on the merits of each system.

The center can answer questions such as:

- How the Thrift Savings Plan works;
- The basic benefits under each system;
- How social security works in the new system; and,
- How sick leave is treated under the new system.

Advisers will be available to explain these and other features and will provide a free analysis of

retirement benefits under civil service or foreign service options.

The center is in room 200, SA-2, and is open from 9 a.m. to 3 p.m., Monday through Friday. Walk-in service is available, although employees should call (202) 663-1585 for an appointment.

663-1585 for an appointment.

Choosing a retirement plan is an important financial decision for all employees. The center can help make that easier.

—James Hampton

New Deputy Director Announced



Joan Hinds, former director of development at the Washington Center, the nation's largest independent college internship program, recently assumed the position of deputy director of the Family Liaison Office (FLO). Hinds' involvement with FLO began in 1979 when she served in Moscow as one of the first Community Liaison Office coordinators.

In addition to her administrative duties with FLO, Hinds will advise the foreign-born spouse network, oversee the newly computerized skills bank to facilitate spousal employment abroad and coordinate FLO's work in the areas of regulations, allowances and finance. She also will brief foreign service officers and families on FLO services available in the field.

Hinds' overseas service includes

eight years in Aschaffenberg and Garmisch, West Germany, where she worked as a school librarian and teacher, drawing on her earlier experience as a librarian and high school teacher in America.

Youth and women's programs have taken much of Hinds' volunteer time overseas and in the United States.

In West Germany and the Soviet Union, she worked with international and American women's clubs and in Moscow directed an international summer camp, sponsored by the American Women's Club.

Hinds received a B.A. with highest honors in French and liberal arts from the University of Montana, where she later began her graduate studies in English.

—Michael Ann Dean

Mission of the Month

USAID in Nepal

by Dolores Weiss

There is a certain magic about Nepal. The enchantment grows as one encounters the snow-capped mountains and grey-blue hills that look like the folded skin of the lovable Chinese Shar pei. The spellbinding atmosphere envelops the traveler as pagoda-style temples, prayer flags, fabled cities, deep gorges and intricately terraced land come into view.

Nestled in the midst of the world's highest mountains, the Kingdom of Nepal is strategically juxtaposed between the vast plains of the Indian subcontinent to the south and the high Tibetan plateau of China to the north.

The Kathmandu Valley and most villages throughout the kingdom form a veritable melting pot of 16 million people and more than 30 languages, which over the centuries has created a harmonious environment among its Hindu, Buddhist and animist cultures.

But the country filled with impressive temples, sunken fountains, rich, terraced fields and children at play is, paradoxically, one of the poorest in the world. For most Nepalese, this means a life at subsistence level, a diet chronically deficient in needed nutrients, an overall health status that is possibly the worst in Asia, and a life expectancy of only 51 years.

Nepal's problems are compounded by its arduous topography and by a late entry into the modern era—it was not until 1950 that the country's borders were opened to the outside world.

USAID's goal in Nepal is the same as its global objective: to assist development to the point where the country can meet the needs of its people on a sustainable basis, according to Mission Director Dave Wilson.

"A key element in our approach is to increase economic growth and productivity," says Wilson. "And, every USAID/Nepal project for the past 36



While children play, Nepalese women spend hours each day searching for fodder for their animals and wood for cooking and heating.

years has addressed development of the country's human and institutional resources.

"This theme will remain central to our program as we emphasize increasing agricultural productivity, conserving natural resources, promoting the private sector and expanding access to basic services such as health, education and family planning."

"The mission's current strategy reflects a far greater use and dependence on policy dialogue than previous USAID efforts in Nepal," notes Stacy Rhodes, deputy director. "The strategy builds on the long-standing U.S. presence in Nepal as well as a tightly coordinated dialogue with other donors such as multilateral banks to bring about reform in the government, especially in agriculture and forestry."

In its early days, USAID concentrated on building infrastructure to provide the foundation for growth. "We can be proud of the U.S. contribution that has permitted a number of other donors to move on to specific project investments, accelerating the development process," says Wilson.

"However, the realization that poor policy can act as a constraint has now clearly emerged. In response, USAID is working with the International Monetary Fund and the World Bank to resolve stabilization and structural adjustment problems without adversely influencing long-term development."

"USAID has been and will continue to be an active member of the local donor coordination group and will work to create more effective use of donor assistance," adds Rhodes. "It's important to note that the World Bank, the Asian Development Bank and most donors do not have a large resident staff in Nepal. Although USAID has limited resources, it does have the presence, experience and knowledge to identify key policy concerns and sound projects."

U.S. bilateral assistance is less than 5% of total official development assistance to the country. "However, the Agency can be a catalyst and effectively maximize opportunities for private sector development," says Rhodes. "We will continue to break new ground, which donors with larger resources can sow, as has occurred in Terai agriculture."

The Terai, a narrow belt of flat land averaging about seven miles wide located along the border of India, encompasses almost two-thirds of the cultivable land and 43% of the population. Although Nepal is about the size of Florida, only about 10% of its land is flat and only 22% is cultivable.

Commitment to improved seed development, crop production and cropping systems in the 1970s resulted in a tripling of rice and wheat yields in the early '80s, according to George Taylor, forester and agriculture development officer. "The USAID research and extension program included a multiplier payoff when it was adopted by the

World Bank and other donors for expansion into the Terai," he says.

By 1983, a third of Nepal's rice and maize fields and 92% of its wheat land were planted with improved varieties, and the demand for the new seeds exceeded supply. About 20,000 farmers participating in USAID production programs reported harvests 19% above normal.

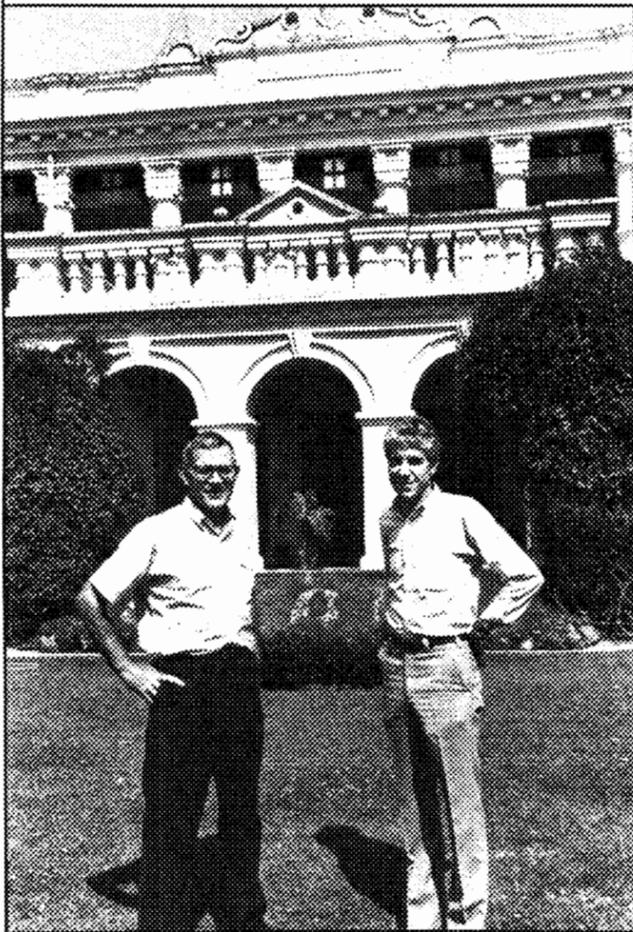
Research must be an ongoing effort, says N. M. Giri, farm manager at the Pawanipur rice station. "It takes about six years to get a new variety to farmers," he points out. "Then the crop may be good for only two to four years. USAID's Agriculture Research and Production Project (ARPP) is needed because after research produced good results in the 1960s and '70s, we became complacent. New varieties fell victim to old problems such as blast and insect devastation, and now we have no new products in the pipeline."

ARPP will address the lack of adaptive research and support improvement in research administration.

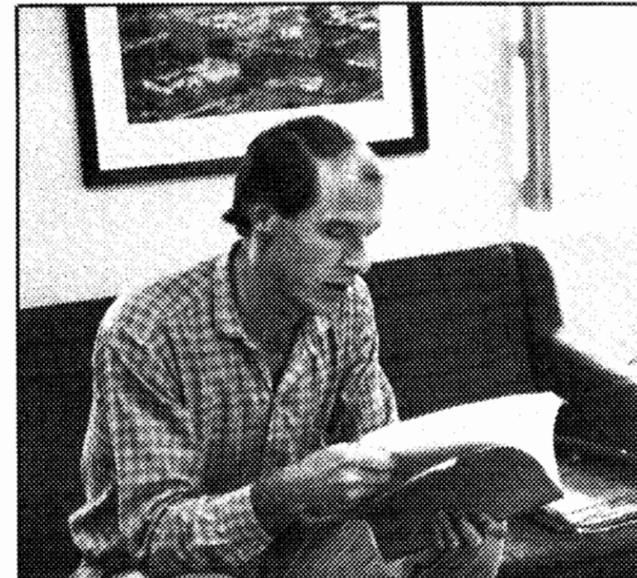
With funding from ARPP, the rice station imports germ plasm from the International Rice Research Institute and provides training for farmers. Giri and his staff of 28 professionals work mostly on rice varieties and advocate the farming systems approach supported by the mission in which all factors of concern to farmers are taken into account.

For instance, ARPP teaches farmers better use of manure and composts to prevent loss of nitrogen. Present methods result in a loss of more than 90% of the nutrient. Increasing the efficiency of manure is important because Nepal's use of chemical fertilizer is among the lowest in Asia, only one-fifth of that used in Bangladesh or Pakistan, for example, says Taylor.

"Fertilizer availability is stifled, especially in the Hills," he notes, "by policies that prohibit or



Mission Director Dave Wilson (left) and Deputy Director Stacy Rhodes work with a staff of 20 Americans and 100 Nepalese in an old, converted palace that once belonged to Nepal's royal family.



Mark Treacy (left), PADCO contractor, and Carl discuss the Rapti project and its new integrate

restrict licensing of private dealers and enforce uniform prices without regard to differences in transport and marketing costs.

"More than 90% of Nepalese depend on agriculture for their livelihood," says Taylor. "We are working on a variety of levels from research to policy to help farmers move from subsistence farming to making a profit off their land. For the foreseeable future, the agriculture sector will remain the cornerstone on which overall economic growth will depend."

In rural areas, direct promotion of small-scale private enterprise will be tested in the Rapti Development Project through private dealer marketing and distribution of fertilizer and seeds and promoting small-scale enterprises, explains Carl Dutto, chief of the Office of Rural Development.

"The Rapti project takes an integrated approach to the complex problem of improving rural life and the delicate balance between agriculture, livestock and natural resources," says Dutto, who often must walk six to 14 days to the remote areas in the Rapti district.

"At the program's start, \$3 million of USAID funds opened 200 kilometers of access road and constructed bridges," he adds. "Additional funding went to dig 40 wells in an area in which less than 10% of the people had access to sanitary drinking water. The project also included an adult literacy program in which more than 8,500 were enrolled to learn to read and write."

Now, the Rapti project will be more focused to see that the limited resources reach more people. "In the remote areas that Rapti assists, people are involved in the planning and see the activity as their own," Dutto continues. "Villagers get together and formulate priorities and then send representatives to the district level to provide policy and budget guidance. In one instance, locals worked with the government to plan and carry out a nursery and forestry effort. In 1983, there were 250,000 trees, but by this year 1.3 million trees had been planted."

"USAID's agricultural strategy," says Wilson, "is based on a three-pronged approach that emphasizes creating a national institutional ability to support research, advanced education and policy and planning; increasing food production to meet basic nutritional requirements; and improving natural resource management to preserve a fragile environment."

"For the first time," he adds, "a farming systems group has been formed within the government structure. The government also is looking in detail at the forestry sector. Because deforestation has been occurring at an alarming rate and deforestation affects erosion, water quality and land use, USAID is contributing more than \$27 million to a seven-year Resource Conservation and Utilization Project (RCUP)."

Since 1981, RCUP has encouraged the protection and restoration of natural resources and has



Anjali Sherchan, program assistant provides support for projects funded by the Office of the Science Advisor.

been examining private sector possibilities in forestry. More than 800 government employees have been trained, and about 175 local and district buildings have been constructed under the program. Through RCUP, the Agency provides support to the government's Institute of Forestry, which trains Nepalese in forestry, watershed management and other related areas. The World Bank is funding construction of the Pokhara campus, and USAID is providing advisors, materials and equipment, staff training and scholarship funding.

"USAID also has been instrumental in getting donors to work together on policy and organizational problems," says George Lewis, supervisory program officer. "Because of the cooperative effort, research is progressing at a faster pace. The British, for example, have come up with an improved planting technique that helps the small farmer in the Hills and can be integrated into other projects."

"Traditionally," he continues, "the government has seen itself as a protector of the forests, guarding against the people. Now, extension agents are forming community forestry activities. Public awareness is growing."

Environmentalists said in 1983 that because of the loss of trees and subsequent erosion, the Himalayas were sliding to the sea. But Burt Levenson, agriculture officer, sees the situation as serious, not hopeless.

Water is another of Nepal's greatest resources that needs to be managed more efficiently. Only 25% of arable land is irrigated, according to John Breslar, agricultural rural development officer. Effective irrigated area is less than 50% of capacity, reflecting poor design, management and maintenance in the public systems. USAID is rehabilitating a 30-year-old system while also working on the management aspect—ensuring more farmer involvement.

"We have put association organizers out in the field to combat the lack of communication between government irrigation officials and the farmers," Breslar explains. "The organizers will live in the villages and assist in forming water user groups."

Another integrated approach the mission is taking is its \$35 million Integrated Rural Health and Family Planning Services Project, says Barbara Spaid, health officer.

With an annual growth rate of 2.5% and a population density per hectare of arable land approximating that of India, the government of Nepal is beginning to realize that it cannot sus-

tain its current population growth. It also has begun to realize that its voluntary sterilization program has not been achieving its ambitious goals, Spaid says. "The new project will emphasize birth spacing, not just limitation."

While trying to improve the quality of the government's voluntary sterilization program, USAID is working to increase access to other appropriate family planning methods, notes Spaid.

According to the Nepal Fertility Study of 1976, only 2.3% of married women were using modern contraceptive methods. By 1986, the Contraceptive Retail Sales Private Company, Ltd. (CRS), a private, social marketing company started with USAID funding and technical assistance, was distributing to 10,000 urban retailers.

"CRS, now fully managed by trained Nepali staff, established the first full-service advertising agency in Nepal to help promote contraceptive awareness and use," she says. "While cultural barriers to limiting family size still exist, a survey in 1986 showed the rate of contraceptive use at 15%."

It is estimated that CRS is selling 50% of condoms and 25% of oral contraceptives used in Nepal even though the government supplies condoms and pills for free. The company now plans to expand its modern advertising campaign and sales to rural districts.

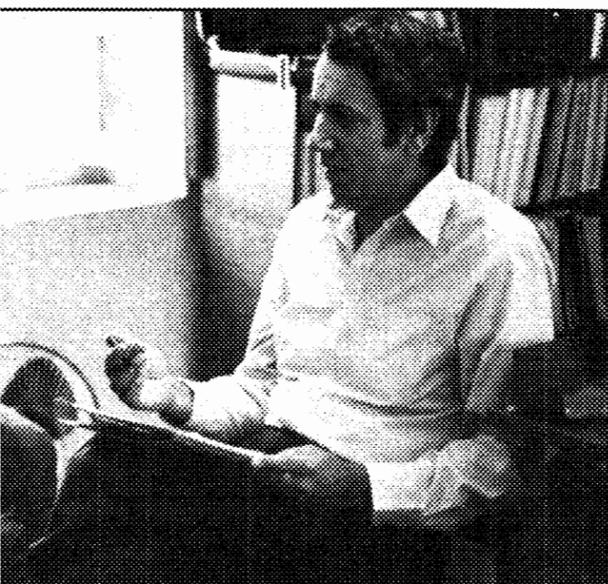
USAID has always targeted the health needs of Nepal as a high priority. In the 1960s, the mission focused on eliminating malaria, smallpox, tuberculosis, leprosy and malnutrition. Although problems still exist, health care has improved dramatically since 1961. At that time, a dozen doctors and about 300 health workers and nurses worked in 34 hospitals and 52 clinics. Now, Nepal has more than 500 doctors and 6,000 health workers and nurses, and over 50% of the population is within a half-day walk of a clinic or health post.

USAID is continuing its immunization program and its campaign against acute respiratory infection (ARI). "In a unique program, the mission trained health workers to recognize ARI indicators and set up a supervisory plan," explains Spaid.

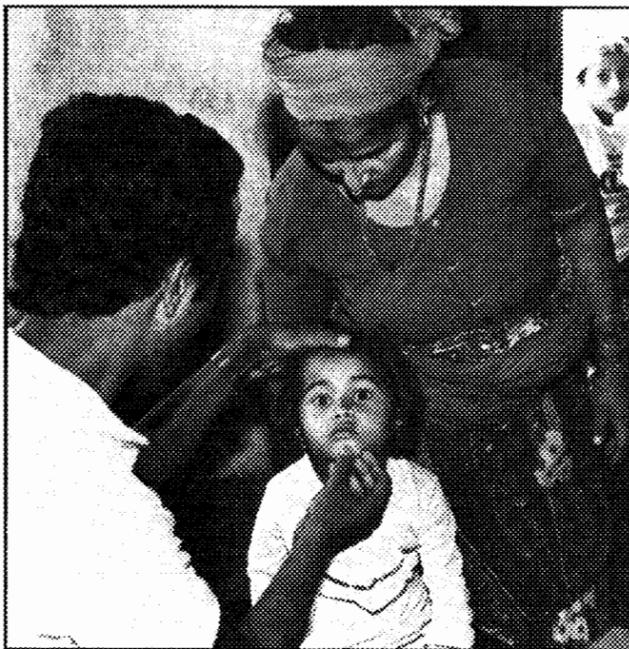
"Houses are visited at regular intervals. If a case is found, the mother is given a special measuring spoon and antibiotics for her child. The problem of collecting data on ARI prevalence was solved by teaming the health workers with missionaries."

With USAID funding, Save the Children is carrying out an extensive immunization program. Even in remote areas, the organization is completing survey work, performing detailed examinations, computerizing the records of each

(continued on page 11)



Dutto, chief of the Office of Rural Development, approach to improving rural life.



USAID always has targeted the health needs of Nepal as a high priority. Today, more than 50% of the population is within a half-day walk of a clinic or a health post.

New AA for Africa Bureau Confirmed

Charles Gladson, former senior deputy assistant administrator for the Bureau for Private Enterprise, was confirmed by the Senate last month as assistant administrator for the Bureau for Africa. Gladson succeeds Mark Edelman, who was recently confirmed as U.S. Ambassador to Cameroon.

In his new assignment, Gladson will direct USAID activities in 44 countries in Africa.

Gladson joined the Agency in 1969 as an attorney adviser in the Bureau for Africa. During his foreign service career, he has served as assistant general counsel in the Bureau for Vietnam, Agency general counsel, mission director in Thailand and Kenya, and deputy assistant administrator for the Bureau for Food for Peace and Voluntary Assistance.

He briefly left the Agency in 1978 to become chief of the Policy Division for the United Nations Economic and Social Commission for Asia and the Pacific, returning to USAID in 1981.

Gladson has a B.A. degree from San Jose State College, Calif., and a law degree from Hastings College of Law at the University of California, San Francisco.

IN MEMORIAM

STEVEN SINGER

Steven H. Singer, deputy director of the Office of Food for Peace in the Bureau for Food for Peace and Voluntary Assistance, died of cancer July 31 at the National Institutes of Health. He was 41.

Singer joined the Agency in 1969 as an international development intern and assistant program officer in Pakistan. His other overseas posts included Colombia and Dahomey (now Benin). He was assigned to the United Nations from 1980-1982.

Singer is survived by his wife, Elizabeth Ann Peterson. Condolences may be sent to 4707 Connecticut Ave. N.W., Apartment 212, Washington, D.C. 20008.

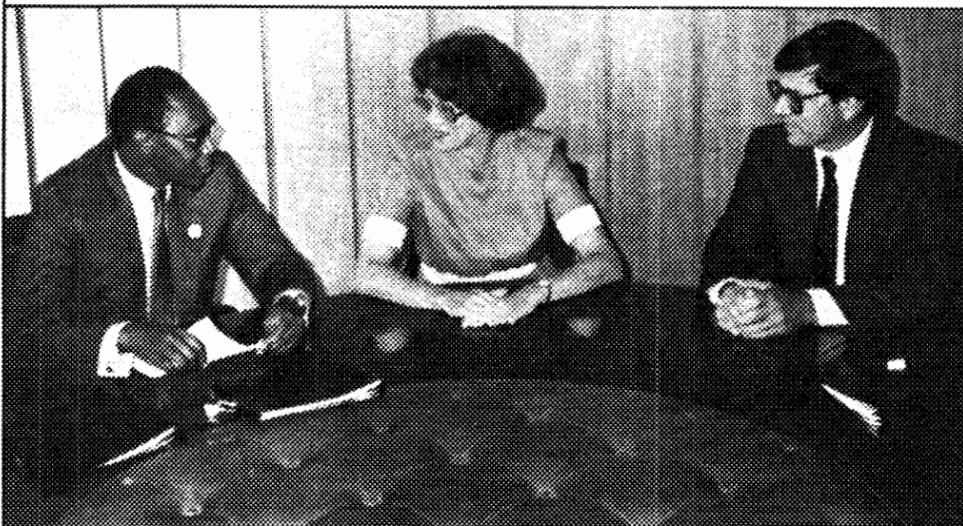
GERALDINE INGRAM

Geraldine (Gigi) Ingram, 67, an accounting assistant in the Office of Financial Management, died of cancer July 19 at her home in Washington, D.C.

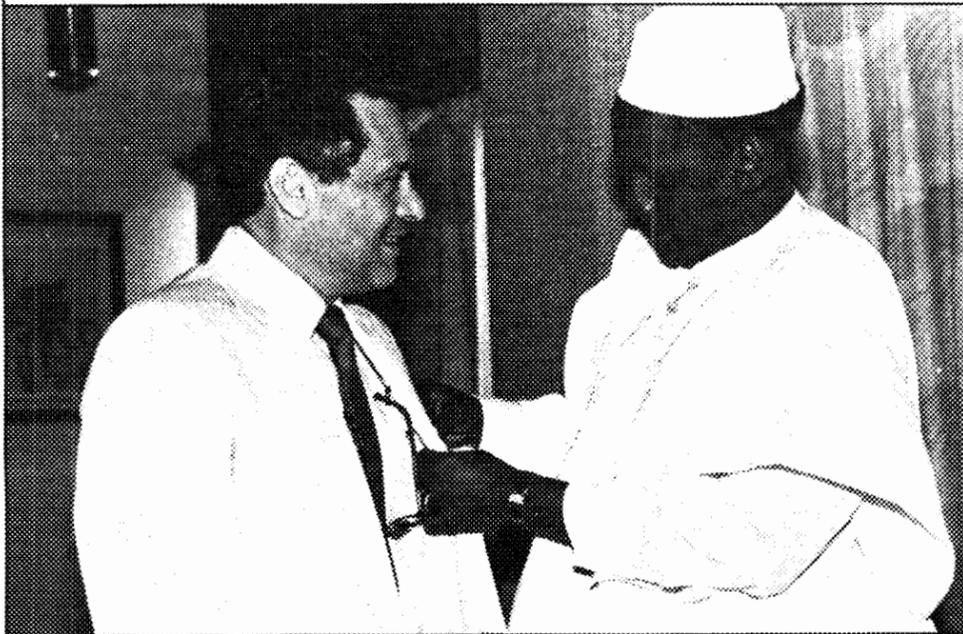
Ingram joined USAID in 1962. Prior government service included the departments of the Army and Health, Education and Welfare.

Condolences may be sent to her aunt, Ms. Marguerite Flood, 2319 Kenton St., Cincinnati, Ohio 45206.

USAID BRIEFS



(From left) Kenyan Minister of Finance George Saitoti, U.S. Ambassador to Kenya Elinor Constable and USAID/Kenya Mission Director Steven Sinding discuss a \$5 million P.L. 480 Title I agreement at a recent signing ceremony in Nairobi.



Korom Ahmad, Secretary of State for Foreign Affairs and International Cooperation of the Government of Chad, decorates John Woods, USAID representative in Chad, as a Knight of the Order of National Merit in a July 28 ceremony at the Foreign Ministry in N'Djamena. Woods has served as representative in Chad since 1983 and was recently named the regional director for USAID in the South Pacific.

Edelman Sworn In as Ambassador

Mark Edelman, USAID's former assistant administrator for Africa, was sworn in last month as the U.S. Ambassador to Cameroon. Edelman, who served as head of the Africa Bureau from 1984 until his confirmation as ambassador, oversaw the Agency's relief efforts to drought-stricken Africa during the recent famine.

Cameroon, a country of more than 8 million people that encompasses desert, mountains and rain forest, is a microcosm of the continent, said Edelman in a recent interview. He also noted that the pro-Western country is private sector-oriented and welcomes Western businessmen.

Edelman began his government service in 1965 as a management intern and Africa budget analyst with USAID. After two-years with the Agency, he worked as a budget examiner with the U.S. Bureau of the Budget (1968-72).

In his home state of Missouri,

Edelman served in several state government positions, including state budget director (1973-76) and deputy commissioner of administration (1976). He returned to Washington, D.C., in 1977 to serve as legislative assistant to Sen. John Danforth (R-Mo.).

Rejoining the Agency in 1981 as a program analyst, Edelman shortly thereafter was appointed deputy assistant secretary for the State Department's Bureau for International Organization Affairs. He resumed his duties at USAID in 1983 as senior advisor to the Administrator and executive secretary for the Agency before being named assistant administrator for the Bureau for Africa.

Edelman earned a bachelor's degree in history from Oberlin College in 1965 and began graduate studies in public administration at George Washington University.

WFD Activities Announced

In conjunction with the observance of World Food Day next month, the Fifth Annual Presidential End Hunger Awards, sponsored by USAID, will be presented in a private White House ceremony to American individuals, corporations and organizations who have made outstanding contributions to ending world hunger.

In recognition of the achievements of honorees, the End Hunger Network is hosting a gala evening reception and program at the Kennedy Center Oct. 15.

The evening will include a multimedia show, entertainers from developing countries and Hollywood celebrities. The reception will begin at 6 p.m. in the Atrium and the program at 8 p.m. in the Terrace Theatre. Tickets are available for \$50 per person (tax deductible). For more information, call Debra Ziska at (202) 638-1819.

Apply Now for Scholarships

All eligible dependents of career American USAID foreign service personnel are encouraged to write for applications now for the annual scholarship programs sponsored by the American Foreign Service Association in cooperation with the Association of American Foreign Service Women.

Merit Awards based on academic excellence are limited to high school students who will graduate in 1988. Financial Aid Grants are for full-time undergraduate study in the United States and are based solely on need.

Requests for information or applications for the 1988-89 academic year should include the qualifying foreign service agency and be addressed to Dawn Cuthell, Scholarship Programs Administrator, AFSA, 2101 E St. N.W., Washington, D.C. 20037.

Deadline for receipt of completed forms is Feb. 15, 1988.

—Bookfair 87—

Thousands of books, an assortment of foreign stamps and collector's items from around the world will be for sale when Bookfair '87 opens its doors for family night Oct. 23 at 5 p.m.

The 27th annual event of the Association of American Foreign Service Women benefits the organization's scholarship fund and community projects.

Family night will offer entertainment for children in the Dean Acheson Auditorium, and the cafeteria will serve a special family fare from 3 to 7 p.m.

Located in room 1524, Bookfair will be open to the public Oct. 24-26 and Oct. 29-31 from 10 a.m. to 4 p.m.

IRRI Scientists Honored for Original Achievements

Paul Teng, a plant pathologist at the International Rice Research Institute (IRRI), was awarded the Sixth Eriksson Gold Medal last month at the XIV International Botanical Congress in West Berlin.

A professor of plant pathology at the University of Minnesota, Teng has been active in USAID programs and serves as technical assistance specialist and research coordinator for the Consortium for International Crop Protection, an Agency-supported group of 13 U.S. universities whose goal is to further environmentally sound crop protection in developing countries. Teng also is chairman of the Epidemiology and Crop Loss Committee of the International Society of Plant Pathology and is a director of the International Alliance of

Sustainable Agriculture.

Teng was recognized for his work in plant pathology, especially in the areas of epidemiology and crop loss assessment. Awarded every five years, the gold medal—considered the “Nobel Prize” of plant pathology—is sponsored by the Jakob Eriksson Prize Fund and the Royal Swedish Academy of Sciences for work “of a distinct international value or merit.”

Among his accomplishments, Teng has initiated research and development projects worldwide in his areas of specialization and has organized training activities to

transfer modern technology to scientists in developing countries.

JAPAN PRIZE PRESENTED FOR NEW RICE VARIETIES

Henry Beachell and Gurdev Khush, whose work in new rice varieties was instrumental in the “Green Revolution,” also received recognition last spring when they were awarded the Japan Prize.

Beachell, a former IRRI plant breeder, was honored for his work on IR8, the first semidwarf rice variety to be widely grown in the tropics. Khush, currently head of

IRRI's Plant Breeding Department, was cited for leading the effort that developed IR36, which became the most widely grown variety—of any crop—in agricultural history.

Beachell and Khush are the first agricultural scientists to receive the Japan Prize. Initiated by the Science and Technology Foundation of Japan to recognize persons who have “served the cause of peace and prosperity for mankind through original and outstanding achievements in science and technology,” the prize is considered the country's most prestigious award.

They were chosen from more than 500 scientists nominated by their peers from around the world.

USAID has provided core budget support to IRRI since 1970, including \$5.3 million in fiscal 1987.

Nepal

From page 9

child immunized and studying the costs and cold chain requirements.

Perhaps the most notable health-related accomplishment in Nepal has been the eradication of malaria from the Terai. In the 1960s many people recognized that the area could be the “breadbasket of Nepal,” but the saying on everyone's lips was “Go to Terai and die.” The area was uninhabited because malaria was endemic.

Through the Nepal Malaria Eradication Organization, USAID provided insecticides, technical assistance, safety training and training in entomology research, as well as a building for a research and training center. By 1972 the Agency's efforts began to pay off—the two million cases a year dropped to 2,500, notes Spaid. The area was opened to settlement and farming and now produces 60% of the country's food grains.

“The cases continued to decline, but recently malaria began showing a resurgence,” she explains. “In the last two years, 40,000 cases have been reported.” Because the USAID project ends in 1988, the mission is encouraging research to determine the type of vectors causing the disease so that Nepal can develop the tools to continue the battle.

Another way that USAID has assisted in Nepal's development is through education programs. “Due to the Agency's efforts, the literacy rate has increased from about 2% in 1951 to 26% in 1985,” says Jean Meadowcroft, project development officer. “However, much remains to be done.”

The literacy rate for women is estimated at only 12%, and the country's overall rate lags far behind the average 64% of other Asian countries.

Meadowcroft points out that for about 20 years USAID was the only donor helping Nepal meet its educational needs and was responsible for establishing primary education in the country. “Now, USAID is coordinating its efforts with other donors to avoid duplication,” she says.

“The mission's strategy focuses on primary education, teacher education and adult literacy,” says Virgil Miedema, special projects officer.

USAID will continue to support the government's efforts to improve the quality and efficiency of the existing education system and help the Nepalese address the lack of educational opportunities for women. Participant and in-country opportunities will be expanded for women, for the private sector and for key government officials.

“The mission gets more from its educational dollar by sending participants to school in Asia rather than to the United States,” explains Miedema. In the past, many participants went to India, and now a large number are being sent to Malaysia. More than 300 Ministry of Education



Burt Levenson, agriculture officer, checks a mother's health record, which is issued by Save the Children as part of a USAID-funded immunization program.

officials have participated in the mission's program.

Within Nepal, USAID has funded development of the Janek Educational Materials Center where textbooks and teaching materials are written and produced. USAID also financed and provided technical assistance to Nepal's first College of Education (now the Institute of Education), which has expanded to 13 campuses and has an enrollment of more than 4,000 students.

Through the years, the Nepal mission has undergone many changes while maintaining its goal of helping Nepal provide a better life for its people, according to Dharma Suwal, an agricultural program specialist and Foreign Service National who has been with the mission for 24 years.

Mukta Rana, program assistant, sees a heavier Program Office work load now but says, “The job gets done faster than 10 years ago because it is more mechanized.”

Noting additional changes, Harsha Bajracharya, an engineer who has been with USAID eight years, says, “USAID is moving in the right direction. In the past, we only worked on infrastructure and with the government. Now we are strengthening marketing and helping many small entrepreneurs.”

The Foreign Service Nationals are not the only

staff members who have been aware of changes. Several direct hires served in Nepal as Peace Corps volunteers.

Levenson points out that Nepali villagers have improved their standard of living from 10 years ago when he served in the Peace Corps. “Today, the radio is commonplace,” he says. “Most people have shoes and more access to water.” He also sees a greater variety of and more plentiful selection of vegetables as compared to a few years ago.

Lewis, who served in Nepal with the Peace Corps from 1967-69, agrees with Levenson's assessment of the improved conditions in the country. “I appreciate the opportunity to provide a coherent, strategic plan for the USAID program and the collegial approach the mission takes to getting the job done,” says Lewis, a nature enthusiast who enjoys hiking and camping in the mountains.

“Nepal is a wonderful country with wonderful people,” says Trish Rhodes, librarian at the international school and wife of the deputy director. “Living here is ideal for those who enjoy the outdoor life.”

Although mission staff face a health situation that is “a bit tricky,” Rhodes is pleased with the quality of education for dependents. “The school, which goes up to the 12th grade, has good facilities and provides a good education at all levels. It also schedules many activities for the students and families.”

Linda Hooper, secretary to the mission director, is enthusiastic about being assigned to Nepal. “The Nepalese are easy to get to know,” she says. “The mission staff really makes you feel welcome. When I arrived, I was taken to my new home and found flowers and a pot of yogurt with red powder on top depicting the Buddhist symbol for good luck.”

Mission Director Wilson agrees that Nepal is a beautiful country and a great place for lovers of history or of the outdoors but says, “You can't spend too much time gazing at the mountains. You need to look at the underlying resource base to determine how far you have to go and then look for the threads to follow. Development is a very difficult, long-term process.”

Although he acknowledges that the United States is a minor donor in terms of money, he is proud that the Agency remains a major donor in terms of respect for its professional opinions and observations. He notes that USAID reports are very valuable to other donors and the government.

“There are well qualified people in the government working hard with our information. It's a very necessary and exciting time for us to be here,” he emphasizes. “The Nepalese are making a major effort to improve their lives. And, we believe we can make a difference in whether that effort succeeds.”

Events Commemorate Hispanic Heritage



"The Agency believes that Hispanic Heritage Week is an excellent opportunity to add substance and visibility to the Federal Hispanic Employment Program," said Gladys Fry, USAID's Hispanic Employment Program manager. During the week of Sept. 13-19, USAID joined other federal agencies in the 19th annual observance of National Hispanic Heritage Week.

The theme of "Hispanics: A Proud History... Enhancing America's Future" was the basis for a series of commemorative events organized by the Hispanic Employment Program managers of USAID, the State Department and the U.S. Information Agency in collaboration with the D.C. Council of Federal Hispanic Employment Program Managers.

A formal proclamation signing ceremony at the White House Sept. 14, attended by Hispanic Employment Program managers, was followed by a Rose Garden reception hosted by President and Mrs. Reagan.

A symposium on the Hispanic Employment Program for federal executives, managers and supervisors was held that day at the Department of Labor auditorium. Among the panelists were Office of Personnel Management Director Constance Horner, Commissioner Tony Gallegos of the Equal Employment Opportunity Commission and Manuel Olivarez, president of National Image, Inc., a Hispanic organization concerned with the employment of Hispanics in the federal government.

The annual joint Congressional Hispanic Caucus-Hispanic Employment Program Managers Council reception also was held later that day.

Adding more flavor to the week's activities, a sampling of traditional Hispanic foods was part of a cultural/artistic presentation held Sept. 16 at the U.S. Information Agency.

National Hispanic Heritage Week has been observed since 1968 when Congress, by joint resolution, asked that the President issue an annual proclamation designating one week in September to recognize the historical, cultural and scientific contributions Hispanics have made to the development and enrichment of the United States.

And, Fry noted, "This special observance is a time to renew the commitment to equal employment opportunity and affirmative action in the Agency's hiring and advancement practices."

EMPLOYMENT INFORMATION OFFERED AT CONFERENCES

To provide information on employment opportunities in USAID, Agency officials were on hand recently at two major meetings of national organizations. In New York City, USAID

representatives were among the 20,000 people who attended the 18th Commerce and Industry Show of the 78th Annual Convention of the National Association for the Advancement of Colored People (NAACP).

The five-day event featured exhibits from national corporations, institutions, non-profit organizations, minority businesses and government agencies.

Representatives from USAID's Office of Equal Opportunity Programs (EOP) provided promotional materials and information on career and contracting opportunities. NAACP representatives requested Agency vacancy announcements to distribute through their community chapters and local educational institutions.

Agency representatives also attended the 77th Annual Conference of the National Urban League in Houston.

The conference theme, "Working Together to Make a Difference," reflected the Urban League's goal of focusing attention on the continuing need to unite all sectors of American society to overcome social and economic disadvantage.

Specific topics of discussion included "The Nature and Cause of

Black Poverty," "Homelessness in America," "Teenage Pregnancy" and "Combatting AIDS (Acquired Immune Deficiency Syndrome) in the Black Community."

The "Showcase for Commitment to Equal Opportunity" featured exhibits, job information and product samples from more than 200 companies, government and public agencies. Representatives from EOP and the Office of Small and Disadvantaged Business Utilization provided information about the Agency and its programs and answered questions concerning career and contracting opportunities.

AFFIRMATIVE ACTION GUIDE AVAILABLE

A *Practical Guide to EEO and Affirmative Action* was recently released by the Office of Equal Opportunity Programs (EOP).

The guide is designed to help the Agency manager and supervisor better understand and effectively integrate equal employment opportunity (EEO) and affirmative action principles and concerns into their daily management decisions.

Three perspectives are given:

- *Section I* discusses the EEO

and affirmative action concept and principles;

- *Section II* takes the manager and supervisor through the process to plan and run a workable and results-oriented EEO and affirmative action program on a day-to-day basis; and,

- *Section III* provides answers to the questions managers and supervisors most often ask about EEO and affirmative action.

The guide includes a checklist of EEO and affirmative action requirements to help managers assess whether they are effectively meeting their responsibilities.

A copy of the guide can be obtained through the Office of Equal Opportunity Programs, (202) 663-1510.

—Voncile Willingham

REMINDER

Attorney Virginia Green is available to USAID employees for counseling on any aspect of workplace harassment. She can be reached at 457-6184. Strict confidentiality will be observed.

Bloch Announces Bureau's Priorities



Water, urbanization and future budget levels are three issues that will receive special attention in the Bureau for Asia and Near East (ANE) over the next year and a half.

During a recent bureau-wide staff meeting, ANE Assistant Administrator Julia Chang Bloch reviewed the bureau's agenda and outlined future goals in five priority areas: the budget, water, modernizing Asia, urbanization, and trade and investment.

Focusing on the budget, Bloch urged staffers to be more creative and assertive in developing programs for countries with urgent needs but little public visibility, such as Bangladesh, Nepal and Yemen.

Water, the second priority area, plays a key role in development, and, according to Bloch, the bureau should find ways to make use of ANE's extensive experience in improving water availability, particularly in the Near East region.

Modernizing Asia is another topic that poses challenges for the U.S. development strategy in the area. "Dealing with the different stages of economic development throughout Asia requires being receptive to new ideas about development and USAID's role," said Bloch.

"We need to increase our attention to issues of science and technology and trade and investment in many Asian countries."

Bloch stated that an accelerated attack on poverty also will be a part of this effort, noting that Asia is home to more undernourished people than all the rest of the developing world combined.

Working toward a solution to problems of urbanization, which may affect nearly half of the poorest families in the ANE region by the end of the 1990s, also represents a demanding task for the bureau, Bloch said.

Trade and investment comprise the fifth area of attention. "As a bureau, we should focus on the private sector in a way that recognizes that these activities are a two-way street in terms of our bilateral relationships," said Bloch. "Consequently, trade and investment must become a greater part of our development vocabulary and portfolio."

Bolstering private enterprise in these countries, she said, will not only promote economic growth in the region, but also create a market for U.S. goods and services. "By creating a market for the United States," she added, "we will better address the constituency problems that plague foreign aid."

Bloch pointed out that the specific emphasis on these five issues is not at the expense of other, more traditional Agency programs. "I remain interested in traditional issues, sectors and needs," she said, "and in our ability to design and deliver the best possible assistance to meet

those challenges."

ANE Deputy Assistant Administrators William Fuller and Jim Norris also briefed the staff meeting. Both underscored the importance of maintaining the bureau's decentralized approach to management and ensuring program continuity and evolution.

Fuller, new to his position in the bureau, outlined areas of particular interest to him, including water management, education, policy issues related to trade and investment, and the Agency's monitoring and evaluation system.

"We now have substantial agreement within the bureau for a strategy for nearly all of the countries in our region," Norris said, noting that ANE mission and Washington staff have worked over the past two years to examine all of ANE's programs.

"As a result, we will be able to reduce the number of program reviews for countries next year. The reduced work load should enhance the ability of Washington offices to support missions and improve overall bureau programming."

Following feedback from field and Washington staff, working groups will be organized for each of the five targeted issues.

Over the next several months, the ANE column in *Front Lines* will report on the progress and findings of these groups.

—Irene Ricks

A team of Agency-sponsored U.S. and Moroccan scientists has uncovered the probability of ore deposits of nickel, cobalt and gold in Morocco. If exploration based on their hypothesis is successful, foreign exchange earned by Moroccan metal mines could boost that country's flagging economy and provide crucial development dollars.

"The study of plate tectonics has dramatically increased knowledge of how and, to some extent, where metals are deposited in the earth's rock crust, which we now know to be in constant readjustment," says Jan Kutina of American University.

A good example, he says, is the interaction of the Pacific Plate crushing and shoving against the ever-nearing North American and South American plates. Here the Pacific Plate rocks have been forced beneath the western margins of North and South America in a process known as "subduction." Subduction uses a series of upward fractures through which metals derived from the ocean floor, which have been forced down to melting hot depths, can rise to form ore bodies.

It is this process that has formed the great concentrations of copper, silver and other precious metals liberally sprinkled along the wrinkled western mountain ranges from northern Alaska to southern Chile.

Kutina, working closely with Moussa Saadi, the former minister of Energy and Mines in the Kingdom of Morocco; Mohammed Bensaïd, director of the Geological Survey of Morocco; and T.G. Hildebrand of the U.S. Geological Survey, developed a hypothesis that the crust of Morocco, located near a former junction of three plates—North America, South America and Eurasia—may have

Metal Deposit Study May Benefit Morocco

undergone a subduction process resulting in heretofore undetected deposits of ore.

These scientists, aware of an extensive geophysical data base available in Morocco, last year proposed to USAID's Office of the Science Advisor a research project to test their hypothesis. The project, titled "Block Structure of the Lithosphere and Its Role in the Genesis and Distribution of Metallic Ore Deposits," was supported through a \$150,000 USAID grant.

The study uses magnetic and gravity data, related to Saadi's and Bensaïd's detailed geological and mineral deposit maps of Morocco, to deduce and plot the deep crustal structures from surface manifestations shown in satellite imagery.

Movement of blocks and their isostatic adjustment may bring denser upper mantle material closer to the surface, which can place blocks of widely varying density side by side. "This situation can often be detected on an isostatic gravity anomaly map, such as those developed by Van den Bosch, a Dutch scientist who completed his studies of Moroccan gravity in 1981," notes Kutina (see Figure 2).

The gravity pattern of Figure 2, with boundaries of the Atlas Mountains shown as heavy full lines taken from Figure 1, supports the researchers' hypothesis. The highest gravity zones (50 milligals or more) are shown as dark areas on Figure 2 and predominantly occur south of latitude 31 North or north of 32° 45' N, enclosing a broad belt of

lower gravity values. Within the low gravity belt are the High Atlas Mountains, whose less dense rocks roughly indicate the shape of a depression (seaway), where in Mesozoic time (between 70 million and 220 million years ago), there was extensive sedimentation. These sediments were later folded and uplifted to form mountains.

The southern boundary of the High Atlas Mountains (see Figure 1) is marked by the South Atlas Fault and shows some abrupt changes in direction. The changes in the fault zone from northeast to east-west indicate that the boundaries of an east-west trend were controlling factors in the seaway. The segments of the fault between longitude 6° W and 7° 30' W suggest that a rigid block on the southern side of the depression existed south of the latitude 31° N. Similarly, two smaller zones of high gravity, occurring southeast of Rabat and southeast of Casablanca, respectively, correlate fairly well with the southern boundary of a sedimentary basin.

Applying the above principles, several east-west and north-south structural boundaries on the isostatic map have been identified and plotted as heavy broken lines (Figure 2). These broken lines indicate the presence of blocks in the deeper lithosphere of Morocco. The size of the blocks measured from east to west is roughly 100 kilometers, and it is noteworthy that this is similar to dimensions of blocks in the Precambrian of Canada studied by Kutina earlier.

Similar to the Canadian experience, clusters of metallic ore deposits are near the corners of the

blocks. A prominent concentration of metals occurs near the intersection of the east-west structural boundary in Figure 2 at a latitude close to 31° N and the north-south trending boundary extending along a longitude close to 6° W. At this place some 50 ore occurrences are known, including the famous Imiter Mine that produces metallic silver.

The project members are enthusiastic about their findings because concentrations of metals have been noted where some of the newly plotted boundaries intersect the South Atlas fault. The north-south boundary along longitude 7° W is particularly important because the Bou Azzer cobalt mining district is located on its southern projection.

Near Fom Zguid further south (see Figure 2), this north-south block boundary probably extends into the Saharan part of the Anti-Atlas mountains. In the Fom Zguid region, a large area of basic rocks occurs. The magmatic process that formed these rocks is of Mesozoic age, corresponding to the age of similar igneous rocks in the Norilsk area of Siberia noted for its nickel and platinum.

The team, assisted by the analytical work of the U.S. Geological Survey, has found further similarities to the Norilsk suite of rocks.

On their second expedition to this Saharan part of the Anti-Atlas, Kutina and Moroccan mining engineer A. Bennani discovered a concentration of nickel and cobalt. Not enough is yet known of this deposit to present it as an economic ore deposit, but it demonstrates that the methods outlined can locate favorable exploration targets.

An additional bonus was a discovery of quartz veins with low-temperature opalite. This form of silica is a favorable indicator in some of the new low-grade gold deposits of northern Nevada. In Morocco in quartzites where the Amsailikh anticline changes its strike, similar structural conditions may indicate yet another target.

"As the project nears completion, the initiating hypothesis appears valid," reports Kutina. "So far it has proven possible to outline crustal blocks in Morocco and uncover localities that show promise of nickel, cobalt and gold ore deposits. As colored digital regional gravity maps with wavelength filtering that can show highly regular block patterns become available, promising exploration targets can be selected.

"Diamond drilling and test pitting alone will confirm beyond doubt that Morocco can become a metal ore producer of substantial magnitude," Kutina notes. "For this, additional work will be required. But the research project, funded by USAID, is giving positive guiding signals."

—Miloslav Rechcigl, Jr., SCI, and Josiah Royce, Trade and Development Program

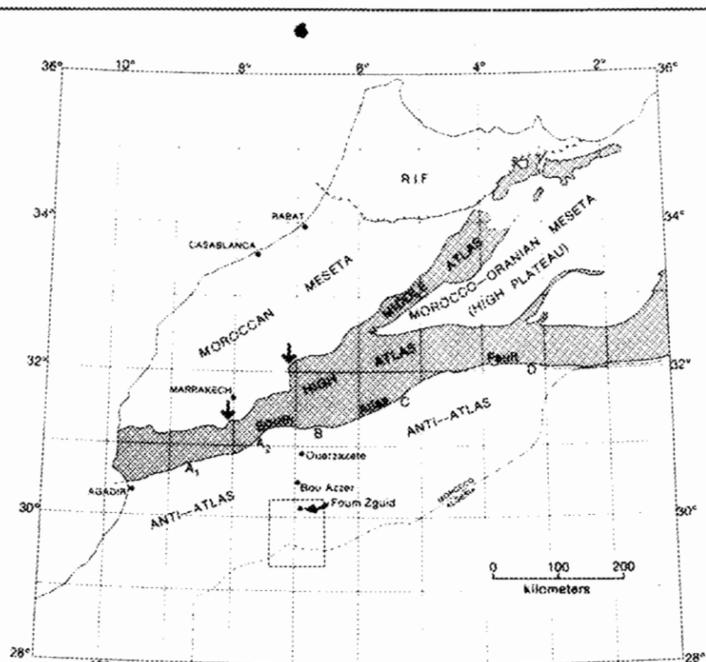


Figure 1

Four principal domains in Morocco—Meseta (Moroccan meseta and Moroccan-Oranian meseta); Atlas Mountains; Anti-Atlas; The Fom-Zguid region in the Saharan part of the Anti-Atlas—may possess concentrations of nickel, cobalt and gold. The Moroccan-Algerian boundary is approximated for illustrative purposes only.

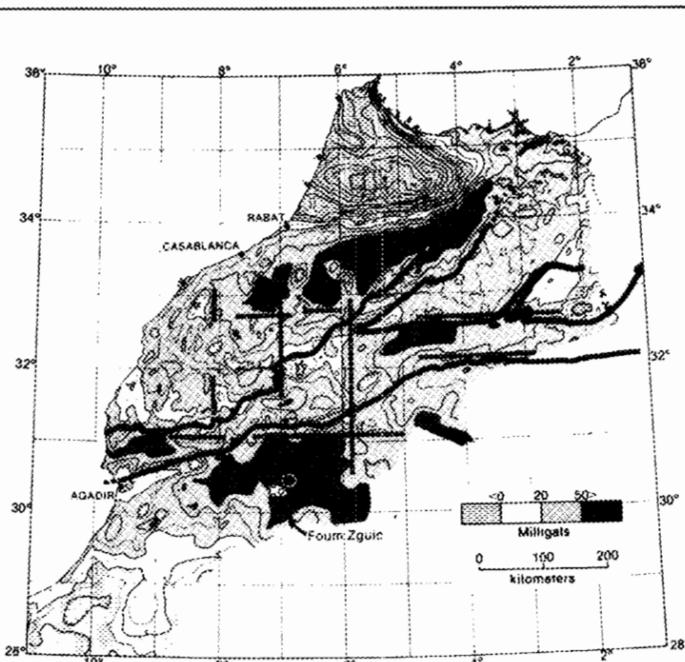


Figure 2

An isostatic gravity anomaly map adopted from Van den Bosch (1981) showing deep-seated structural boundaries trending north-south and east-west (shown by heavy broken lines). The continuous heavy lines delineate the Atlas Mountains transferred from Figure 1.

RETIRED

William Ackerman, ANE/EA/ISP, program officer, after 23 years

Marie Barnwell, M/SER/MO/RM/PD, space management specialist, after 17 years

Mary Bouldin, M/SER/OP/COMS, procurement document analyst, after 26 years

Richard Dangler, M/SER/OP/COMS, deputy director, after 22 years

Lovie Davis, M/PM/FSP/CD, executive officer, after 29 years

Zoe DeFonzo, LAC/EMS, management analyst, after 35 years

Rosa Edward Dela, PPC/CDIE/PPE, program analyst, after 6 years

S. Edward Hirabayashi, Yemen/EHR, education development officer, after 20 years

May Kido, OFDA/OD, administrative officer, after 6 years

Ruth C. Ashton Lewis, LAC/DR/RR, clerk typist, after 18 years

Martha McRae, Dominican Republic, secretary, after 28 years

Joseph O'Neill, M/FM/PAFD, financial management specialist, after 25 years

Vernon Peterson, S&T/POP/CPS, commodity management officer, after 21 years

Donald Reilly, AFR/TR/PRO, supervisory special projects officer, after 22 years

John Smith, REDSO/ESA/Engr, supervisory engineering officer, after 7 years

John Tuleja, Burkina Faso, controller, after 18 years

Rose Veith, El Salvador, supervisory program officer, after 27 years

James Harry Warren, M/SER/OP/COMS/CPM/M, clerk, after 20 years

Years indicate USAID service only.

REASSIGNED

Robert Beckman, PRE/PR, supervisory private enterprise officer, to special projects officer, India

Robert Bell, AA/ANE, foreign affairs officer, to regional director, REDSO/ESA

Katherine Blakeslee, PPC/PDPR/SP, supervisory social science analyst, to program analyst officer, PPC/PDPR

John Brown, M/SER/MO/CPM/M, mail clerk, to accountant, M/FM/WAOD/OADC

Marshall Brown, A/AID, counselor to Agency, to mission director, Egypt

C. Stuart Callison, REDSO/ESA, supervisory program economics officer, to deputy director, PPC/PDPR

Harold Collamer, RFMC/Kenya, controller, to deputy director, M/FM/CONT

William Fuller, Indonesia, mission director, to deputy assistant administrator, AA/ANE

Robin Gomez, El Salvador, mission director, to director, ANE/EA

John Heard, LAC/CAR, regional development officer, to associate mission director, El Salvador

Francis Herder, M/PM/FSP,

WHERE? IN THE WORLD ARE USAID EMPLOYEES

foreign affairs officer, to director, LAC/EMS

George Hill, Peru, deputy mission director, to director, PPC/PB

Albert Hulliung, M/FM/CONT, supervisory financial management officer, to director, RFMC/Kenya

Gerald Johnston, COMP/FS, general services officer, to IDI (administrative), COMP/FS/ENTRY/T

Diane Kirk, Somalia, secretary, to executive officer, COMP/FS/R/AIDW

Harald Marwitz, Liberia, supervisory program officer, to program officer, AFR/EA/KS

David Mein, Philippines, supervisory executive officer, to associate director/chief, M/PM/FSP

Virgil Miedema, Nepal, project development officer, to program officer, ANE/DP/PA

Jon O'Rourke, COMP/FS/LT/TRNG, Food for Peace officer, to supervisory Food for Peace officer, FVA/PPM/PAD

Norma Jean Parker, Peru, supervisory general development officer, to director, LAC/AJDD

John Patterson, AFR/DP, supervisory program officer, to associate mission director, Egypt

Thomas Reese III, FVA/FFP, supervisory Food for Peace officer, to deputy assistant administrator/coordinator, AA/FVA

David Rhoad, FVA/PPM/PAD, supervisory Food for Peace officer, to Food for Peace officer, REDSO/ESA

Phillip Rodokanakis, IG/RIG/II, supervisory inspector, to inspector, IG/RIG/III/W

Karl Schwartz, Yemen, supervisory human resources development officer, to program officer, ANE/EA/TA

Lawrence Tanner, PPC/PB/CPA, supervisory program analyst, to Food for Progress adviser, FVA/FFP

PROMOTED

Wendy Ann Adams, M/SER/OP/W/MS, contract specialist

Norma Aguilar-Tomas, AFR/SWA/CLOBCM, secretary stenographer

Judy Alexander, M/PM/TD/PCT, employee development specialist

Marlies Backhaus, ANE/DP/E, program operations specialist

Angela Brown, M/PM/CSP/PSPB, clerk typist

C.A. Carrino, PPC/PDPR/PP, economist

Kenneth Corbett, LAC/EMS, administrative officer

Silkina Dixon, S&T/N/OP, clerk typist

Tracy Renee Ford, M/SER/IRM/PE, clerk typist

Angela Ginyard, S&T/POP/IT, clerk typist

Althea Hawthorne, M/FM/WAOD/CAC, clerk typist

C. Susan Hude, ANE/DP/F, financial management specialist

Rosa Johnson, S&T/FNR, clerk typist

Alice Morrison, IG/RIG/A/W, secretary typist

Maria Carmen Naranjo, BIFAD/S/ED, secretary typist

Scott Overall, GC/CCM, attorney adviser general

Carolynn Foye Roberts, M/FM/WAOD/BA, budget assistant

Lorilal Russell, LAC/PSA, administrative operations assistant

Sharon Scott, S&T/RUR, clerk typist

Ambrose Edward Spence, M/FM/PAFD/NPA, operating accountant

Charlotte Ureksoy, S&T/POP/IT, program operations specialist

Linda Walker, M/PM/FSP/EE,

administrative operations assistant
Katherine Wilson, AA/PRE, special assistant

MOVED ON

Cheryl Bell, IG/SEC/PS
Linda Bentley, ANE/TR/PHN
J. Peter Bittner, LAC/PSA
Anne Boulden, Pakistan
Robert Chase, Sri Lanka
Lisa Clarkson, COMP/CS/DS
Helena Claybrooks, COMP/CS/R
Baudouin De Marcken, Burkina Faso

David Faulkner, Peru
Lehman Fletcher, BIFAD/S/R
Paul Haire, PRE/PD
Therese Horvath, COMP/CS/R
Rebecca Lynn Jeffries, ANE/TR/HR
Vivian Jenkins, M/FM/PAFD/CMA/F
Kristen Lee, M/PM/TD
Patricia Mackall, AFR/SWA
Elnora Moore, AFR/CCWA/CCE
Mary Mulhern, PPC/WID
Margaret Denise Peyton, S&T/AGR

Cynthia Pickard, XA/PR
Harold Ruck, Jamaica
Juliet Slavin, ANE/TR/ARD/APA
Howard Thomas, Yemen
Ruby Walker, M/FM/PAFD/CMA

Communication Vital to Improving Health Care



Existing technology can go a long way toward improving health conditions in developing countries. However, information about effective and culturally appropriate ways of sharing this technology with those most in need is often lacking.

To address this critical issue, approximately 1,000 health professionals from the United States and other countries recently gathered in Washington, D.C., at the 14th Annual International Health Conference.

Participants at the conference, which was sponsored by the National Council for International Health (NCIH) with support from USAID, reviewed the latest findings concerning the use of communication, education and marketing strategies to encourage people to adopt positive health behaviors and avoid harmful ones.

More than 250 presentations provided participants with updates on how the strategies have been applied to increase the use of child survival activities such as immunization, oral rehydration therapy (ORT), nutrition and birth-spacing programs.

In addition, a special panel addressed the impact of the acquired immune deficiency syndrome (AIDS) pandemic on child survival and the importance of education and communication in combating this major new threat.

Keynote speakers and participants included Dr. Albert Sabin, developer of the oral polio vaccine; Maria Eugenia Febres

Cordero, first lady of Ecuador and president of that nation's child survival program, PREMI; Acting Administrator Jay F. Morris; and John Bernbach, president of D.D.B. Needham Worldwide Advertising.

Conference attendees generally agreed that a sound communication program should focus on a few messages that are audience-defined and -driven; make use of multiple channels of communication, including print and broadcast media; be based on a foundation of appropriate research; use public and private resources; and be institutionalized to ensure maximum long-term effectiveness.

The participants agreed that the major challenge now facing the field was upgrading the quality of communication, education and marketing strategies.

Most encouraging were the numerous conference reports of programs being planned, developed and carried out by developing country professionals, many of which are Agency-supported. PREMI, the USAID-assisted program in Ecuador, received recognition for communicating messages about ORT, immunization and nutrition to the general population.

Next year's conference will be held May 19-22 in Washington, D.C., and will assess the progress, problems and future challenges of working toward the goal of "Health for All by the Year 2000."

For further information, contact Robert Clay in the S&T Office of Health, room 702, SA-18, (703) 235-9649.

BOOK ON DATA COLLECTION PUBLISHED

What happens when a USAID manager in Kathmandu finds that half the recently installed potable water systems are not working? How can the necessary information be gathered in order to make a decision?

The Center for Development Information and Evaluation (CDIE) has issued a publication designed to help managers obtain the project performance data they need for effective management. The book, titled *Guidelines for Data Collection, Monitoring and Evaluation Plans for A.I.D.-Assisted Projects*, is available through CDIE.

The guidelines were originally prepared by the Bureau for Asia and Near East to support its initiatives that required more consistent documentation on the effectiveness of developmental assistance. Although the case studies focus primarily on experience in Asia, the guidelines are applicable throughout the Agency.

Traditionally, USAID evaluation activities have not been geared toward problem solving and decision making. Many evaluation activities focused on input and output verification and rarely provided data on progress toward the achievement of the goal. When they did, the activities usually involved complex studies that provided data toward the end of or after the project, too late for taking corrective action.

The case studies, on the other hand, are based on the principle that effective managers should have empirical data on purpose and goal achievement, as well as



The new CDIE publication discusses steps for data collection that managers can take when their project has not been designed to include a monitoring and evaluation system.

on input and output progress, throughout implementation to guide their projects.

The new publication is designed for the Agency generalist rather than the expert methodologist. It emphasizes practical, timely and low-cost data collection methods.

The first section reviews current literature, examining donors' recent experience with data collection for international development projects. Some of the conclusions include:

- Complex surveys and experimen-

tal designs may not be useful for USAID project and program decisions;

- Properly designed administrative records are an effective source of regular data for observing project performance; and,
- Rapid, low-cost studies can provide useful and timely data for project decision making.

The second section discusses steps for data collection that managers can take when their project has not been designed from the outset to include a monitoring

and evaluation system. It recommends using rapid, low-cost studies and describes six project case studies—in rural roads, potable water, social forestry, food aid, irrigation and resettlement—in which this data gathering approach was used to provide reliable, useful information quickly to managers.

Each case study identifies the specific questions managers had, the methodology used, the major findings of the study and the corrective steps managers could or did not take using the information supplied by the study.

The third section presents a step-by-step approach for designing a project information system. It emphasizes that the information system should be an integral part of the project's administrative structure and that its major functions should include:

- regular analyses of administrative data on a few select indicators of project progress and performance (sometimes called "performance monitoring");
- planned or ad hoc studies designed to gather empirical data on key management questions; and,
- procedures for timely feedback of information to managers.

The publication is available from the editor of ARDA, USAID Document and Information Handling Facility, 7222 47th St., Suite 100, Chevy Chase, Md. 20815. Comments on the report are welcome and may be sent to PPC/CDIE, room 215, SA-18.

—Maureen Norton, chief, Evaluations Division, Asia/Near East Bureau

Cooperative Research Benefits U.S. Wheat Crops

BIFAD American scientists are working with their Moroccan counterparts in a cooperative research program to determine if Moroccan wheats can be used to help U.S. bread wheats resist the Hessian fly.

"The program is an excellent example of how American farmers benefit from USAID-funded Title XII projects in developing countries," said J. H. Hatchett, a U.S. Agriculture Department entomologist who is based at Kansas State University. He said four Moroccan durum wheats may be important sources in providing resistance to Hessian flies, which damage wheat crops.

Hatchett and Ahmed Amri, a Moroccan graduate student, have analyzed data from the intercrosses of the four Moroccan durum wheat strains. "It appears that the traits for resistance to the Hessian fly are controlled by three genes," said Hatchett. "This means that U.S. wheat breeders have three new sources of resistance to use in developing U.S. wheat varieties."

The program is under way at the

Dryland Agriculture Research Center near Settat, Morocco. Created by a USAID-funded project implemented by the MidAmerica International Agricultural Consortium (MIAC) with the University of Nebraska as the lead institution, the center is situated in the semi-arid region of Morocco, which contains half the country's arable land and produces almost half its cereals. "The area is infested with Hessian flies, making it a perfect laboratory for experiments on the pest," Hatchett noted.

A Moroccan wheat breeder brought the four Moroccan genetic wheat strains to the United States about the time U.S. scientists took a South Dakota durum bread wheat strain to Morocco. The Moroccan wheats' resistance appears to be in the new genes, which in turn can be added to the U.S. "genetic arsenal" and can be used in wheats grown by U.S. farmers in about 20 years, Hatchett said.

"The United States has only seven genes available in reserve that can be deployed as the Hessian fly mutates to overcome the resistance used now," said

Hatchett. "A variety is effective in resisting the Hessian fly for only about 10 years. That is why U.S. scientists are constantly searching for new genes to combat the fly."

David Keith, an entomologist with the University of Nebraska Cooperative Extension Service who earlier spent a year in Morocco, returned to Settat last month as leader of the MIAC team. The team includes scientists from the universities of Nebraska and Missouri and from Kansas State, Iowa State and Oklahoma State universities.

BIFAD NAMES EXECUTIVE DIRECTOR

Lynn Pesson has been named executive director for the Board for International Food and Agricultural Development (BIFAD) support staff.

Pesson is vice chancellor for student affairs and professor of extension and international education at Louisiana State University (LSU) in Baton Rouge. His duties include coordinating LSU's international programs in agriculture and administering programs in India

under USAID support and in Malaysia under Ford Foundation support.

A former extension education specialist with the U.S. Agriculture Department's Federal Extension Service, Pesson has served overseas as visiting professor at the University of Malaysia as part of an LSU-Ford Foundation project there and has participated in a number of other research projects abroad.

His previous positions at LSU include professor of agricultural education and head of the Department of Extension and International Education, assistant vice chancellor for academic affairs and vice chancellor for administration.

He has a B.A. in agriculture from LSU, an M.A. in human development education from the University of Maryland and a Ph.D. in agricultural education from LSU.

Pesson succeeds Robert Kleis, who completes his two-year term Oct. 1. Kleis will return to the University of Nebraska as executive dean for international affairs.

—William Miner