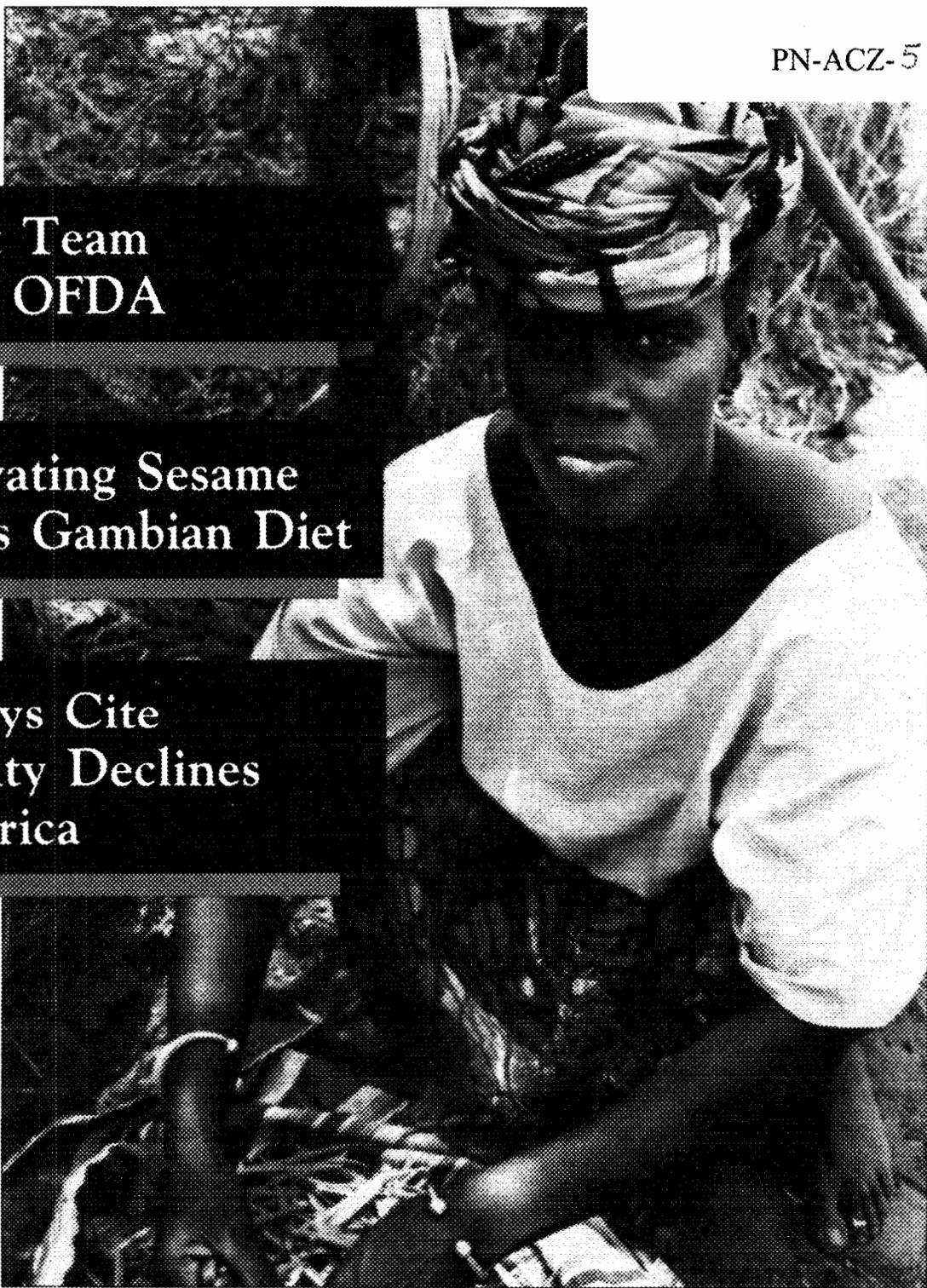


September 1990

# FRONT LINES

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

PN-ACZ-575



Soviet Team  
Visits OFDA

Cultivating Sesame  
Boosts Gambian Diet

Surveys Cite  
Fertility Declines  
In Africa



## THE FRONT LINES OF A LONG TWILIGHT STRUGGLE FOR FREEDOM—John F. Kennedy

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### Quotables

"This global revolution has one universal and defining feature: the democratic form of government has come to be recognized as the embodiment of political legitimacy. It is not a revolution that has been imposed from without; rather, the democratic idea has become irresistible precisely because it is now an indigenous force the world over, from Poland to Paraguay, and from China to Chile. It has not triumphed everywhere, to be sure; not all men and women today live under freedom and democracy. But we have reached the point where all are demanding to live under freedom and democracy as their God-given right."

—*Deputy Secretary of State Lawrence Eagleburger, before the General Assembly of the Organization of American States in Asuncion, Paraguay, June 5*

"Cartagena ended the argument over who is to blame for the drug crisis; we now have a consensus on the nature of the problems we face and a solidifying common front against the drug trade."

—*Assistant Secretary for International Narcotics Matters Melvyn Levitsky, before the Subcommittee on Western Hemisphere Affairs of the House Foreign Affairs Committee in Washington, D.C., June 20*



**Photo Credits:** Cover and page 6, Millie Konan; pages 2 and 3, Clyde McNair; page 10, Pirkko Tantu

**Cover Photo:** In the Gambia, an Agency-funded project has introduced the cultivation of sesame, providing an important source of oil for the Gambian diet and a potential source of export income for the economy. See story on page 6.

*Front Lines is printed on recycled paper.*

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# U.S., Soviets Seek Disaster Cooperation

BY RENEE BAFALIS

In July, a six-member Soviet delegation of disaster managers met in Washington, D.C., with officials of AID's Office of U.S. Foreign Disaster Assistance (OFDA) to discuss the prospect of increasing U.S.-Soviet cooperation in disaster preparedness and relief.

The meeting was the first of its kind and stems from the U.S. response to the earthquake in Armenia in 1988, when AID provided \$1.9 million in emergency assistance to the Soviet Union. After the Armenian earthquake, OFDA and Soviet disaster officials began a series of technical consultations.

The five-day U.S. meeting provided a chance for U.S. and Soviet officials to exchange ideas and knowledge and to plan for a more extensive conference on disaster cooperation later this year. OFDA Director Andrew Natsios and his staff described OFDA's organization and highlighted the distinctions within OFDA concerning disaster response, prevention, mitigation and preparedness. The difference between OFDA's international focus and the domestic response of the U.S. Federal Emergency Management Agency (FEMA) also was explained.

In addition to OFDA's presentation, representatives from FEMA, the departments of State and Defense, the U.S. Forest Service, the U.S. Geological Survey, the National Fire Prevention Association, the Fairfax County Fire Department, the University of Wisconsin's Disaster Management Center, the National Disaster Medical System and the Organization of American States spoke to the delegation about their respective roles in disaster management and response activities.

The Soviet delegation's presentation informed American counterparts of the activities of the State Commission on Extraordinary Situations, the system of organization and management used to respond to disaster situations within Soviet territory, the civil defense system and the activities of the Soviet State Committee on Hydrometeorology.

Vladimir Gorchakov, head of the Soviet delegation, noted that the week-long meeting benefited both the United States and the Soviet Union. "Each country may take something good from the other," he said.

A joint U.S.-Soviet communique at the end of the meeting expressed the desire to broaden and deepen bilateral cooperation on natural and man-made disaster issues. The participants emphasized the importance of strengthening

the structure of cooperation and recommended exploring the possibility of a governmental agreement to achieve it. The delegations pointed out that through bilateral cooperation, the United States and the Soviet Union can assist other countries affected by disasters.

The communique stated, "Bilateral consultations have great potential to advance the development of bilateral cooperation in areas of mutual interest, such as: disaster prevention and mitigation measures, hazard and risk evaluation, disaster operation response procedures, exchange of experts and specialists, disaster information management and documentation and advancement of professional skills through training for disaster managers and technical specialists."

The next step in this process will include a visit to the United States by another Soviet delegation, as well as a reciprocal visit to the Soviet Union by a U.S. disaster management team. Both trips are planned for later this year.

*Bafalis is a press officer in the Bureau for External Affairs.*



## Agency Provides Food Aid to Ecuador

Administrator Ronald W. Roskens (center) signs a Memorandum of Understanding committing \$4 million in food aid to Ecuador with Ecuador's Foreign Affairs Minister Diego Cordovez (left). Also shown is Tom Geiger, assistant general counsel for the Bureau for Latin America and the Caribbean. The July 23 meeting took place during the visit of Ecuadorean President Rodrigo Borja to Washington, D.C.

# Agency Reports to Congress On Efforts to Combat AIDS

BY JOHN RIDDLE

According to a recent Agency report to Congress, the Agency provided nearly \$50 million last year to help developing countries combat human immunodeficiency virus (HIV) infection and acquired immune deficiency syndrome (AIDS) through education and prevention programs. Infection with HIV almost always leads to AIDS.

The Agency provided \$25.5 million to the World Health Organization's (WHO) Global Programme on AIDS last year—more than one-fourth of the program's budget. The Agency also allocated another \$24.3 million for AIDS control efforts in 48 developing countries—21 in Africa, 18 in Latin America and the Caribbean, and nine in Asia and the Near East.

AID coordinates international U.S. government HIV prevention and control activities, chairing the International Subcommittee of the Federal Coordinating Committee on the HIV Epidemic. The Agency focuses on working prevention activities into current health programs in developing countries, while helping health officials there establish and run anti-AIDS programs. The Agency also funds efforts by private voluntary organizations to expand their health and social services in developing countries to include HIV prevention.

Accomplishments reported include AID-financed field trials that showed that three inexpensive and easy-to-use rapid blood screening test kits successfully detect HIV infection. Kenya and Ghana have already purchased test kits and other countries are expected to follow shortly.

The AIDS report notes that impor-

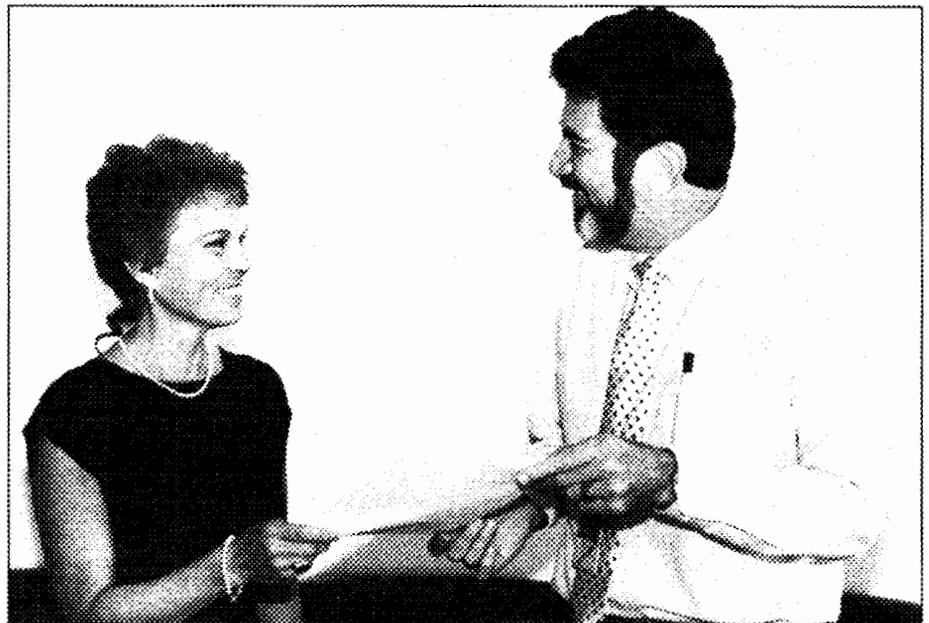
tant progress was made in the 1980s in the battle against AIDS, with over 150 countries organizing national AIDS committees and developing plans to prevent and control the spread of the disease.

The spread of AIDS threatens much of the progress made in developing countries, according to the report. WHO estimated close to 600,000 cases of AIDS at the end of 1989. Another 6 million people are believed to be infected with HIV and likely to develop AIDS some time in their lives.

WHO reports that HIV infections among pregnant women in some African cities are as high as 25%. The AID report warns of a major decline in child survival rates as many of the babies born to these women develop AIDS.

For a copy of the report, call (703) 875-4494, or write Dr. Jeff Harris, Agency for International Development, Washington, D.C. 20523-1817.

*Riddle is a press officer in the Bureau for External Affairs.*



## Personnel Director Receives Furlough Notice

*Director of Personnel Management Anthony Cauterucci receives his notice of a proposed furlough from Acting Chief of the Foreign Service Personnel Division Betty Lind. The notices were distributed on Aug. 27 to alert federal employees of the possibility of a government furlough. The Office of Management and Budget officially informed all federal agencies that they must meet sequestration orders pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985. Anticipating a lack of funds, the Agency is pursuing a series of cost-reduction measures and has enacted a temporary hiring freeze.*

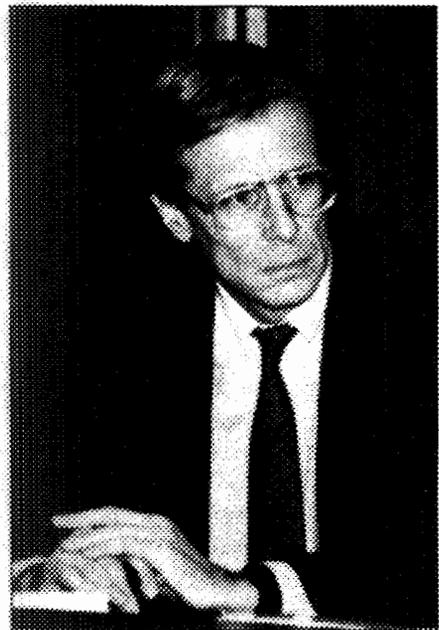
# Development Dialogue

## Michael Hager

*Michael Hager is a former AID legal adviser who, along with Bill Loris, another former AID employee, began the International Development Law Institute (IDLI) in March 1983 and now serves as the institute's director. The Rome-based institute conducts programs designed to improve the abilities of lawyers in developing countries to negotiate agreements and assist in carrying out development projects.*

*Hager was in Washington, D.C., last month for the signing of a three-year, \$1 million AID grant to IDLI by Assistant Administrator for Program and Policy Coordination Reginald Brown and Ibrahim Shihata, World Bank vice president and legal counsel who is also chairman of IDLI's board of directors.*

*During his visit, Hager discussed the evolving role of the institute in an interview with Front Lines writer-editor Daniel McLagan.*



*Michael Hager*

**Q:** What motivated you to establish IDLI?

**A:** I think a lot of people may have heard of IDLI, but they may not recall that in 1982 it was AID that took the initiative and provided IDLI with its initial funding. When you look back, you see that in the '60s there was an upbeat feeling about law in development, but by the mid-70s the movement was dead. IDLI was really a first attempt to reorient the idea of having legal resources involved in development.

In those days, when one talked about a law institute, the first question was "what do lawyers have to do with economic development?" Lawyers were seen to be of use only in the courtroom, but as a law teacher in Africa, I found that the people in law school did not wind up in courtrooms—they wound up advising government agencies. Yet our faculty was not instructing them on how to negotiate and draft agreements nor teaching the rules of the game from an international contracting perspective. So how did the developing country lawyers learn? They learned at the bargaining tables at the cost of their organizations.

**Q:** How does IDLI support AID's goals of promoting free-market

economies, sustaining democracies and improving the quality of lives?

**A:** I think that more and more people are realizing that to have economic development, one needs international business. Economies that are closed cannot develop; they need commerce and trade. What we are doing is developing the legal framework for international business.

We work principally on international contracting in the commercial area in countries which rely on development cooperation funds from AID, the World Bank or other multilateral or bilateral donors. Many of these are specialized contracts, technology transfers, joint ventures or construction contracts—the kinds of agreements that make development happen.

In our 12-week course for mid-career legal advisers, we emphasize relationships between developing countries and development agencies like AID. In doing this, we teach lawyers to ensure that there is a more efficient use of scarce development money and that the contracting that is done with that money is done fairly and openly.

**Q:** Does the institute focus on environmental issues?

**A:** We are increasingly coming to the realization that over the long-term, environmental issues may be the most important, much more important than they have been in the past. We've had only a tangential contact with environmental interests up to now, but we are committed to moving forward dramatically. We have seminars on the legal aspects of environmental resource management scheduled for 1992.

**Q:** How do you recruit lawyers as trainers and how are they compensated?

**A:** Our institute itself does not serve as a repository of all legal knowledge. We have only a small group of full-time trainers—only four, as a matter of fact. What we try to do is mobilize talent from all over the world. In a typical year, we have about 100 instructors who come from around the world to share their expertise.

They are offered a modest package that includes international travel, per diem and a small honorarium. Many of the lawyers will not accept even that. We have seen a tremendous amount of generosity from lawyers from all over the

world, and American private lawyers notably have been extremely generous.

**Q: How do you attract students to the IDLI program?**

**A:** We have an office with one person responsible for the English-language programs and one for French-language programs. Once a year we send out a general notice including all of our upcoming programs to five or six key offices in governments around the world. This includes the office of each country that is in charge of manpower development because these offices often must approve any foreign training and make the request through AID or some other organization to get funding.

We also send out targeted mailings for each of the specialized seminars because the audience for them may vary considerably. They might draw a very private sector-oriented audience or a very technical one. For instance, we recently had a program on international transport agreements and drew participation from port authorities, shipping companies, etc. Our programs are planned through 1992, so we have enough time to contact these potential audiences.

**Q: Are many of the participants from the private sector?**

**A:** For the first couple of years, we had almost no private lawyers, and the reason for that was largely financial. They just didn't have the funds or couldn't get them out of the country because of foreign currency restrictions. It was an AID grant by the Bureau for Private Enterprise (PRE) that first allowed us to bring in private lawyers. Since that time, the trend has continued even though the grant has not. Fellowships from the private sector now provide opportunities for private lawyers to participate.

**Q: Are most of the participants senior-level officials?**

**A:** Those who attend the 12-week program are generally mid-level public sector lawyers because the very senior officials can't take that kind of time off, although we have had as participants legal advisers to heads of state, and even attorneys-general take personal leave to attend.

The two-week programs are quite different because they are specialized and tend to attract more senior, specialized people. For example, in June we had a program on the legal aspects of debt and a financial asset management program. We had senior people from Francophone Africa who are currently

really depends on the level of support we're likely to get for Eastern Europe. The degree of investment of our own resources there will depend upon the kind of financial support from outside sources there is to sustain programs—either by having programs in those countries or allowing participants to come to Rome. We have made contacts with the Eastern European countries—either directly or through their embassies in Rome.

One thing we are doing is beginning to focus on the kinds of legal reform that interest countries with emerging market economies. They are having to reform their entire legal systems from ones supporting planned economies to ones assisting free markets. Our resources are not now sufficient to make a substantial impact in Eastern Europe without diminishing our other programs. I think our impact will be marginal until our program is discovered by multilateral and

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***“We see graduates of our programs helping countries reorient their entire legal systems to become more open and more market-oriented.”***

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bilateral donors that want to use our program as a way of reaching these people and addressing these problems. If that happens, we will be able to mount a real effort. The only country we have actually visited so far is Poland, which we feel is the largest area of interest, but we've had visits by authorities from Hungary and the Soviet Union. We are in a preliminary stage there because we don't want to raise too many expectations until we know we can deliver. But in the meantime, we are trying to let some of the donor organizations know what we are about and that we are not a brand new organization without a track record.

**Q: How many lawyers have been trained by the institute and from what areas do they come?**

**A:** Approximately 1,500 if you include our operations not only in Rome, but also in other parts of the world. Increasingly, our programs are being tailored for specific countries or regions and are being conducted there.

Most participants were initially from Africa and the Middle East because we promoted the program more in those countries and because we felt that the human resource needs were greatest there. But as the word spread, the mix has become more balanced, with participants from Asia, the Pacific, Latin America and the Caribbean joining those from Africa and the Middle East.

**Q: Will the institute's programs change at all to respond to needs in Eastern Europe in light of recent events there?**

**A:** Well, we don't know right now. This

really depends on the level of support we're likely to get for Eastern Europe. The degree of investment of our own resources there will depend upon the kind of financial support from outside sources there is to sustain programs—either by having programs in those countries or allowing participants to come to Rome. We have made contacts with the Eastern European countries—either directly or through their embassies in Rome.

**Q: Is there anything else you would like to tell us about IDLI?**

**A:** The program is doing what we had hoped by helping countries become more self-reliant and helping the lawyers play a constructive rather than an obstructive role in the process. We see graduates of our programs helping countries reorient their entire legal systems to become more open and more market-oriented.

# Sesame Cultivation Bolsters Gambian Economy, Health

BY MILLIE KONAN

When Fatou Njie first saw sesame seed, she was amazed. "I took a handful of the tiny seeds," she recalls, "and wondered whether it would be possible to grow even one bag. I never even thought about sesame as a source of oil."

Now five years later, sesame has become an integral part of Njie's farming activities in the Gambia, adding nutrition to the family's diet and providing cash to pay school fees and finance her trading activities during the dry season. "Sesame is amazing," she says. "If you have land and a bag or two of fertilizer, you can grow it."

Sesame is a relatively new crop in the Gambia, introduced by Catholic Relief Services (CRS) with funding from AID. Nutritional deficiencies stimulated its introduction. In the mid-70s, studies indicated that African diets were deficient in fat. Data from CRS health and nutrition centers showed that the Gambia had a high rate of malnutrition among children under five.

Gambian farmers were growing large quantities of groundnuts for export but were prohibited by law from processing the groundnuts to obtain oil for local consumption. Glen Knapp, CRS agricultural adviser, reasoned that an alternative oilseed, such as sesame or sunflower, would provide oil without affecting the groundnut processing law.

The Gambian Department of Agricultural Research cooperated by conducting field trials in 1978 and discovered that both sesame and sunflower grow well in the Gambia. Initially, CRS promoted one variety of sunflower because it was expected to produce the highest quantity of oil per hectare. But yields were much lower than anticipated, and women farmers complained that sunflower cultivation took time away from other crops. CRS was reevaluating its

choice of sunflower when drought struck.

"By mid-August in 1983, all early crops had died," says Knapp. "But I knew that sesame could grow with very little rainfall. I secured seeds and persuaded several women's groups to plant sesame."

A few showers enabled the tiny plants to become established; then the rains stopped. "The women were discouraged," says Knapp. "They were sure that nothing would happen and were amazed when they obtained an average of 400 kilos per hectare."

Word of this miracle crop, which grew in drought conditions and produced oil, spread throughout the country. CRS trained government extension workers to assist in teaching recommended agronomic practices. In 1984, Gambian farmers planted 1,000 hectares in sesame and in 1985, 5,000 hectares. Now, farmers are producing primarily for local needs. Villagers no longer travel to the city to buy imported oil. And oil has been deleted from the products distributed in the Gambia as food aid.

Sesame also is being used extensively in local diets.

"We have developed and promoted five weaning foods that use sesame," says Kuje Manneh, head of the Food and Nutrition Unit of the Gambian Department of Agricultural Services. "We are creating weaning foods that children like and that mothers find easy to prepare. We are also promoting the use of sesame instead of groundnut in traditional dishes."

Other researchers are studying the use of sesame cake (the residue after oil is expelled) as animal feed. Under an AID-funded project (Gambia Agricultural Research and Diversification), a women's group is using sesame cake and crop residues to fatten rams to sell for use



*Cultivation of sesame seeds provides much needed nutrition to Gambian families and is also a source of additional income.*

in a traditional religious ceremony. Rams are in such demand that many Gambians now travel outside the country to find suitable ones. On this demonstration project, women more than doubled their investment, showing this technology has potential for wider dissemination.

The farmers themselves are organized into sesame growers associations to manage the 16 processing facilities. The fees charged do not cover operating costs, but several associations are engaging in income-generating activities to offset expenditures. Some sell sesame cake for animal feed. Others buy vegetable seeds or surplus crops and sell them at a profit. CRS provides training in literacy, numeracy and record keeping and helps maintain the equipment.

Sesame cultivation is now well-established among women in the Gambia. Potential exists for even greater contributions to the economy. Sesame commands a high price in international markets, and farmers slowly are increasing production.

Buyers are encouraging increased production and anticipating larger surpluses in the years ahead. The Gambian Department of Agricultural Research continues to study ways to improve the cultivation of white-seeded varieties that command higher prices on international markets.

The Gambia's experience with sesame demonstrates how government research and extension systems work effectively with private organizations to adapt and promote agricultural technologies.

For Njie and thousands of other farmers, the introduction of sesame has brought many benefits. It offers the promise of even more benefits in the years ahead.

*Konan is a consultant in the Bureau for Africa.*

### IG HOTLINE

Use the AID Inspector General Hotline to report theft or misuse of Agency resources: (703) 875-4999.

# New Directors Head Four Missions

**F**our new directors of Agency missions and offices were sworn in last month. Glenn Slocum was named AID representative to Burundi, Ronald Venezia was appointed director of USAID/Costa Rica, Robert Queener became director of USAID/Jamaica, and Frederick Gilbert took over as director of the Agency's Regional Economic Development Services Office (REDSO) for West and Central Africa.

A 21-year Agency veteran, Slocum was formerly the AID representative in Mauritania. He joined AID in 1969 as an international development intern. He held a series of overseas positions in Africa until 1979, when he was named deputy chief of the Sahel and West Africa projects division of the Agency's Africa bureau. Later he served as development coordination adviser with the Organization for Economic Cooperation and Development in Paris.

Burundi is a small, landlocked country in Central Africa with a population of 5.2 million. Slocum will direct a \$19 million assistance program there.

A native of Washington, D.C., Slocum received a bachelor's degree in international relations from Georgetown University and pursued graduate studies at the University of Maryland.

Venezia, formerly the director of field operations of the Agency's Task Force on Humanitarian Assistance, will direct a \$90 million assistance program in Costa Rica. The program focuses on improvements in public sector efficiency, deficit and debt reduction, conservation of natural resources and export promotion.

Venezia began his career as a Peace Corps volunteer in Guatemala and joined AID in 1965 in rural development. He

later served as chief of the Caribbean and North Coast Office of Development Resources and as deputy mission director in the Dominican Republic. He returned to Washington in 1984 as deputy director and then director of the Office of Project Development in the Bureau for Asia and the Near East.

Venezia has a master's degree from Harvard University's John F. Kennedy School of Public Administration and a bachelor's degree from Kent State University.

Queener joined the Agency in 1970 as an assistant program officer in Brazil. He also served as director of the Office of Rural Development in the Agency's mission in Thailand. In 1982, he returned to Washington as deputy director of the Office of Central American Affairs and later became deputy director of the Office of Development Programs in the Bureau for Latin America and the Caribbean.

Before being named mission director in Jamaica, Queener was director of the Office of South American Affairs. In Jamaica, he will direct an assistance program of about \$71 million that emphasizes increased productivity, export promotion, expansion of foreign and domestic investment, development of the tourist industry, agricultural production, and structural reforms necessary for broad-based growth.

A native of Wilmington, Del., Queener has a master's degree in public administration and international affairs from the Woodrow Wilson School of Public and International Affairs at Princeton University and a bachelor's degree from Cornell University.

Formerly mission director in Sudan, Gilbert will head the REDSO office in

*(Continued on page 13)*

# AID, Peace Corps Team Up To Assist Microenterprises

BY NANCY LONG

In July 1989, four Peace Corps volunteers arrived in Western Samoa to help launch a business development program by working with the Development Bank of Western Samoa in rural branches of the bank located on the major islands of Upolu and Savai'i.

Their arrival, like others before it in other participating countries, is part of a collaborative agreement with AID that grew out of the signing of an August 1988 Memorandum of Understanding between AID and the Peace Corps. The agreement was recently updated and expanded, allowing both agencies to assist with microenterprise projects in developing countries.

"The purpose of the agreement is to increase economic opportunities among the lowest income individuals and to strengthen small business," says Ross Bigelow, deputy director for small, micro and informal enterprise, Bureau for Private Enterprise. "The project trains small-business owners, community leaders and individuals in techniques to help small businesses succeed. In addition, the project seeks to increase the income-generation potential of other Peace Corps projects and to improve the Peace Corps' capabilities in microenterprise programming."

With AID funding of \$1.1 million in fiscal 1988 and 1989, the Microenterprise Development Program enables Peace Corps volunteers and host country nationals to provide technical assistance for microenterprise development. Ten countries already have participated. A new \$3.2 million agreement, signed in July, will expand the program to 30 countries over the next four years, including the hiring of a full-time

microenterprise coordinator for the Peace Corps.

The program now operates in Mali, Botswana, Honduras, Costa Rica, Fiji, Kenya, Ghana, Guatemala, the Dominican Republic and Western Samoa. Lesotho, Senegal, Jamaica, Poland and Pakistan are expected to join the program next year.

Activities under way encompass many sectors. In Botswana, for example, the Peace Corps volunteers are dealing with rural business extension programs, adapting business curricula and helping an appropriate technology center; in Mali, agriculture cooperatives and the local Chamber of Commerce are receiving assistance; in Fiji, nine volunteers are working with the development bank; and, in the Dominican Republic, small-scale entrepreneurs and local business promotion groups are receiving management assistance and training.

Some 70 people representing AID, the Peace Corps and host countries as well as representatives from the five countries interested in participating in the program met recently to exchange information, relate experiences and discuss ways to improve microenterprise possibilities during a weeklong conference held in Washington, D.C., and Hedgesville, W. Va.

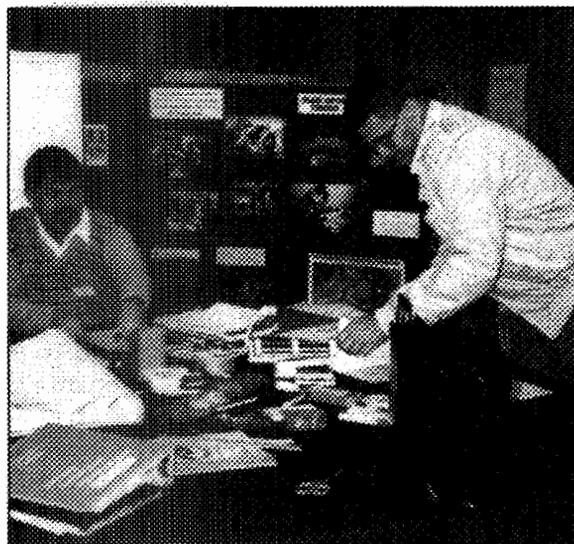
In a welcoming address to the participants, Peace Corps Director Paul Coverdell explained that AID and the Peace Corps envision a program of technical assistance that provides for the expansion and strengthening of grass-roots microenterprise in developing

countries. "We hope to continue to focus on three major areas of support to Peace Corps volunteers and their local entrepreneur counterparts and institutions," said Coverdell.

The areas supported are:

- \* training programs for Peace Corps volunteers, host country personnel and microentrepreneurs to improve microenterprise development;
- \* technical assistance and consultant support to improve institutional services to microentrepreneurs and to enhance microenterprise programming; and,
- \* development of training materials and other resources to assist microenterprise in communities in which Peace Corps volunteers work.

"By creatively using small amounts of funding to meet critical programming needs, the Peace Corps has increased the development impact in countries where both agencies are serving," says Bigelow.



Ross Bigelow of PRE (left) and Ralf Hertwig, Peace Corps/Botswana, exchange information during a recent conference.

# AID Briefs

## AID Employees Sharpen Skills

**T**hrough the After Hours Study Program, AID employees have the opportunity to develop skills for current and future employment in the Agency. The Office of Equal Opportunity Programs (EOP) has conducted a review of the study program for fiscal 1989 that shows that female and professional employees had the highest rate of program participation.

EOP is a member of the After Hours Study Panel, which reviewed applications and approved 95 employees for study at area colleges and universities. Agency staff applied for courses in economics, financial management, personnel management, public administration and communications. Enrollment increased 30% over the level for 1988.

Among program participants, female employees applied for training at a rate 76% higher than that of male employees. Black female staff members represented the group with the highest rate of participation. Civil Service employees made up more than 91% of applicants.

## African Students To Study in U.S.

**O**ver the next 15 years, AID plans to spend as much as \$140 million on higher education for Africans to study in management and technical areas.

The African Training for Leadership and Advanced Skills project, or ATLAS, will fund a cooperative effort among American universities, AID missions and African countries to identify and enroll qualified African students in U.S. universities.

The Agency has set aside \$5 million this fiscal year to fund the start-up of ATLAS. Over its life, the project will benefit 4,850 African students.

The first group of students will begin studying in U.S. universities in the 1991-92 academic year. At least 30% of the project's degree training opportunities will go to women to help them qualify for top management and other non-traditional roles.

Developed by the Bureau for Africa, ATLAS is designed to improve the ability of African institutions to plan and promote sustainable development in Africa.

The project will provide advanced studies in disciplines critical to development, such as economics, business administration, management, finance and engineering. It is intended to strengthen leadership qualities and enhance professionalism among individuals working in Africa's public and private sectors.

## IN MEMORIAM

### WILLIAM PARKER

William Parker, 74, a retired Foreign Service officer, died of cancer June 26.

Parker joined an AID predecessor agency as a development training specialist in 1945. He served in Japan, Thailand and Vietnam from 1958 to 1967. His last assignment before retiring in 1979 was in AID's training division in Washington, D.C.

Parker is survived by his wife, Cynthia, and daughters Elizabeth and Diana.

Condolences may be sent to Mrs. Parker at 5120 Fairglen Lane, Chevy Chase, Md. 20815.

# TEST Your Ethics IQ

*Learning the rules of ethics doesn't have to be dull. When they are not immersed in legal documents, the ethics staff in the Office of the General Counsel takes time to help clarify different issues with a tongue-in-cheek example.*

**Q:** D. Litehead is serving on an Agency task force to identify and promote private sector initiatives. The task force is developing a strategy paper on a project to identify and address barriers to private sector development. Litehead's personal friend is vice president of a firm well qualified to carry out the project. Although the paper is not yet available for release to the general public, Litehead thinks it would be a good idea to call his friend to notify her of the Agency's plans. Should Litehead make the call?

**A:** No way. The conduct regulations prohibit any action that might result in or create the appearance of preferential treatment. Further, an employee may not promote a private interest by using official information that has not been made available to the public. The private interest need not be tangible in nature. Even a personal relationship could fall within the prohibition.

### EOP Hotline

EOP has established a hotline to provide counseling to AID employees regarding sexual harassment in the workplace. Counselors can be reached at 663-1341.

# Sub-Saharan Africa Fertility Declines

BY VIRGINIA POOLE

**F**or the first time ever, national fertility declines are being documented in sub-Saharan Africa, according to Duff Gillespie, Agency director for population. While the countries of the region have among the highest fertility levels and population growth rates in the world, three countries—Botswana, Kenya and Zimbabwe—are beginning to show fertility declines. For almost two decades, AID-funded surveys have been documenting such demographic trends worldwide.

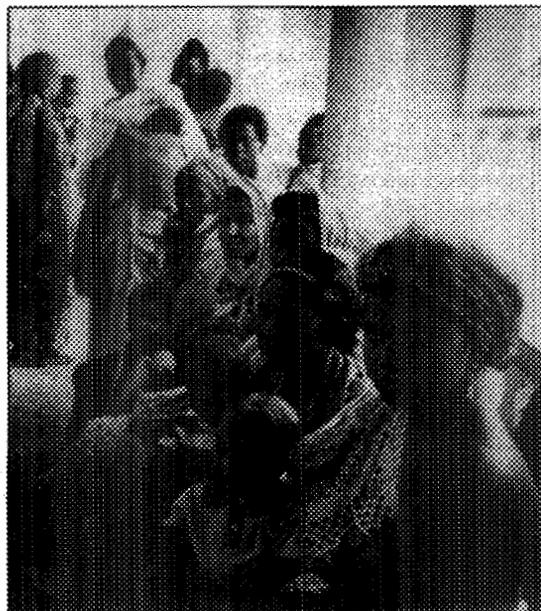
"Population policies and family planning programs in sub-Saharan Africa have lagged behind other regions," says Gillespie. "This is because of low levels of socioeconomic development, traditional values favoring large families, poor service delivery infrastructure and lack of information upon which to base population policies. Recently, however, we have witnessed a substantial shift in government attitudes toward population growth and their commitment to family planning programs in sub-Saharan Africa."

Use of contraception in sub-Saharan Africa, estimated to be below 10% among couples, lags far behind other regions. Fully 61% of couples in Latin America practice family planning and 41% in Asia and the Near East (excluding China). In the United States, 68% of couples use contraception.

Although use of contraception has remained low in Africa, surveys over the past decade have demonstrated a high level of unmet need for family planning, indicated by the number of women who

want no more children or who want to space children but are not currently using a form of family planning. For example, survey data from Kenya in 1989 show that 26% of the women interviewed wanted to control the amount of time between births, and an additional 49% wanted no more children.

Currently, women in sub-Saharan Africa have an average of 6.4 children. By comparison, women in the Asia and Near East (excluding China) and Latin American regions today have an average of 4.5 and 3.7 children, respectively. The current rate in the United States is 1.9.



*Changing attitudes in some African nations toward contraception are boosting family planning efforts and slowing population growth.*

Surveys conducted in 1984 and again in 1988 and 1989 document increases in the percentage of couples using contraception and the first-ever declines in fertility anywhere in continental sub-Saharan Africa

in Botswana, Kenya and Zimbabwe. Average births per woman fell from 6.5 to 5.0 in Botswana, from 7.7 to 6.7 in Kenya and from 6.5 to 5.3 in Zimbabwe in the five years between the surveys.

Since 1972, AID-funded national surveys worldwide have gathered information on population and family planning. During the last five years, under the Demographic and Health Surveys (DHS) Project, basic indicators on maternal and child health also have been collected. To date, a total of 130 such surveys have been conducted, including 25 in Africa. A DHS World Conference is planned for 1991 to discuss the survey findings.

The surveys constitute what is probably the largest social science research effort ever undertaken worldwide. "These surveys have revolutionized our understanding of important trends in fertility and contraceptive behavior," says DHS Project Manager Richard Cornelius. "The surveys provide decision-makers with basic information on fertility and health and help to improve the understanding of the implications of high rates of population growth in their countries," explains Cornelius. "Data on population, family planning and health trends are valuable for planners and policy-makers, especially in Africa where little information has been available previously."

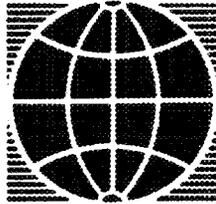
The data are used by the national governments, particularly the ministries of health and planning and the central bureaus of statistics, and by the AID missions and other international and private organizations. The surveys are being used to identify target audiences, estimate demand and analyze the use of different family planning methods and sources of services, as well as measure population and health trends.

In the next five years, results from an additional 10-12 surveys in sub-Saharan Africa will become available.

As concerns over population and health issues continue to heighten in Africa, says Gillespie, the demand for and usefulness of this data will increase even more.

*Poole works in the Office of Population.*

# WHERE



In the World  
are USAID  
Employees?

## MOVED ON

**Michael Anderson**, COMP/FS/ENTRY/T  
**Sandra Bennett**, COMP/CS/COOP  
**Richard Blue**, ANE/TR  
**Kip Blumenshein**, RDO/Caribbean  
**Robert Bostick**, TDP/O  
**William Devany**, MS/IRM/AS  
**Dean Edwards**, COMP/CS/R  
**Lee Goldberg**, PPC/EA  
**Douglas Grossman**, AFR/CCWA/CCE  
**Jeanne Crispen Guttman**, COMP/CS/DS  
**William Haley**, PFM/FM/A/OE  
**Marlys Johnson**, PM/CSP/SS  
**Patricia Jones**, GC/Asia  
**Benson Justus**, IG/SEC/PS/SC  
**Louise Kantrow**, S&T/HP/POP/PPD  
**Claudia Kravets Knox**, Jordan  
**Rebekah Locklear**, LAC/DR/RD  
**Lisa Ortega**, COMP/CS/COOP  
**Steve Osagbue**, COMP/FS/SEP  
**Betty Payne**, PRE/SMIE  
**Charles Shearod**, MS/MO/RM/PPM  
**Allyson Whittle**, PPC/CDIE/PPE

## PROMOTED

**Thomas Asmus**, RIG/A/I/Honduras, auditor  
**Ingrid Aycinena**, ROCAP, secretary  
**Virginia Ann Ballengee**, FM/FP, audit coordination specialist  
**Laura Lynn Barhorst**, COMP/CS/COOP, student training accounting  
**Terry Baskin**, RIG/A/I/Singapore, auditor  
**Joanne Beamon**, SDB/OD, general business specialist  
**Sandra Bennett**, COMP/CS/COOP, student training computer  
**Jane Jarosick Bise**, MS/IRM/AS, supervisory computer specialist  
**Jeanne Borden**, AA/PPC, secretary stenographer  
**Judy Britt**, ANE/PD/PCS, supervisory

program analyst  
**Sharon Cahill**, AA/XA, secretary stenographer  
**Donna Carr**, Swaziland, executive assistant  
**Tracey Denice Carson**, S&T/HP/H, administrative operations assistant typist  
**Keisha Casey**, COMP/CS/YOC, student aide  
**Richard Castro**, IG/PSA, auditor  
**Enrique Celaya**, RIG/A/I/Honduras, inspector  
**Lolita L.M. Chin**, Egypt, secretary  
**Terry Chisley**, SDB/OD, clerk typist  
**James Stephen Christian**, auditor, RIG/A/I/Philippines  
**Michelle Cooper**, S&T/PO/PR, secretary typist  
**Illona Kazimi Countryman**, ANE/TR/HR, program operations specialist  
**Angela Rena Crews**, PPC/MFI, clerk typist  
**Dwayne Dixon**, PPC/SB, budget assistant  
**Theresa Dudley**, COMP/CS/COOP, student training typist  
**Robin Eskew**, SDB/OD, administrative operations assistant typist  
**Jennifer Fullmer**, COMP/CS/COOP, student training procurement/contract technician  
**Jeanetta Gardin**, FM/P/AR, accounting technician  
**Lori Jo Geylin**, AA/FFP, executive assistant  
**John Gillis**, COMP/CS/COOP, student training computer  
**Francis Glynn**, RIG/A/I/Singapore, supervisory auditor  
**Vernita Greenfield**, MS/MO/RM/PPM, administration operations assistant typist  
**Roxie Hamilton**, Honduras, secretary  
**Michael Harvey**, OFDA/AE, disaster operations specialist  
**Althea Hawthorne**, FM/P/PPB, payroll technician typist  
**Jeanne Hoffman**, COMP/CS/COOP, student training computer  
**Marian Huish**, IG/PSA, auditor  
**Deborah Ann Hymes**, ANE/EMS, information analyst  
**Eatrice James**, TDP/OD, secretary typist  
**Tonya Lizette Jordan**, FM/A/PNP, clerk typist

**Irene Koek**, S&T/HP/POP/OCS, program analyst  
**Kathleen Merron Latta**, LEG/CL, congressional liaison officer  
**Yen Le**, FM/A, accountant  
**Nathan Lokos**, RIG/AA/I/Egypt, auditor  
**John Lord**, RIG/A/I/Kenya, inspector  
**James Mabrey**, RIG/A/I/Egypt, supervisory inspector  
**Garnet Lenora Mason**, LAC/CEN, secretary typist  
**Robert McCarthy**, COMP/CS/COOP, student training computer  
**Sheila Ann Miller**, LAC/DI, secretary typist  
**Sharon Nichols**, PPC/SB, budget analyst  
**John Ottke**, RIG/A/I/Kenya, supervisory auditor  
**Katrina Parrott**, COMP/CS/COOP, student training typist  
**Cecilia Pitas**, PFM/PM/FSP/CD, supervisory personnel management specialist  
**Cynthia Richardson**, FVA/ASHA, secretary typist  
**Grace Ann Robey**, FM/P/AR, accounting technician  
**Frances Rogers**, ES/CCS, administrative operations assistant  
**Sharon Sadler**, PPC/EMS, administrative operations assistant typist  
**Wendy Seth**, PFM/PM/TD, clerk typist  
**Sanna Lee Solem**, PFM/PM/FSP/A, personnel clerk typist  
**Judith Stephens**, Liberia, secretary  
**Marx Sterne**, ANE/MENA/LI, international cooperation specialist  
**Rochelle Thompson**, S&T/HP/POP/FPS, program operations specialist  
**Thi Vo Nhung**, PFM/FM/LM/LS, accountant  
**Kathryn Walsh**, REDSO/WCA, secretary  
**Bertha Wimbish**, Indonesia, executive assistant  
**Patricia Ann Zanella**, Afghanistan, secretary

## REASSIGNED

**Basharat Ali**, Egypt, supervisory project development officer, to supervisory special projects officer, Afghanistan  
**Dinsmore Alter**, ANE/TR/ARD/APA,

agricultural development officer, to agricultural economics officer, S&T/FA/AGR/EP

**Joan Amos**, AA/PFM, secretary, to PM/OD

**John Avila**, Costa Rica, supervisory financial management officer, to financial management officer financial analyst, Nicaragua

**Raymond Baum**, Costa Rica, supervisory general development officer, to project development officer, Botswana

**Sharon Pines Benoitel**, LAC/DP/ESF, program analyst, to ANE/TR/PHN

**John Blackton**, AA/ANE, deputy assistant administrator, to AA/PPC

**Roger Bloom**, Niger, agricultural development officer, to agricultural economics officer, Yemen Arab Republic

**Laurance Bond**, PFM/PM/OD, director, to deputy assistant administrator, AA/PPC

**Margaret Bonner**, ANE/EE, director, to AFR/DP

**Debashis David Bose**, IG/PSA, auditor, to RIG/A/I/Kenya

**Richard Brown**, ANE/EUR, supervisory program officer, to mission director, Sri Lanka

**Terrence Brown**, LAC/DR, director, to mission director, Guatemala

**Clement Bucher**, REDSO/ESA, contract officer, to COMP/FS

**Anthony Cauterucci**, Guatemala, mission director, to director, PFM/PM/OD

**David Cohen**, director, LAC/CAR, to mission director, Haiti

**Louis Cooke**, RIG/I/LAA/W, supervisory inspector, to RIG/A/I/Senegal

**James Edward Corley**, MS/OP/W/CO, supervisory contract officer, to contract officer, Nicaragua

**Timothy Cox**, RIG/A/I/Honduras, auditor, to IG/PSA

**Mary Cross**, Yemen Arab Republic, executive assistant, to secretary, Afghanistan

**Tony Cully**, REDSO/ESA, supervisory financial management officer, to controller

**Robert Cunningham Jr.**, MS/IRM/WS, computer systems analyst, to supervisory

computer specialist, MS/MO/CPM/T  
**Leslie Dean**, Zambia, mission director, to director, AFR/SA

**Adrian DeGraffenried**, Lesotho, project development officer, to COMP/FS/R/AIDW

**Michael Demetre**, Philippines, supervisory engineering officer, to engineering officer

**Clinton Doggett Jr.**, Egypt, supervisory project development officer, to program officer, ANE/EUR

**James Patrick Donnelly**, Honduras, supervisory executive officer, to Panama  
**Maureen Dugan**, El Salvador, project development officer, to supervisory project development officer

**James Durnil**, COMP/FS, supervisory auditor, to RIG/A/I/Singapore

**Tim Elkins**, RIG/A/I/Honduras, auditor, to RIG/A/W

**David Evans**, COMP/FS/ENTRY/T, human resources development officer, to education development officer, Republic of South Africa

**Fred Fischer**, AFR/SA, director, to regional director, REDSO/ESA

**Donna Frago**, FVA/PVC, special assistant, to program analyst, ANE/EUR

**Patrick Gage**, COMP/FS, program officer, to COMP/FS/R/AIDW

**Coinage Gothard Jr.**, RIG/A/I/Honduras, supervisory auditor, to IG/PSA

**Richard Greene**, Burkina Faso, health population development officer, to Cameroon

**Rudolfo Griego**, Peru, supervisory rural development officer, to supervisory agricultural development officer, Peru

**John Gunning**, Sri Lanka, program officer, to ANE/SA/SLNM

**C.W.T. Hagelman III**, COMP/FS/ENTRY/T, special projects officer, to Sudan

**Joanne Hale**, COMP/FS/LT/TRNG, agricultural development officer, to supervisory agricultural development officer, Malawi

**Richard Handler**, ANE/EUR, program officer, to Egypt

**John Hepp**, Indonesia, supervisory financial management officer, budget analyst, to supervisory financial

management officer

**Kent Hickman**, Haiti, supervisory executive officer, to ANE/EMS

**Bruce Howard**, RIG/A/I/Singapore, supervisory auditor, to RIG/A/I/Honduras

**Michael Ireland**, Mali, supervisory executive officer, to Senegal

**Thomas Kavansa Jefferson**, REDSO/WCA, supervisory executive officer, to COMP/FS/R/AIDW

**David Jessee**, Bolivia, supervisory private enterprise officer, to private enterprise officer, Nicaragua

**William Kaschak**, El Salvador, supervisory project development officer, to mission director, Guinea

**Robert Kidd**, REDSO/WCA, Food for Peace officer, to FVA/FFP/AFR

**H. Robert Kramer**, Bolivia, deputy mission director, to Ecuador

**Donald Kruszewski**, IG/RIG/A/W, auditor, to IG/PSA

**Larry Laird**, RDO/Caribbean, supervisory agricultural development officer, to Dominican Republic

**George Laudato**, AA/PPC, deputy assistant administrator, to AA/PRE

**Carl Lawhead**, Egypt, agricultural development officer, to ANE/TR/ARD/APNE

**Richard Layton**, Indonesia, supervisory financial management officer, to controller, Nicaragua

**Clifford Lewis**, AA/PPC, deputy assistant administrator program policy, to deputy assistant administrator, AA/ANE

**Marjorie Lewis**, FM/CONT, financial management officer financial analyst, to controller, Jamaica

**Linda Lion**, COMP/FS/LT/TRNG, supervisory general development officer, to deputy director, MS/IRM

**John Lovaas**, LAC/CEN, deputy director, to deputy mission director, El Salvador

**James Lowenthal**, ANE/TR/ARD, supervisory agricultural development officer, to Morocco

**Elizabeth Martella**, COMP/FS/DS, agricultural development officer, to agricultural economics officer, Uganda

**Michael McCarthy**, COMP/FS/ENTRY/T, IDI economics, to COMP/FS/LWOP

**Teri Annette McCoy**, ANE/TR/ARD, secretary typist, to administrative operations assistant, OFDA/OD

**Richard McLaughlin**, Liberia, supervisory program officer, to Philippines

**Robert Meriwether**, PFM/PM/FSP/ERB, supervisory executive officer, to India

**Steffi Meyer**, Ecuador, project development officer, to AFR/PD/EA

**Frank Miller**, Egypt, supervisory project development officer, to supervisory program officer

**Vivikka Mouldrem**, Egypt, associate mission director, to director, ANE/MENA

**Louis Mundy III**, RIG/A/I/Honduras, auditor, to supervisory auditor

**David Nelson**, Indonesia, Food for Peace officer, to special projects officer, Philippines

**Alice Faye Newton Taylor**, AA/PPC secretary stenographer, to AA/ANE

**Bruce Odell**, ANE/PD, director, to deputy regional director, REDSO/ESA

**Richard Owens**, Jamaica, supervisory agricultural development officer, to agricultural development officer, Nicaragua

**Michael Philley**, Thailand, natural resources officer, to science technology officer, S&T/EN/FNR

**Leonel Pizarro**, Guatemala, IDI commodity management, to contract officer, Egypt

**Donald Pressley**, ANE/PSDS, private enterprise officer, to director, ANE/EUR

**Deborah Zubow Prindle**, REDSO/ESA, project development officer, to COMP/FS/LT/TRNG

**Mary Proko**, COMP/FS/R/AIDW, secretary, to Sudan

**Leroy Purifoy**, Philippines, engineering officer, to supervisory engineering officer, Philippines

**Arnold Radi**, Malawi, supervisory agricultural development officer, to Pakistan

**Joan Raybold**, S&T/MGT, secretary typist, to ANE/DP/E

**Carolyn Redman**, PM/FSP, secretary, to personnel officer, COMP/FS/R/AIDW

**Allan Reed**, Swaziland, project development officer, to assistant director,

Guinea

**John Rogosch**, Indonesia, supervisory health population development officer, to supervisory health population development officer physician

**Richard Rousseau**, Jordan, project development officer, to supervisory private enterprise officer, Tunisia

**Erhardt Rupprecht Jr.**, Peru, supervisory agricultural development officer, to supervisory general development officer

**Kenneth Schofield**, Morocco, supervisory program officer, to deputy mission director, Nicaragua

**Alexander Shapleigh**, LAC/PSA, director, to program officer, COMP/FS

**Walter Shepherd**, IG/RIG/A/W, auditor, to IG/PSA

**Donald Lee Smith**, COMP/FS, program officer, to trade development officer, Haiti

**Lane Lee Smith**, COMP/FS, housing urban development officer, to Tunisia

**Barbara Smither**, Thailand, executive assistant, to Yemen Arab Republic

**Stephen Sposato**, Guinea, program economics officer, to COMP/FS/SEP

**Conchita Spriggs**, PM/OD, secretary, to AA/PPC

**Stanley Stalla**, Oman, project development officer, to Sri Lanka

**John Starnes**, engineering officer transportation, to engineering officer, Philippines

**Dwight Steen**, Dominican Republic, supervisory agricultural development officer, to Honduras

**William Sugrue**, ANE/SA/I, program officer, to natural resources officer, ROCAP

**Terrence Tiffany**, Egypt, population development officer, to COMP/FS/LT/TRNG

**John Tincoff Jr.**, COMP/FS/ENTRY/T, IDI administration, to Pakistan

**Anthony Vance**, REDSO/WCA, legal officer, to REDSO/ESA

**Emmanuel Voulgaropoulos**, Indonesia, supervisory health population development officer physician, to supervisory health population development officer, Philippines

**Pamela White**, Haiti, executive officer, to supervisory executive officer

**Fred Winch**, Uganda, assistant director, to mission director, Zambia

**Theodora Wood-Stervinou**, Guinea, assistant director, to deputy mission director, Nepal

**John Wooten**, RDO/Caribbean, project development officer, to supervisory project development officer

**Albert Yeboah**, COMP/FS, program economics officer, to Guinea

## RETIRED

**Richard Archi**, El Salvador, deputy mission director, after 23 years

**Consuelo Luckett**, MS/MO/TTM, traffic manager, after 36 years

**William Luken**, LAC/DP/PAB, program analyst, after 10 years

**Calvin Martin**, AFR/TR, special projects officer, after 34 years

**Jose Rivera**, Honduras/DP, supervisory program officer, after 20 years

**Willis Neil Robinson**, ES/CCS, mail motor assistant, after 19 years

**Elsie Sandidge**, AFR/DP/PAB, secretary typist, after 21 years

**Thomas Tift**, Jamaica/PPD, supervisory project development officer, after 14 years

*Years of service are AID only.*

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## Directors

*(From page 7)*

Abidjan, Cote d'Ivoire. He will oversee professional and technical support services for 23 West and Central African AID missions.

Gilbert, who joined the Agency in 1964 as a junior management intern, has served in Ghana, Nigeria, Cameroon and Tanzania.

He has a doctorate in international relations from the Fletcher School of Law and Diplomacy at Tufts University. He received a bachelor's degree in international relations and a master's in law and international development economics from the University of Minnesota.

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