

Front Lines



U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT ■ DECEMBER 1993



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U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

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USAID Hot Shots

USAID's INTERNATIONAL Stars



On Nov. 1, Deputy Administrator Carol Lancaster hosted a brown bag lunch for students participating in USAID's student programs. The students work under the intern, co-op or stay-in-school programs for the agency. Lancaster discussed the agency's reorganization and also answered questions from the group on topics ranging from employment options to the future of the agency. USAID had more than 50 students participating in the fall program. Thanks to all of the students for their hard work!



Photo Credits: Cover, USAID/Jamaica: Clyde McNair, inside cover, pages 5-8; Jon Archer, pages 2 and 3; USAID/Jamaica page 4; USAID/Philippines, page 9.

Cover Photo: AIDS is cast as "Big Mama Killer Disease" in a VIBES performance. With the support of USAID and the Jamaican Ministry of Health, VIBES teaches teens and young people about sexuality and growing up in the '90s. See story on page 4.



Front Lines is printed on recycled paper.

Front Lines

NEWS & FEATURES

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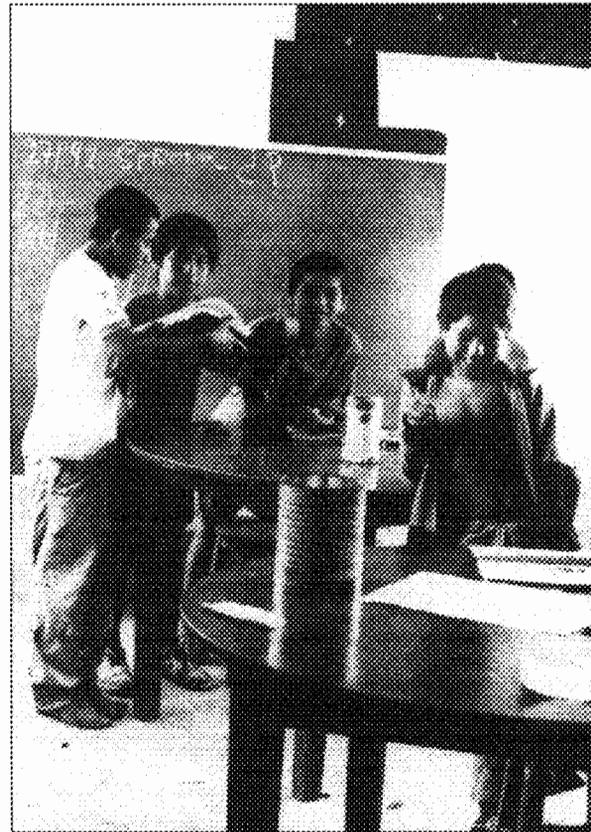
13 January 1994 USAID calendar

In 1994, I resolve to . . .

Happy
Holidays!



CEDRO program participants decorate a Lima highway with an anti-drug mosaic.



At a CEDRO halfway house in Miraflores, boys learn how to make shoes in preparation for future employment.

By Alfredo Larrabure and Virginia Foley

Takin' it to the streets

As the world's top producer of coca leaf and paste (the base ingredients in cocaine), Peru suffers from the crime, corruption and violence associated with drug abuse.

Children may be the most vulnerable victims. Every day, 200,000 children from Lima's slums leave their homes—if they are lucky enough to have a home—to do every conceivable type of menial job.

They don't return until late at night and are constant prey to drug addiction, delinquency, corruption, prostitution and terrorism.

Two successful USAID projects, Drug Education and Public Awareness (DEPA) and Narcotics Education and Community Initiatives, have tried to counteract Peru's problems relating to illicit drugs and their

social, political, economic and health consequences.

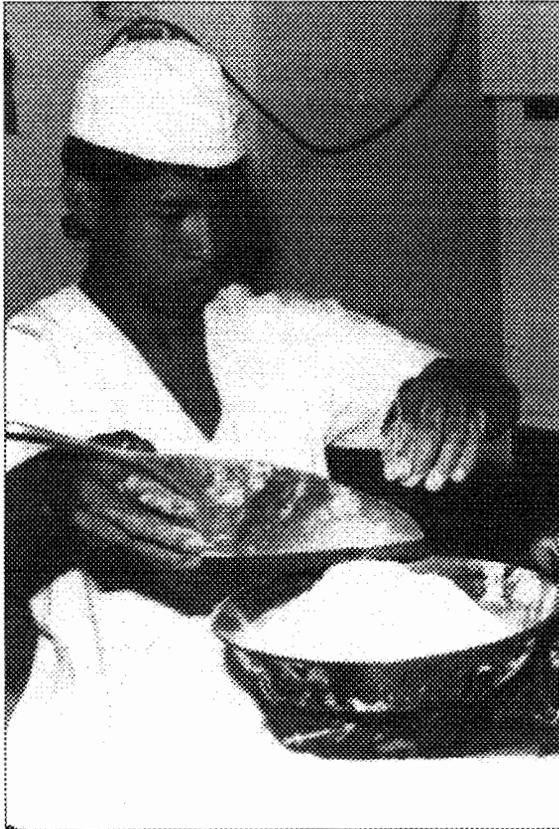
In 1986, as part of the DEPA project, USAID established the Center for Information and Education on Drug Abuse Prevention (CEDRO), a Peruvian private and non-partisan institution that offers children housing and the opportunity to go to school or learn a trade in one of CEDRO's workshops.

"CEDRO established a series of half-way houses in which it involved the entire community and municipal authorities," George Wachtenheim, USAID/Peru mission director said. "The houses were not perceived as belonging to CEDRO but rather to the municipality and to the people living in the neighborhood. Support for the activity was therefore widespread."

USAID provides the major funding for the houses, but many others contribute, including the governments of Canada, England and Germany, local municipal governments and Peruvian ministries.

CEDRO's educators patrol the streets at night to persuade children that there are better alternatives in life than living on the streets. More than 95 percent of the children suffer from sexually transmitted disease and almost all have some respiratory or skin ailment.

Accustomed to living on their own at the margins of society, the children trust nobody. When they finally let down their defenses and agree to join CEDRO, the process of their re-education and re-socialization is a difficult one. The house rules at CEDRO shelters are very clear.



A boy learns how to bake bread in one of CEDRO's workshops. Before they are 18, many children have learned a marketable skill.



CEDRO's youth participate in an anti-drug demonstration on the streets of Lima.

There will be no weapons, no drugs, no stealing and they must respect the morals of community life.

CEDRO seeks the parents or relatives of the children, if there are any, to reunite families when possible. Each semester, about 30 percent of the children are reunited.

Every day at 6 a.m., 150 children from CEDRO's houses get ready to go to school, prepare to go to work outdoors selling something in a "tienda" (store) or learn a trade in one of CEDRO's workshops.

Most of the children regularly attend school. They also participate in occupational therapy to prepare for future jobs. Some start working in specially made booths selling goods or baking bread, thereby learning to earn a decent living and to save money. The older children train to become professional carpenters, plumbers, electronics specialists or auto mechanics.

Before they are 18, many former street children have jobs and have begun to

establish themselves. Some even return from time to time to visit their "old house."

The program, however, is not always successful since nearly 20 percent of the

CEDRO's drug awareness and education campaign has changed people's attitudes about drugs.

children leave without a trace.

In addition to the street children program, CEDRO has established a documentation center and a network of close to 2,000 community organizations interested in drug abuse prevention. CEDRO also carries out epidemiological and public opinion studies and provides technical assistance and training on drug

matters. In conjunction with the Ministry of Education, CEDRO started drug prevention programs in more than 120 public schools and private high schools. For the first time, the Peruvian constitution has incorporated a statement that denigrates drug trafficking.

CEDRO's drug awareness and education campaign has changed people's attitudes about drugs. "In 1985, only 2 percent of the population believed that drugs were a serious problem in Peru. Today, 31.5 percent of Peruvians believe that drugs are the No. 1 problem facing Peruvians and more than 70 percent of the population feels that it is one of the most serious problems," Wachtenheim said. ■

Larrabure is the project manager of the CEDRO program and Foley is a public liaison specialist. Both are stationed at USAID/Peru.

AIDS awareness takes center stage in Jamaica

A group of 40 young Jamaicans, with the support of USAID and the Jamaican Ministry of Health, are spreading the word about safe sex through a musical production called "VIBES in a World of Sexuality."

Using music, dance and drama, VIBES teaches teens and young people about sexuality and growing up in the '90s. Youths ages 7 to 20 sing, dance and act in skits that present the dangers of HIV/AIDS and other sexually transmitted diseases (STDs).

VIBES encourages young people to wait until they have the "super safer sexual skills" of self-control, trust and a knowledge of sex and freedom before they engage in sexual activity. The show stresses trust and communication between children and parents.

After the performance, the audience participates in a discussion where young people are encouraged to talk openly with each other about sex.

VIBES' rhythms, language and expressions have a distinct "Jamaican flair," but the message is universal.

"Selling safe sex and a healthy lifestyle can be difficult and very controversial," said VIBES Director Cathi Levy. "It depends on how the message is put across. The response has been incredible."

The teen performers created the skits, songs and ideas for VIBES after participating in acting, writing, singing, dancing and directing workshops coordinated by Levy, who is also an instructor, actress and former Miss Jamaica.

Levy stressed that audiences listen to their message because "the kids are so honest and they're not preachy. They are not saying, 'We know more than you so you better listen to us' but rather 'Hey, we're just like you, and we had all better be careful.'"

VIBES encourages teens and parents to trust, communicate and support each other. "Sexuality is three-dimensional; it is tied up in the kids' relationship with their parents and peers, their self-image and their everyday life," Levy said.

Parents come up to Levy after a performance to say thanks for providing a

medium from which they can broach the subject with their children.

"The response has been so positive partly because the teens perform like professionals, but also because students, parents and teachers eagerly welcome information about STDs and sexuality," commented USAID/Jamaica Project Officer Grace Ann Grey.

VIBES won the 1992 Jamaican National Award for Excellence in Theater Arts for Best Children's Theater and was nominated for awards for Best Director and Best Overall Production.

"The use of culture and drama is a powerful educational tool," said USAID Jamaica Office of Health, Nutrition and Population Director Betsy Brown.

USAID, through the AIDS Control and Prevention Project (AIDSCAP), provided technical and financial assistance to VIBES to develop promotional materials, provide tutors to help the children with their homework and support travel to Jamaican schools and community groups. USAID funds also helped VIBES leverage additional funds from UNICEF, various community groups, individuals and overseas sponsors to take the message on tour abroad.

VIBES' method of delivering its message has been welcomed and embraced by parents, teenagers, schools and community groups in Jamaica, Barbados, St. Vincent, Canada, England and the United States. Among those who personally congratulated the performers after a Washington, D.C., show was Jamaican-born Gen. Colin Powell.

VIBES continues to tour and raise funds through paid performances and video production sales. For information about VIBES or how to use drama as an educational vehicle, contact AIDSCAP/LAC Regional Office, (703) 516-9779. ■

—By Kristina Palmer

Palmer, a graduate student at Princeton University's Woodrow Wilson School of Public and International Affairs, was a summer intern with USAID/Jamaica.



VIBES cast members take a bow. Audiences listen to their message because "the kids are so honest and they're not preachy," the VIBES director said.

USAID and Peace Corps: partners in progress

As the first former Peace Corps volunteer to be named director of the Peace Corps in its 33-year history, Carol Bellamy is committed to working with USAID to strengthen coordination between USAID and Peace Corps.

Bellamy, who served as a volunteer in Guatemala from 1963 to 1965, met with Administrator Brian Atwood on Nov. 1 to discuss continued collaboration between the two agencies. USAID currently provides Peace Corps with more than \$4 million each year for host country national training, technical assistance, project design and small development grants.

USAID and Peace Corps have a long history of working together. Their collaborative effort is a good example of how government agencies can combine their resources to address common objectives. For USAID, this effort has improved volunteer skills at the community level. For Peace Corps, collaboration has created more effective programming and strengthened volunteer assignments and host country counterpart relationships.

The agencies cooperate in a number of ways, including Peace Corps volunteers directly assigned to USAID projects; projects designed and managed by Peace Corps and funded by USAID; projects implemented by private voluntary organizations with cooperation from both USAID and Peace Corps; host country nationals trained by Peace Corps and funded by USAID; and training and programming assistance provided to volunteers, host country nationals and field staff from USAID-supported specialists.

Atwood and Bellamy agreed to send a joint cable to the field reaffirming their support for collaboration between the agencies and also discussed meeting periodically to monitor the cooperative efforts.

"Collaboration is one of the best ways to maximize foreign assistance funds and ensure the greatest impact on development," Arnold Baker, USAID's Peace Corps coordinator, said.



(Left to right) Jennet Robinson, USAID coordinator for Peace Corps; Carol Bellamy, Peace Corps director; Administrator Brian Atwood; Terry Brown, director, Bureau for Policy and Program Coordination; and Arnold Baker, Peace Corps coordinator for USAID, meet to discuss further collaboration between the two agencies.

Continued interaction between the two agencies increases the contribution of both to achieving basic U.S. foreign assistance goals and allows USAID to expand support for participatory development in all priority areas.

USAID and Peace Corps have worked together since 1961. Twenty years after their initial coordination, the USAID administrator and Peace Corps director issued joint guidance to the field calling for "more structured, systematic cooperation." A joint USAID/Peace Corps coordinating committee was established in 1984 to improve interagency cooperation. At the request of the coordinating committee, an in-depth evaluation of joint programs in Botswana, Burundi, Ghana, Lesotho, Mali and Togo was conducted in 1989. This evaluation led to recommendations from field staff on enhancing the relationship between the two agencies.

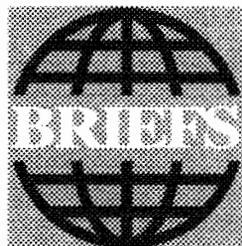
Today, there are joint programs in more than 65 countries involving more than 2,500 volunteers.

The joint activities directly reflect some of USAID's new strategies. In the area of improving health and sanitation, volunteers

developed visual aids and other materials to train women in nutrition and prevention of childhood diseases in Guatemala. USAID funds provided the necessary resources for volunteers to adequately test and distribute these materials to people in the targeted communities. In response to humanitarian need, Peace Corps volunteers in Lesotho helped local workers construct rainwater catchment systems after the 1992 drought. The USAID Office of U.S. Foreign Disaster Assistance worked with Peace Corps in Namibia to develop and implement critical food distribution systems during the drought. To support broad-based economic growth in Bulgaria, volunteers established a multi link resource center network to provide information and training in privatization and small business development. Funds from the regional mission for Central and Eastern Europe and the Baltics helped to outfit these centers.

For further information on USAID-Peace Corps collaboration, contact inter-agency coordinator Arnold Baker at (202) 647-7042. ■

—By Jaycee Pribulsky



Don't leave home without it

The Overseas Briefing Center, located in Arlington, Va., offers courses, information and publications relevant to Foreign Service life.

Recently, the center sponsored a special "re-entry week" of presentations for returning Foreign Service families. In the past, the center offered only one or two sessions on coping with re-entry to the United States.

This year the center expanded its sessions to a week since many families feel that returning to Washington is more stressful than living abroad. The week was so successful that the center plans to repeat the sessions again in September 1994.

The lead-off presentation during the re-entry week was "Why Does It Feel So Bad to Come Home?" conducted by Ellen Heyman, who is a psychologist at Georgetown University and a Foreign Service spouse. The presentation focused on the causes of re-entry distress and how to handle them. Participants discussed issues including the loss of relationships, familiar surroundings and activities when leaving post; the reverse culture shock of returning to Washington where the pace of life appears "frightening"; and the status

change from a diplomat "VIP" overseas to an average resident in Washington.

Other topics covered during the week included "How Can I Interact with my Child's School?"; "America: A Different World"; "What Is the Employment Scene in Washington?"; "How to Stay Safe in Washington"; "Getting Around in Washington"; "The Teen Scene in Washington" (for teenagers); and "Hello, New House" (for children ages 6 to 12).

The center offers numerous other courses during the year. Coming up in January are: "Understanding Regulations, Allowances and Finances in the Foreign Service Context"; "Documenting Our Mobile Experiences" (resume writing); "Marketing Our Foreign Service Spouses' Talents"; "Post Options for Employment and Training"; and "Introduc-

tion to Effective Training Skills for Foreign Service Spouses."

For Foreign Service families going overseas, the center provides predeparture information including checklists of things to do before leaving.

The Overseas Briefing Center also provides information, including slide and videotape presentations about overseas posts and special publications, such as "Diplomatic Social Usage", "Moving Your Family Overseas" and "SOS (Security Overseas Seminar) Handbook."

For additional information, contact the Overseas Briefing Center, Arlington, Va., (703) 302-7268. The center is open from 11 a.m. to 5 p.m. during the week for U.S. government employees and family members. ■

—By Betty Snead

Fertility rates decline in Kenya

Preliminary findings from the USAID-funded Kenya Demographic and Health Survey, reveal one of the steepest fertility declines ever documented.

The survey, which is based on interviews with more than 7,000 women and 2,000 men, reports that one in three married Kenyan women is likely to use a modern contraceptive method to postpone or avoid pregnancy rather than rely on traditional methods. Among women, 74 percent know about the effectiveness and availability of condoms and 85 percent of men also share this knowledge.

While the new total fertility rate (TFR) of 5.4 remains high by international standards, Kenya's TFR decline of one-third in 16 years gives reason for optimism. ■



Agency receives FAPAC award

From left, Jessalyn Pendarvis, director, Office of Equal Opportunity Programs; Margarette Yu Goldstein, federal women's program manager, Office of Equal Opportunity Programs; and Paula Bagasao, special assistant for donor coordination, present an award from the Federal Asian Pacific American Council (FAPAC) to Administrator Brian Atwood. USAID received the award for promoting and establishing effective participation of Asian Pacific Americans in the work force.

Plan now for a happy retirement

As the new year approaches, retirement may be in your thoughts. Whether you plan to retire in 1994 or 1998, it is not too early to take the very popular Retirement Planning Seminar offered quarterly by the State Department to foreign affairs agency employees and their spouses.

According to seminar coordinator Jacqueline Manley, more than 800 employees take the weeklong seminar each year.

"I call it first class," said Dennis Barrett, former USAID mission director to South Africa and now U.S. ambassador to Madagascar. "The speakers are up-to-date and skilled in their presentations. I should have taken this seminar earlier. I am very impressed. It is excellent."

Jerry Kamens, Bureau for Management, who also completed the seminar in September, praised the speakers for their knowledge and articulate presentations. "The speakers from the private sector, particularly those talking on financial estate and tax planning were great," he said. "They made most of us less apprehensive. I imagine, about the great unknown out there."

Employees must be within five years of retirement to attend the seminar.

The comprehensive seminar covers a variety of subjects including:

- the psychology of transition;
- Foreign Service and Civil Service annuities;
- health and fitness;
- relocation issues—where to retire;
- financial planning and security;
- legal issues;

- wills, trusts, estate planning;
- second careers and volunteer work; and,
- taxes.

Steve Guest, tax consultant, uses his wit and humor in providing advice on "Planning for a 'Less Taxing' Retirement."

Guest encourages his audience not to become "2 percenters"—just postponing retirement each year in order to

add another 2 percent to the annuity. "Move on with life," he advises. "I have never met a federal retiree who told me they regretted the decision," he said.

The next seminar will be held Jan. 24-28, 1994, in Washington, D.C. Deadline for USAID employees to register is Jan. 14.

The seminar also will be offered again April 25-29, June 27-July 1 and Sept. 26-30.

To register or obtain additional information, call (703) 875-1630 or fax (703) 875-1402. ■

—By Betty Snead

Deputy administrator sworn in

Carol Lancaster was sworn in as deputy administrator on Oct. 8, with a ceremonial swearing-in on Nov. 4 in the Ben Franklin Room of the State Department.

Before joining USAID, Lancaster was an assistant professor at Georgetown University's School of Foreign Service from 1989 to 1993. During part of that time she was also a Davidson Summers fellow at the Overseas Development Council and a visiting fellow at the Institute for International Economics.

She served as deputy assistant secretary for the Bureau of African Affairs at the Department of State from 1980 to 1981 and was a member of State's policy planning staff during the Carter administration.

Lancaster was a Congressional Fellow in the offices of Sen. Dick Clark (D-Iowa) and Rep. David Obey (D-Wis.) from 1976 to 1977. She also served as a budget examiner at the Office of Management and Budget from 1972 to 1976.

Lancaster has advised the



Executive Secretary Aaron Williams administers the oath of office, while Carol Lancaster's son, Douglas, holds the Bible as Lancaster is sworn in as deputy administrator.

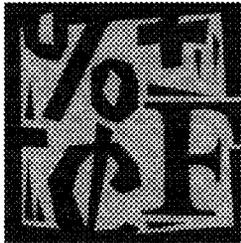
World Bank, the United Nations Committee for Economic Development and the Special Office on Africa of the Secretary General, the U.S. Department of Education, National Geographic, Time/Life Books and other organizations and publications. She has spoken at international conferences sponsored by scholarly associations, academic and research institutions, the U.S. government and international development agencies.

Lancaster has published numerous books and articles

about development assistance and politics and economic development in Africa. She is fluent in Spanish and knows French and Arabic.

Lancaster lives in Washington, D.C. (where she was born), with her husband, Curtis Farrar, and son, Douglas. She has a bachelor's degree from Georgetown University and a master's and doctorate in international relations from the London School of Economics. ■

Economic Growth



Bacteria improve economic culture

USAID decals adorn several pieces of sophisticated equipment in a laboratory at Makerere University in Uganda. The equipment is used to culture rhizobia, symbiotic bacteria that promote biological nitrogen fixation in legumes. With rhizobia, farmers can obtain the nitrogen that many crops need, at a fraction of the cost of nitrogen fertilizer. Using rhizobia inoculum is cheap, effective and environmentally sound.

"It's very simple," explained Charles Nkwiine, a faculty member at Makerere University. "The rhizobia bacteria are mixed with peat, packaged and sold. Farmers dust seeds with the mixture at planting time. As the plant roots grow, bacteria act symbiotically with the plant to form nodules on the roots. In these nodules, the bacteria convert nitrogen from the air to a form the plant can use. Using rhizobia doubles the yield," Nkwiine said.

USAID provided the equipment through the Manpower for Agricultural Development project, with assistance from a USAID-funded regional project titled Nitrogen Fixation by Tropical Agricultural Legumes (NifTAL). (NifTAL is part of the Soil Management Collaborative Research Support Program.) Experts from NifTAL visit Uganda periodically to train staff and ensure high-quality production.

"The introduction of this new technology has started a development process," said Charles Sloger, agricultural adviser in the former Bureau for Research and Development. "The next steps are to increase market demand, improve distribution and get the private sector involved."

In addition to Uganda, NifTAL has established inoculum production capability in Thailand, Zambia and Haiti and has assisted producers in many other countries, including Bangladesh, Burma, Egypt, Indonesia, Morocco, Pakistan, the Philippines and Sri Lanka. "Our experience suggests that public investments are important to develop the demand for biological nitrogen fixation technologies," said Paul Singleton, NifTAL director. "Private enterprises are unlikely to set up businesses without some assurance of a market."

From their small beginning,

Ugandan scientists hope to use rhizobia inoculum to increase the country's production of soybean and other leguminous crops. Soybean is an inexpensive source of edible oil to boost caloric intake and provide high-quality protein. It is used to make soymilk, soyflour and a variety of products for human consumption. It is also processed into soycake and soymeal for use in livestock feeds.

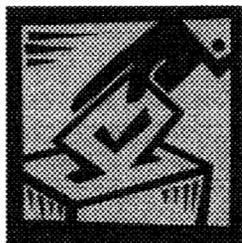
With all these uses, boosting soybean production has become a priority of the Ministry of Agriculture, Animal Industry and Fisheries. Rhizobia production at Makerere University is helping Ugandan farmers respond to that goal. ■

—By Millie Morton, a consultant to the Africa bureau



Agency awards grant for agribusiness project in the Ukraine

At an Oct. 20 ceremony hosted by Sen. George Mitchell (D-Maine), USAID awarded Avian Farms Enterprises Inc. of Waterville, Maine, a \$2.9 million grant to help an agribusiness project in the Ukraine produce high-quality chickens for consumers. The grant, provided in the form of a subgrant from the Citizens Network for Foreign Affairs, a private voluntary organization headquartered in Washington, D.C., is part of a public-private sector partnership that will invest almost \$15 million in technical assistance in the NIS. Shown from left are Sam Lipman, vice president of Avian Farms Enterprises Inc., Carol Lancaster, USAID deputy administrator, and John Costello, president of Citizens Network for Foreign Affairs. Lancaster, who described the grant as "just the sort of thing we should be doing," also said she hoped the grant will "help put a chicken Kiev in every pot."



Madagascar makes the transition to democracy

We had just landed on our third dusty, grass runway in the middle of nowhere. We were returning to Madagascar's capital, Antananarivo. Suddenly, a young Malagasy boarded to announce in a loud voice heard above the Twin Otter propellers, "Coup d'etat in Antananarivo! Airport may be closed. Radio station taken over."

That coup, in July 1992, turned out to be the last gasp of a two-year period of civil unrest when dissidents temporarily took over the radio station. Since then, Madagascar has carried out four peaceful democratic national elections including the first freely contested presidential election in 20 years. Most recently a new, multiparty parliament was elected. The parliament, in turn, elected a new prime minister in August.

Madagascar is one of a handful of countries in Africa that has moved successfully from an autocratic, largely one-party system to a democratic, multiparty government with constitutional guarantees of free press, human rights and an independent judiciary.

USAID has worked closely with U.S. government agencies in Madagascar to provide democracy-related assistance for election monitoring and



Aquino addresses USAID/Philippines conference

More than 200 representatives from Philippine PVOs and NGOs attended the 11th annual USAID/Philippines Private Voluntary Organization/Enterprise in Community Development Conference held recently in central Philippines. Shown from left are: Dianne La Voy, special assistant to Administrator Atwood; former Philippine President Corazon Aquino; Gretchen Bloom, Women in Development adviser; Phyllis Dichter-Forbes, director, Office of Development Resources, Asia and Near East Bureau; and Richard Johnson, USAID/Philippines acting mission director.

civic education. The USAID-funded Democracy and Human Rights project supported the National Forum as it developed a new democratic constitution. Subsequently, USAID funded substantial technical and material assistance for emerging Malagasy election observation groups through the International Foundation for Electoral Systems. Non-governmental organizations produced civic education posters on elections and radio spots on voter rights.

The African-American Institute provided key international election teams for the first and second rounds of the presidential elections in November 1992 and February 1993 and for the legislative elections in June 1993. The "fair election stamp" of the international observers helped convince the incumbent of 18 years

to carry out a peaceful transfer of power to his elected successor.

The democratic transition in Madagascar has been impressive for its overall peacefulness and success. But, it has not been easy. And it is not over. From the first mass demonstrations in May 1991, the country has undergone political disturbances and massive strikes.

The eventual democratic transition exacted a heavy toll on the economy. With negative or minimal per capita growth over the past three years and with foreign exchange reserves counted in weeks, the new democratic government faces even more difficult economic choices.

Madagascar's government is working to establish clear rules for private sector investment. USAID is supporting the emergence of new democratic

institutions and civil society groups key to private sector growth.

USAID provided funds to the U.S. Information Service for economic "literacy" training for journalists. The International Development Law Institute (funded by USAID) presented a seminar to lawyers and judges about the legal framework of a market economy.

Madagascar remains a country of unrealized potential. The new democratic government is committed to reform. The stage now is set for the Malagasy people themselves to redefine their priorities in a participatory, democratic fashion and get back on an economic growth curve. ■

—By William Hammink, chief, Office of Program Development and Assessment, USAID/Madagascar

WHERE

In The
World
Are
ISAD
Employees?



Moved On

Ballard, Tasha, COMP/YOC/COOP
Boyd, Sara Kathryn, ASIA/EA/ISP
Bradshaw, Rotisha, COMP/YOC/COOP
Casey, Keisha, COMP/YOC/COOP
Edwards, Vanessa, COMP/YOC/COOP
Gage, Kaliah, COMP/YOC/COOP
Goldin, Adam, SUMER/COMP
Harris, Elizabeth, SUMER/COMP
Hong, Saswon, R&D/POP/R
Opstein, Edward, COMP/NE/OJT
Payne, Demetria, COMP/YOC/COOP
Roberson, Cherie, COMP/YOC/COOP
Ruiz-de-Gamboa, Alberto, COMP/FS/REASSGN
Simms, Leander, COMP/YOC/COOP
Smith, William, COMP/YOC/COOP
Sonenthal, Robert Bruce, GC/LE
Thomas, Helena, COMP/YOC/COOP
Watson, Latia, COMP/YOC/COOP
Whitehead, Stephanie, COMP/YOC/COOP
Wilcox, David Emery, COMP/REASS/IG/W SUBCOMPLEM
Williams, Andrea, COMP/YOC/COOP
Williams, Stacie, COMP/YOC/COOP
Wilson, Nakia, COMP/YOC/COOP

Promoted

Alford, Annalisa, ASIA/DR/TR, program operations assistant (office automation)
Brown, Kimberly Anne, COMP/NE/OJT, CAP project development
Burton, Stacie, FHA/OFDA/OS, secretary (office automation)
Butera, Gregory, COMP/YOC/COOP, student trainee (computer)
Chung, Eunyong, R&D/N, nutritionist
Davis, Charlotte, AFR/ARTS.

program analyst
Fountain, Nolita, FA/HRDM/SCD/SC, staffing clerk typist
Funk, Stephanie, Malawi, project development officer
Gehr, Theodore, Egypt, project development officer
Ghannam, Wendy, FA/HRDM/TSD/PST, employee development assistant typist
Gilmer, Ronnie, FA/OP/PS/SUP, contract audit specialist
Gobrecht, Barbara, IG, administrative operations specialist
Hairston, Zanetta, EUR/DI/DPI, office automation assistant
Hoffman, Jeanne, AFR/EA/H, international cooperation specialist
Jackson, Dora, R&D/UC, program operations specialist
Joyner, Frances, A/AID, secretary (office automation)
Kelley, Marjorie, FA/HRDM/WPRS/R, personnel staffing specialist recruitment
Massie, Sylvia, A/AID, executive assistant
McDonald, Beverly, PRE/EM, financial operations specialist
Milbourne, Bonita, EUR/RME/ECA/BAL, office automation assistant
Rendon, Maria, EUR/RME/PD/PDA, program analyst
Russell, Carla Rochara, FA/HRDM/XT, employee development assistant typist
Sadler, Sharon, FA/OP/PS/CAM, program operations specialist
Stone, Denise, FA/OP/TRANS, traffic management specialist
Talbert, Matthew, COMP/YOC/COOP, student trainee accountant
Thompkins, Barbara, GC, administrative operations specialist
Travis, Diane, FA/OP/PS/SUP, program operations assistant (office automation)
Twyman, Lanier, AFR/MRP/OS, administrative officer
Vandenasse, Christian, FA/FM/LM/AR, accountant
Waters, Roslyn, Nicaragua, project development officer
Winters, Mary, FA/FM/LM/AR, accountant
Young, Veronica, LEG/PPD, legislative program specialist

Reassigned

Addleton, Jonathan, South Africa, program officer, to Kazakhstan
Akers, Andrew, Sri Lanka, controller, to supervisory financial management officer budget analyst, FA/FM/CMP/CGLC

Alex, Gary, Sri Lanka, agricultural development officer, to supervisory agricultural development officer
Ali, Basharat, Pakistan-Afghanistan, supervisory special projects officer, to Pakistan
Allen, Scott, COMP/NE/OJT, program economics officer, to Mozambique
Anderson, Mark, FA/AS/TT, supervisory executive officer, to Sri Lanka
Anderson, William, EUR/PDP/EA, secretary (office automation), to program operations assistant (office automation), EUR/RME/ER/BLA
Awantang, Felix, Egypt, health development officer, to health population development officer, Nigeria
Baker, Gregg, Niger, program economics officer, to NE/DP
Berry, Jane, Sudan, secretary, to COMP/FS/REASSGN
Binns, William, Bangladesh, project development officer, to private enterprise officer, EUR/RME/ER/PF
Bonner, Cameron, AFR/ARTS, supervisory general development officer, to general development officer, Ethiopia
Bossard, James Robert, OSC, data management officer, to FA/IRM/CLS
Broderick, Sylvester, COMP/NE/OJT, IDI (project development), to Mozambique
Brown, Karen, COMP/DETAIL SUP, international cooperation specialist, to general business specialist, EUR/RME/ER/PF
Burns, Richard, Morocco, supervisory project development officer, to supervisory private enterprise officer, EUR/RME/ER/PF
Celaya, Enrique, SAC/TEGUC/FO, inspector, to IG/I&S/SAC/WFO
Chaudhry, Iqbal, REDSO/ESA, engineering officer, to COMP/FS/REASSGN
Christensen, Curtis, Indonesia, controller, to India
Christiansen-Wagner, Toni, LAC/CEN, supervisory regional development officer, to supervisory program officer, ES
Cohn, Paul, ASIA/EA/M, program officer, to supervisory health population development officer, Peru
Connors, Donald, RIG/A/Tegucigalpa, auditor, to RIG/A/San Jose
Cross, Mary, Pakistan-Afghanistan, secretary, to COMP/FS/REASSGN

Cunnane, Robert, Bangladesh, IDI (health/population/nutrition), to population development officer
Deege, Leonard, IG/A/FA, supervisory auditor, to auditor, RIG/A/Bonn
Deikun, George, COMP/FS/REASSGN, housing urban development officer, to Russia
Dewitt, Ruby, EUR/EMS, administrative operations assistant (office automation), to personnel management specialist, FA/HRDM/PMES/PM
Doggett, Clinton Jr., AFR/CCWA/C, program officer, to supervisory program officer, REDSO/WCA
Donovan, Francis, FA/O/B/PCE, contract officer, to FA/PPE/E
Drqa, Donald, Gambia, agricultural development officer, to Mozambique
Emmert, Jan, COMP/FS/TLT, supervisory agricultural development officer, to general development officer, Guinea
Fuller, Gary, Egypt, agricultural development officer, to COMP/FS/REASSGN
Gallegos, Carl, COMP/NE/OJT, supervisory natural resources officer, to Madagascar
Getson, Alan, Mali, deputy mission director, to supervisory general development officer, AFR/ARTS
Goodson, Jeffrey, ROCAP/PPD, supervisory project development officer, to natural resources officer, ASIA/DR/TR
Gothard, Coinage Jr., IG/A/PSA, supervisory auditor, to RIG/San Jose
Gowen, Daniel, RIG/A/Dakar, auditor, to supervisory auditor
Hadley, Stephen, Sri Lanka, supervisory private enterprise officer, to COMP/FS/TLT
Hanratty, Martin Edward, POL/SP, agricultural development officer, to Ethiopia
Hauben, Michael, Pakistan-Afghanistan, supervisory project development officer, to supervisory program officer
Hoffman, Nancy, Mali, supervisory executive officer, to executive officer, FA/OMS
Hoirup-Bacolod, Maryanne, COMP/FS/TLT, social science officer, to project development officer, Kazakhstan
Jewell, Lee, RIG/A/Tegucigalpa, auditor, to RIG/A/San Jose
Jheft, John, AFR/EA/PAS, project development officer, to general development officer, Somalia
Johnson, David Lee, AA/FA, special assistant, to management analyst, FA/MC

- Johnson, Mark**, Namibia, program officer, to supervisory special projects officer, Indonesia
- Johnston, Matthew**, Nicaragua, IDI (financial management), to financial management officer budget/analyst
- Jones, Carole**, Sri Lanka, supervisory executive officer, to COMP/LWOP
- Jones, Philip**, Senegal, agricultural development officer, to natural resources officer, AFR/ARTS/FARA
- Kahn, Robert**, COMP/FSLT, program officer, to Bolivia
- Kainth, Hashwant**, Rwanda, executive officer, to supervisory executive officer, Mali
- Kearns, Laura**, Malawi, IDI (health/population/nutrition), to population development officer
- Kosheleff, Bruno**, Zambia, supervisory general development officer, to deputy mission director, Mali
- Liercke, Terrence**, FA/HRDM/SCD, supervisory program officer, to deputy mission director, Sri Lanka
- Lokos, Nathan**, RIG/A/Cairo, auditor, to IG/A/POLICY
- Lombardo, Joseph Jr.**, EUR/RME/PD, supervisory project development officer, to program officer, POL/CDIE/E/POA
- Maglin, Paige Ann**, IG/A/FA, auditor, to RIG/A/Singapore
- Maness-Blakney, Carmelita**, R&D/OIT/RS, participant training specialist, to program analyst, AFR/EA/PAS
- Marwitz, Harald**, COMP/FS/REASSGN, program officer, to FA/B/PB/C
- McKenna, Allan**, Bangladesh, financial management officer financial analyst, to financial policy analyst, COMP/LT TRNG
- Melu, Anne**, Pakistan-Afghanistan, secretary, to COMP/FS/REASSGN
- Merritt, Charles Gary**, COMP/FSLT, program officer, to Niger
- Milligan, Thomas**, COMP/NE/OJT, IDI (housing urban development), to RHUDO/IOIS
- Mundy, Louis III**, RIG/A/Tegucigalpa, supervisory auditor, to auditor, IG/A/Policy
- Nakatsuma, Alfred**, COMP/LWOP, natural resources officer, to rural development officer, Indonesia
- Nava, Hector**, Botswana, human resources development officer, to education development officer, South Africa
- Norman, Robert Willis**, RIG/A/Dakar, auditor, to IG/A/Policy
- Norton, Deborah**, FA/FM/P/SM, supervisory financial management specialist, to program analyst, ASIA/DR/TR
- Obasiolu, Emmanuel**, Pakistan-Afghanistan, IDI (financial management), to financial management officer financial analyst, Haiti
- Olson, Thomas Michael**, NE/DR/PL, agricultural economics officer, to AFR/ARTS/FARA
- Page, Susan**, COMP/NE/OJT, legal officer, to REDSO/ESA/LEG
- Patterson, John**, Philippines, associate mission director, to COMP/FS/REASSGN
- Quan, Thomas Jr.**, RIG/A/Tegucigalpa, auditor, to IG/A/FA
- Rogers, Leonard**, OPS/PRC, director program resources coordination, to director program planning evaluation, FHA/PPE
- Rosario, Rafael**, Honduras, agricultural economics officer, to Food for Peace officer, FHA/FFP/ER
- Rose, James III**, IG/A/FA, auditor, to RIG/A/BONN
- Rushin-Bell, Caroljo**, Madagascar, natural resources officer, to natural resources specialist, NIS/TF/EET
- Rutanan-Whaley, Marion**, Egypt, project development officer, to Sri Lanka
- Sallie, Rodney**, EUR/RME/ER/PF, secretary (office automation), to program operations assistant (office automation), EUR/RME/FMS
- Scott, Paul**, COMP/FSLT, legal officer, to Russia
- Skarski, William**, RIG/A/Cairo, auditor, to IG/A/PSA
- Slobey, Laura**, Lesotho, supervisory general development officer, to Mozambique
- Smathers, Kristine**, COMP/NE/OJT, IDI (financial management), to Philippines
- Smith, Dwight**, COMP/FSLT, agricultural economics officer, to program economics officer, Rwanda
- Smith, Mark Arthur**, COMP/FSLT, agricultural development officer, to supervisory agricultural development officer, Senegal
- Stonebrook, Edward**, RIG/A/Tegucigalpa, supervisory auditor, to RIG/A/San Jose
- Stoner, Benjamin**, AFR/ARTS/FARA, supervisory agricultural development officer, to supervisory rural development officer, Indonesia
- Strong, Cecily**, FA/PPE/E, contract officer, to FA/OP/A/EE
- Strickland, Charles**, Nepal, agricultural development officer, to project development officer, ASIA/DR/PD/SA
- Tarpeh-Doe, Linda**, FA/FM/FO, financial management officer financial analyst, to controller, Sri Lanka
- Tate, F. Wayne**, COMP/LT TRNG, foreign affairs officer, to supervisory program officer, LAC/DPP
- Teebo, William**, RIG/A/Tegucigalpa, auditor, to RIG/A/EUR/W
- Trifone, Shelley Ann**, Costa Rica, executive assistant, to secretary, Honduras
- Tumavick, Nancy**, Pakistan-Afghanistan, deputy mission director, to foreign affairs officer, COMP/FS/REASSGN
- Vere, Joseph**, RIG/A/Tegucigalpa, auditor, to IG/A/PSA
- Watson, Wayne**, RIG/A/Tegucigalpa, supervisory auditor, to RIG/A/San Jose
- Whitlock, Linda**, COMP/FS/REASSGN, supervisory executive officer, to supervisory program officer, ES
- Wilcox, David Emery**, RIG/A/Tegucigalpa, auditor, to COMP/REASSGN/IG/W
- Wiley, Virginia Yellott**, FA/HRDM/OD, administrative operations assistant typist, to personnel assistant (typist), FA/HRDM/EM
- Wimbish, Bertha**, COMP/FS/REASSGN, executive assistant, to EUR/RME/ER
- Winfield, John**, COMP/NE/OJT, IDI (administration), to general services officer, Kenya
- Woodruff, Neil**, LAC/DR/HPN, health/population development officer, to program officer, AFR/CCWA/NL
- Wolters, Curt**, Afghan/Prog, supervisory program officer, to Pak-Afghan/PO/P
- Yates, Andrea June**, India, special projects officer, to supervisory agricultural development officer, Indonesia
- Zallman, Eric**, LAC/DPP, supervisory program officer, to supervisory general development officer, LAC/DR
- Zvinakis, Dennis**, Philippines, supervisory project development officer, to USAID representative (ASEAN), Thailand
- Wrightson, Elizabeth**, FA/AS/ISS, management analyst, after 23 years
- Schmeding, Robert**, POL/CDIE/E/POA, supervisory program officer, after 23 years

Years of service are USAID only.

Obituaries

Roger Burgess, 75, died Oct. 19 in Fairfax, Va. He served USAID in Ankara and Saigon.

Bernard "Larry" Donnelly, 67, died Oct. 27 in Gainesville, Fla. Donnelly retired from USAID in 1986 after 22 years at the agency. He was an Army captain during World War II and later joined the Foreign Service where he worked in Vietnam, Guatemala, Liberia and Jordan. While at USAID, he received two Presidential commendations.

Norman Wells Green, who served as an education officer at USAID until his 1985 retirement, died Nov. 1 in Washington, D.C.

Darrell Neat died in Olympia, Wash., at age 71. He joined USAID after retiring from the U.S. Navy and was a general service officer in Vietnam and Afghanistan from 1967 to 1972.

Irene Walker died Oct. 18 in Stoughton, Wis. She served USAID and its predecessor agencies for 23 years before retiring in 1972. As the Far East regional program officer and management analyst and the division chief of the Population Service's Office of the War on Hunger, she was one of the agency's first women to rise to the senior management level.

Retired

Fields, Benjamin Jr., IG/A/FA, supervisory auditor, after 22 years

Smith, Edward Jr., COMP/FS/REASSGN, project development officer, after 25 years

An "A" for ethics

The Office of Government Ethics (OGE) recently congratulated Administrator Brian Atwood for the significant improvement in USAID's ethics program.

OGE Director Stephen Potts thanked Atwood for taking OGE's concerns seriously and noted USAID's intensified commitment of staff and resources to improving the ethics program.

Ethics Counsel Arnie Haiman attributed the recent success to his staff and the tremendous support he received from the Office of the General Counsel and senior management.

Haiman still plans to keep up the momentum. "Minimum compliance is not our goal," Haiman said. The office has already eliminated some of the bureaucracy and reduced the number of people required

to submit confidential disclosure forms.

"USAID is composed of the brightest and most dedicated people I've ever worked with, and we owe them an ethics program that reflects their commitment and service," Haiman added.

The Ethics Office now can concentrate on teaching employees about OGE's new government-wide Standards of Conduct and responding to employee inquiries on subjects ranging from post-employment to acceptance of gifts. Ethics staff also are conducting seminars about ethical decision-making and have received positive feedback from participants.

"I found the ethical decision-making training very interesting precisely because it is not involved with procedures, regulations and legislation we are already familiar with.

Rather, it seeks to define a way of thinking and acting, which would serve all of us well in dealing with many of the situations we confront during the course of our work," John Wilkinson, chief of the Economic Growth Division of the Bureau for Global Programs, said.

Participants in the Standards of Conduct briefing were equally enthusiastic. "The presenters really worked the audience and put a little humor into the briefing, using down-to-earth explanations of rulings and law," Mary Felder, administrative operations specialist in the Bureau for Legislative and Public Affairs, said.

For more information, contact the Ethics Office at (202) 647-8218. ■

—By Carl Sosebee, assistant general counsel for ethics enforcement

21 posts to close in next three years

On Nov. 19, Administrator Brian Atwood announced the closing of 21 USAID posts in order to maximize limited resources and adopt a more focused approach to sustainable development in fewer countries.

Cuts were made to three categories of countries: (1) countries that have graduated to a point beyond the concessional grant state of the development process; (2) small country programs that in most cases will be maintained through a regional office; and (3) countries that are poor partners in the development process.

Over the next three years, U.S. direct-hires from these posts will be reassigned to other field missions. Unfortunately, 900 Foreign Service National positions will be lost.

Between FY 94 and FY 96, the closing of these posts will save USAID \$26 million in operating expenses with annual savings of about \$49 million per year in FY 97 and beyond.

Following is the list of closings with final phase-out dates:

Africa

Burkina Faso ('95), Botswana ('95), Cameroon ('95), Cape Verde ('96), Chad ('95), Cote d'Ivoire ('94), Lesotho ('95), Togo ('94) and Zaire ('94)

Asia

Afghanistan ('94), Pakistan ('95), South Pacific ('94) and Thailand ('95)

Latin America/Caribbean

Argentina/Uruguay ('95), Belize ('96), Chile ('96), Costa Rica ('96) and Caribbean Regional ('96)

Near East

Oman ('96) and Tunisia ('95). ■

Test Your

ETHICS IQ

Jim Shoos, an environmental specialist with USAID, is preparing the technical evaluation criteria on a procurement for technical services to assist with environmental impact assessments of a project in South America. One of the firms bidding on the contract has invited Jim to a modest luncheon valued at \$12

per person to be held in the firm's offices. Jim remembers that the Standards of Conduct permit employees to accept gifts valued at \$20 or less per occasion and not more than \$50 per calendar year from one source. Jim decides to accept the invitation. Did Jim do the right thing?

Answer

Jim, Jim, Jim, come back! You forgot there are special rules for procurement officials during the conduct of a procurement! In the midst of a procurement, a procurement official may not accept any gift, favor, entertainment or anything else of monetary value. The Federal Acquisition Regulations exclude from this prohibition any unsolicited item having a market value of \$10 or less per event, but this lunch is worth more than \$10. In addition, it is appropriate to decline a gift if acceptance would create an appearance of impropriety. And Jim, it's always a good idea to check with the contracts officer first.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1  Happy New Year! NAFTA scheduled to go into effect
2	3	4	5 Former Vice President and now Ambassador to Japan Walter Mondale born in 1928 in Ceylon, Minn.	6	7 First election of U.S. President, 1789	8
9 Farmer President Richard Nixon born in 1913 in Yorba Linda, Calif	10 NATO summit, Brussels Security Overseas Seminar	11 Smoking Cessation classes begin (703) 302-7269 →	12	13	14 Women's Health Issues 12-1 p.m. Rm. 1912 NS. Presented by the Columbia Hospital for Women. (202) 663-1330	15
16	17 Holiday-Martin Luther King Jr.'s birthday observed	18 Last day to apply for year-long Women's Executive Leadership Program (703) 875-1549	19	20	21	22
23/30 *Super Bowl, Atlanta	24/31 **Last day to join the TSP (202) 863-1718 **Deadline for nominations for American PG Awards (202) 338-4045	25 U.S. Congress convenes Corazon Aquino born in 1926, Philippines	26	27	28	29

*events on January 30

**events on January 31

In 1994, I resolve to . . .

'Tis the season to eat, drink and be merry. But 'tis also the time of year when people resolve to make some changes for the new year.

By coordinating weekday meetings in the State Department building, the State Department's Medical Services division aims to make those resolutions easier to manage for State and USAID employees and their families and friends.

Overeaters Anonymous, Alcoholics Anonymous, Alanon (for people related to alcoholics) and smoking cessation groups meet regularly.

Every Wednesday from 12-1 p.m. in room 2260, women and men who have answered "yes" to the following questions talk about the issues of compulsive eating:

- 1) Do you go on eating binges for no apparent reason?
- 2) Is your weight affecting the way you live your life?
- 3) Have you ever been treated for obesity or a food-related condition?
- 4) Does your eating behavior make you unhappy?

Alcoholics Anonymous provides daily

support groups and Alanon has weekly meetings. To learn more about either, call the Alcohol and Drug Awareness Program at (202) 647-1843.

People who want to quit smoking are signing up now for seven sessions of classes that begin on Jan. 11. Call Medical Services at (202) 647-2546 for more information about any of the above programs. ■

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