

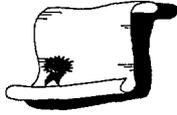


WORLD LEARNING TRANSIT - EUROPE

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TRANSIT-EUROPE

**Participant Success/Impact Stories - OCTOBER - DECEMBER
1997**

Legal Training Enhances Foreign Investment and NGO Sector in Albania

Little did anyone realize that after Violanda Theodon participated in a one month training program on commercial law in August 1995 she would take action that would have far-reaching strengthening effects in the NGO sector in Albania. When Ms. Theodon returned from her training in the US, she immediately put her new knowledge and skills to work in her capacity as a private lawyer serving mainly Greek investors. Whether applying better organization skills from client files and invoices or displaying new attitudes regarding ethics, confidentiality, and client service, Ms. Theodon was able to serve her foreign clients better and make them feel more comfortable about investing in Albania. She is currently working to ensure greater trademark protection for clients.

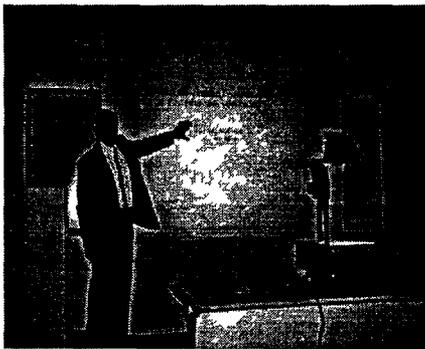
However, the effects of the US-based training have not been confined to her place of work. Since her return, Ms. Theodon has played an extremely important personal role in the NGO sector. She helped to found and is currently a board member of the Women's Bar Association, an active member of the Professional Business Women's Association, a member of the Chamber of Advocates, and vice-chairman of the board of the Albanian Civil Society Foundation, an important foundation that funds and otherwise assists budding NGOs. Currently her work with the Women's Bar Association is her main focus as it tries to expand its membership and services to women lawyers in other districts, offering training and professional advice. This Association has also received a grant to set up a legal clinic, the first of its kind in Albania.

Albanian Dairy Business Receives Boost from Former Participants

Before participating in four weeks of training in the summer of 1995, Mimoza Caca and her husband owned a small dairy in Synej near Kavaja, an hour from the Albanian capital city of Tirana. The dairy was in poor condition but they managed to produce about 500 kg of soft cheese and yogurt per day. During her TRANSIT training program on cheese processing, Ms. Caca learned many things, but the most essential was how to set up the physical operation of a dairy. Upon her return she and her husband purchased the necessary pasteurizing and separating equipment and are now producing, 4500 kg of cheese a day. Not only are they producing 9 times the quantity of their pre-training production, but they have added hard cheese and milk to their line of products. The milk

is collected, pasteurized and part of it is sold for local consumption

Luljeta Kodra, Naime Dedci and Zylfie Xhepa are three other women who have succeeded in using the same cheese processing training to improve their lives and the lives of those around them Ms Xhepa of the Lushnje area improved her small milk collecting business by raising her standards for quality assurance She began testing the quality of milk before buying it The improved quality led to a greater number of customers which in turn allowed Ms Xhepa to buy greater quantities of milk Ms Kodra of the Korúa region improved her dairy business by starting to produce cheese and curd and is currently transforming her dairy into a cooperative She is also a member of a recently established credit union Naime Dedci of the Tirana area did not even have a dairy business of her own before her training But upon her return she started collecting milk around her village and with a newly purchased van sells it to a large milk factory in Tirana By providing an outlet for fresh milk, all these women are supporting countless other women who depend on the sale of milk from their one or two cows to provide for their families



Eighteen participants from Bosnia-Herzegovina were trained in Bank Supervision and Regulation in July and August of 1997 Here participants learn about the details of Fidelity National's Bank Structure

Twelve participants from Bosnia-Herzegovina were trained in Tax Policy and Administration in October 1997 Here they are shown in front of the US Treasury



Cooperation Between Federation and RS Promoted with the Formation of Commission for Civil Aviation

Six in-country training programs in Bosnia-Herzegovina on inter-entity cooperation in the management of public corporations were conducted by the US Treasury with logistical support from World Learning. One of these seminars focused on cooperation in the field of aviation, which was attended by directors from all of the airports in both the Federation and the Republika Srpska. The objective of this week-long seminar was to explore ways to open the military airports to domestic civilian traffic and for Bosnian airport directors to resume participation in international air traffic control commissions. Following the seminar, the Commission for Civil Aviation in Bosnia-Herzegovina was established with Air Vice Marshall Rob Wright, a presenter at the seminar, as the Director of the Commission.

Participants Break Down Ethnic Barriers in Bosnia-Herzegovina

The benefits of USAID-funded training programs are not always as tangible as a new government policy or the application of US models to NGOs or private institutions. In a country such as Bosnia-Herzegovina which was recently ravaged by war and still suffers from ethnic tensions, changes come in smaller stages and often in different forms. Sometimes something we, as Americans, view as basic as cooperation is a great breakthrough in Bosnia-Herzegovina.

Ms. Amela Pedisa, participant on the Tax Policy Program in May 1997, was invited to present at a seminar on "Fiscal Policy in a Market Economy" in December 1997. It was a wonderful opportunity for Ms. Pedisa to share her expertise and knowledge gained during training, but it was an even greater success for quite a different reason. Ms. Pedisa is from Muslim-dominated East Mostar and the seminar was organized by the Neretva Canton, which encompasses both her region of East Mostar and West Mostar which is Croat-dominated. Mostar is still a very divided city, and since the war there has been little collaboration between the two regions. Ms. Pedisa was also asked to cooperate closely in the future with the leadership of the Canton on issues related to fiscal policy. The Canton is led by Mr. Franjo Ljubic who was also a participant on the Tax Policy Program and is now the Prime Minister of the Canton. The personal relationship that was forged from their training has set a precedent for collaboration that will benefit many. This demonstrates that USAID-funded training has a secondary benefit for BiH professionals which is the diminishment of ethnic barriers.

Taxpayers of the Una-Sana Canton in Bosnia-Herzegovina Benefit from the Work of Participant

Ms Besima Smiljanic, a Budget Advisor for the Una-Sana Canton and a participant on the Tax Policy and Data Analysis Training Program in October 1997, has already implemented several procedural changes at her office with the goal of educating tax payers Ms Smiljanic developed and distributed a manual for tax payers in her Canton The manual is the first of its kind and will allow taxpayers to see how their tax money is being used Ms Smiljanic was also asked to play a key role in the preparation of the annual cantonal budget and afforded the opportunity to put her new knowledge to work

Bulgarian Minister Extols USAID-Funded Training

Ivan Neykov, a former PTPPE participant, is the Minister of Labor and Social Welfare in Bulgaria His ministry is in the process of developing legislation and policies to support the creation of private pension plans in Bulgaria He is at the forefront of Bulgaria's efforts to revise the current social security system, and his training program addressed issues related to pension reform

Minister Neykov stated that his time in the US was very well-spent His training taught him to adapt greater flexibility in his ideas, "My attitude has become much more liberal and open toward all the themes of pension plans " He was able to form important contacts with specialists in the US, and he gained greater sense of self-confidence

Since his return Mr Neykov has formed and leads a group of former program participants who have tackled the difficult task of raising public awareness regarding the advantages of private pension plans Minister Neykov also nominated several of his colleagues in the Ministry of Labor to attend follow-on pension-plan training programs in FY98

New, More Influential Position for Former Bulgarian Participant

Dr Jeliazko Hristov, a participant of a Private Pension Funds and Social Security training program in August 1997, was recently elected president of one of the largest trade unions in Bulgaria The election was held at the November National Congress of the Confederation of Trade Unions in Bulgaria (CITUB) The confederation is an extremely powerful political force in Bulgaria with a seat on the tripartite council that approves

decisions related to social welfare policy In his new position Dr Hnstov will be better able to implement changes which draw upon his experiences from training in the US

Bulgarian Participants Share Knowledge from TRANSIT Training at Trade Union Conference

From December 4 - 6th Bulgana's second largest trade union, Podkrepa, hosted an International Trade Union Conference Four former TRANSIT participants presented lengthy reports on (1) health and safety issues in the workplace and (2) private pension fund issues These reports were based on the information and experience they obtained on their US training programs The materials presented during these sessions were distributed to more than 140 local representatives of Podkrepa Also at the conference were representatives from Poland's Solidarnost, and many other trade unions throughout the region

Sustainability of Croatian Journalist Association Assured by Actions of Participants

Ms Jagoda Vukusic, the President of the Croatian Journalist Association, and Mr Mario Bosnjak, the Secretary General, both attended a PTPE training program in May of 1996 The program was called Organization and Management of Journalists' Association and was designed to give the participants insight into the structure, membership, databases, and fundraising methods in the US During the first part of the program Ms Vukusic and Mr Bosnjak participated in the 49th World Newspaper Congress and the Third World Editors Forum in Washington, DC The tailored portion of the program consisted of meetings with representatives from important US press organizations

Before attending the training, Mr Bosnjak and Ms Vukusic had the idea of leasing out part of the association's office space to a commercial operation such as a restaurant or coffee bar in order to increase its revenue Dunning their stay in the US they realized that their idea is commonly practiced by NGOs in the US In late 1996 the Croatian Journalists' Association opened a restaurant and coffee bar with a small concert space The club not only helps the Association maintain its financial independence, but it has also become a popular gathering place for Croatian journalists

Another important achievement of the Croatian Journalists' Association is the beginning of a continuing education program for journalists The program is organized through a series of courses, each of which consists of six to nine weekend training sessions, and it includes about 30 selected journalists Lectures are conducted by Croatian and international experts, and translation services are provided during the English sessions Sponsors of the seven-week course from October 10 to December 14 are Press

Now, USAID, Open Fund Institute, IREX, and The Freedom Forum This course covers the following subjects Computer Literacy for Journalists, How to Be a Better Writer, Investigative Reporting, How to Be a More Critical and Efficient Editor, Ethical Aspects of the Journalism and Relations Between Government and Media, Law Regulation and Fair Reporting

Croatian Participant Completes Journalist Exchange Program That Promotes Reconciliation through Media

Former PTPE participant Ms Snjezana Matejcic is a journalist for "Glas Istre" and a Member of the Citizen's Committee for Protection of Human Rights She is one of the most prominent members of the Croatian NGO Community, and has been actively involved in the organization of several conferences of women's organizations Since returning from her training on Human Rights Protection (conducted by University of Nevada in Reno from June 8 - 29, 1996) Ms Matejcic organized and facilitated a Conference of Croatian Women's Organizations called "We can do it " The conference was held in Porec in September 1996

In November 1997 Ms Matejcic participated in a valuable and inspirational one-week staff exchange she went to work at the Vukovar Press Center while her Serbian colleague Boro-Bogdan Rkman, Editor at the Vukovar Press Center, came to Pula to work at "Glas Istre " Shortly after the staff exchange "Glas Istre" organized a roundtable in Pula, called "Role of Journalists in Peaceful Reintegration of Eastern Slavonia " Besides numerous journalists, this roundtable was attended by representatives of the Italian and Serbian Minority in Croatia, representatives of the Association of Displaced People of Croatia and representatives of human rights organizations Both Ms Matejcic and Mr Rkman evaluated their exchange as very successful and valuable, aimed towards establishing more objective journalist reports and thus beneficial to the reconciliation process in Croatia

Seminars Conducted by Croatian Participant on Labor Union Issues Met With Success

Mr Ozren Matjasevic is Vice-president of the Union Brodosplit His position is very prestigious as Brodosplit is a very large labor union, boasting 3,500 members who are employees of a large Croatian ship-building company Mr Matjasevic is also a member of the Executive Board of Association of Trade Unions of Croatia (HUS), one of the largest Croatian union umbrella organizations In August of 1997, Mr Matjasevic participated in the TRANSIT Training Program "Labor Union Leadership, Training of Trainers," conducted

by the American Center for Labor Solidarity (formerly the Free Trade Union Institute) and the George Meany Center

The focus of Mr Matijasevic's training was advanced training in curriculum design and development, including a special emphasis on teaching techniques. He was able to meet his training objectives by participating in a two day program on international labor standards and conventions of the International Labor Organization. He received an overview of the American Labor Movement and the structure of labor unions in the U S. He observed labor training programs and interviewed trainers and trade unionists participating in them.

Upon returning home, Mr Matijasevic decided that the most effective forum for sharing his training experiences was to conduct a seminar for his colleagues. They determined "Laws on Safety in the Work Place" and "Laws on Fire Protection" to be of greatest priority. Mr Matijasevic spoke on these topics and also prepared material for distribution, and the seminars were highly praised by all who attended. Mr Rudy Porter of the Solidarity Center requested permission to distribute Mr Matijasevic's materials to other Croatian unions, to which Mr Matijasevic agreed. The success of the seminars is evident from the steps many members of Brodosplit have begun to take in order to increase safety in their work place.

In the coming months, Mr Matijasevic will repeat the two seminars for the members of the Branch Union of Ship-builders in the county of Split and Dalmatia, and in February will conduct another seminar for his members and colleagues of Brodosplit, titled "Collective Contracts and Negotiating."

Hungarian Bank Successfully Privatized by Former Participant

Mr Istvan Abel, the Managing Director of PK Bank, returned to Hungary three months ago from a TRANSIT training program in the US. His training focused on banking privatization and provision of better services in the field of commercial banking. Mr Abel recently reported many achievements to which his training contributed.

After his return, Mr Abel's bank underwent the tendering process and a consortium privatized the bank. PK Bank stocks were sold at 160 % of the nominal value. In the future the bank will complete the process of privatization by creating a new organizational structure and instituting internal financial revisions.

Mr Abel is also committed to the idea of improving bank customer services. Therefore he helped to mount a public information campaign in the media to familiarize the people of Hungary with the new PK Bank identity. Mr Abel's team works hard to inform customers about their products and make them easier to use.

As the Managing Director of the bank, Mr Abel observed how the implemented changes positively affected all branch offices. He expressed his thanks for World Learning's excellent arrangement and support. In an interview Mr Abel concluded, "The training program helped me to manage a very successful privatization process."

Participant Introduces Electronic Tax Filing System To Hungary

Mr Gabor Remenyi, Civil Servant in the Hungarian Tax and Financial Control Office (APEH), participated in a four-week training program on Tax Collection and Electronic Filing of Tax Returns in August, 1997. The program consisted of visits to sites such as the IRS Forum in Chicago, the Indiana Tax Court, and the IRS and H and R Block in Indianapolis. For Mr Remenyi, the most interesting part of the program was to study the process of electronic filing of tax returns and related legal issues.

Since this system is unknown in Hungary, Mr Remenyi put together a thirty-page report based on his training which is currently being circulated in APEH and should provide the basis for a future manual when the planned electronic filing system is implemented in Hungary. In addition, Mr Remenyi's training helped him to understand the value of using the Internet to inform citizens about tax laws. He observed that easily accessible information on the Internet can promote better public understanding of the tax process and provide guidance to citizens on proper tax form completion. He is currently involved in renewing the APEH's home page and other electronic services.

Latvian City Council Member Uses Training for Betterment of City

Ms Sandra Jonikane is the Press Secretary for the Rezekne City Council. Rezekne is a medium-sized city in Latvia whose primary industry is agriculture. From November 15 - December 13th Ms Jonikane participated in a training program on Public Relations and Public Administration of a Municipality. The locations of Ms Jonikane's training were carefully chosen so that she would spend time in cities similar to Rezekne in size and demographics. She trained in three cities, Toledo, Ohio, Springfield, Illinois & Bluefield, West Virginia. Ms Jonikane returned from her training eager to implement new ideas.

Upon her return, Ms Jonikane was particularly excited about the idea of involving constituents in the work of the Rezekne City Council and felt that the best way to do that was to publish a Rezekne City Council Newsletter. She put her idea to work and now the newsletter is delivered to all city enterprises and institutions as well as the libraries in Rezekne. Another idea that Ms Jonikane is executing is the creation of a Rezekne Chamber of Commerce for small and medium-sized businesses. This project will develop in stages. Currently, the first stage of development is complete. Rezekne now has a "Business Information Center."

Ms Jonikane's training has proven very valuable to her. The training demonstrated to her how to envision positive changes for Rezekne and how to fulfill these goals with realistic plans for action.



*Mr Arunas Staras, a Lithuanian Participant from a Loan Resolution Program in October 1997, enjoys Thanksgiving dinner with Bill Loiry of Equity International
Mr Staras is pictured back, left*

Participants Contribute to the Restructuring of Lithuanian Energy Sector

1997 was a year of major restructuring in the energy sector in Lithuania. In February Parliament established an independent Energy Commission and in April legislation was introduced that transferred energy pricing from the central government to municipalities.

In 1996-97 World Learning completed several US training programs geared towards successful energy sector restructuring in Lithuania. In October World Learning followed these up by gathering the returned trainees for the second of a series of in-country Economic Restructuring Discussions. Under the topic Energy Sector and Energy Pricing Reform in Lithuania, World Learning/Lithuania together with USAID organized a three hour panel discussion with leaders of central governmental institutions and representatives of PHARE, Bechtel and London Economics, a financial consulting group.

Mr Viktoras Valentukevicius, Vice Minister of Ministry of Economy, had participated in a three week training program in August 1997, addressing the topics of energy sector regulation and privatization. At the panel discussion he gave a talk on the developments of these processes in Lithuania.

Mr Vidmantas Jankauskas, another panelist, was promoted to the Head of the National Control Commission of Energy Prices and Energy Activities after a four week PTPE training program in 1996. He discussed the impact of new energy tariffs the economy and social life in Lithuania. He also pointed out inadequacies in the information presented by the speakers from foreign assistance programs.

Ms Vita Safjan, Chief of Division of Social Indicators of the Ministry of Social Security and Labor, participated in US training in 1996 on energy compensation mechanisms. She represented the consumer perspective.

The panel discussion was well attended (35 people in all) and well received (results showed 85% complete satisfaction with the organization of the seminar) according to the results of the Evaluation Questionnaire administered afterwards.

Mr Kestutis Glaveckas, Vice-Chairman of the Parliamentary Budget and Finance

Committee and well known economist stated "It was a necessary and good initiative, education assists with developing people's minds and this type of an event helps open dialogue between the different institutions responsible for law-making We need more of these types of meetings "

Lithuanian Economy Benefits from the Work of Participant

Creating a stable, productive free market economy requires many institutional changes and even more changes amongst the attitudes of people Creating a stable economic environment has proven particularly difficult in Lithuania where a bank crisis rocked the country in December of 1995 Two of the largest banks in Lithuania were declared insolvent and their board chairmen were arrested on suspicion of fraud Depositors in Lithuania lost around 400 million Lt (100 million USD) In response to this crisis USAID has identified economic stability as one of its strategic objectives

Ms Starkeviciute attended a four week US training program in August 1997 She is a professor at Vilnius University, and the head of a research division at the Central Securities Depository of Lithuania

Following a three-day workshop on macroeconomics and business financial analysis, she visited thirty different institutions and organizations including the Institute for International Finance, NASDAQ Stock Market, International Monetary Fund, and the Department of Treasury

Ms Starkeviciute returned to Lithuania with many valuable contacts and textbooks She has already applied new techniques for creating more accurate market analysis reports and plans to play an active role in the development of strategies for the introduction of pension and mutual funds to Lithuania The market analysis reports produced from her division are published quarterly in the bulletin of the Central Bank of Lithuania This bulletin is open to all finance market participants and institutions in Lithuania and serves as a public resource for accurate information about the economy which is used widely within the country and also among foreign investors Ms Starkeviciute has also incorporated a lot from her training experience into her economics classes at Vilnius University All of Ms Starkeviciute's post-training initiatives promote sound and open economic decision making which in turn will contribute to the development of a reliable capital market in Lithuania

Accurate Information on Lithuanian Stock Exchange Becomes More Accessible

In Lithuania the Stock Exchange is often misrepresented by the media Inaccurate information is spread because reporters use their personal interpretation of the situation in the Stock Market to inform the public This creates a challenge for those

who work on the Stock Exchange because a lack of accurate information does not enable investors to make the most sound decisions and may even cause many to avoid investing. Two participants from Lithuania were trained in this field of study from November 11-22nd in the US. During their training Ms. Saladziene and Mr. Brigmanas visited more than half of the US Stock Exchanges and realized the importance of distributing stock trade information not only to the market participants but also to the media.

Since their return both Ms. Saladziene and Brigmanas have worked together to make great changes in the way that information is disseminated. They have begun work on a Stock Exchange Home Page on the Internet. They decided to increase the number of times stock trading results are distributed from once every two weeks to weekly national reports. They also decided to publish a newsletter that describes the weekly plans of every division within the Lithuanian Stock Exchange. This type of publication will serve everyone, not only Stock Exchange employees, but also the general public on issues related to the capital market. This publication will be created in conjunction with teachers and students from Lithuanian Universities.

Ms. Saladziene and Mr. Brigmanas also observed the Media Relations Department in each US Stock Exchange and have proposed establishing the position of Media Relations Specialist in the Lithuanian Stock Exchange.

Both Ms. Saladziene and Mr. Brigmanas expressed their gratitude for the program. They feel that the experience was very valuable and much of what they observed is applicable to the Stock Exchange in Lithuania. The contacts they made in the US have also had great results. A few weeks after Ms. Saladziene and Mr. Brigmanas returned, a representative from NASDAQ/Washington, DC visited them in Lithuania and gave a presentation on the NASDAQ trading system as a possibility for the Lithuanian Stock Exchange.

Spreading the Word About Democratization in Lithuania

Ms. Kubiliene, a TRANSIT-Europe participant who studied democracy building in the US, recently published a book on the subject, and gave a seminar at the College for Democracy entitled "International Organizations in Lithuania." The publication of Ms. Kubiliene's book was funded with a grant from Democracy Network (Demnet) which she won late last year.



Fourteen Participants from Romania were trained in Child Welfare Administration in November 1997 Here they are pictured at a program dinner with certificates they received for completing their training

Romanian Increases Role of Local Government

Krstina Creosteanu, Director of Public Relations and Communications in the City of Brasov (capital of Brasov County), Romania, was one of 14 Romanians who participated in a training program on Finance and Budgeting at the Local Level. The goal of the program was to give increased responsibility to local governments while simultaneously focusing on the decentralization of the Romanian government. In order to achieve this, 8 local government budget and finance officers and 6 national finance officers (from the Ministry of Finance) participated in the training program. Their training was designed to demonstrate the relative financial independence at the different levels of government in the United States, and teach methods in budget preparation and execution, accounting and auditing at the local government level.

The two-week program was facilitated by the Urban Institute. It was conducted in Olympia and Seattle, Washington and Virginia and Washington, DC. Ms. Creosteanu stated that the participation of the Ministry of Finance was critical. She spoke of how some of the national-level officials were "stunned" when they observed the US government granting money to the local non-profit and private sectors, requested a service of them, and allowed them to "manage the money independent of the national or state government." Ms. Creosteanu said the experience was beneficial because she also learned about her own Romanian colleagues.

Since her return, Ms. Creosteanu has applied many changes to her city of Brasov. Brasov is located in the mountains of Transylvania, and is a winter ski resort primarily for Western Europeans. Ms. Creosteanu spoke about the "process of decision-making" in a city as the key lesson from her training for an effective local-government. She said, "This process must involve citizens as well as public and political officials." Public involvement has increased as a result of the monthly publication she manages, "City Hall Brasov." Ms. Creosteanu also lobbied the Ministry of Finance for approval to issue municipal bonds and for the creation of a New Law on Local Finance. She succeeded on both accounts. The funds raised from the bonds will be used to create a city-ring road for industrial traffic,

which will help decrease traffic pollution in the city center Construction on the road is expected to begin in 1998 Ms Crosteanu hopes that the result of the New Law will be a "local tax"

Ms Creosteanu is currently organizing a training workshop for local government officials These officials will in turn teach their colleagues about budget and finance At the close of the training session she asked the group what they identified as the most important factor in working at the local level Repeatedly the word "communication" was presented It was evident that even though Romania is a country where there is no word for "lobby," the linkage between "fighting for a cause" (certainly basic to the American tradition), and "honest and effective communication" was clearly understood Ms Creosteanu was teaching what she had already put it into practice in her professional capacity for the betterment of the people that live in Brasov City and County

Participant Leads the Fight Against HIV/AIDS in Romania

Returned participant Dr Mana Georgescu recently organized, with USAID funding, a four-member research team in Romania to evaluate the current widespread problem of AIDS Given the statistics that 50% of all pediatric AIDS cases in Europe are in Romania, one can see what makes this such an important health and humanitarian issue The evaluation gave Dr Georgescu the opportunity to demonstrate the leadership skills that she gained from her training in the US, as well as the leadership role her organization has in AIDS prevention and intervention

Dr Georgescu, the Executive Director of the Romanian Association Against AIDS (ARAS), participated in an individual training program on NGO Management in November 1997 at the Center for Innovative Programs, Miami, Florida The program included training in the areas of grant writing, fundraising, basic research, program evaluation and human resource management Dr Georgescu stated of her training that her "eyes and mind were opened to the importance of collaboration within and between organizations "

Viewing ARAS as a business has helped Dr Georgescu improve her management and administrative practices, particularly in the financial area She now understands that management of the services is only one aspect of a business ARAS has diversified its funding by having parents of the children with HIV/AIDS make a variety of items and sell them She also has a collaboration with a US non-profit organization to begin manufacturing condoms in Romania in the future Dr Georgescu learned to be more flexible in her day-to-day management to allow the four ARAS affiliates in the country to function more independently, and respond to local needs At the same time, she developed a more centralized system of data collection about clients and services so she can produce one activity report each month for the organization as a whole This is one of the advocacy methods she learned during her training

Expanded services are also an outcome of Dr Georgescu's training ARAS's informational services now include an AIDS Hotline and increased informational

campaigns and mass media campaigns targeted at the youth They are reaching more people through their education programs in high schools and medical facilities They are particularly proud of their increased social work services for families to keep persons infected with HIV/AIDS living in their communities with their families Their counseling program continues to expand as they try to improve their ability to diagnose HIV infected persons and prevent the spread of HIV/AIDS in Romania

Dr Daniel Costache and Mr Flonn Ivanescu, two former ARAS employees who were also trained under the PTPE program, continue to work on a voluntary basis with ARAS as well as being active advocates within the communities in which they now work Ms Roxana Ginp, a TRANSIT participant in 1997 and the Director of ARAS-Constanta Branch, has developed a night emergency shelter for children with HIV/AIDS and their mothers In the four room apartment that will be completely furnished by January 1998, the mother and child can benefit from counseling, protective services, and special financial and maternal assistance

Romanian Local Government Creates Citizen Information Centers

Three participants who trained in the US have used their knowledge and skills to improve the effectiveness and responsiveness of the local government in the County and City of Sibiu, Romania Partnering with USAID/Romania, World Learning, Chemonics/Romania and local businesses, the City and County of Sibiu have each developed Citizen Information Centers Through the efforts of the staff and citizens, this mechanism for the exchange of ideas between citizens and government will contribute to mutual understanding and improved citizen-to-government relations

Dan Condurant, Mayor of the City of Sibiu, and Stela Srețean, Budget Director of the County of Sibiu, participated in a Local Public Administration Program in 1996 organized by the International City and County Manager's Association In June 1997, Mr Viorel Nan, President of the Sibiu County Council, participated in a program on Local Budget and Finance All three were especially interested in applying strategies for citizen involvement in the management of programs and also citizen access to information Two Citizen Information Centers, one for the City and one for the County, were the direct result of their training The organization of the centers led to greater collaboration and technical assistance with partner organizations

The Sibiu City Citizen Information Center opened in August 1997 after three months of planning and work It has five departments Statistics and Records, Culture and Facilities, Local Public Administration/Elections, Finance, and International Relations Each department is coordinated and managed by six professionally-trained staff The data base includes historical, architectural, geographic, economic, and business information about Sibiu It also includes documentation of meetings by local government officials, as well as other documents that describe decisions taken by the local government officials

When a citizen leaves a request for information they are told when they can return for the answer, with a maximum time of 30 days There is also a grievance

procedure for citizens who do not feel that they have been treated fairly or have some other complaint

A Fact Sheet about the Centers provides a comparison of former governments and their methods for information dissemination which are described by words like "inefficiency, incompetence, and red-tape" to the current Citizen Information Services which is characterized by words like "solicitous, efficiency, quick response, and safe "

The impact for Sibiu is multiplied by a continued exchange of ideas with other US-trained participants from three other cities in Romania Slobozia, Brasov, and Tirgu-Mures Representatives from each of these cities that were trained as a group have continued their exchanges through a series of In-country Training Programs provided by Chemonics, funded by USAID



Slovak participant Dusan Slizik is pictured above Mr Slizik was trained three years ago on small and medium business development Here he is shown in one of the class rooms where he conducts training courses for those who are unemployed in his town of Nitra

Slovak Judge Uses Skills from Training to Make Great Gains for Judges Association

In Slovakia in 1991, regional judicial associations were united to form the Slovak Judges Association (SJA) Ms Minxová, former PTPE participant, is one of the founders of the Eastern Slovak Section of the association She had been a witness to the lack of cooperation between the Ministry of Justice and the association Although the association and the Ministry do have a formal agreement of cooperation on laws that affect judges, in reality there has been very little unanimity

Thus her success in achieving more independence and respect for the Slovak Judicial Association in the District Court of Košice is significant On September 22nd, Ms Minxova signed an agreement with the Chairman of the District Court in Košice in the fields of

- *Selection and preparation of future judges*
- *Education of judges*
- *Preparation for the election of judges*
- *Organization of courts*
- *Common regulations*

All these topics had been part of her training program

Ms Minxova was successful in explaining to the Chairman of the District Court the importance of an active judges association based on her US experience Ms Minxová is presently preparing for an all-country session of the association where she will be giving a lecture based on her experience in the United States Only four months have passed since Ms Minxová's training but both she and the Eastern Slovak section of the Judges Association have greatly benefited from the information and materials Ms Minxová collected in the US

Training for Sustained Results Leads to Decreased Unemployment in Nitra, Slovakia

Three years ago a man from the town of Nitra, Slovakia participated in a training program on Small and Medium Business Development The man was Mr Dusan Slizik and the people of Nitra are still reaping the benefits of Mr Slizik's experiences in the US

Mr Slizik is the Director of the Regional Advisory and Information Center in Nitra In this position Mr Slizik organizes a training course for the unemployed who are planning to start their own businesses The course is financed from several sources including the National Agency for Work Training topics include marketing, management, accounting and financial management

While in the US Mr Slizik observed many examples of relationships between banks and small-business owners and also between managers and employees He learned a great deal about business planning and the development of business plans Mr Slizik boasts that the advice he now gives to his students on the topics of marketing, management, accounting and financial management is much more useful and comprehensive Since his return to Nitra Mr Slizik and his colleagues have trained 104 people These trainees complete the program with a business plan and most are successful in attaining a small government grant to get their business started Mr Slizik is an excellent example of a participant who is applying knowledge gained during training in order to have a truly sustained impact upon the lives of other Slovaks

Training Has Lasting Impact on Homebuilders Community in Slovakia

Mr Tóth was one of four PTPE participants trained in Association Management and Homebuilding Technologies. Mr Tóth has been a member of the board of the 105-member Association of Private Homebuilders since 1995. Based on his training, Mr Tóth helped to find new ways to finance and run the association and to increase its membership.

In 1996, Mr Tóth helped the association arrange a conference which was attended by the staff in both the Ministry of Finance and the Ministry of Environment as well as mayors from several close towns. The conference focused on the development of housing and the conditions for investment in construction in Slovakia. A portion of the conference focused on the same issues as had been presented to Mr Tóth during his US training. Two members of the training group, Mr Valovie and Mr Heeko, gave presentations at the conference on how to apply American models in Slovakia.

Mr Tóth is currently completing a plan to be submitted to the Ministry of Finance on standardizing the mortgage finance laws for the construction of new homes in Slovakia. He has proposed his services as a consultant to the Ministry in order to find a proper solution for standard mortgage financing.

Mr Tóth's training also focused on homebuilding technologies. As the Executive Director of the company VPÚ DECO, Mr Toth has started a series of seminars for his 70 employees. The seminar topics include how to contact clients, how to communicate with them and how to increase production. In these areas Mr Tóth collaborates with Mr Dan Prowler of Steven Winter Associates, whom he met during his TRANSIT training. With the help of Mr Prowler, a new computer program designed to find ways to improve energy efficiency will be introduced to members of the Association of Private Homebuilders. VPU DECO is translating the program into Slovak and the metric system. This is the very first program of its kind in Slovakia and Mr Tóth hopes many members of the association will take advantage of it. This program enables builders to evaluate different construction materials and helps to identify the most suitable and energy efficient ones.

Mr Tóth's training had lasting results in other ways as well. While in the US, Mr Tóth and his colleagues made a five-hour video recording of architecture in the United States which focuses on showing the harmony of historical buildings and their modern interiors. Mr Tóth's company uses these lessons-learned on the many different reconstruction projects they have been awarded.

Program News Briefs

Adnan Terzic, a participant from Bosnia- Herzegovina from an in-country seminar on "Fiscal Management and Policy" in November 1997 was recently promoted from Vice-governor of a central Bosnia Canton to Governor. The region Governor Terzic presides over is still troubled by inter-ethnic problems. Governor Terzic will be responsible for making decisions on issues related to the safe return and resettlement of refugees, one of the tenets of the Dayton Agreement.

In November the inaugural session of the New Sarajevo Municipal Council of Bosnia-Herzegovina was held. At the session Ms Aida Habdul, a participant of the Summer 1997 "Grassroots Political Party Program," was elected President of the Assembly. Ms Habdul is a leading member of the Party for Bosnia-Herzegovina which joined with the majority party (SDA) and a few other smaller parties to form the Coalition for a Single and Democratic Bosnia.

Sunita Pasic, a participant from Bosnia-Herzegovina in advocacy training for civil society NGOs, recently conducted on-site training for the Forum of Tuzla Citizens drawing from her training on the following subjects: organizational structure and development, sustainability, and empowering the membership through transparent and democratic charter and procedures.



Washington, DC

Participant Training Status for October - December

Country	Training Completed	
	U S	T C T
Albania	37	2
Bosnia	111	-
Bulgaria	39	2
Croatia	2	-
Hungary	20	1
Latvia	5	-
Lithuania	25	2
Romania	33	-
Slovakia	12	-
Totals	284	7

Project Management Activities

ENI staff Jeffrey Shahan and Sara Weinstein conducted a monitoring visit on October 7-9 in the TRANSIT-Europe DC Office. The visit resulted in a corrective action plan which has since been implemented.

A TRANSIT-Europe Operations Manual (both Part I DC Operations and Part II Field Operations) was approved by ENI and distributed to all field and DC staff.

The ENI Monitoring Plan was distributed to all field offices.

Third-Country Training and In-Country Training procedures for the Operations Manual were developed, approved and distributed.

Meetings and Presentations

October 16 Project Director Colin Davies attended a conference called "Educating One-third of a Nation: Diversity, Opportunity and American Achievement." It was organized by the American Council on Education-Office of Minorities and attended by

representatives from 48 Historically Black Colleges and Universities, Hispanic-Serving Institutions, and Tribal Colleges Mr Davies spoke on "Opportunities for Training Participants from Central and Eastern Europe "

November 4 - 6 TRANSIT-Europe assisted in the planning and implementation of a workshop on the Development of Country Training Plans with TRANSIT-Europe partners ENI, Academy for Educational Development (AED) and Aguirre International The workshop took place in Budapest, Hungary Representatives from TRANSIT-Europe DC office and from ten field offices attended

November 7 A Field Training Coordinators Meeting was conducted in Budapest, Hungary Pictured Below



November 13 - 15 Project Director Colin Davies, Senior Program Officer Rachel Waldstein, and Program Officers Amy Johnson and Barbara Rieckhoff attended and presented at the Regional NAFSA Conference in Baltimore, Md Mr Davies chaired a conference session entitled "Political Update The Balkans and Southern CEE Countries " He contributed to the session by giving a brief overview of the current political situation in the Balkans Ms Waldstein chaired one conference session and presented at another The session she chaired was entitled "The Future Course of Foreign Assistance and Sponsored Programs" and she presented at the session "How to Plan Short-term Programs at Your College or University" Ms Rieckhoff chaired a session entitled "Cross-Cultural Difficulties in Short-Term Training/Theory " At this session Ms Johnson spoke on cross cultural theory Several other staff members also attended the conference

December 2 A Training Workshop for non-programming staff in the DC office was conducted in order to comply with ENI's corrective action plan resulting from October 7 - 9th monitoring visits Senior Program Assistants, Nadine Asef-Sargent and Rachel Waldstein, organized the workshop Project Director Colin Davies provided an introduction and history of TRANSIT (formerly PTPE/PIET) Rachel Waldstein kept the session entertaining and interesting with a game about

the culture, and history of the countries of origin of TRANSIT participants. Programming Officers Craig Urch and Amy Johnson followed Ms Waldstein with a more serious talk about CEE history, geography, culture and language. Jim Nindel and Jeffrey Shahan discussed the role of USAID and the ENI Bureau. Field Services Manager Anita Blevins and Assistant Heather Bohanan talked about the structure and roles of field offices as well as country training plans. Ms Asef-Sargent followed with an overview of how a participant's program is created. The last portion of the workshop was highlighted by a Role Play which emphasized the important role of non-programming staff in the office, and a group discussion/wrap-up which was led by Ms Asef-Sargent.

Washington, DC and Regional Cost-Saving Measures

Vacancies in Albania and Hungary have remained temporarily unfilled. On an interim basis the positions of Bulgaria/Country Director and Croatia/Training Coordinator have been filled by one person. Total quarter Savings \$48,760

A significant reduction has been negotiated on the DC rent, and the next payment is not due until June 1998. Total quarter savings \$5,000

Furniture and equipment purchases in the DC, Croatia, Poland, and Romania offices of the following have been postponed: computers, printers, computer upgrades, furniture, copying machine. Total quarter savings \$22,330

All travel has been curtailed, including trips by the Hungary-based regional staff, US site visits, and all in-country trips. Total quarter savings \$12,250

Consultant visits to Lithuania and Macedonia for training planning have been postponed. Funding for visits to Albania, Bosnia, Bulgaria, Croatia, Hungary, Romania and Slovakia has been saved, since our in-country staff has been asked by the AID offices to develop the Training Plans. Total quarter savings \$87,300

Office Manager Samantha Coffey negotiated discounted rates from both Federal Express and DHL Worldwide Express. TRANSIT-Europe is currently saving an average of \$312 a month on DHL deliveries. Beginning in January TRANSIT will save \$3.00 on 1 lb and Standard Federal Express packages which are sent to certain regions of the country. Total quarter savings \$624

Total saved as a result of the above economies over \$175,000

Staff Travel

10/14 - 16 Michelle Barrett, Senior Program Assistant, traveled to Norman Oklahoma in order to conduct a site visit at the University of Oklahoma-Norman where a group of participants from Bosnia-

Herzegovina were attending a Potable Water Management Training Program

10/16 - 19 Cindy Walls, Program Officer, traveled to Knoxville, Tennessee in order to conduct a site visit at the University of Tennessee where a group of participants from Bosnia-Herzegovina were attending a Thermal Power Training Program

11/22 - 24 Amy Johnson, Program Officer, traveled to Champaign, Illinois in order to conduct a site visit at Parkland College where a group of participants from Romania were attending a Child Welfare Administration Training Program



Field Offices

TRANSIT/Albania

Training Activities

For participant training status refer to chart on page 19

Success/Impact Stories - Refer to pages 1-2

Cost-Saving Measures

A training program for a Mayors Association was planned with an even number of male and female participants in order to facilitate room sharing. The housing cost without an even number of male/female participants would have been \$4,000, but this planning resulted in a cost of \$3,000 - a savings of \$1,000.

The number of participants was expanded for a Business Assistance Center Group which resulted in a savings of \$2,000.

Cost-sharing obtained from nominator of group in Utility Regulation for International Airfares. Saving to TRANSIT-Europe \$3,000.

Total quarter savings \$6,000

Third-Country Training

October 6-10 - Two Albanian participants attended a successful TCT program which was jointly organized by WL/Romania and Land O'Lakes (LOL) entitled "Strengthening the

Dairy/Agribusiness Associations in CEE” and held in Bucharest for ten TRANSIT participants from several countries and seventeen LOL-funded participants. The purpose of the TCT was to learn methods for promoting the dairy business and influencing policy in improving the agribusiness environment.

Staff Travel

1/4 - 6 Matty Thimm, Training Coordinator, traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Country Directors and Training Coordinators.

TRANSIT/Bosnia-Herzegovina

Training Activities

For participant training status refer to chart on page 19.

Success/Impact Stories - Refer to pages 2-4

Cost-Saving Measures

Five presenters at the ICT Program on Inter-Entity Cooperation in the aviation field volunteered their time. This resulted in a savings of \$2,000.

Follow-On Activities

Participants in the "Advocacy Training for Civil Society NGOs" training program presented a day-long conference on various topics related to NGO strengthening and advocacy techniques. The conference, attended by over 150 representatives of NGO's from both Bosnian Entities, was sponsored by the USAID Office of Transition Initiatives. The Deputy Mayor of Tuzla, Sead Avdic, gave an opening statement at the conference. The conference received wide newspaper coverage, and was videotaped for viewing on nine television stations in the country. Former participants presented on these topics: Biljana Lakic (Banja Luka, RS) on "Coalition Building," Sunita Pasic (Sarajevo, Federation) on "Lessons to be Learned from the NGO Experience in Hungary," Branko Todorovic (Bijelina, RS) on "Tolerance and Conflict Resolution," Beba Hadgic (Tuzla, Fed) on "How NGOs Can Impact Legislation" and Dragan Prija (Banja Luka, RS) on "Strategic Planning and Action Planning."

Participants from several related 1997 Training Programs - Tax Administration, Tax Policy, Fiscal Federalism - have joined together to form the Experts Association for Public Finances at the Federation Level (JAFIS). The main goal of the organization is to support the creation of a better public finance system in the Federation. Members of the Association include Cantonal Ministers and tax officials. Fiscal Federalism participant Ljiljana Simunovic was appointed President of the JAFIS Assembly. The members of

JAFIS believe that it has already been successful in making modifications in the federal financial system JAFIS is also working on an internet project to link budget issues between officials at the Canton and the Federation level in order to promote coordination In February 1998 JAFIS will offer a seminar about Internet and its use in public finances

World Learning facilitated two sessions for participants from two group training programs, Power Systems Management and Water Systems Management, to meet with USAID Project Officers from their field The purpose of the meetings was to review participant Action Plans and their implementation The result of the discussion was the beginning stages of planning for a week-long workshop

Two hundred and sixteen participants (of both US training programs and third-country training programs) attended an Awards Ceremony organized by World Learning/Bosnia-Herzegovina and USAID/Sarajevo Certificates of Achievement were presented by USAID Mission Director Craig Buck The Keynote Speaker at the Ceremony was the US Ambassador to Bosnia-Herzegovina, Mr Richard Kauzlarich Ambassador Kauzlarich praised the work of World Learning in other countries where he previously served Mr Buck, Project Director Colin Davies, and Country Director Patricia Johnson also addressed the group The Ceremony was attended by Mission personnel, supervisors of the participants and officials of the institutions from which they had been selected Ceremony pictured below



Staff Travel

11/4 - 6 Patricia Johnson, Country Director, and Matthew Hochbrueckner, Training Coordinator, traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Country Directors and Training Coordinators

TRANSIT/Bulgaria

Training Activities

For participant training status refer to chart on page 19

Success/Impact Stories - Refer to pages 4-5

Cost-Saving Measures

On an interim basis the positions of Bulgaria/Country Director and Croatia/Training Coordinator have been filled by one person. This has resulted in savings of \$2,275/month in Bulgaria, totaling \$6,825 for this quarter.

Funds budgeted for a Training Plan Consultant were saved when USAID/Bulgaria asked TRANSIT/Bulgaria staff to develop the Training Plan. Savings: \$9,700.

Total Quarter Savings: \$16,525

Third-Country Training

October 6-10 - Two Bulgarian participants attended a successful TCT program which was jointly organized by WL/Romania and Land O'Lakes (LOL) entitled "Strengthening the Dairy/Agribusiness Associations in CEE" and held in Bucharest for ten TRANSIT participants from several countries and seventeen LOL-funded participants. The purpose of the TCT was to learn methods for promoting the dairy business and influencing policy in improving the agribusiness environment. The Bulgarian participants were Dimitar Karamfilov, President of National Association of Dairy Producers and Syika Bandakova, Executive Director of the Association of Bulgarian Dairy Processors. Ms. Bandakova expressed great interest in continued work with World Learning and Land O'Lakes in training Bulgarian Dairy processors by organizing observational/study tours in CEE countries to help dairy producers exchange ideas for improving their business.

Three Bulgarian representatives from the Ministry of Environment were selected to attend the "Innovative Financing for Environmental Investments" regional conference in Budapest, Hungary, January 19 - 21. The Minister of Environment and Waters was included in this group.

Noteworthy Events

November 7 Training Assistants Vesko Chaoulov and Nick Shishkov coordinated a Training Preparation Workshop for 14 participants of the Intellectual Property Rights Enforcement Group. The workshop was also attended by Janet Potash of the American Embassy, Nikolay Yarmov, USAID, and Kim Meyer of ABA/CEELI. At the workshop participants were given copies of relevant US legislation to review in preparation for their training. Strategies for combating piracy in Bulgaria as well as the technical and legal issues that surround the topic were discussed.

Follow-On Activities

A Follow-on meeting was held on December 4th with Embassy Officials, CEELI Representatives, and several participants from the Intellectual Property Rights Enforcement Group. Action Plans were discussed and plans were begun for a conference.

on Intellectual Property Rights Issues

The 1997 TRANSIT Participant Certificate Ceremony was held on December 11, honoring 144 participants who completed training programs in late 1996 - 1997. In all, more than 200 people attended. Ambassador Avis T. Bohlen spoke to the audience about the challenges and achievements of the participants within the framework of US government-supported development assistance to Bulgaria. Former PTPE participant and current Minister of Labor and Social Welfare, Ivan Neykov, gave a warm speech about the value of US training programs for Bulgaria, for his Ministry and for himself.

Special Projects

AUBG student intern Milena Dishovska completed interviews with former participants and featured them in a World Learning/Sofia Participant Training Success Story Newsletter which she published in November. The Newsletter was distributed to all former participants and USAID representatives at the TRANSIT Certificate Ceremony.

Staff Travel

11/4 - 6 Sandy McCollum, Country Director, traveled to Budapest, Hungary in order to attend a workshop for Developing a Training Plan, to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Country Directors and Training Coordinators.

TRANSIT/Croatia

Training Activities

For participant training status refer to chart on page 19.

Success/Impact Stories - Refer to pages 5-7

Cost-Saving Measures

On an interim basis the positions of Bulgaria/Country Director and Croatia/Training Coordinator have been filled by one person. This has resulted in savings of \$1,100/month for Croatia, totaling \$3,300 for this quarter.

A vacancy in Croatia has remained temporarily unfilled. This has resulted in a savings of \$2,700 this quarter.

Funding for a Training Plan consultant was saved when USAID/Croatia asked TRANSIT/Croatia staff to develop the Training Plan. Savings \$9,700.

Total Quarter Savings \$15,700

Special Projects

USAID/Croatia forwarded a request from Carolyn Coleman (USAID/Washington) to TRANSIT/Croatia for information on Third-Country Training Possibilities. TRANSIT/Croatia collected a list of recommendations from other USAID Contractors in Croatia working in Economic Restructuring and Democratic transition. The result of this extensive survey was a database of Third-Country Training Providers in Croatia.

Staff Travel

- 10/8 Ivet Curlin, Program Manager, traveled to Osijek in order to meet with Greg Staroski of NDI and Jim Owre of Urban Institute.
- 10/23-24 Sandy McCollum, Country Director, and Ivet Curlin traveled to Osijek in order to meet with representatives from America's Development Foundation (ADF), NDI, Urban Institute, and Center for Peace, Non-violence and Human Rights.
- 10/29 Lidija Roncevic, Training Assistant, traveled to Zadar and Biograd in order to conduct a pre-departure orientation and processed visa documentation for an American International Health Alliance (AIHA) program.
- 11/3-7 Ivet Curlin traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Country Directors and Training Coordinators.

TRANSIT/Hungary

Training Activities

For participant training status refer to chart on page

Success/Impact Stories - Refer to pages 7-8

Cost-Saving Measures

A vacancy in Hungary has remained temporarily unfilled. This has resulted in a savings of \$4,400/month, totaling \$13,200 for this quarter.

Funds budgeted for a Training Plan Consultant were saved when USAID/Hungary asked TRANSIT/Hungary staff to develop training plans. Savings \$9,700.

Total Quarter Savings \$22,900

Third-Country Training

October 6-10 - Hungarian participant, Bela Szily attended a successful TCT program which was jointly organized by WL/Romania and Land O'Lakes (LOL) entitled "Strengthening the

Dairy/Agribusiness Associations in CEE” and held in Bucharest for ten TRANSIT participants from several countries and seventeen LOL-funded participants. The purpose of the TCT was to learn methods for promoting the dairy business and influencing policy in improving the agribusiness environment.

October 12 -17 - The first TCT program for participants from outside the CEE/NIS region was organized by Hungary’s Third Country Training Coordinator. The program for a group of participants from Egypt was held in Warsaw and Prague, at the request of the Associates in Rural Development (ARD), which administers the Decision Services Support Project in Egypt. The training was an observational study tour for seven Egyptian senior-level Parliamentary Staff Members entitled Research/Information Executive Management Observational Study Tour (REMOST). The purpose of the study tour was to observe the various approaches used by the Czech and Polish Parliaments and organizations that specialize in information technology and policy research.

November 24-26 - The Hungarian Securities Market and its Regulation was the subject of a three-day observation-study tour was organized by the Institute for East-West Studies and World Learning/Hungary. The participant, Ms. Irma Lazickiene, is Head of the Investment Companies Division of the Lithuanian Securities Commission and had recently completed her U.S. training. The program in Budapest included the Hungarian National Bank, where an overview of the development and structure of capital markets in Hungary was provided, the Hungarian Association of Investment Management Enterprises, private brokers, the Hungarian Banking and Capital Markets Supervision Agency, the Budapest Stock Exchange, and others.

Ms. Lazickiene was especially impressed with the Hungarian Law on Investment Funds and Fund Managers, which she would like to adapt to Lithuania’s needs in the near future. IEWS Director Eugene Spiro served as facilitator and escort during the site visits and Mariana Palocz, WL/Hungary Training Assistant, worked closely with IEWS on program development and all logistics. In both her evaluation and in person to Ms. Palocz, Ms. Lazickiene emphasized how pleased she was with the program.

December 1-12 - KNO/Worldwide and World Learning/Hungary successfully organized a two-week training on Health Care Reform for sixteen participants from the Central Asian Republics, which had been requested by the Academy for Educational Development (AED), training administrator in NIS. The training consisted of one week in Prague and a second week in Budapest. The training in Prague was organized by KNO in collaboration with Dr. David Marx, Advisor to the Ministry of Health, Department of Health Care, the Budapest portion was developed by the Health Sciences Management Training Center (HSMTC) at Semmelweis University, with administrative support from WL/Hungary. The training addressed lessons learned in the introduction and administration of health insurance systems, revision of payment systems, reform and reorganization of health care delivery systems, distribution of pharmaceuticals, and modernization of general/family practice and supplemented the presentations with site visits to relevant institutions and ministries. AED has proposed that a Follow-up Seminar take place in Almaty in early 1998 that will include the participation of instructors from the Czech and Hungarian programs and Mari Novak from KNO Worldwide.

In other regional TCT news, preliminary research was carried out in response to inquiries from several World Learning field offices in areas such as media legislation, investment funds, municipal budgeting, NGO legislation, securities regulation, and other topics. A preliminary catalog of potential training providers was prepared and disseminated to field offices and WL/DC to assist them in marketing TCT. The final edition of the Third-Country Training Procedures was also distributed.

Follow-On Activities

A Follow-on meeting was conducted by Program Manager, Annamaria Kekesi with participant Aladar Horvath on October 31st. Mr. Horvath is the Director of Roma Civil Rights in Hungary. The two discussed a three-day follow-on training activity for the returned Legal Aid Group which would focus on conflict resolution through case studies. The location for the training was proposed to be in an area which is currently experiencing tensions between gypsy and non-gypsy communities. It was also proposed that the cost of the follow-on activity be shared with other organizations such as the Soros Foundation and Eotvos University.

Staff Travel

11/23 - 26 Jerry Martin, Regional Coordinator, traveled to Skopje, Macedonia, to consult with USAID/Macedonia and technical assistance implementors on the upcoming Training Plan Consultancy and the proposed opening of a World Learning Field Office in Macedonia. The visit included a presentation to USAID Staff on World Learning's services under TRANSIT and the effective use of training support.

TRANSIT/Latvia

Training Activities

For participant training status refer to chart on page 19.

Success/Impact Stories - Refer to page 8.

Cost-Saving Measures

TRANSIT/Latvia shared expenses with the US Baltic Foundation for the In-Country NGO Analysis Training Program. TRANSIT/Latvia will be responsible for consultant fees and travel and translation services and equipment.

In-Country Training

On her visit in October Barbara Howald prepared the Statement of Work for an In-Country Training Program for representatives from 16 Latvian NGOs called "NGO Analysis Technical Assistance and Workshop." The program addressed self-analysis, institutional development, public policy and advocacy and was held from December 9 - 10th at various

NGO centers in Riga Mr Hank Hunse, a World Learning Consultant, conducted a Train the Trainers Workshop for NGO representatives from many different sectors including Free Market , Environmental, Social Safety Network and Democratization At the seminar World Learning's Institutional Analysis Instrument (IAI) was used as an example of a tool for self-assessment

Noteworthy Events

- October 7 Ingrida Palkavniece, Training Assistant, participated at a Press Conference at USAID/Latvia to introduce the arrival of Barents Group as the main organization working on capital markets development in Latvia US ambassador Larry Napper was also present
- October 24 TRANSIT/Latvia participated in a Press Conference at USIS that introduced 13 NGOs which were selected by USAID to receive funding under the Democracy Network (DemNet) grant
- October 27 - 31 Barbara Howald, Consultant, World Learning/DC, worked on-site with TRANSIT/Latvia to finish the Mission Training Plan for USAID/Latvia Barbara met with Howard Handler, Country Liaison Officer, USAID/Latvia for briefing and debriefing She also met with Robert Maushammer, Deputy Country Liaison Officer USAID/Latvia, and Michael Kulczak, Project Director, Barents Group to discuss the training needs for SO 1 4, as well as with Pat Evans, Regional Director and Margarita Apine, Program Coordinator of the US Baltic Foundation, the contracting organization administering the DemNet Grant in Latvia to discuss the training needs for SO 2 1

Staff Travel

- 11/4 - 6 Astrida Levensteins, Training Coordinator, traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Country Directors and Training Coordinators

TRANSIT/Lithuania

Training Activities

For participant training status refer to chart on page 19

Success/Impact Stories - Refer to pages 9-11

Cost-Saving Measures

After meeting with Training Coordinator Indre Biskis, the Vice-chair of Parliament, Mr Palubinskas, decided that Parliament would cost-share in-country training A preliminary

market analysis was conducted which assessed the cost of a half-day seminar. It was found that the median cost is \$850.

Two participants contributed to the cost of international airfare for their training program. The result was a savings of \$3,000.

Participants from a Stock Exchange group contributed \$100 to their training costs.

US treasury waived all training fees for the programs of two individuals. The result was a savings of \$5,000.

Total Quarter Savings \$8,950

Third-Country Training

The Hungarian Securities Market and its Regulation was the subject of a three-day observation-study tour from November 24-26 organized by the Institute for East-West Studies and World Learning/Hungary. The participant, Ms. Irma Lazickiene, is Head of the Investment Companies Division of the Lithuanian Securities Commission and had recently completed her U.S. training. The program in Budapest included the Hungarian National Bank, where an overview of the development and structure of capital markets in Hungary was provided, the Hungarian Association of Investment Management Enterprises, private brokers, the Hungarian Banking and Capital Markets Supervision Agency, the Budapest Stock Exchange, and others.

Ms. Lazickiene was especially impressed with the Hungarian Law on Investment Funds and Fund Managers, which she would like to adapt to Lithuania's needs in the near future. IEWS Director Eugene Spiro served as facilitator and escort during the site visits and Mariana Palocz, WL/Hungary Training Assistant, worked closely with IEWS on program development and all logistics. In both her evaluation and in person to Ms. Palocz, Ms. Lazickiene emphasized how pleased she was with the program.

Noteworthy Events

October 3 Indre Biskis and Ruta Kaupinyte, attended a legislative support group meeting at USAID, created by the Democracy Strategic Objective team to assist the Law on Charity and Support drafting group, which includes three TRANSIT Participants. It was decided that World Learning would be the liaison with the Law Drafting Group. Indre Biskis provided information to the group on how a draft becomes a law in Lithuania as well as background information on how the Parliament functions.

October 6 Indre Biskis attended the Women and Men in Dialogue final meeting at the Government of Lithuania building. Participant-to-be Ms. Trakymiene, who advises the Prime Minister on NGO topics, led the presentation. Past participants Ms. Vesaitė from the Women's Employment Center and Liudmila Mecaeva, Director of the Social Innovation Center were among the speakers. These women have

played a significant role in the women's development in the country

October 21 Indre Biskis and Rasa Ciceniene (from USAID) met with a Parliamentarian who is the Vice Chair of the Finance and Budget Committee to discuss future seminars. They talked of the possibilities of using videos at the seminars which can be rented and purchased in the US and translated into Lithuanian in order to educate the general public on finance and banking basics.

October 31 Indre Biskis and Ruta Kaupinyte attended the Legislative Support meeting at USAID and it was decided that Ruta Kaupinyte would join the working group of assistance providers to help prepare a public hearing to get information for the drafting of the law.

Follow-On Activities

In October World Learning organized the second of a series of economic restructuring discussions. See page 9 for a full description.

The third of the series was held on December 17th. The topic this time was banking. Participants at the seminar listened attentively and hope to have another similar event on other banking topics in 1998. Those who were unable to attend asked that the session be repeated. It is planned to continue the session series in 1998.

A session with TRANSIT participants who had an interest in public hearings was organized at the World Learning office to exchange information, identify problems, and look for solutions. In attendance were 4 parliamentarians, an editor from a major business tri-weekly newspaper, and two members of business associations, together with officials from the Ministry of Social Affairs and an attorney from a think-tank who have helped to bring more openness to the drafting of the new Law on Charity and Support. All those who attended have an interest in introducing open hearings to the process by which laws affecting the business sector are drafted.

Staff Travel

11/4 - 6 Indre Biskis, Training Coordinator, traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Coordinators and Country Directors.

TRANSIT/Poland

Third Country Training

October 12 -17 - The first TCT program for participants from outside the CEE/NIS region was organized by Hungary's Third Country Training Coordinator. The program for a group of participants from Egypt was held in Warsaw and Prague, at the request of the Associates in Rural Development (ARD), which administers the Decision Services Support Project in Egypt. The training was an observational study tour for seven Egyptian senior-level Parliamentary Staff Members entitled Research/Information Executive Management Observational Study Tour (REMOST). The purpose of the study tour was to observe the various approaches used by the Czech and Polish Parliaments and organizations that specialize in information technology and policy research.

From November 16-19th Ms. Margarita Vidutiene of Lithuania participated in a TCT program on Polish Securities Exchange Commission. She visited the Polish Stock Exchange and many other institutions in order to learn more about capital markets in Poland.

Staff Travel

11/4 - 6 Bill Rich, Training Coordinator, traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for all World Learning Field Training Coordinators and Country Directors.

TRANSIT/Romania

Training Activities

For participant training status refer to chart on page 19.

Success Stories - Refer to pages 12-15

Cost-Saving Measures

Funding for a Training Plan consultant was saved when USAID/Romania asked TRANSIT/Romania staff to develop training plans. Savings \$9,700.

In-Country Training

A Child Welfare Administration ICT program is planned for 14 participants. It will be held in Salaj, Romania from January 29-31st.

Planning has begun for a Reproductive Health Epidemiology Workshop with Centers for Disease Control and Prevention/Atlanta (CDC). The Workshop will be organized by World Learning in collaboration with the Romanian Institute for Health Management, Bucharest. TRANSIT will pay for local and participant costs, and CDC has a USAID contract to pay the trainer's fees. The workshop, for about twenty participants, will be held in Bucharest from March 8-20, 1998.

Planning has begun for an ICT program for Women in Leadership for the Spring, 1998. Training will be provided by AVID/Freedom House Volunteer, Barbara Miller, World

Learning, Democracy Network The program will be for approximately 12-15 women in fields including medicine, law, and politics

A Child Maltreatment ICT program has been suggested for Spring, 1998 A Romanian NGO, Society for Children and Parents (SCOP) has requested funding for this training and USAID has approached World Learning to be the partner organization to support this program

Child Welfare Administration program for 14 participants in Salaj, Romania is planned for January 29-31, 1998

Third-Country Training

October 6-10 - Romania was host to a successful TCT program which was jointly organized by WL/Romania and Land O'Lakes (LOL) entitled "Strengthening the Dairy/Agribusiness Associations in CEE" and held in Bucharest for ten TRANSIT participants from several countries and seventeen LOL-funded participants The purpose of the TCT was to learn methods for promoting the dairy business and influencing policy in improving the agribusiness environment

A proposal was developed to provide a TCT Program in Romania in the Spring of 1998 on the subject of Women in Politics

Noteworthy Events

October 8 Becky Davis participated in a visit by the US Department of Health and Human Services (under an inter-agency agreement with USAID) Ms Davis attended meetings in Cluj-Napoca with Kathryn Way, Chief of Family and Child Services, State of Delaware, who was a member of the DHHS delegation Meetings were organized with World Learning/TRANSIT participants that would be attending the Child Welfare Administration Training Program in November, 1997 She also participated in the debriefing in order to facilitate the scheduling and objectives of the visit of the Romanian Child Welfare Administration Trainees to the DHHS in November

October 31 Becky Davis participated in a program on the "Role of Women in Romanian Society" organized by the American Center, American Embassy, Bucharest She presented World Learning's potential resources for women leaders in Romania

Follow-On Activities

On October 8-9th Lia Rugan, of Cinema Productions, and a participant in the Reproductive Health Training Program Group of 1997, participated in a visit to Cluj-Napoca by the Department of Health and Human Services Team (DHHS) Ms Rugan interviewed Ms

Pop, who was preparing to participate in a Child Welfare Administration Training Program the following month Ms Rugan also interviewed Mrs Kathryn Way, a DHHS team member, about child welfare in the US She plans to create a video on Child Welfare in Cluj County upon the return of Ms Pop

On November 29th Becky Davis met with Maria Roth, Professor of the Social Work Department, University of Cluj, to facilitate a meeting between returned participant Ms Mariuca Pop, Secretary of the County Council, Cluj County, and University Social Work Faculty and students Ms Davis reviewed Ms Pop's Action Plan and discussed possible collaborative efforts as USAID/Romania begins its child welfare initiative in Cluj County

On November 30th Dr Mircea Lapusan, (a 1996 participant in Management of Family Planning Services) and Dr Dan Zolog (a 1996 participant in Clinical Family Planning Services) participated in a conference on "Healthy Communities" in Slovakia, November 19-22, sponsored by AIHA A follow-up meeting was held with Dr Lapusan and Lia Rugan, (1997 participant in Reproductive Health Promotion) to review the concept of "Healthy Communities," and review a project idea for developing the program in Cluj County World Learning will assist in developing a project proposal to submit to USAID/Romania or other donor organizations for possible funding

In 1997 Musa Mihalache, Executive Director of the Romanian Association of State Dairy Processors and Producers attended a Third Country Training on Association Development for Agribusiness On her return, Cristian Andricuc interviewed her regarding the formal Agreement between the Romanian and Hungarian Ministries of Agriculture related to trade in the dairy industry between the two countries

World Learning hosted several members of the Child Welfare Administration group on December 18 to discuss their training experience and begin planning for follow-on activities in January 1998 Participants included Mircea Crisu, Salaj County, Mariuca Pop and Mr Olteanu, Cluj County, Nina Tolstabrach and Theodora Berzei, Romania Department of Child Protection, together with Ecaterina Vasile, USAID/Romania and Julia Donat, Translator

Staff Travel

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| 10/3 - 8 | Becky Davis, Training Coordinator, traveled to Poiana-Brasov to welcome participants to the Third-Country Training Program which was organized in collaboration with Land O'Lakes |
| 10/5 - 8 | Cristian Andricuc, Program Manager, traveled to Poiana-Brasov to help Ms Davis conduct the TCT Program |
| 10/8 - 10 | Cristina Colaschi, Administrative Assistant, traveled to Poiana-Brasov to make final participant program payments for the TCT Program |

- 10/8 - 9 Becky Davis traveled to Cluj-Napoca to provide assistance and consultation to Kathryn Way, a member of the official visiting team for USAID from the Department of Health and Human Services, and an evaluator of child protective services in Romania
- 10/16 - 20 Becky Davis, Cristian Andriciu and Cristina Colvaschi traveled to Tulcea to organize and conduct a pre-departure orientation for the Child Welfare Administration Training Program
- 11/3 - 5 Becky Davis traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for World Learning Field Country Directors and Training Coordinators
- 11/28 - 29 Becky Davis traveled to Cluj-Napoca to conduct follow-up activities
- 12/2 - 5 Silviana Kasco, Training Assistant, traveled to Sibiu to conduct follow-up activities
- 12/4 - 6 Becky Davis traveled to Timisoara to attend a training program on child maltreatment, sponsored by the Society for Children and Parents, a Romanian NGO that has received support from the Democracy Network Project
- 12/10 - 11 Becky Davis traveled to Constanta to attend a conference on Healthy Communications and Health Promotion, as requested by USAID/Romania

TRANSIT/Slovakia

Training Activities

For participant training status refer to chart on page 19

Success Stories - Refer to pages 15-17

Cost-Saving Measures

Budgets funded for a Training Plan Consultant were saved when USAID/Slovakia asked TRANSIT/Slovakia staff to develop the Training Plan Savings \$9,700

AIHA paid the international airfare for 3 of the participants in the Drug Rehabilitation II Group Savings \$2,000

Total quarter savings \$11,700

Noteworthy Events

December 3 Regina Connor and Zdenka Netopilikova attended the USAID monthly meeting. The topic of the meeting was the upcoming elections. The US Embassy representative stated that Slovakia has agreed to abide by the election and voting requirements of the OSCE which require advance notification of elections and allow for election monitors. US policy is to assist Slovakia with free and fair elections and to invite all parties to any event sponsored by USAID or the Embassy. TRANSIT has already worked in this area: a group of political party representatives received training in Political Party and Election Campaign Management in August 1997. At the USAID meeting Regina Connor also gave a presentation on the impact of TRANSIT and EMED training programs.

December 10 Regina Connor and Zdenka Netopilikova convened a selection panel for the last FY97-funded group, a group of 4 investigative journalists. The meeting was attended by the USAID Department Chief and Project Advisor, as well as by the technical assistance contractor, IREX/ProMedia. The purpose of the meeting was to introduce the TRANSIT program, to provide a forum for USAID to meet the participants and confirm their suitability for the program, and to hold a group discussion to identify and agree upon group training objectives. Approval of the group by USAID is expected in January.

Follow-on

A Certificate Ceremony for the Political Parties Group was held on October 9th in the USAID conference room. The ceremony was chaired by the USAID Representative, Paula Goddard, and US Embassy staff also attended. The participants spoke very highly of their TRANSIT experience. Ideas for follow-on and additional training were also discussed. Most of the participants had worked with the International Republican Institute prior to the program and will continue to do so.

A very successful Certificate Ceremony for the drug prevention and health care areas was held on December 3rd. The US Ambassador and USAID Representative attended and presented the certificates to the participants from the two drug prevention groups and to two individuals. Participants spoke about their programs and the application of their training. Seven members of the press attended and three newspapers have carried articles on the event. The ceremony was also reported on television.

Many of the participants at the ceremony were quoted. Dr. Hlavaeka was quoted in the January 7 issue of Narodna Obroda as follows: "According to my TRANSIT experiences my team has already improved the quality of medical care at the faculty hospital where I work. A team of 6-8 trained specialists is trying to eliminate unnecessary medical treatments and to speed up the diagnostic process. We are concentrating on improving the level of patient comfort in hospitals."

Mr. Nociar, from the General Secretariat Ministry's Committee for Drug Dependencies and

Drug Control, the Slovak national office for drug related issues, states in the same article that, as a result of his training in the US, his organization has already begun working in ten new areas. These areas include drug prevention monitoring and the resocialization of recovering drug addicts.

Mr. Malcharek from the second drug prevention group, told the reporters that the foundation for which he works is planning to start a project similar to the DARE program in the US, in which police officers teach children at school about the problems of drug use. Mr. Malcharek sees a second benefit to this type of program in that it helps to create respect and confidence among Slovaks towards law enforcement officials.

Staff Travel

- 10/31 Regina Connor, Training Coordinator, traveled to Nove Zamky to meet with Mayor Ondrej Csanda for a follow-up interview.
- 11/4 - 6 Regina Connor traveled to Budapest, Hungary to attend the TRANSIT workshop on Developing Country Training Plans, and also to attend a meeting for World Learning Field Country Directors and Training Coordinators.
- 11/14 Regina Connor and Mari Novak, Program Advisor, traveled to Sahy to meet with Peace Corps volunteers and NGO leaders to gather background information on issues concerning NGOs in Slovakia.