

PEACE CORPS TIMES



Focus—Cameroon

May-June 1968

From the Director

At our 25th Anniversary in Washington in 1986, I was asked to give a speech entitled, "Continuing to Meet the Challenge." Today, that title is really what Peace Corps is about . . . continuing to meet the challenge of our goal . . . of "promoting world peace and friendship." We must always be searching for the best ways to accomplish this goal and be willing to examine what moves us toward it . . . what moves us away.

The entire Leadership for Peace initiative (based on recommendations from the 25th Anniversary Future Team report) is now falling into place. A part of that initiative has to deal with a problem that has hurt our overall mission from the beginning of Peace Corps. This has to do with numbers of Trainees and Volunteers worldwide who do not complete their promised service (Trainees, 11% and PCVs, 20%). We started out with a team called the Task Force on Attrition. The NANEAP Country Directors, meeting recently at headquarters, said it should be called the Retention Task Force. I said it should be called the Responsibility Task Force as we are all in this together and all of us are called to respond and to implement recommendations on how Peace Corps can best support its' Volunteers and staff so they can better complete their service both overseas and back home. Our Three Goals . . . To help the people of inter-

ested countries and areas in meeting their needs for trained manpower; To help promote a better understanding of Americans on the part of the peoples served and To help promote a better understanding of other peoples on the part of Americans. They are now identifying data and interviewing people so that major recommendations can be made that will help us move forward on this problem. If you have ideas (and I know they will be constructive, right?) for them, please write to: Responsibility Task Force, Room 800, Peace Corps, Washington, D.C. 20526.

By the way, your "insights" will be arriving at our new building. In mid-July we start the move that will place all our offices under the same roof. This is a great improvement (but will miss the view) as currently we have been operating out of three separate buildings. So, for medevacs, RPCVs and all our staff it should result in better conditions, good location and a chance to streamline operations. The move will take several months and all things that you notice don't get done during that time will be attributed to the "move." (I just threw that in to see if you're still awake!) One thing the Task Force has already determined . . . you need a good sense of humor for the "toughest job you'll ever love."

Now another major part of the Leadership for Peace initiative is that our programming must be targeted at the changing development needs of the countries we serve and should provide suitable satisfaction for the individual Volunteer. I know from talking with some of you that this is a real concern.

Therefore, I am glad to tell you an office of Evaluation Services has recently been established to evaluate our current programs and to make recommendations for future programs and projects. RPCV John Zarafonitis, former Country Director in Mali and the Africa Food Systems Initiative Coordinator, has moved over to this operation which will be an ongoing service.

Our future and the future growth of Peace Corps, which includes expanding some programs, entering new countries and going back to other countries we have previously served, depends a great deal on Vol-

unteers completing their tours and on effective programming. The two go hand in hand. We cannot fulfill our mandate from Congress, our call to be Leaders for Peace, without making changes . . . changes we feel will enhance our total effectiveness. Things are changing at Peace Corps . . . changing to be more responsive to the needs of the host countries and to the Volunteer.

In the months ahead if you are asked to fill out surveys or evaluations, I hope you will. Our best information must come directly from you, from your experience, from your knowledge of the country you are in and the job you are trying to do. We welcome and value your insights and I value your important work for peace . . . and I thank you for it. Everyone I meet (and I've traveled to 65 nations, many two or three times) also thanks me for your work.

Sincerely,



Loret Miller Ruppe
Peace Corps Director

About the Cover—Masked ju-ju dancers participate in a cry-die (death celebration) in Njinikom to chase away the bad spirits and allow the deceased to begin his journey. According to tradition, when wearing the masks and participating in this ceremony that follows burial, the dancers are no longer considered human.

The Cameroon story and photos are by Public Affairs staffer Bill Strassberger. Bill was a Volunteer in Cameroon and later a United Nations Volunteer there. He returned to Cameroon last winter (when he took the photos) to be married to Cameroonian Agnes Tong.

CONTENTS

From the Director	2
Letters to the Times	3
Country Feature	
Africa—Cameroon	4
Features	
Artisans in Ecuador	8
Volunteers of the Year	10
Peace Corps Fellows	11
Life After Peace Corps	12
ICE Almanac	13



Peace Corps Times

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To the Times

Dear Peace Corps Times,

Please on the Peace Corps Times issue of September/October 1987 (page 7) you printed the picture of Timothy Woolard and the fisheries official working counterparts for extension services in Mbozi District. Accept corrections that the picture was incorrectly identified for Mr. Stedford Mwanikemwa and I were not present when the picture was taken after a harvest of tilapia nilotica at a renovated school pond. The names on the picture should read Timothy Woolard, Umbokege Kangele (a fisheries official) Samson Mitumba (a teacher who deals with a school pond) and Medson Mgalla (a local fish farmer).

The other summary of information regarding Tim, for extension services was quite alright. I commend him as one of the Peace Corps Volunteers whose services were vital for development of fish farming in our District. He is still remembered by our local fish farmers especially at his ward where we assigned him.

G.N. Mwakatima
District Fisheries Officer
Mbozi, Tanzania



Dear Mr. Mwakatima,

Thanks for helping to set the record straight.

The Editor

Dear Peace Corps Times,

I am a Peace Corps Volunteer in Tanzania. I was recently posted to a Ministry of Agriculture Training Institute, (MATI Mubondo) in Kasulu. In the December issue of the Times I came across a reference to assistance that the International Book Project had provided to Crooked Tree Elementary School in Belize and a further note that this year they hope to help in Liberia, Tanzania and Cameroon.

I have enclosed a request to the International Book Project on behalf of the Institute and ask that if appropriate, you forward that request to them for us.

PCV Christopher Stevenson

Dear Christopher,

I have forwarded your letter to Will Weatherford at the International Book Project in Kentucky. This type of project is handled by our Gifts in Kind manager, Alonzo Fulgham, and I have given him a copy of your letter also. I'm sure you will have a response from them soon.

Meanwhile, there are other resources that can be explored. In this issue of ICE Almanac on page 21, under "Books, Books, Books," are several agriculture and related books that you may have simply by requesting them from ICE, the Information Collection Exchange. As your request was mainly for reference materials, I'm sure some of these would be valuable.

The Editor

Dear Peace Corps Times,

As I carefully read it (Nov.-Dec. issue of the Times), the historical update of the Peace Corps/Belize program, especially the section on conservation reflects the critical, timely and tremendous input and impact of PCVs in the promotion and management of a national wildland system in Belize.

I know that with a similar priority, Peace Corps has had considerable impact on conservation in other programs in the Inter-America Region. In Central America alone, Peace Corps has played a key role and has assigned extensive manpower to environmental education and the management of a wildlands system since the early 1970s. Unfortunately, very little information and experience have been exchanged in the region by PCVs since 1974.

As a former counterpart and supervisor of several PCVs and current APCD for the Natural Resources Sector in Honduras, I have been a witness and a "product" myself of the strong leadership exerted by Peace Corps among Host Country Nationals and international organizations; also, because of the vision and "pioneer work" of the PCVs to implement a national wildland system in the management of specific areas.

Today, we are proud to assure that our conservation efforts and drives are aimed at strengthening socio-economic programs, with the understanding that conservation is a means and an end to achieve sustained development in Honduras.

As we currently have 15 PCVs initiating the management of the remaining cloud forests (water factories), tropical humid forests and coastal and marine reserves, we would like to share, upon request, the highlights, problems and successes of our Environmental Management Project plan in Honduras.

Jorge Betancourt
APCD/Natural Resources
Peace Corps/Honduras

Dear Jorge,

The fact that you are a Honduran makes your letter doubly impressive. You see the results, successes and failures, of our efforts long after Volunteers and staff have returned home.

The Editor

We have written to Jorge and a story on conservation in Honduras is hopefully in the works. To the rest of our readers . . . if you know something that needs telling, let us know.

Election Day USA November 8th

If you plan to vote in the general election on November 8, you will need to find out the procedures for your particular state. This information and more is in the new "Voters Assistance Guide," which has been sent to each Country headquarters.

You will also need the special "post cards" for requesting your ballot. These have also been pouched.

Don't delay. Ask your Country staff to help you with this as soon as possible so you can exercise your franchise and vote.

Ambassadorial Notes

Director of Peace Corps' Africa Region until his nomination last fall, Bill Perrin has assumed his post as Ambassador to Cyprus. Before directing the Africa Region, Ambassador Perrin had been Country Director for both Belize and the Eastern Caribbean.

* * *

RPCV Richard Holwill, who served in Swaziland from 1968 through 1969, has been nominated as Ambassador to Ecuador.

At the State Department he is currently the Deputy Assistant Secretary for Inter-America Affairs, a position he has held since 1983 and has also been a member of the Panama Canal Commission since 1985.

After his Peace Corps service Holwill had a career as a writer and editor and did a tour as the White House correspondent for National Public Radio. A native of Shreveport, he graduated from Louisiana State University.

* * *

Paul Taylor, former APCD in Ecuador (1965-1966) has been nominated as Ambassador to the Dominican Republic. For the past three years Taylor has also been a Deputy Assistant Secretary for Inter-America Affairs. In his long career at State, Taylor has also served in posts in Thailand and Brazil.

Focus—Cameroon

About the Country

Population:	10.3 million
Land area:	183,568 square miles, about the size of California
Cities:	Yaounde (capital), Douala
Languages:	French and English (both official), 80 African
Religions:	Christian, Islam, indigenous African
Ethnic groups:	200 tribes
Borders:	Equatorial Guinea, Gabon, the Congo, Central African Republic, Chad, Nigeria and the Atlantic Ocean

Africa in Miniature: Cameroon

Situated at the point of the African continent where the Western, Central and Southern regions meet, the Republic of Cameroon is a land of many contrasts. Often referred to as "Africa in miniature," Cameroon is truly a crossroad of peoples and geography. From south to north, the forest region gives way to the savannahs and plains, reaching to the beginnings of the Sahel.

Rising from the coast in the South West Province is Mount Cameroon, an enormous egg-shaped volcano over 13,300 feet high that is host to the annual International Buea Mountain Race and features slopes where claims of the world's heaviest rainfall are made. Cameroon has ten administrative provinces and is the only officially bilingual country in Africa, a result of its dual colonial heritage from France and Great Britain.

In sharp contrast to the coastal region is the arid climate to the north. The Mandara Mountains stretch along the border with Nigeria, and hauntingly resemble a moonscape with desolate mountain masses rising in isolation. The northern region features its own contrasts, as not far away are areas of rich fauna and game reserves, home to giraffes, elephants, monkeys, hippopotami and many other exotic animals.

Cameroon's population of 10.3 million people is similarly diverse, composed of over 200 ethnic groups and several religions. In 1472, Portuguese sailors entered the Wouri estuary and were amazed at the thousands of shrimp swarming in the water. As a result, they named the river "River dos Camaroes" from which Cameroon got its name.

The country escaped colonial rule until tribal chiefs signed treaties with the Germans in 1884. Following the First World War Cameroon was partitioned, with France receiving a mandate over the eastern part (eighty percent of the territory) and



Joel Katz of Groton, Mass., teaches English at the Lycee Technique in Bafoussam. Joel has produced a special TEFL handbook for his class.



APCD Johnson Ojong works with two other Host Country Peace Corps staffers in Yaounde. Johnson, who has been with Peace Corps for 16 years, is now the head of the administrative unit.



Mark White teaches math and science at the College of Commerce and Grammar in Mendankwe. From Cleveland, he graduated from Xavier University with a degree in chemistry.



Several PCVs are collaborating in a project with the Smithsonian's Department of Botany by collecting plants for the Institution. Shown tightening a plant press are: Karl Stromayer, Dibombari; Marc Van Dyken, Sangmelima; Mark Pfister, Babmili; Cathy O'Neil, Betare Oye; Dan Weiner, Kumbo-Nso; Marion Lichter, Eseka and Julie Jalelian, Garoua. Also participating in the plant project, but not pictured are Alex Pancic, Bangem and Leslie Mink, Yaounde.

Great Britain colonizing the remainder to the west. When the wind of African nationalism blew across the continent in the 1950s, the two colonies expressed a desire to reunite. Although independence came in 1960 and a federated republic was formed, it was not until May 20, 1972 that reunification was achieved.

The head of state, President Paul Biya, has enjoyed relative stability since taking office in 1982. In a slow but determined effort, he has led the country into a process of democratization, most recently in the national parliamentary elections in April.

At present the country is undergoing a period of economic evaluation, having declared an economic crisis in the summer of 1987 due to falling prices in the major exports of coffee, cocoa, timber, cotton and oil. Strong measures have been taken to shore up the economy and eliminate waste, and the feeling is that Cameroon will ride out the crisis and maintain its reputation as one of the stronger African economies.

Although Cameroon has been generally unknown in the international press, the world focused on the country in August 1986 when carbon dioxide gases exploded from Lake Nyos, killing over 1,700 people and thousands of head of cattle and other livestock. The United States and other nations rushed aid to the survivors, and scientists speculated that the disaster was caused by sudden turbulence in the super-saturated waters.

Cameroon's national football (soccer) team, the Indomitable Lions, has emerged as the powerhouse of the continent in the 80s. The team has dominated the African Nation's Cup competition, winning the honors in 1984 and again recently in March 1988, and finishing as runner-up in 1986. They also represented Africa in World Cup competition in 1982.

Peace Corps/Cameroon

The first Peace Corps Volunteers arrived in Cameroon in the summer of 1962 at the request of the Government of Cameroon. They initially served in the Anglophone region as teachers and in the rural development sector. Since then, Volunteers have been assigned throughout the country in a variety of programs in the agricultural, education, rural development and small enterprise development sectors.

Currently 160 Volunteers serve in Cameroon with the largest program being education. Math and science teachers have been highly successful in secondary and high schools in the English-speaking area and English teachers working in the French-speaking provinces are assisting the country to reach its goal of bilingualism.

A new program in vocational education was started in collaboration with AID and



Computers add a new dimension to the Cameroon Cooperative Credit Union League in Bamenda, one of the strongest credit unions in the sub-Sahara. Ernest Bethe III, makes good use of his degree in corporate finance from Colorado State University working with his counterpart, Crispus Kokankoh, to create an accounting system for CAMCCUL. For years PCVs have been fieldworkers in helping to maintain records of the numerous village credit unions, and are currently helping to expand CAMCCUL into the French-speaking areas.



Allan Coles of Issaquah, Wash., inspects concrete blocks produced by students at the OICI school in Buea. Allan teaches construction and carpentry and has a degree in industrial technology from Western Washington University.

Opportunities Industrialization Center in Buea. Students are trained in vocational skills such as carpentry, construction and auto mechanics over a fifteen month period.

Peace Corps/Cameroon is also involved with AID's "Assistance For Primary Education" project, and has continually sought to increase collaborative efforts with other development agencies such as Save The Children and CARE, and with other international organizations, including the Dutch and German volunteers and agencies of the United Nations. The primary education project is a major effort of AID and a high priority for Peace Corps in helping train primary school teachers and addressing this acute need in Cameroon.

The health sector is an exciting area that Volunteers have only entered into in the past year. Working with Save The Children, three health extension Volunteers began health surveys and training village workers. This sector will soon expand with Peace Corps involvement in the AID-sponsored "Maternal and Child Health" program. Eight Volunteers will be posted in the South and Adamoua Provinces in this effort.

Since 1969 more than 300 Volunteers have served as fieldworkers and marketing



Philip Gibson of North Palm Beach, Fla., teaches automotive repair at the Opportunities Industrialization Center in Buea. The OICI school opened last year and features a 15-month vocational education program. Philip, a graduate of Nathaniel Hawthorne College, was a machinist and vocational education teacher prior to Peace Corps.

advisors with the variety of cooperatives found in Cameroon. Volunteers have provided the highly praised Cameroon Cooperative Credit Union League (CAMCCUL) with field staff to assist in the field audit of rural societies and education of the membership. Volunteers have provided similar assistance to the coffee, cocoa and other cash crop cooperatives, and to the women's palm oil and food crop marketing societies.

Community and rural development has remained a high priority for Peace Corps/Cameroon. Volunteers have been successful as extension workers in the fisheries program, increasing the availability of protein in the rural areas by encouraging farmers to build fish ponds. In the areas where large lakes are found, capture fish Volunteers have been active in developing the potential of the aquatic resources.

Volunteers in community development are working with village leaders and women's agricultural groups and to meet the Government of Cameroon's desire to limit any rural exodus by providing basic services in the villages. Three Volunteers working as engineers are supervising the construction of schools, wells, health centers and community halls in the Northern Provinces.

Cameroon is well-known as being agriculturally self-sufficient, but there is a need to improve the agricultural practices. One group of PCVs is assigned to regional agricultural schools as instructors, and another

Smithsonian/Peace Corps

Volunteers in Cameroon are working in a botanical research project with the Smithsonian Institution. They are collecting and making observations on plants of the family Comelinaceae (dayflowers, spiderworts and wandering jews) in connection with research being conducted by Dr. Robert Faden (RPCV Kenya 1966 to 1971) of the Smithsonian's Department of Botany. Dr. Faden's studies are part of a larger flora project, the *Flore du Cameroun*, which is cosponsored by the Herbarium National in Cameroon and the Museum National d'Histoire, Paris.

This Smithsonian Project, which Peace Corps/Cameroon recognizes as an official secondary project, had its inception in March, 1987 when Dr. Faden held a training program in country for the original group of nine Volunteers that had been selected. These PCVs are in agriculture, fisheries and math/science teaching programs. "Their observations and collections have made valuable contributions

to our knowledge of the flora of Cameroon," says Dr. Faden. The specimens that they have collected will be deposited in the U.S. National Herbarium at the Smithsonian, the Herbarium National in Cameroon and other institutions worldwide. Observations made and experiments performed by the PCVs are written up in a newsletter, *COMMELINEWS*, a name suggested by PCV Dan Weiner.

Another Smithsonian/Peace Corps plant collecting project is currently being organized in Kenya. Unlike the Cameroon project, this one in Kenya will not focus on a single plant family but will involve general plant collection. Volunteers interested in collecting plants in the country in which they are serving can obtain further information from Dr. Robert Faden, Department of Botany, Smithsonian Institution, Washington, D.C. 20560.

to work with Cameroon's Young Farmer Program and provide follow-up assistance to the young farm couples. Volunteers have also developed pilot projects in agro-forestry nurseries, gardens and improved cookstoves.

Overall, the Peace Corps program in Cameroon has been very successful and well-received. In her recent visit to Cameroon,

Director Loret Ruppe received high praise for the Volunteers from President Paul Biya and numerous other officials. Peace Corps' commitment to Cameroon remains as strong as it was in 1962, and the joint effort towards total development continues to show impressive results.

Bill Strassberger



Kim Arter of New Lebanon, Ohio works at La Colombe, a center for mentally handicapped children. Kim has a degree in special education from Miami (Ohio) University and was a special education teacher prior to her assignment in the capital city, Yaounde.



Volunteers from the Littoral and South West Provinces met with Peace Corps Director Loret Miller Ruppe on her recent visit to Cameroon. Cameroon Country Director Steve Taylor is bottom row, second from right and Peace Corps Chief of Staff David Scotton is back row, far left. Director Ruppe (center) wears a traditional garment featuring the picture of Cameroonian President Biya.

Artisans In Ecuador

"You are about to have a real Peace Corps experience," PCV Pat Sheridan whispered to me as a bunch of potatoes, rice, peas, carrots and broasted guinea pig was laid out on the rustic table.

We had spent the morning watching a large group of Ecuadorian weavers dying straw in three big boiling kettles. The colorfully dressed women stirred tallos of bland straw in mixtures of yellow, blue and red in the middle of a dusty church square in a small mountain community above the town of Chordeleg. As we prepared to leave, the unexpected invitation for lunch came from Esperanza Castro, whose modest home is perched on a nearby hillside.

The feast, served in simple metal bowls with a soup spoon as the only utensil, was a great honor for the stranger from Washington who had come to visit. Joining me as guests for the bountiful noonday meal were Sheridan and his wife, Sue, who also is a Volunteer; Raul Cabrera, director of the Museo Comunidad de Chordeleg, who is helping the artisans in the hills where he grew up find markets for their straw crafts and Beatrice Orellana, business manager of the museum where the local people leave their crafts for sale and distribution.

Looking over the green terraced hills from the porch where we were eating, we reflected on the marketing skills the artisans of this mountain province had acquired in the last year. The Sheridans, who work in a small enterprise development program, requested and received project assistance support through AID. This allowed them to help establish a rotating fund so the artisans could be paid immediately upon delivery of their products to the museum from which their items are sold to domestic and overseas markets.

The Sheridans see Cabrera, a proud, self-taught man, as the key to the success of artesanía among his people. Cabrera, whose hands are stained yellow because of the dye he uses to color the straw, is the father of four and married to an artist. He prices the items and works closely with the weavers to strive for the best work possible.

Working with Cabrera, the Sheridans have seen a change in attitude and production that is beginning to result in better prices. There is an effort to standardize molds for products to assure uniformity and a new awareness of quality control. Better products, including a newly designed butterfly pin and bracelets that can be dyed after they are woven, are being sent to retailers and exporters in Quito, the country's capital. The items include eye-catching, intricately made straw figures.

"What we've seen is dramatic," Pat said.

"The production has increased," Sue added, noting that the income of the crafts people has doubled and there is interest in the items from as far away as Europe.

The money from AID helped immensely,

according to the Sheridans, because the artists previously had to leave their goods at the museum on consignment and wait for their money while trying to subsist.

The Sheridans live in Cuenca, a large city in the southern Sierras of Ecuador, where they rent a roomy, comfortable basement apartment near a national cultural center known as CIDAP. Using funding provided by the Organization of American States, CIDAP presently is supporting the storefront museum in Chordeleg.

Dr. Claudio Malo Gonzalez, director of CIDAP, is looking toward the day when the tiny Museum of Chordeleg will be self-sufficient and he credits the Peace Corps couple for stimulating the people of the mountains to adapt traditional handicrafts to modern market demands.

"There's been a very big improvement in production and discipline is better," he said. "Now the people are doing things day after day and quality is improving. They are changing the objects for the market. They are not just making hats on which they depended for income before. When they become self-reliant we will have a celebration. The idea is to expand the market."

Pat and Sue Sheridan both have business backgrounds. Before joining the Peace Corps, he was a financial and accounting manager in the service division of Texas Instruments in Houston. She worked at First City National Bank in Houston as an



Eve Brown, a Trainee from Staten Island, makes friends with a local child.

Ecuador photos . . . Jim Flanigan



PCVs Pat and Sue Sheridan inventory straw bracelets. In the background women weavers dye the raw materials for the crafts.

international banking officer in the International Trade Finance Department.

Pat, originally from Boise, Idaho, and Sue, who calls Canton, Mo., home, make the trip three times a week from Cuenca in crowded buses up through the valley into the mountains to follow the progress of the artistic marketing venture. They hope that the success of increased sales will create better, healthier living conditions for the people.

"We hope that through artesanía that one of the parents could stay home and free older children from tending to their younger brothers and sisters so they can go to school," Sue said.

"A lot of traditional art forms are being lost," Pat says. "They are dying with the people. Now even 10-year-olds in the family are becoming involved."

In another section of the Sierras midway between Quito and Cuenca, PCVs DeAnne Hooper, of Merced, Calif., and Gail Felzien, of Sterling, Colo., have been working with another group of local artists.

DeAnne, a small enterprise development Volunteer who was about to wind up her two years of Peace Corps service, discovered that promoting commercial sales of wool tapestries and rugs was a more difficult challenge. She suggested communal buying and preparation of the raw wool used in weaving, but members of the Huasalata community where she worked were not re-

sponsive. She focused her assistance on individuals rather than any group.

DeAnne, who lived in the bustling market city of Ambato, commuted to the Salasaca area and made her way along an irrigation ditch to the home of Sencondino Masaguisa. In his loft, several young men were leaning over looms. Once they had learned the trade, they were likely to go into business on their own and compete with their tutor, DeAnne said.

Not far away, DeAnne visited the residence of Manuel Chango Chango. Affluent by rural Ecuadorian standards, Chango Chango had a new truck in front of his house. He purchased his material in wholesale quantities and obtained his dyes directly from Quito. He beamed broadly as he, along with family members and workers, held up beautiful examples of his rugs and wall hangings. He has maximized his profits by selling directly to export customers.

"The people are very special here and they really want you to help them," Gail said.

Gail joined the Peace Corps last year while her husband, Gary, remained home to tend their farm in Colorado. He visited her at her home in the barrio where she has been living. She plans to move into DeAnne's place in Ambato when DeAnne completes her service.

"We don't get many hot showers," Gail

said. "It's very hard, but it's a small price to pay."

Gail, who is an artist and teacher, is continuing to work with the local artists in developing artesanía and helping youth through a 4-F group similar to 4-H.

Ecuador is a spectacular country about the same size of Gail Felzien's home state of Colorado. It is divided into three distinct bands—the coast, the mountains and the jungle. I flew across the snow-capped Andes to meet the Sheridans in Cuenca. Arturo Penafiel from the Peace Corps staff in Quito made sure I got to the airport on time and patiently waited for me on my return. Rodrigo Pasquel was driving the next day on the trip to Ambato. Nellie Villavicencio, secretary to Peace Corps Country Director Betsy Davis, was my guide along the way. We ended a long day by visiting the training site just outside Quito where 41 enthusiastic trainees were celebrating the midway point of their orientation with dancing and music.

I hope to return someday because I'm told that a mythical gnome-like creature called "duende" roams the mountains where I traveled. He has one big foot and one small foot and wears a large sombrero. Legend has it that if you trap this powerful little guy he will grant you any wish you want. I'll be looking for him next time.

Jim Flanigan



DeAnne Hooper and Gail Felzien watch local craftsmen spin wool which will be woven into tapestries and rugs.

Photo Contest

A special section in the July-August issue will be devoted to the Photo Contest. The contest is a continuing feature and will go on until we no longer receive photos. So, keep them coming.

National Volunteer Week...from page 10

representatives of other organizations, at the White House.

Next on the agenda were trips to Capitol Hill to meet with their respective legislators. When Director Ruppe met with the House Appropriations Subcommittee on Foreign Operations, Alex provided part of the testimony. Later on in the week, Amalia accompanied the Director when she testified before the House Foreign Affairs Committee.

During their stay in Washington, the Volunteers met with headquarters staff and were interviewed by members of the Washington press corps. After Washington, the three helped with recruitment and public awareness events in Wisconsin, Massachusetts and Puerto Rico.

Dixie Dodd

National Volunteer Week

Amy Smith, Botswana, Africa; Amalia Riquelme, Honduras, Inter-America and Alex Korff, the Philippines, NANEAP were chosen from the 24 nominations to represent all of Peace Corps during National Volunteer Week.

The nominations also included: Norma Musar, Belize; Beatrice Cravatta, Dominican Republic; Matt Moughamian, Ecuador; Patricia Hurd, Jamaica; Ann Hirschey, Paraguay; Thomas O'Brien, Morocco; Sharon Gaughan, Tonga; Mark Eaton, Yemen; Colleen Flynn, Burundi; Betty Preston, Cameroon; Rebecca Rothberg, Central African Republic; Rick Bloome, Ghana; Susan Ferguson, Kenya; Helen Miller, Lesotho; Tara Fuad, Niger; Nelson Cronyn, Niger; Bruce Mueller, Tanzania; John Keys, Togo; Rich and Dana Wekerle, Sierra Leone and Gretchen Peters, Swaziland.

Amy Smith

Amy Smith represented the 2,200 PCVs working in 24 African countries. Amy is from Cambridge, Mass., and holds a degree in mechanical engineering from the Massachusetts Institute of Technology.

A Volunteer since 1985, Amy is posted in the district capital of Ghanzi (population 4,000) in Botswana's Kalahari Desert. Her primary job is teaching math and science to the children of the Basarwa (bushmen). In addition to her classroom work, Amy has found funds for housing for the students and has started a business club. As a secondary project, she has been instrumental in initiating beekeeping as an income-generating project. A dab hand at engineering, Amy is trying to start an orchard using a drip irrigation system utilizing waste water from the school.

Although Amy's site is remote, there are four Peace Corps Volunteers there as well as workers from other international organizations.

Amalia Riquelme

Some time ago, the *Times* featured Honduras PCV Amalia Riquelme when she was given the National Prize for Literacy by the Honduran government. Amalia is back—now as the representative for the 1,600 Volunteers working in 19 countries in the Inter-America Region. Amalia is from Quebradillas, Puerto Rico and had a career teaching English in the local school system before joining Peace Corps.

Although, as we stated, Amalia was an experienced teacher she had not spent much time in adult education before going to Honduras. She says, "There's a world of difference between teaching adults and children. Motivation is the guiding factor. We have to keep them motivated." She started her first adult literacy program with 250 students. (They range in age from 14 to



Volunteers of the Year display their awards—Alex Korff, NANEAP, the Philippines; Amalia Riquelme, Inter-America, Honduras and Amy Smith, Africa, Botswana.

70 years old.) As of April, about 3,000 people have participated in the literacy program since she's been there.

As with all Volunteers, Amalia doesn't have just the one job. She has recently received a large house, as a donation, to start a vocational school. Among the classes taught will be nutrition and cooking. She has begun a feeding program for 350 people serving breakfast each day with World Vision providing the equipment and CARE supplying the milk.

Amalia's enthusiasm is contagious. A group of 42 students, called the Brigade of Love, from her native Puerto Rico last year spent two months in Honduras to help construct more housing for the programs. To everyone's delight, Amalia is extending her service for another year.

Alex Korff

Alex Korff of Sheboygan, Wisc., was NANEAP's Volunteer of the Year representative. NANEAP (North Africa, Near East, Asia and the Pacific) has 1,250 Volunteers serving in 19 countries.

Alex is a rural health worker stationed in Iloilo, a city in the central Philippines. Prior to his joining Peace Corps, Alex had a long career in community services including working with youth and Vietnamese refugees. In the Philippines, his work has been primarily with severely malnourished children. One of his early ventures was a boys town project, a home for abandoned children, modeled after the one in Nebraska. The project faltered for want of funds. Later he began a children's hospice.

The hospice developed into a Children's

Center, SPA funded, and now supported by income generating projects. The center is multi-purpose. It provides "night time" shelter for 25 children and is a home for sick children. (Most of the children are sick because of malnourishment and are referred by local hospitals and doctors into Alex's care.) Day care is also provided for barrio mothers. The center has a garden to provide fresh vegetables and they also raise chickens. The products from the garden and poultry enterprise provides food as well as being a good source of income for the center.

In Alex's words, "It's a band aid approach to a big problem." In our words, better a band aid than no help at all. Alex has, what would be for many of us, a heart breaking job. His own deep reservoir of spirit and strength, which is tapped on a daily basis, gives him the optimism to carry on his work.

Volunteer Week Highlights

The Volunteers of the Year came to Washington on April 18 to participate in the round of activities of National Volunteer Week, America's salute to volunteers everywhere.

The week began with the presentation of the John F. Kennedy Awards by Mrs. George Bush and Peace Corps Director Loret Miller Ruppe. Mrs. Bush has visited many Volunteers at their sites during the past eight years and has taken a special interest in Peace Corps. Amalia, Amy and Alex then attended a special National Volunteer Week ceremony, along with repre-

(continued on page 9)

Peace Corps Times

Peace Corps Fellows

Since its inception in 1966, the Peace Corps Fellows Program has been responsible for training many of our overseas staff. Every summer each Country Director is invited to nominate (by September 30) one Volunteer for the program. In January, ten candidates are selected from the nominees to come to Peace Corps/Washington for personal interviews and assessment. The final selections are made about 30 days later. The Fellows serve 13-month tours in Washington at an FP-7 salary grade (about \$19,000) and then are assigned as Associate Peace Corps Directors in overseas posts for a standard 30-month tour at an FP-5 grade. (The lower the grade, the higher the salary.)

For 1988, the Peace Corps Fellows are: Julie Swanson, PCV/Belize, who is assigned to the NANEAP Region; Celeste Travis, PCV/Ghana, Africa Region and Mark O'Donnell, PCV/Honduras who will be returning to the Inter-America Region to work.

Swanson is from Williams Bay, Wisc., and a psychology graduate of Beloit College. As a Volunteer she worked as a teacher-trainer. She also compiled a TESOL (teaching English as a second language) reading series and developed a family life workshop for young people in Belize. Swanson will serve as an APCD in Western Samoa when her Fellowship is completed.

Celeste Travis, a native of Chicago and a graduate of the University of Chicago, has spent the past six months as a recruiter there. Her Volunteer service in Ghana was as a biology and math teacher at the high school and junior college level. She also was active in starting a women's sports program. She hopes to become an Administrative Officer once her tour in Washington is over.

Mark O'Donnell is serving his Fellowship in the Inter-America Region where his fluency in Spanish should come in handy. O'Donnell attended San Diego State University in his home city where he majored in Spanish and political science. As a PCV in Honduras, he worked in cooperative swine-raising installations. Prior to Peace Corps service he was an intern with the National Audubon Society.



Peace Corps Fellows pictured with Director Ruppe are Mark O'Donnell, Celeste Travis and Julie Swanson.

Teens Visit Volunteers

"This is the greatest experience a young teenager from New York can ever have," wrote Baraka Dimson. "I really realized that people are people no matter where you go."

Deserie Robinson noted, "I learned more about developing countries than I (ever) did in text books and . . . I have learned there is more to life than just money, there's health and happiness."

Dimson and Robinson, both public high school juniors in New York City, were referring to a special Peace Corps program administered by Returned Peace Corps Volunteers for Global Awareness. The two girls had just spent two weeks in Botswana and the Dominican Republic respectively, living with the host families and working in the field with Peace Corps Volunteers.

The two were among 20 students in New York, San Francisco and Boston—all but four from New York—who spent the last half of May in Sri Lanka, Belize, Thailand, Paraguay, Nepal, the Dominican Republic and Botswana.

The High School Peace Corps Awareness Program, funded by donations, is intended to interest students in geography. The program, which sent a teacher-chaperone to each country as well, is also designed to help teachers prepare new social studies material.

The Peace Corps charter includes a mandate to educate Americans about other countries. The awareness program, which once before in 1986 sent 12 New York students abroad, is one the agency hopes to expand nationwide. Participants were chosen from an essay contest and interviews with Board of Education members, school staff and returned volunteers.

In a ceremony June 6 at the New York City Board of Education attended by the New York City contingent, Peace Corps Director Loret Miller Ruppe saluted the students for giving up the comforts of home to serve and to learn more than books could ever teach them.

Director Ruppe said she expects that some of the participants will pursue careers with the Peace Corps or with other efforts promoting international understanding.

William Needham spoke at the ceremony on behalf of Returned Peace Corps Volunteers for Global Awareness.

The students are expected to talk to school and civic groups next year about their experiences. That should be easy: the participants sounded enthusiastic before and after their travels.

Jane Seegal

Going Bananas—A processing line designed by Packo of Belgium is helping banana plantations in Asia turn their surplus into soft drinks and wine. The equipment can "churn up to 5,511 pounds of fruit into 1,691 quarts of juice or 1,162 quarts of clear white wine each day," reports Asiaweek. The banana skins are "dried and ground with pulp waste, producing up to 1,653 pounds of cattle fodder per day."

World Development Forum

Life After Peace Corps

Is There An APCD Job In Your Future?

There is a myth circulating among the operators of the bush telegraph suggesting that APCD jobs depend on knowing the right people and being in the right place at the right time. While that myth may have at one time been the case, there now exists a fairly long, competitive process that applicants have to follow in order to land Associate Peace Corps Director (APCD) jobs.

Recently-returned PCVs are rarely competitive for APCD jobs immediately after Peace Corps service. Readjustment to the U.S. and further professional experience are the usual "next steps" for PCVs. Yet we at Returned Volunteer Services know that there is a lot of interest in the APCD position. Thus, descriptions of the selection process and general criteria follow.

The process goes something like this. From time to time, the Peace Corps Personnel Office will announce an APCD vacancy. There are usually about 35-45 vacancies each year. The positions are normally open for a month to allow sufficient response time. After the closing date, the personnel specialist handling the position will examine all solicited and unsolicited SF-171s (federal job applications) to determine whether applicants have minimum qualifications.

The specialist then picks the 5 or 6 most qualified applicants out of the remaining applications and invites them to a panel interview in Washington. The panel is composed of country and sector officials in Peace Corps who gauge the candidate's responses to a number of hypothetical and situational questions. The members of the panel then submit their comments to the Regional Selecting Official (usually the Regional Director) who ultimately makes the final decision. After selection but prior to departure, each staffer participates in an Overseas Staff Training (OST) session. OST is conducted quarterly at Peace Corps/Washington.

But before you begin the application process, you might want to take some time to consider how competitive your application is. There are a lot of APCD aspirants and only a limited number of positions. To give you an example of the level of competition, a recent Philippine APCD generalist position netted over 130 responses. Therefore, it is imperative that you are fully aware of the relative strengths of your own application. Following is a listing of the minimum qualifications that most successful APCD applicants possess.

1. Peace Corps Experience: Most APCDs have had prior Peace Corps experience. This is because a lot of positions require broad cross-cultural and development experience which is most easily attained in the Peace

Corps. There is also a tendency to prefer RPCVs as they are already familiar with the basic duties of APCDs. This does not mean, however, that Peace Corps experience is a necessary or sufficient condition to get an APCD job. Non-RPCVs are encouraged to apply and often get the positions.

2. Managerial Experience: The strongest applications show several years of managerial experience in one or more of the following areas: personnel, budget, and program/project. The personnel specialists who review the applications like to see broad managerial experience as this indicates that individuals have a strong base from which to carry out various administrative duties that all APCDs share. Many of the vacancy announcements reflect this need and specifically request managerial experience. Of course, the type of experience also depends somewhat on the specific position. For example, if a candidate were applying for an APCD/administration position, that person would want to demonstrate significant budget experience.

3. Counseling Experience: Because APCDs have to deal with a variety of people, all vacancy announcements require well-developed counseling skills. This does not necessarily mean formal counseling, yet the abilities to motivate, give positive and negative feedback, make accurate assessments of people and situations, and ask tough questions are important skills to develop and to document in your application.

4. Graduate Education: Most vacancy announcements require applicants with a master's degree in a relevant field. In many cases, the host country requests that applicants have a master's because the national counterparts have a comparable level of education. Also, the high level of competition among candidates usually ensures that those with graduate education are the ones that are picked. Those individuals without graduate education who become APCDs usually have substantial relevant experience.

5. Language Ability: This depends on the country. Francophone West African and Latin American countries usually require that applicants have a solid command of the relevant language. Because APCDs do not receive language training, they must be fluent in the country's working language by the time they start their duties. In countries where the working language is English, language fluency is favorable in that it indicates cross-cultural abilities.

6. Experience Beyond Peace Corps: This refers back to points 2. and 3. The selecting officials are attempting to recruit people who have the maturity and experience that is necessary for successfully carrying out the responsibilities of an APCD. For this reason, they look for people who have had "lifetime experiences." Generally, someone who has a bachelors and two years as a

volunteer does not demonstrate enough experience to satisfy the requirements of the positions.

This summary of qualifications for APCD positions is intended to be a general guideline for you as you prepare your "next steps," if you think you might want to compete for a position at some time in the future. Your PCV experience will be invaluable. As with any job search, keeping your contacts active is important as well. In other words, stay in touch with those who might be able to serve as good references for you when you do apply for an APCD position. The recommendations of past Peace Corps Directors and APCDs may be very helpful in several years, so keep your professional network active. In fact, you might want to ask your supervisors to write recommendations **before** you have left the country. Five years from now it could be very difficult to locate former APCDs.

Stephen Lamar
Returned Volunteer Services



Mobilizing for reforestation: For decades the "poor stepchild of development agendas," reforestation is now gaining priority among governments, international agencies and private organizations. More than 320 million acres of tree planting, covering an area slightly larger than Ethiopia, will be needed by the year 2000 to meet growing demands for fuel and industrial wood products, to stabilize soil and water resources and to help slow the global warming trend, write Sandra Postel and Lori Heise in Worldwatch Paper 83, Reforesting the Earth. "Collectively, global aid contributions to forestry are likely to increase from roughly \$600 million in 1984 to over \$1 billion in 1988." Successful local and national projects—such as the agroforestry and tree farming program sponsored by USAID in Haiti and the Greenbelt Movement in Kenya—are already showing the way and demonstrating in particular "the value and efficiency of working through NGOs that had grassroots networks already in place." Nature employs a wide variety of methods for expanding tree cover: coconuts that float between tropical islands, aerodynamic seeds and luscious fruits that attract animal carriers." Now, "Strategies equally diverse and ingenious are needed... Reforesting the earth is possible, given a human touch."

World Development Forum

From the Field

Rice/Fish Culture/Thailand

The following has been excerpted from *Extending Freshwater Fish Culture in Thailand* (ICE publication - R-22), a manual produced by fisheries Volunteers in Thailand. Collaborating on the manual in 1984 were PCVs David Hanks (editor), Bryan Baker III, Elizabeth Bergey, Donna Hartman, Ronald Rice and Robert Rode, who contributed most heavily to this chapter. Illustrations are by PCV Ronald Baker.

Though Thailand specific, this article and the complete manual should be useful to any Volunteers interested in integrated fish/rice farming and swamp development. Stocking rates as shown on page three of this article are for fish specific to Southeast Asia. Therefore, this should be seen as a model adaptable, with experimentation, to local conditions.

Extending Freshwater Fish Culture in Thailand (R-22) is available free through ICE.

The Editor

Rice fields can provide a farmer with a unique and suitable environment for raising fish. Rice paddies are populated with a rich assortment of algae, crustaceans, and insects—potential food for a number of fish species.

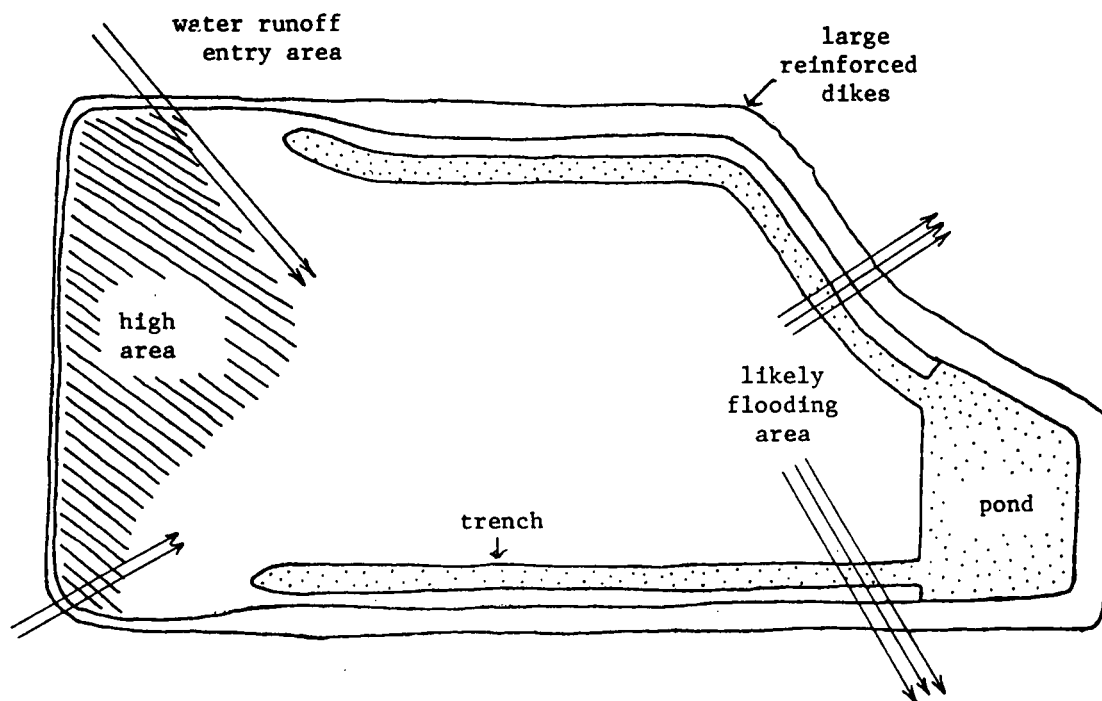
Every farmer is familiar with the wild fish (snakehead, catfish, and others) that inevitably occupy their fields, and many go to great lengths to capture these fish by either setting traps or digging small "capture" ponds. However, it is the rare farmer that will invest time and/or money to construct a system in his fields with fish culture in mind. Little data is available regarding fish culture in rice paddies, but it is more and more being considered a subject worthy of future extension work because of its low investment cost and ease of implementation.

Field Selection (Rain-Dependent Site)

The field in question should have a history of holding water for at least three to four months, the minimum time necessary for adequate fish growth. Areas that receive year-long rainfall or that have access to irrigation systems are ideal sites.

In areas like the northeast of Thailand, stricken with short, unpredictable rainy seasons, care should be exercised when selecting a rice field for fish culture preparation. A low-lying field which will receive abundant rainfall runoff is more promising than a field at a higher elevation with a comparatively smaller watershed.

Data concerning frequency of flash floods and deepest water levels should be obtained from non-biased (i.e., non-project) farmers before committing oneself to rice field preparatory work. Information on insecticide use (in the project field as well as fields within the watershed area) should also be obtained since insecticides can kill fish and possibly infect their tissues with chemicals dangerous for human consumption.



RAIN DEPENDENT SITE SYSTEM

Field Preparation (Rain Dependent Site)

Many farmers have small ponds (50–100 square meters) in their fields which are used to trap fish that randomly wander in. Although these ponds were not originally intended for fish culture, an effort should be made to link them to the final fish culture system.

In the dry season, ditches should be dug around the perimeter of the rice field. If feasible, these ditches should tie into any existing rice field pond in order to extend the pond's fish-producing capacity. Ideally, the farmer will have had the foresight to dig the pond at the field's lowest elevation point, realizing that water and fish will naturally pool there as water levels recede. Ditches leading into the pond should be constructed so that water will naturally flow into the pond as the dry season progresses. If the field lacks a pond, one can be constructed by enlarging the canal area in the lowest part of the field.

There is a tendency to dig trenches with vertical sides as labor costs are based on volume of earth extracted and calculations of rectangular volumes are simple procedures readily understood and trusted by villagers. Nonetheless, every effort should be made to construct sides with a slope in order to reduce erosion, particularly if the soil lacks a strong clay base. If not properly constructed and maintained, erosion can fill the ditches with dirt within one or two growing seasons, rendering the project worthless.

Excavated earth is used to increase the height of the rice berm, thus protecting the field from flash floods and subsequent loss

of fish. Tall rice berms and deep trenches increase the water-holding capacity of the rice field. The farmer can regulate the capacity by using a pipe located within the rice berm. A one-meter ledge, or space between the inner rice berm toe and the edge of the trench, should be provided to prevent any dike erosion from filling in the trench.

Finally, the rice berm should be seeded with vegetation (preferably a type that can be used as a fish food) in order to further reduce erosion during the rainy season. Due to the increased height of the berm and the extra holding capacity provided by the trench rearing areas, water can be held for a longer period of time than normal (four to six months).

Field Selection (Irrigated Site)

An "irrigated site" differs from a "rain-dependent site" in that:

- The field in question is not limited to its immediate rainfall watershed; rather, the field is filled with water by simply opening irrigation gates.
- Water level within the field is easily manipulated by the farmer.
- The area is not subject to flooding during the rainy season.

In the rain-dependent discussion, large, deep trenches were necessary in order to store limited amounts of rainfall, thereby extending the fish culture period into the dry season. Large dikes were also constructed to protect the field against periodic floods during the rainy season.

In an irrigated site, the surrounding rice bunds are only meant to retain an adequate amount of water for rice culture. This water can be drained in or out of the fields as the

farmer desires. The capacity to regulate water level and the luxury of having a year-round water supply obviates the need to construct large dikes and deep trenches. Because the field should not be susceptible to floods, dikes need not be very tall.

A 400-meter square field is the smallest area suggested for this kind of project. Irrigated sites are often subdivided into many smaller plots of slightly different elevation by small rice bunds. Water level in each plot is regulated by the farmer, and water is gravity-fed into each plot from an irrigation canal. A field with these characteristics can also be used for a fish culture project.

Field Preparation (Irrigated Site)

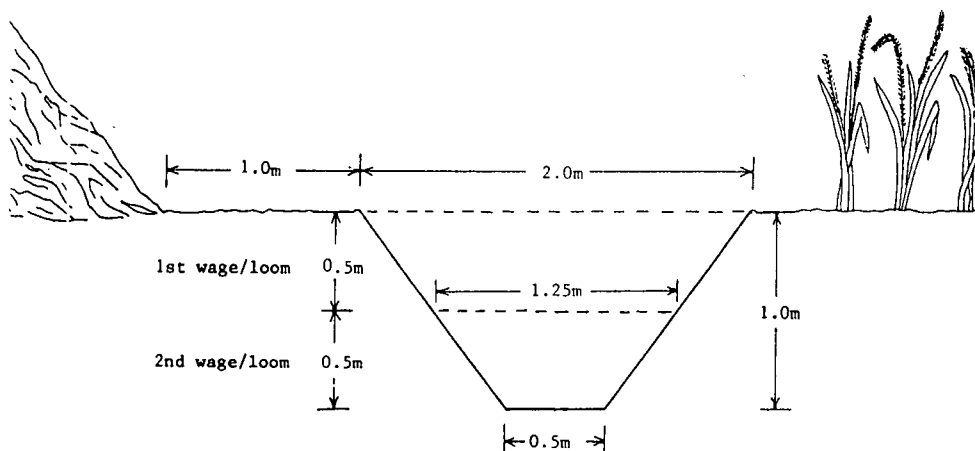
A trench should be dug along one side of the field in the field's lowest elevation; when water is drained to harvest rice, fish will naturally pool into the low-lying areas and will conveniently end up in the ditch. A trench with a top width of one meter, and a bottom width of half a meter is adequate for this system.

The water intake (pipe or ditch) should be screened to prevent predacious fish from entering the field while irrigating it with water. The drainage site should also be screened to avoid losing cultured fish. If the field is composed of several plots of different elevation, screens should be used when gravity-feeding water into the lower elevation plots to prevent all the fish from simply migrating into these areas and creating an overstocking problem.

Fry Rearing in Rice Field Ditches

Fry should be raised in the rice field pond and ditches to achieve fingerling size before the rice is planted. Since raising fish in paddies involves a relatively short period of time (four to six months), intense rearing of fry should be carried out to promote rapid growth during their first month. Large, healthy fingerlings raised in the ditches will withstand the harsh environment of a rice field better than young fry released directly into the same field.

When rainwater starts collecting in the rearing areas, manure and compost should be added in order to improve water quality and the natural food supply for the fry/fingerlings. Once 50 cm of rainwater has collected in the rearing areas, fry should be stocked. Supplemental feedings of rice bran or waste foods will spur rapid growth of the fish, making them less susceptible to predation once released into the planted fields.



TRENCH DIMENSIONS

When possible, the fry/fingerling rearing areas should be closed off from the rice paddy in order to protect the soon-to-be-planted rice shoots from foraging fish. The rearing pond and a portion of the ditches can be closed off from the field by using earth or netting.

If earth is used, space should be provided between the ditch and toe of the temporary "separation" dike so that erosion does not fill the rearing ditch. Also, dirt should not be taken from the adjacent, outer rice berms as they are located in the lowest-lying area and their height is necessary to protect the field against flooding. Although netting is more expensive, it can be removed easily once it is deemed suitable to release fingerlings into the planted rice paddy.

Stocking Rates

Two different combinations of fish can be raised in rice paddy systems. Common Carp are used in both cases with either Tilapia or Tawes. A recommended stocking rate is listed below, but can be altered to suit the farmer's convenience or curiosity. Stocking rates should be conservative to avoid excess competition between the fish and rice plants.

Plan 1

Common Carp	100 fish/rai (1600 m ²)
Tilapia	200 fish/rai

Plan 2

Common Carp	100 fish/rai
Tawes	200 fish/rai

Chinese Carp and Rohu are not raised in rice paddies due to their sensitivity to the high water temperatures often found in rice paddies.

Harvesting Fish

As water levels recede after the rainy season, fish will be forced into the rearing trenches where they can be easily harvested. Since these trenches are rather limited in area, it is suggested that fish be removed gradually, from the onset of the rice harvest until the water is too shallow for fish growth and/or survival. This period may run from a length of one to three months depending on the water-holding capacity of the trenches, soil permeability, and weather. The longer fish growing season also allows the farmer flexibility in conducting the fish harvest and finding a market for the fish.

Projected fish yields from a rice paddy cum fish system run from 30kg to 100kg per rai of rice field.

Rice Production

Rice paddies which already contain fish should receive manure rather than chemical fertilizer applications. Chemical fertilizer pellets may adversely affect fish if ingested. Organic manures are safe to use and will promote rice as well as natural food production. Alternatively, if the farmer insists on using chemical fertilizer, suggest that the pellets be dissolved in water prior to application.

Rice is generally transplanted after the fields are moist or have standing water. Fish should be held in the nursery area until field plowing is completed and transplanted rice has been in place for 10—15 days. This will prevent the fish from being plowed under and will give the transplanted rice a chance to form new roots. If fish are free to enter the paddies beforehand, rice shoots can be easily uprooted, especially by Common Carp.

Many farmers favor a chemical fertilizer application after rice has been transplanted. Unless fingerlings can be contained within their rearing areas until the chemical pellets have time to decompose, the application should be avoided. As mentioned earlier, insecticides should not be used: fish will serve as a biological control of many pests by consuming them and their larvae.

There is currently some debate on whether rice yields decline or increase when fish are raised in the same paddy. There are those who say that rice produc-

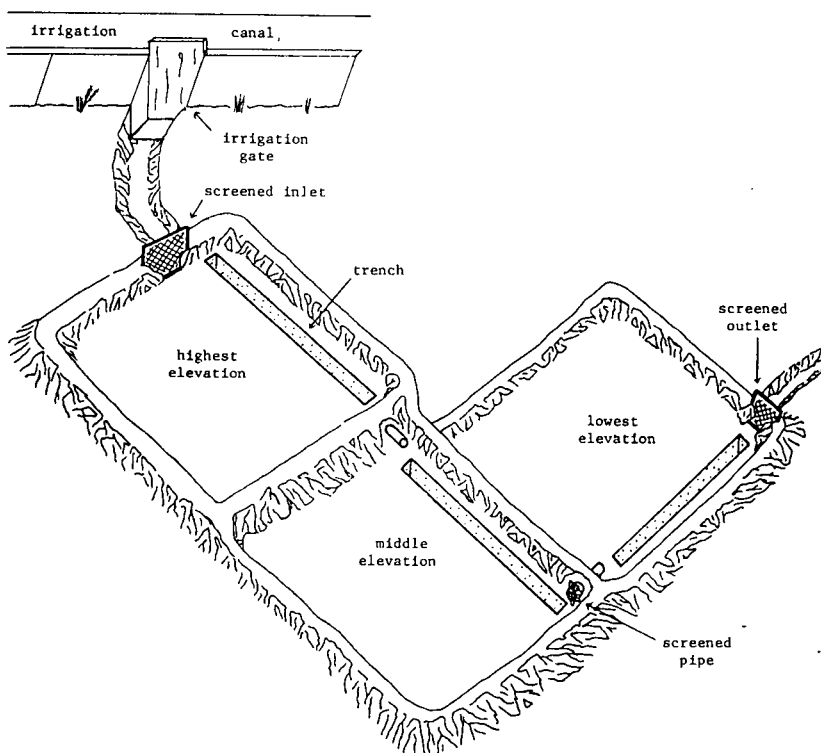
tion can be expected to drop for the following reasons:

- Field surface area available for planting is reduced by the ditches and pond rearing areas.
- The use of chemical fertilizer is reduced.
- Insecticide use is eliminated.
- Fish are likely to eat rice plants.

On the other hand, there are those who say that rice production actually increases for the following reasons:

- Fish feed on algae and aquatic weeds, thereby reducing competition for nutrients and space.
- Fish fertilize the soil with their feces.
- Fish aid in controlling pests by eating harmful insect larvae and worms.
- Fish oxygenate the soil when searching for food.

Although hard data is not available, Volunteers have found that the production of fish far outweighs any decrease in rice production. Also, since the selling price of fish is far greater than that of rice, few farmers are overly concerned after the first season. Fish provide the farmer with an excellent source of protein; they can also be marketed to obtain cash which can be used to purchase goods or foodstuffs. Experience suggests that the first year project suffers the poorest production of both rice and fish. Once the farmer learns how to manage the farm, production of both crops increases.



IRRIGATED SITE SYSTEM

SED - Economic Sustainability

Feature

What is Small Enterprise Development? How do you define it? Does an employer have to have fewer than 10 or 5 employees to be considered a "small" entrepreneur? Is a pre-cooperative a small enterprise, or a women's group with a pineapple plantation; or a "mom and pop" store serving a small neighborhood?

Such questions are often asked of Jeanette S. Cason, the Small Enterprise Development (SED) Coordinator in the Office of Training and Program Support (OTAPS). Both she and Mary Killeen Smith, Director of OTAPS, are reluctant to give Peace Corps programmers a rigid answer. As Smith says, "Grass roots enterprise development is an important new programming direction for Peace Corps. It affords Volunteers the opportunity to serve as participants and catalysts in a community process that supports economic self-sufficiency for all members of the community."

"The proliferation of small enterprise development projects at the grass roots level will have a cumulative impact on a country's economic policy and goals."

Cason emphasizes that it is not OTAPS' role to tell a Peace Corps country what type of small enterprise programs should be developed in a given country. "It's the SED Sector's job to provide highly competent programming and training assistance, when requested," Cason explains. "We will help Peace Corps country staff assess the local business climate, identify the types of jobs Volunteers could perform, and develop pre-service training objectives and designs. We also provide program evaluations, design and deliver in-service training, and, in coordination with ICE, provide program managers, in-country resource centers, and Volunteers with the most current publications about small enterprise development."

Peace Corps and SED

Small Enterprise Development was formally declared a Peace Corps program as recently as 1983. Volunteers, though, have been working with communities to develop skills and jobs and helping individuals and groups increase their income for the 26 years that Peace Corps has existed.

"In 1983," says Cason, "we began to work with host country agencies and ministries to develop programs geared specifically to enterprise development. It is probably the most difficult program area in Peace Corps. When you stop to think that the Volunteer is responsible for advising an individual or group how to invest money, and that this money often represents months of hard labor plus the future of many people, it's a



PCV Mark Huet, an advisor for the development of small business in Mali. Here learning about the quality of fabrics as he helps managers and owners understand stock movement, record keeping, and improved marketing.

very serious job and must be very carefully planned." She goes on to point out that good programming must be supported by quality recruitment and training.

Business Volunteers

What is needed in a Volunteer? Cason says that in the best of all worlds, all Volunteers who are working to develop jobs or to help people make more money need to have done the same for themselves. "How can you teach a farmer in Oyugis to do a feasibility study, or a market analysis, or quality control if you haven't been through it yourself? How can you transfer your knowledge to a person in another culture, if you didn't have that knowledge in your own culture? How can you identify a potential entrepreneur if you don't know the characteristics first hand?"

While about 30 percent of the current Business Volunteers enter Peace Corps with some business experience in the United States, the majority of the other 70 percent are recent college graduates without significant business experience. This means that both Pre-Service and In-Service Training have to be excellent and country specific. As SED programming improves, so does the training, with specific program objectives leading directly to measurable training objectives. Beginning this year, all Volunteers in 10 Peace Corps countries will receive a basic business module during pre-service training. This module will include country specific information on credit resources, provide methods for identifying potential entrepreneurs, and build a network for linking entrepreneurs with the resources. Plans are also being made to provide intensive in-service training for all business Volunteers

and their counterparts as well as for non-business Volunteers who are working in business activities.

Cason states that the impetus for this thrust is field-driven, and that the Inter-America and Africa Regions and OTAPS are gearing up to support it. "When you see the efforts that are being made by both the Inter-America (IA) and Africa Regions in small enterprise programming, you know that OTAPS better be ready to support them, and we are. In FY 88, there has been an 800 percent increase in OTAPS' support to business projects in the field. The business initiatives developed by the field and the regions are a major cause of this growth."

ICE Almanac

ICE Acting Director

Barbara Denman

Editor

David Thomas

Networking

Trish Heady

The ICE ALMANAC features a variety of Volunteer ideas and technologies which can be adapted locally, and highlights particular program areas with notes and recommendations from programming specialists in the Office of Training and Program Support.

Information Collection and Exchange (ICE) is Peace Corps' central technical information unit. Contributions, requests for technical information or correspondence concerning the ALMANAC should be sent to Peace Corps, ICE, Rm. M-707, 806 Connecticut Ave., NW, Washington, DC 20526.

Regional Business Initiatives

Africa Region

The Organization of African Unity (OAU), in the 1982 Lagos Plan of Action, urges agencies and governments to help create a network of small and medium industries in Africa, while helping to promote the "informal" sector of small businesses. The supporting Peace Corps initiative in the Africa Region, called the Africa Small-business Assistance Program (ASAP), is off the drawing board and has completed its first project design, according to program coordinator, Bill Slocum.

The ASAP concept resulted from the increasing importance of the private sector in the development plans of African nations. Although Peace Corps/Africa has a long history of participation in this sector, it has not developed the specialized in-country expertise necessary to expand this area of programming. The ASAP Program has therefore been developed to respond to this increased need for programming assistance in what has been a non-traditional sector of development in Africa.

"The Africa region presents a unique environment for enterprise development in that it has not traditionally received exposure to private enterprise in the way that other regions have," says Slocum. "Enterprise development programs which are successful in, say, the Inter-America Region, are not automatically transferrable to Africa without acknowledging its (Africa's) more limited, yet growing, awareness of the role of the private sector as an agent of development."

In order to provide country staffs with direct SED programming assistance, as well as to develop their awareness of this area of programming, ASAP, working in conjunction with the SED sector in OTAPS, uses a proactive, two-step approach to SED program development. This approach begins with a thorough assessment of the country's business and institutional environment and is followed by a carefully considered project design. Country staff members are encouraged to participate with ASAP consultants in this process so that they may assimilate the issues and resources influencing SED activities in their countries.

Another ASAP priority is to encourage the coordinating of the growing number of institutions working in this field. ASAP's assessment process has been developed to ensure that Peace Corps identifies the most constructive use of its Volunteer resources within an increasingly complex institutional environment.

An additional innovation is ASAP's proposed efforts to encourage U.S. private sector participation in small business development in Africa. This program's country

assessment process and in-country staff development activities will help identify, from the field, possible linkages with such Peace Corps programs as the Partnership Program, Leadership for Peace, and the Variable Length Volunteer Program.

The final product sought by the ASAP initiative is programming which is country-specific, complements the efforts of other institutions, and promotes alternative, non-traditional sources of program support. Combined with its plans to promote development issues, the Africa Region, through ASAP, is mounting an innovative and timely response to Africa's enterprise development priorities.

Inter-America Region

The IA Region's top priority for the next two fiscal years is the Small Enterprise Development Initiative. But the vision of the Initiative extends far beyond the next two years. It is based on the social and economic realities which color the lives of the people with whom Volunteers live and work in Central America, South America, and the Caribbean.

Leslie Moore, the recently appointed Small Enterprise Development Coordinator for the IA Region, says that a great deal of data has been collected, and IA field staff have contributed much of their time and energy to the formation of the blueprint for the implementation of the SED Initiative. This blueprint contains the visions of farmers in rural Ecuador and the PCVs working with them in their efforts to gain access to markets. It contains the visions of a women's group in rural Honduras and the PCVs who have worked with them to establish a food processing plant. This blueprint has in it the dreams of street vendors in urban Asuncion, Paraguay, and the PCVs who have worked with them to make the most productive use of small business loans. It reflects the visions of indigenous artisans, women's groups, and handicapped people who, with the assistance of PCVs, have banded together to form a marketing union in southern Costa Rica. This blueprint for implementation has been designed against the background of diverse and complex social and economic conditions found throughout the IA Region and the diverse and complex scope of activities in which Volunteers are engaged.

Considerable diversity exists within the 18 countries in which Peace Corps is currently serving in the IA Region. There are, however, several development needs common to all countries in this region, since the economies of these nations are primarily agrarian based.

In general, the economies have been deteriorating primarily due to inflation, falling market prices for traditional agricultural ex-

ports, and lack of hard currency to pay for imports and debts. Austere budgets have severely limited the ability of governments to provide the necessary social and economic services such as basic education, health and sanitation, technical assistance, and credit. Other needs such as access to markets, roads, and transportation are also lacking. These problems are particularly severe in rural areas where the majority of the poor still tend to be concentrated, and where the effects of inflation are deeply felt.

For all of these reasons, the creation of employment and income-generation opportunities has been the expressed development priority of all of the host country governments with whom the Peace Corps works in the IA Region. Volunteers have become extensively involved in providing technical assistance to people at the grassroots level in the area of small enterprise development: organizational and business training, resource liaison, and marketing training among other activities. This involvement has become the focal point of the Region's new priority SED Initiative.

Regional staff have met with every Country Director, Programming and Training Officer, and SED APCD to discuss ideas, information, and recommendations from the field in order to define the following:

- what Peace Corps is currently doing in terms of SED in the IA countries
- in what directions IA should be headed to provide the greatest and most effective impact in our collaboration with host country governments
- what specific responsibilities Peace Corps headquarters and country staff are going to have to assume in order to make the Initiative operational

GIVE!

The ICE staff works hard to provide you the most relevant, up-to-date technical information for your projects. Not surprisingly, the most useful materials we distribute are those which have been developed over the years by Volunteers like you working in agriculture, education, forestry and a host of other areas.

We depend on contributions from PCVs and staff in the field to build our collection of appropriate technical materials. Volunteers contributions are frequently published as how-to manuals. They often appear as articles in the ICE Almanac. And they make up the bulk of the reports, designs, lesson plans and other documents in the ICE Resource Center.

At the Country Directors' Workshop held last fall in Costa Rica, the directors identified S.E.D. as the sector with the most potential for growth in Peace Corps' efforts to reach its goal of 10,000 PCVs by 1992. In several posts, including Honduras and the Dominican Republic, Volunteers met with their APCDs and PTOs to discuss recommendations for SED programming.

At the SED Workshop held this past March, in Tela, Honduras, field staff worked with regional staff to elaborate the framework of the Initiative based on 1) the needs of the people with whom the Volunteers will work, and 2) the institutional needs of the Peace Corps posts in these countries. In opening the Tela Workshop, Regional Director Jose Velasco emphasized the importance of promoting small enterprise development for both social and economic reasons. He said that creation of employment opportunities and income-generation activities, combined with promoting local efforts, using local resources, and capacity-building, instills a self-help philosophy which is vital to development. He also pledged to provide necessary resources to ensure the success of the SED Initiative.

The IA SED Initiative has as its primary overall goal the enhancement and augmentation of the technical assistance provided by Peace Corps Volunteers to host country counterparts in the sector referred to as "small enterprise development." This enhancement and augmentation will occur in three ways:

- an increase in the number of Volunteers providing technical assistance in the formal SED sector as well as across sector lines
- an increase in the number and kind of SED-related activities in which the Volunteers are involved
- an improvement in the quality of this technical assistance provided by Volunteers through intensified Regional and OTAPS support for better programming and training.

The SED Initiative is broad in scope and ambitious in its projected impact. Yet, from its very conception, the Initiative has established and been nourished by open and accessible channels of communication between headquarters and the field; and this communication will continue to breathe life into the Initiative. The constant exchange of ideas, information, and visions will continue to allow the Initiative to coordinate all the projects and activities which fall under the title of Small Enterprise Development: from those first steps of building confidence and self-esteem to the production, management, and distribution phases of a small enterprise; from banding together to carry out a market study for a new product to managing a self-help revolv-



PCV James Rinehart, training an apprentice typesetter in photographic composition. Assigned by Government Printing Dept., Fiji.

ing loan fund; from overcoming the fear and ignorance of the market place to understanding the bigger picture and establishing a profitable niche in it.

SED in the NANEAP Region

The climate for Peace Corps Small Enterprise Development in the countries in the North Africa, Near East, Asia, and Pacific (NANEAP) Region differs from Africa and Inter-America. Small entrepreneurs were thriving in Asia for centuries before traders even came to the Western Hemisphere. In Pakistan and Thailand educational programs are the priority of both the host governments and Peace Corps. In the South Pacific cultural traditions do not put the same emphasis on profit as does Western

business. But when feasible, and with strong support from Peace Corps and the communities, community-based, sustainable programs are developed. An example is the Intensive Banking Program that has started in Nepal. Local banking personnel, Peace Corps Volunteers, and Program Managers working with consultants from OTAPS have redeveloped the program and are currently planning to participate in training with the Grameen National Bank, hoping to adapt that model to the Nepal program.

APCD Waneen Polly and an OTAPS consultant are working with the Job Training and Programming Administration in Micronesia to develop a new small enterprise program to begin this year. Polly, the host country government, and the consultant are in

(Continued on page 22)

HOW A FARMER-TO-FARMER VOLUNTEER CAN ASSIST YOU

The FARMER-TO-FARMER PROGRAM is underway, and the results have been encouraging. Highlights from the initial FTF projects demonstrate how a Farmer-to-Farmer volunteer can be used to assist your project, enhance your effectiveness within the community, and serve as a technical consultant to all PCVs working in the requested field. In order to help you understand how to utilize the Farmer-to-Farmer Program, consider the answers to the following questions.

WHAT?

The Farmer-to-Farmer Program is a technical assistance resource for Peace Corps Volunteers working in agriculture and related projects. The Farmer-to-Farmer volunteer is available on a short-term basis, ranging from 30-120 days. The program is a collaborative effort; Peace Corps identifies the projects, Volunteers in Overseas Cooperative Assistance (VOCA) recruits the volunteers, and USAID funds the program.

WHY?

The Farmer-to-Farmer Program is designed to enhance PCVs' skills and provide technical know-how which can improve their effectiveness in working with host country farmers, farm organizations, cooperatives, and others. Because of VOCA's association with agricultural cooperatives throughout the United States, the FTF Program has access to a wide variety of agriculture specialists and American farmers.

Farmer-to-Farmer volunteers can provide assistance in a range of areas such as: introducing weeding, harvesting, and new planting techniques; providing advice and expertise on new methods of beekeeping; evaluating a dairy plant operation and recommending suggestions for more sanitary production; or assessing an agriculture cooperative and offering advice on how to improve financing and marketing.

WHEN?

One of the Farmer-to-Farmer Program's strongest assets is the rapid turn-around from the time a request is received to providing an FTF volunteer. A comprehensive project request provided by the PCV and APCD is reviewed by FTF Coordinator/OTAPS, and the FTF volunteer is recruited and placed in the field within 90 days. This program offers you the opportunity to procure immediate assistance, plan for an FTF volunteer according to seasonal cycles, or program for assistance that will be required at a later time during your tour. Project requests are accepted on a continuous basis.

HOW?

Consider the initial Farmer-to-Farmer projects to see how a volunteer can help you.

Tunisia

Tunisia PCV Brian Leudy requested an apiculturalist for one month to provide technical assistance in hive management, disease identification, and beekeeping techniques. In addition to assisting Leudy on his project, the FTF volunteer enhanced the PC/Tunisia beekeeping program in general. A highlight of this FTF assignment was a 2-day workshop conducted by the FTF volunteer and attended by all PCVs working as beekeepers and their host country counterparts.

As a result of this project, the FTF volunteer will be participating in the Agriculture Stateside Training in Frogmore, South Carolina, to provide the new Tunisia beekeeping trainees with country specific training. Moreover, Peace Corps/Tunisia has already requested that the FTF volunteer return to Tunisia next spring to provide additional technical assistance to the PCVs that he assisted at the SST.

Paraguay

Two agriculture cooperative volunteers are in Paraguay, providing technical assistance in cooperative management and marketing at a consumer cooperative. The Farmer-to-Farmer volunteer will also complete a needs assessment at a separate credit cooperative and an appropriate FTF volunteer will be identified for the upcoming year.

Cameroon

Two Farmer-to-Farmer volunteers are in Cameroon providing assistance to a dairy cooperative and a cheese processing plant. The project is in conjunction with two PCVs and Heifer Project International. The statement of work includes an assessment of equipment required to revitalize a cheese processing plant and cost estimates for doing so, as well as marketing and processing assistance to the dairy marketing and supply cooperative.

Mali

A specialist with 40 years experience in rice production and five years experience as a Peace Corps Volunteer is assisting 200 women farmers in Mali. The Farmer-to-Farmer volunteer will assist the PCV assigned to the women's group in rice production techniques using low inputs.

Benin

A Farmer-to-Farmer volunteer is working with a PCV who teaches young farmers. In addition to providing small animal husbandry techniques, the FTF volunteer will also advise them on appropriate feed rations and storage methods, identification of small animals to incorporate into the program, and veterinary science practices.

The above projects are examples of how the Farmer-to-Farmer Program can work for you. In order to request a Farmer-to-Farmer volunteer, you and your APCD identify the type of assistance needed. Requests are submitted to the FTF Coordinator/OTAPS. PC/OTAPS reviews your requests and forwards the proposal to VOCA who then recruits the FTF volunteer. Guidelines have been provided to all PC offices. The Farmer-to-Farmer Program offers you the opportunity to creatively enhance your Peace Corps assignment. PC/OTAPS welcomes any questions regarding "How a Farmer-to-Farmer volunteer can assist you."

Small Project Assistance Program (S.P.A.)

The S.P.A. Program is a unique program which joins the human resource capabilities of the Peace Corps and the financial resources of the Agency for International Development. The program, established in 1983, currently supports small self-help efforts through direct grants to community organizations in 35 countries.

There are two components to the S.P.A. program: the S.P.A. fund which directly supports community projects; and the Technical Assistance (T.A.) Agreement which provides training and technical advice to PCVs, staff and Host Country Nationals who are working on field projects.

S.P.A. grants are made by PC/Country Offices to community groups working with PCVs in the areas of food production, small enterprise development, renewable energies and health.

Funds are available through PC/Washington to provide in-service training for PCVs and HCNs, and to provide program consultants for countries. The T.A. activities stimulate and/or directly support S.P.A. projects.

If you have an idea for a project in your community in one of the above areas, more information is available from PC country offices or by writing the S.P.A. Coordinator, OTAPS, PC/Washington.

Networking

The Developing Countries Farm Radio Network

Nine or more short radio programs on practical information for rural people, ready to air—free of charge? Yes. Participants in the Developing Countries Farm Radio Network (DCFRN) receive these programs on cassette tapes in English, Spanish, or French, together with their transcripts and DCFRN's newsletter *The Blue Sheet*, at least twice a year. In exchange, DCFRN participants communicate and interpret the information for their target audience as needed,



comment to DCFRN on the packages, and contribute written or taped information for new programs. They also donate booklets, brochures, periodicals, and other materials describing technologies useful at the grassroots level to the growing DCFRN Resource Library.

This 9-year-old, worldwide network consists of about 800 communicators in over 100 developing countries. It exists to collect and disseminate information that any farm family might use to increase food supplies and to improve nutrition and health. Through this network, DCFRN participants can greatly affect the lives of many millions of rural people.

DCFRN focuses on information regarding "agriculture, the basic industry." Recognizing that most of the world's food producers are small-scale farm families who are striving to become more self-sufficient, but who may not have access to equipment and expertise to do so, DCFRN reaches out to the rural population through radio, an established and available communication channel. The information presented must be simple enough to be communicated over radio, but practical and detailed enough to be implemented by the listener. The techniques described:

- must have been tested and proven effective in developing countries;
- must be adaptable to other countries;
- must cost little or no money;
- must use no outside inputs such as chemicals or difficult-to-obtain improved or new plant or animal species;
- and must require little or no help from extension workers.

Each package contains an Information Poll which provides the Network with valuable feedback from the participants about the farmers and their local needs and conditions. This feedback enables the Network to produce better packages and to improve the service in general.

Topics chosen for programs are based on requests from Network participants. DCFRN currently has 13 different packages available, based on information contributed from many countries which are listed in each package. Some segments from these packages include "Good Low-Cost Fuel Made from Maize Cobs," "Rat Prevention," "Bamboo Water Pipes," "Your Child with Diarrhea Needs Lots to Drink," "Planting Trees," "Good Farm Records: A Key to Higher Profits," and "A Good Way to Keep Fish from Spoiling." The average length of the prerecorded programs is about 5 minutes.

The Network relies on the local communicators to interpret and culturally adapt the programs so that they are relevant to and use terminology appropriate for farmers in their areas. Participants often record the programs using the local language or dialect, music, farm songs, or other methods of enhancing the listeners' enjoyment. DCFRN programs have aired in over 100 local languages and dialects. All transcripts include notes, and many include illustrations, bibliographies, and sources of additional information. The material is under copyright, but may be reproduced PROVIDED THAT THE MATERIAL IS DISTRIBUTED FREE OR AT COST, AND NOT IN ANY COMMERCIAL CONTEXT, and that DCFRN be acknowledged and notified.

The Blue Sheet is the Network's open communication forum in which participants share news and ideas among themselves, and in which DCFRN keeps participants informed of developments at DCFRN and elsewhere. DCFRN refers to the feedback from the Information polls so that participants may stay aware of the thoughts, activities, and conditions of their fellow participants. Because the number of active DCFRN participants is increasing, *The Blue Sheet* contains more and more tips, letters, and other communication actually written by the participants themselves.

Nimako Kwanne Francis, a participant from Ghana, sees *The Blue Sheet* as a "platform for the voices of different participants worldwide." *The Blue Sheet* includes feedback on the techniques described in the programs as well as a "Professional Improvement Corner" which helps participants become better communicators. DCFRN stresses that participants are not only radio broadcasters but can also be writers, editors, agriculture and health extension agents, missionaries, librarians, educators, and other rural development communicators.

DCFRN is a non-profit, non-governmental organization established in 1979 as a public service project of Massey-Ferguson Ltd., Toronto, Ontario, Canada. Mr. George Atkins of the Canadian Broadcasting Service founded the project and is still the director. Massey-Ferguson Ltd. continues to sponsor the Network together with the University of Guelph. The Canadian International Development Agency (CIDA) supplies financial resources, and the Network accepts tax-deductible donations from the general public. No commercial advertising may be associated with DCFRN.

The strength of the network is in the participants. Volunteers interested in more information, or who wish to become participants, may contact the English language headquarters at:

Developing Countries Farm Radio Network
c/o Massey-Ferguson
595 Bay Street
Toronto, Ontario M5G 2C3
CANADA

For the French and Spanish Language Division, write to:

Developing Countries Farm Radio Network
c/o University of Guelph
Guelph, Ontario N1G 2W1
CANADA

Publications listed as "available through ICE" are free to PCVs and staff according to the distribution policy indicated for each title. For the benefit of our non-Peace Corps readers, complete ordering information has been provided for all titles.

PCVs and staff may order ICE publications by letter or cable from: Peace Corps Information Collection and Exchange, Rm M-701, 806 Connecticut Avenue N.W., Washington, D.C. 20526 USA.

Please note: additional copies of limited-distribution titles and materials which are listed as "not currently available from ICE" must be purchased directly from the publisher using in-country funds. PCVs should contact their incountry staff regarding assistance in making these work-related purchases.

In-country Resource Center Network

Cameroon's Central and Regional IRCs

Dr. Sammy Enyong, a recent participant in Peace Corps Overseas Staff Training, is the In-country Resource Center (IRC) Coordinator for Cameroon. He communicated the following information to ICE in a personal interview and through a booklet on Cameroon's IRCs that he compiled for the In-country Resource Center Workshop, which he attended in July, 1987.

Cameroon's central IRC in Yaounde thrives under the support of the Country Director, the attention of the APCDs and PCVs, and the hard work of the IRC Librarian and Coordinator. Both the Librarian and the Coordinator are part of the permanent Cameroonian staff—a fact that helps to insure the continuity and stability of the IRC.

Located on the ground floor of the Training Office in the PC compound, the IRC is an accessible and convenient place for Volunteers and Staff to access materials. Furnishings and equipment in the IRC include: 10 book stacks, four tables, chairs, typewriters, and audio-visual equipment. Photocopying facilities are also accessible. The IRC also includes a photo room and a tea room.

The IRC houses approximately 700 books, periodicals, reports, and microfiche related to Volunteer assignments and personal development. The collection contains mostly technical, program-related materials, but it also includes fiction and popular French language materials, and cultural and geographic information on Cameroon. An important recent acquisition is a new set of encyclopedias. In the past, the materials have been cataloged using a modified Dewey Decimal Classification Scheme, but the staff now uses the ICE Classification Scheme.

Systems exist for Peace Corps Volunteers and staff to locate and borrow the IRC's collections. Only Volunteers and staff may borrow from the Center. The IRC performs research for Volunteers and has a book-buying fund for job related materials. Before their Close of Service Conference, Volunteers must turn in the books they had at their posts so that Dr. Enyong may clear them for COS.

Volunteers learn about the Center and about ICE in a 1-hour session during Pre-Service Training. The training site is located 5 hours from the capital and has its own resource center, which is expanding.

A major initiative for Cameroon is the establishment of regional IRCs in the provincial representative offices in the north, northwest, and southwest. Only two or three Volunteers are actually posted in Yaounde, so it is important to have resources in the provinces where Volunteers



Dr. Sammy Enyong, flanked on the left by PCV Jeff Dunn, and on the right by PCV Alex Cuclis.

may more easily access them. Dr. Enyong hopes to train managers for all of the regional centers and to draw on the expertise of third-year Volunteers and Volunteers with library/information services background. Plans are to centralize ordering ICE materials through the main IRC by compiling a single order cable.

ICE fully supports the efforts of IRCs to

create regional centers. This improves information access, encourages recycling of resources, and provides a ready channel to send field-generated materials to ICE for wider distribution. ICE has published several tools to help with the establishment, maintenance, and expansion of IRCs. See the "Resources" section of the Whole ICE Catalog and Supplement for details.

More Books, Books, Books

To reduce inventory due to the purchase and publication of new technical materials, the following publications are being offered to Volunteers and staff on a **First Come, First Served** basis.

AGRICULTURE

- AG023 Handling, Transportation and Storage of Fruits and Vegetables, Vol. I
- AG025 Poultry Science
- AG032 The Meat We Eat
- AG051 Culture and Agricultural Importance of Earthworms
- AG144 Agriculture Technology for Developing Countries
- AG156 FAO Food and Nutrition Paper 22
- AG165 Rice

COMMUNITY DEVELOPMENT

- CD003 City Limits, World Watch Paper
- CD004 Community Organization and Rural Development: A Learning Process Approach
- CD022 World Resources 1986

CONSTRUCTION/HOUSING

- CH011 The Planning, Installation and Maintenance of Low-Voltage Rural Electrification Systems and Subsystems for Peace Corps Volunteers
- CH017 Socio-Economic and Environmental Impacts of Low-Volume Rural Roads
- CH023 Earth Sheltered Housing Design Guidelines, Examples, and References

EDUCATION

- ED032 Foreign Language Learner

ENERGY

- EN011 Energy for Survival
- EN015 Solar Oven
- EN020 Simplified Wind Power Systems for Experimenters

- EN022 Wood Burning Cookstoves
 EN032 Energy Book 2
 EN034 Soft Energy Paths
 EN037 Exploitation A Cout Modique de Petite Installations de Houille Blanche
 EN049 Energy for Rural Development
 EN050 Supplement, Energy for Rural Development
 EN051 How to Make an Oil Drum Stove
 EN053 The Solar Energy Timetable
 EN054 Energy: The Solar Prospect, World Watch Paper
 EN055 The Case for Conservation
 EN058 Wind Machines
 EN064 The Bountiful Solar Greenhouse
 EN065 The Food and Heat Producing Solar Greenhouse
 EN067 At Home with Alternative Energy
 EN073 Drying Wood With the Sun

FORESTRY/NATURAL RESOURCES

- FC024 Wood: An Ancient Fuel With a New Future
 FC041 Planting for the Future: Forestry for Human Needs
 FC114 Forestry Resources Development Assistance: A Selective Bibliography of Reports
 FC118 The Other Energy Crisis: Firewood
 FC121 Sistemas Agroforestales Aproveche Al Maximo su Chacra

FISHERIES

- FH002 Aquaculture Planning in Asia
 FH030 Fish Behavior and Its Use in the Capture and Culture of Fishes
 FH032 Appropriate Technology for Alternative Energy Sources
 FH033 The ICLARM-CLSU Integrated Animal-Fish Farming Project
 FH035 Preliminary Bibliography of Rice-Fish Culture
 FH036 A Bibliography of Important Tilapias
 FH039 Philippine Municipal Fisheries
 FH053 Bibliography for Fishermen's Training
 FH054 Cold and Freezer Storage Manual
 FH060 The Fisheries Ecology of African Flood Plains
 FH072 Summary Report of the Asian Regional Workshop on Hatchery and Nursery Technology
 FH089 Pan-African Fisheries

HEALTH

- HE001 Alternative Approaches to Meet-

- ing Basic Health Needs in Developing Countries
 HE013 Nutrition Handbook
 HE014 La Sante de la Famille et de la Communaute
 HE029 Educational Handbook for Health Personnel
 HE034 Contact 49, The Village Health Committee
 HE038 Nutricion Infantil
 HE046 Health Care and Human Dignity
 HE051 Health Problems and Policies in the Developing Countries
 HE065 Mental Health Services in Developing Countries
 HE066 Two Faces of Malnutrition
 HE067 Maternal and Child Health Family Planning Program
 HE094 Practical Mother and Child Health in Developing Countries
 HE105 Family Health and Home Nursing
 HE117 Filling the Family Planning Gap, World Watch Paper
 HE118 Health: The Family Planning Factor
 HE126 A Book About Sexually Transmitted Diseases

RESOURCES

- RE016 TAICH Directory 1983

SMALL ENTERPRISE DEVELOPMENT

- SB016 Small Enterprises in Developing Countries
 SB019 Projects, Training and Strategies for Generating Income: A Selected Annotated Bibliography
 SB027 Small Enterprises in African Development

SPECIAL EDUCATION

- SE006 Vocational Rehabilitation of the Mentally Retarded
 SE028 Design of a Pre-School Therapeutic Playground
 SE029 A Manual for Training the Disabled Homemaker
 SE032 Rehabilitation Equipment and Devices Constructed in Wood
 SE040 A Cry for Health

WOMEN IN DEVELOPMENT

- WD007 Recognizing the "Invisible" Women in Development

- WD016 Women, Men and the Division of Labor
 WD020 Production Credit for Rural Women
 WD024 Assessing the Impact of Development Projects on Women
 WD030 Decade for Women: World Plan of Action
 WD042 Information Kit for Women in Africa
 WD050 Choice Beyond Childbearing
 WD056 The Working Women's Forum: Organizing for Credit and Change
 WD060 Insights From Field Practice

WATER/SANITATION

- WS030 Unariete Hidraulico Para el Pueblo
 WS031 Expansion des Ressources en eau Dans Les Zones Arides
 WS047 Water Sanitation Health for All
 WS058 Appropriate Technology for Water Supply and Sanitation
 WS064 Bamboo-Reinforced Concrete Rainwater Collection Tanks
 WS068 Compost Toilets, a Guide for Owner Builders

SED—from page 18

agreement that the program be carefully constructed, move slowly to gain the local shop-managers' confidence, and involve the shop-owners and managers in the development of the project.

In March, a multi-sector assessment team spent a month in Fiji, meeting with local officials and agencies to identify Peace Corps programmatic directions and approaches for the next 3-5 years; recommending and prioritizing specific project options; and determining plans of action for each project option.

As a result of this process, the NANEAP Region and OTAPS will support Peace Corps/Fiji in the development of a Management Planning Advisors Project and a Small Business Advisors Project; both projects having the general goal of increasing management skills in order to decrease the rate of business failures.

Based on current host country government priorities, which have significant impact on Peace Corps' program priorities, the Small Enterprise Development Sector in OTAPS has its work cut out. "It's a tremendous challenge," says Cason, "and OTAPS fully supports the effort."

Sector Updates

AGRICULTURE

AG199 - Sorghum Insect Identification Handbook, by L. R. House, K. Leuschre, et al. 1983 (International Crops Research Institute for the Semi-Arid Tropics, Patancheru P.O. Andhra Pradesh 502324, INDIA) 122pp. \$8.10.

Excellent companion to the disease identification handbook. Describes over 50 common insect and mite pests of the sorghum crop at all growth stages and in storage. Each description contains symptoms, biological profile, distribution, and control—many of which are of a non-chemical approach appropriate to the level of production in which most PCVs are involved. Provides entries on soil insects, foliage and stem feeders, head feeders, predators of sorghum pests, and stored sorghum pests.

Available free through ICE to all PCVs and staff working in related projects.

AG182 - Manuel Pratique de Riziculture, by Benito S. Vergara. 1984 (International Rice Research Institute, P.O. Box 933, Manila, PHILIPPINES) 221pp. \$6.00.

Primarily a visual aid to introduce new techniques as well as standard methods of improving rice culture. Extensive use of line drawings with brief accompanying text. Discusses the rice development cycle, the various parts of a rice plant, and fertilizing, watering, and weed-control techniques. Aimed primarily at farmers, agricultural technicians, and researchers in Francophone countries.

Available free through ICE to PC offices/resource centers in country only.

AG197 - Maize Diseases: A Guide for Field Identification, by Carlos De Leon. 1984 (International Maize and Wheat Improvement Center, Londres 40, Apartado Postal 6-641, 06600 Mexico, D.F. MEXICO) 114pp. \$7.50.

Quick guide for identifying maize diseases. Intended for field use by agricultural technicians and maize producers. Divided according to the three causal agents for maize diseases: fungi, bacteria, and viruses. Comprises brief description of over 50 common maize diseases and their causal agents and symptoms. Also includes color plates of each disease and a diagnostic key.

Available free through ICE to all PCVs and staff working in related projects.

Peace Corps Times

AG204 - Major Potato Diseases, Insects, and Nematodes, by the International Potato Center Staff. 1983 (International Potato Center, Apartado 5969, Lima, PERU) 95pp. \$5.00.

A compendium of 50 diseases, nematodes, and insect pests affecting potato crops. Each entry contains a description, list of symptoms and controls, and a color photograph of afflicted plants. Listings are divided into the following categories: bacterial pathogens, fungus pathogens, virus pathogens, mycoplasma pathogens, diseases with adverse environments, nematode pests, and insect pests.

Available free through ICE to all PCVs and staff working in related projects.

AG186 - Environmentally Sound Small-Scale Livestock Projects, by Linda Jacobs.

1986 (CODEL, INC., Environment and Development Program, 475 Riverside Drive, Room 1842, New York, NY 10115) 149pp. \$9.75.

Designed for development assistance workers and others planning or managing small-scale livestock projects. Emphasizes the maintenance of environmental balance through recycling; involvement of local residents in planning and management; preferences for traditional agricultural techniques with a sound ecological basis; and the integration of livestock, cropping, and other land-use systems. Also includes methods and suggestions for designing, implementing, and evaluating livestock programs. Contains appendices and reference addresses.

Available free through ICE to all PCVs and staff working in related projects.

ENERGY

EN098 - Biomass Stoves: Engineering Design, Development, and Dissemination, by Samuel Baldwin. 1987 (VITA, 80 S. Early St., Alexandria, VA 22234) 287pp. \$35.75.

Provides both a general qualitative but detailed understanding of stove design and testing and specialized introduction to the application of the principles of combustion and heat transfer to stove design. Attempts to resolve some technical problems of conserving fuelwood supply by focusing on deforestation problems and on design and testing principles developed in response to these problems. Describes in detail stove construction, dissemination, elements, and

heat transfer. Includes extensive notes, references, and lists of institutions involved in cookstove projects and research.

Available free through ICE to all PCVs and staff working in related projects.

FORESTRY/NATURAL RESOURCES

FC140 - Plant Research and Agroforestry, edited by P. A. Huxley, 1983 (International Council for Research in Agroforestry, P.O. Box 30677, Nairobi, KENYA) 617pp. \$29.65.

Series of reports from a 1981 ICRAF consultative meeting on agroforestry research, divided into three sections. The first lists in detail several examples of agroforestry experiments and techniques worldwide, and the second suggests the needs for systems analysis methods to support other investigations into the subject. Finally, explores a series of plant-related subject areas to evaluate their relevance to agroforestry research and development. Illustrated with extensive charts and diagrams. Includes list of further sources, plant names index, and reports of the ICRAF working groups.

Available free through ICE to all PCVs and staff working in related projects.

HEALTH

HE192 - Nutrition et Soins de Sante Primaires, by Doctor A. Mahktar Noiaye. (Office de Recherches sur l'Alimentation et la Nutrition Africaines, 39 Avenue Pasteur, B.P. 2089, Dakar, SENEGAL) 48pp. \$20.00.

Concerned with the amelioration of health care and nutrition in the developing world, on both a family and a community level. Emphasizes the need for a wide range of nutrition-health improvement plans to reflect global heterogeneity. Advises on growth surveillance methods in children as a means toward identifying health/nutrition problems. Also suggests means for rectifying nutrition-related ailments and improving eating habits. Written entirely in French. Complete with charts and graphs.

Available free through ICE to all PCVs and staff working in related projects.

May/June 1988 23

WATER/SANITATION

WS063 - Ventilated Improved Pit Latrines: Zimbabwean Brick Designs, by D. Duncan Mara and Peter R. Morgan. 1985 (The World Bank, 1818 H Street NW, Washington, DC 20433) 47pp. Free.

Supplement to *Ventilated Improved Pit Latrines: Recent Developments in Zimbabwe*. Describes the characteristics and construction of Blair brick latrines, which are more economical than ferrocement or mud and wattle latrines. Also discusses designs for double- and multi-compartment VIP latrines suitable for households and schools. Includes annexes providing working drawings, bills of quantities, and photographs of brick VIP latrine during construction.

Available free through ICE to all PCV's and staff working in related projects.

WS056 - Ventilated Improved Pit Latrines: Guidelines for the Selection of Design Options, by D. Duncan Mara. 1985 (World Bank, 1818 H Street NW, Washington, DC 20433) 18pp. Free.

Discusses the current design options of ventilated improved pit latrines and how to choose a resource- and cost-effective technology. Options examined include single-pit, raised, lined, emptiable, and alternating twin-pit systems. Includes lists of latrine emptying costs, soil stability criteria, and a design selection algorithm.

Available free through ICE to PC offices/resource centers in country only.

WS055 - The Design of Small Bore Sewer Systems, by D. Duncan Mara and Richard Otis. 1985 (The World Bank, 1818 H Street, NW, Washington, DC 20433) 52pp. Free.

Describes the provisional guidelines for designing small-bore sewers receiving pre-settled domestic wastewater. Most appropriate for engineering Volunteers working at the district level. Though based on recent experiences in Australia, Nigeria, the U.S., and Zambia, the guidelines are aimed at developing countries and emphasize design simplicity and reliability. Includes section on costs and examples of designs of an interception tank and small bore sewers.

Available free through ICE to PC offices/resource centers in country only.

WS093 - Planning for an Irrigation System, by J. Howard Turner and Carl S. Anderson, 1980. (American Association for Vocational Instructional Materials, 120 Engineering Center, Athens, GA 30602) 120pp. \$15.00.

Concerned primarily with irrigation in the United States but applicable to other areas. Discusses plans for an irrigation system under headings of determining whether or not to irrigate, determining which type of system to use, and determining irrigation cost and return on investment. Amply illustrated with photographs and diagrams. Includes list of references to sources, suppliers, and agencies related to irrigation.

Available free through ICE to all PCV's and staff working in related projects.

WS081 - Water Current Turbines: A Field-worker's Guide, by Peter Garman. 1986 (Intermediate Technology Publications, 9 King Street, London WC2E 8HN, ENGLAND) 114pp. \$22.50.

Based on a successful experiment in the Sudan. Designed to assist field workers in determining whether to use water current turbines or alternative water-lifting devices to irrigate arid land. Describes the technical, physical, economic, and social factors relevant to developing water current turbines. Extensively illustrated with diagrams. Includes appendices outlining technical information, economic case studies, and cost comparisons.

Available free through ICE to PC offices/resource centers in country only.

WS095 - Rainwater Harvesting: The Collection of Rainfall and Runoff in Rural Areas, by Arnold Pacey and Adrian Cullis. 1986 (Intermediate Technology Publications, 9 King Street, London WC2E 8HN, ENGLAND) 216pp. \$12.00.

Outstanding reference for rural development workers attempting to develop rainwater harvesting for domestic and agricultural purposes, considering also the design and implementation of such systems in a socially and economically suitable context. Extensively illustrated with line drawings and photographs. Includes a bibliography, list of references, and case studies providing practical examples. Useful also for stateside training.

Available free through ICE to all PCV's and staff working in related projects.

WS079 - Water Pumping Devices: A Handbook for Users and Choosers, by Peter Frankael, 1986 (Intermediate Technology Publications, 9 King Street, London WC2E 8HN, ENGLAND) 176pp. \$24.75.

Surveys water-lifting technologies available for small holdings of up to 25 hectares (sixty acres). Reviews different types of pumps, including cyclic and rotary, direct-lift devices, and displacement and rotodynamic pumps. Also discusses available energy sources for water-lifting including human and animal power, combustion systems, coal, solar, wind, and electrical power. Illustrated with tables and diagrams. Includes a references list.

Available free through ICE to all PCV's and staff working in related projects.

WS082 - Women and the Transport of Water, by Val Curtis. 1986 (Intermediate Technology Publications, 9 King Street, London WC2E 8HN, ENGLAND) 48pp. \$13.50.

Addresses the problem of water transport through manual lifting, a burden faced by many Third World women. The first section of the paper discusses the scale of the problem, outlining the health and socio-economic consequences of carrying water, as well as listing alternative technologies. The second is a case study of this problem in Kenya, and suggests improved transport methods based on field research. Includes a references list. Illustrated with photographs and line drawings.

Available free through ICE to all PCV's and staff.

WS093 - Planning an Irrigation System, edited by J. Howard Turner. 1980 (American Association For Vocational Instructional Materials, Engineering Center, Athens, GA 30602) 120pp. \$12.00.

Provides up-to-date information needed for making intelligent decisions relative to selecting irrigation systems. Aids in determining if irrigation is necessary and, if so, which system best suits the situation. Also takes into account costs for the various irrigation methods. Does not explain how to design an irrigation system. Complete with several pictures and charts.

Available free through ICE to all PCV's and staff working in related projects.

WS088 - Involving Women in Sanitation Projects, by Heli E. Perret, 1985 (World Bank, 1818 H Street, N.W., Washington DC 20433) 39pp. \$5.00.