

vegetables in the North East. In contrast with the program in Ethiopia, we were responding to much more sophisticated needs; and it was an excellent program, because the Brazilians were very interested. Eventually they themselves made a large cost-sharing contribution to UNDP, both paying local costs in agricultural and other projects, and also [making] a cash payment in convertible funds to bring in outside experts. This was on top of the voluntary contribution Brazil and nearly every country pledges to the global program of UNDP.

"I took my son David to Ethiopia when he was six, and he came on with me to Brazil. He loved both countries and in fact he didn't want to leave Brazil after our four years there. He wanted to be a soccer star like Pelé, and he didn't feel much of a Canadian at all. I found that a problem. He's in Canada now, doing his first degree, and he's written some plays....

"Back in New York for seven years, I worked in what was called the European and Middle East Bureau, and then that changed to the Arab Bureau. So I went [to the Middle East] and was dealing with Lebanon, Jordan and some regional programs among the Gulf States. But at the same time, I became the chairman of the staff council here, and I got very interested in a women's committee that was trying to push the status of women in the UNDP. It got almost nowhere. Even now we have only two or three women at the D1 level, which is one level below a very senior position. One of them is an American, and a Swedish woman retired at that level in 1986 after many years in UNDP, so she wasn't someone who had been recently appointed. This is in contrast to CIDA, where women have really gone ahead—I'm furious every time I visit there!

"In UNDP we had a lovely policy statement put out in 1981, but very little happened. Women inside the organization were not groomed—I'm talking in general, for there were one or two exceptions—and women were not hired from outside at a high level. Or else, one or two who were hired soon left for greener pastures: one American woman walked out after two weeks, because she was downgraded and not given a specific job to do—and she became the person in charge of all the Peace Corps volunteers in Morocco. Mind you, there has been a change in attitude about married couples: they will make an effort to find a job for ... the spouse. There have been three or four cases where a husband and wife have been placed, although [the woman] didn't get any senior job—it just meant they didn't have to refuse a posting. In terms of real authority and power and responsibility, hardly anything has happened. A few women have been promoted, but they are not in charge of anything: the Swedish lady was an expert on women in development, and she was just in charge of herself, not of a unit. She wasn't promoted to the level of supervising a lot of other people.

"To go back to my field assignments, I went to Barbados in July 1982, as the deputy resident representative. I was in charge of the eastern Caribbean office and the overall program for those 10 islands when the resident representative was travelling, which was about half the time. In the Caribbean, you have a similar situation to, say, South Asia: you have the trained people, but you don't have governments that can pay them a sufficient salary to keep them