

people is not as good as going out and asking them. Often the best way to do that is to involve women as planners. You have to involve women of the region in the process.

This is not an employment creation role for women as in some cases these jobs may be perfectly implemented by men. We don't work with the presupposition that only women can do women in development.

We also have a number of programs that help women become empowered. They include everything from literacy, water, women in nutrition groups in villages, to offering training seminars to high powered women business leaders in Asia. Women scientists in Africa are unemployed. There is a need for trained scientists and yet they don't work. Why? We help by supporting women scientists' organizations so they can network and find solutions to problems.

It is one of the areas of our great success. There was an explosion of creativity in the development of this project. It is an issue that Canada is identified with and is recognized as having taken giant steps. There are people filing in to see how we did it and we are recognized as the leader in this program.

*Q. As president of CIDA what are the key issues for international peace and security?*

Sustainable development and the increased global awareness of the importance of that issue. That has to be central to peace and security. The linkages are so visible. When people can't feed themselves they move, and when they move they run into borders and when they reach these borders they cause destabilization. The massive movement of economic refugee individuals is now also happening, which means increased destabilization. Just look at Canada as a microcosm of this problem and the hundreds of millions of dollars it is costing us, a rich nation, to cope with the tens of thousands of refugees at our borders and multiply that around the globe. This is the effect of unforeseen movements resulting from underdevelopment.

*Q. What measures are being taken towards sustainable development?*

The primary question is "can this effort be sustained?" Then you must ask, "will it be?" We have far too often concentrated on the first question but have failed to recognize the importance of the second. Yes, the engineers are capable of operating Chernobyl, but will they? That is the question. If everything goes right the answer is yes, but in unforeseen circumstances what is the outcome?

Canada's programs in forestry, fisheries, and agriculture have always been central to sustainable development and have been generally managed intelligently. We are learning about better timber harvesting, and when building hydro dams we are very conscious of their environmental impact. We clear out the basins and seek to understand the effect on people and other species. These are skills we can pass along.

We can work with others to pass these skills on and to take advantage of the wave of knowledge to do things not possible before and not to do things already done.

*Q. Marcel Massé, past-president of CIDA from 1980 - 1982 stated that "Development [is] a process of transformation of a society." It seems to me that this is a visionary statement, perhaps very idealistic. How realistic is it, based on your experience?*

Development assistance is the art of skipping phases and accelerating system change. We are attempting to foster change faster than the normal process. Marcel Massé's definition is certainly as good as any.

*Q. Is that a realistic definition of change?*

My definition of change is something that wasn't there yesterday.

My definition of transition is the process of getting from yesterday to today.

*Q. How would you summarize your career with CIDA?*

On bad days I feel like I have the best job in Canada. On the good days, I have the best job in the world.