A Monash academic has completed a study on what he believes is a key to the solution of some of the problems that bedevil Third World countries in their efforts to improve the effectiveness of development projects.

In a two-volume report Mr Peter Bowden, senior lecturer in Administrative Studies, discusses the significant contribution now being made by centralised monitoring and evaluation systems in identifying and resolving difficulties experienced in development programs.

Such systems have been established as part of the central administration of more than 20 of the less developed countries which range over the political and cultural spectrum. Interestingly enough, the concept of the centralised monitoring and evaluation unit has evolved in the Third World and is not the product of theories of Western administrators transplanted to an unresponsive environment. The existence of these units, in fact, has gone largely unnoticed until recently in the developed countries, even among some of the major aid agencies.

For the last three years Mr Bowden, on a World Bank research grant, has studied closely 13 of the units - in Bangladesh, Guatemala, Honduras, India, Indonesia, Jamaica, Jordan, Kenya, Korea, Malaysia, Peru, Sri Lanka and Tanzania. In three round-the-world trips, Mr Bowden estimates that he has travelled almost 60,000 miles on the project.

Not all of the units have both a monitoring and evaluation function; their degree of involvement in identifying a problem and follow-up action to rectify it varies, as does their position in the administrative hierarchy and terms of operation. From his survey of the 13 units Mr Bowden reaches conclusions on what makes a unit effective. The report is intended primarily for the Third World administrator to make the knowledge of how such units operate more widely known and give guidelines to countries wishing to adopt central monitoring and evaluation.

Such units are a relatively new phenomenon on a wide scale. India established a central evaluation unit in 1962 and several Asian and Latin American countries have had them for 20 or so years. Most of the systems examined by Mr Bowden, however, have been established in the last five or six years.

He says that the units have as their prime aim to improve the effectiveness with which projects are planned and implemented. "They have established mechanisms to review the many development projects and programs in the country, to ascertain the problems that the projects are experiencing in achieving those objectives and to bring the resources of the central government to bear on the resolution of those problems."

Mr Bowden's endorsement of a central monitoring and evaluation function is likely to seen as controversial. On the surface it runs counter to widely accepted administrative and political theory and practice.

Most writers on management and administration endorse a decentralised approach to decision-making. The reasoning is that, with a decentralised organisation, the need for a decision is identified more quickly, the decision itself is taken more readily and with greater knowledge of its consequences, and it is implemented with closer supervision and feedback.

Political theory and practice suggest that each major political and administrative function was intended primarily for the Third World countries, even among some of the major aid agencies.

""Crossed wires again!"

So another year of memorial lectures, violent confrontations and police riot squad has passed.

The much heralded visit of the British Prime Minister, Mrs Margaret Thatcher, passed virtually without incident (if you ignore the presence of the greatest concentration of police Monash has ever seen).

Despite an intensive media build-up in the weeks preceding the visit, the 'demo' was indeed a mild affair.

Police estimated the number of demonstrators at 350. The London Times South-East Asian correspondent put it at 200. Local scribes settled for 800.

As for the weapons involved (the confidently predicted police riot squad - helmets, shields, batons and all - did not eventuate), all that came to light, in the Vice-Chancellor's words, were "three unspent tomatoes ... a skyrocket (fired 15 minutes after Mrs Thatcher's departure), and a pigeon's egg that fell out of a tree".

Earlier, the media anticipation had been keen. On the Friday preceding the Monash visit, Mrs Thatcher spoke at Leonda restaurant (to an Institute of Directors luncheon). Considerable numbers of police were in attendance, but there was no demonstration. Which was not surprising, for there had been no prior publicity about her engagement.

But, at Monash it would be different. Monash was going to provide the highlight of the whole CHOGM week. The press came in their scores; TV and radio were tripping over their crossed wires (one channel had FIVE crews on duty).

And only 350 demonstrators. Or was it 2007?

It wasn't for want of trying. Dr Alan Gregory, chairman of the highlight of the whole CHOGM week. The press came in their scores; TV and radio were tripping over their crossed wires (one channel had FIVE crews on duty).

And only 350 demonstrators. Or was it 2007?

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Freedom of speech

And public lectures at universities

In the wake of this year's Menzies Memorial Lecture, and the visit by Mrs Thatcher, Reporter here publishes some of the Australian Prime Minister's thoughts on free speech at universities. And Max Teichmann, in a letter to the editor, takes the liberty of suggesting a few other Memorials.

2. The Squizzy Taylor Memorial - on
    the hysterical autonomy of universities. (The Painters &
    Dockers could pick up the tab.)

3. The You-Know-Who Memorial - on
    Ministerial Liars. This is a multiple-choice - name your
    own Minister.

4. Seeing that we are all union-making
    monetarists these days, the Andy Capp
    Annual on The Work Ethic is mandatory.
    I volunteer as Inaugural Speaker.

A crowd can be rented at absurdly
low cost nowadays - some sterling
chaps from the Melbourne Club and
the Army and Navy Club would have
front up - it's not more than a tram (or
bus) fare. The Mafia would chip in:
astronaut and oyster shells -
Bob's your uncle.

In these divers ways, our local scrib-
blers - sans ideas, sans energy, sans
contact - could fill the yawning gaps
in our world-famous Evening Bingo
Sheet; and their libels and calumnies, the
robots could give Michael
Hodgman a well-earned rest.

Simultaneously, the boys in blue
could report from cleaning up St
Kilda - once more with feeling.

Yours ever,
Max Teichmann

Govt urged to respect autonomy

Staff of the four Victorian universities have called on the Federal Government to respect the autonomy of universities.

At the annual Day of Protest rally held at Melbourne University on Octo-
ber 13, staff passed a motion expressing the group's intention to
prevail on Government to re-consider its proposed policy to
provide complete tertiary facilities for all members of the University community, including graduates
who return a formal link.

Staff of the four Victorian universities have called on the Federal
Government to respect the autonomy of universities.

At the meeting calls upon the
Government to reconsider its general
attitude to education and to respond
to sustained criticism from the
educational community and the
general public by modifying
objectionable specifics of its present
budgetary proposals in the field of
education," the motion said.

Mrs Jennifer Strauss, President of
the University Staff Association of
Monash University, in proposing the motion said:

"There should be no need for it, and
becomes the more difficult by the
overcoming our incredulity in the
face of that need. We must be reminded that
we are the product of our pleasantness of what is happening
is often the greatest point of vulnerability
in the system.

For this motion asserts that we do
believe, from experience not ideology, that
we are under attack and that the
attack comes from those in positions of
power who either cannot or will not
understand this: that the production
of educated minds - and the availability
of education to as many minds as
possible - is a social value the costs
of which cannot be quantified in the
manner of a balance sheet for
producing car engines or quarrying
metal.

The motion of course does have
that idea as its underlying assumption.
At the calculated risk of being
platitudeous piety it re-asserts principles of political
principles rather than attacking
the Lexus. It is the growing number of cases
where educational institutions, their snowballing
signifying a social penalties that are envisaged.

One also hears the argument that a
procedural breach of autonomy is
negligible if the end result is
"rationalisation". No-one claims carte
blanche for educational spending; economies may have to be made
but unless they are made with respect
justice they will not be truly
reasonable. And justice is not met in
the Deakin instance because no society
but to force back educational
advancement will not be to defend

Novemor, 1981
Half a world away from turmoil: a novelist reflects on harmony

Mrs Lewitt says that she thought the book — so far removed in time and place — wouldn’t stand a chance of winning a prize for Australian literature.

"I was thrilled to realise the award was made on grounds of literary merit over and above subject matter." In the book she does not dwell on the atrocities of war — "enough has been written of that" — but rather on how it affects the lives of ordinary people.

Natural enough her own experiences and those of people she knew provided a rich raw material for her novel but it is not strictly autobiographical.

"We will be attempting to rediscover the lost people of history, the people who suffered history rather than made it. Of course, to understand their lives we must also look at the politicians and bureaucrats who determined those lives' shape."

She says that the volume will be a social history "written with a bias, from the bottom up".

"We will be attempting to rediscover the lost people of history, the people who suffered history rather than made it. Of course, to understand their lives we must also look at the politicians and bureaucrats who determined those lives' shape."

Among other features of 1888, a distinctive Australian perception was emerging, as evidenced by the work of McCubbin and other artists of the Heidelberg School.

The late '80s also saw the introduction of technology which was to have a wide impact — electricity, for example, and mechanical shears.

Professor McCarty says that in these years there was the final flowering of the "illusion of progress" in Australia before the great Depression of the '90s. For several generations the colonies had swept forward on the wave of economic and social progress; the turning point from 19th century optimism to a great 'doubt' was in sight.

That is to judge 1888 from 100 years on, which will not be the purpose of the volume, says Professor McCarty.

"We are not writing a commemorative brief for 1888 but rather painting a portrait of how Australia actually operated in that year," he says.
Law graduate demand remains strong

Demand for law graduates remains strong, with a growing range of employment opportunities, particularly for those with combined degrees.

According to a survey of 107 graduates from the Monash Law faculty in 1980, only one person was still seeking full-time employment at the end of April this year.

The survey, conducted by the Careers and Appointments Service, found that for graduates seeking articles, the situation had improved slightly; 38 per cent of all respondents obtained articles, compared with 58 per cent last year.

The number of employers wishing to recruit law graduates increased also.

The survey report, titled The Articles Experience 1980, comments: "Particularly among those with combined degrees, the range of opportunities is wide. It includes banking, chartered accountant, insurance, legal research and industrial relations.

CPS recruitment

"In addition, the Commonwealth Public Service continues to recruit law graduates such as Business and Consumer Affairs, Industrial Relations, Immigration and Ethnic Affairs, and the Attorney General's Department."

Among respondents, Economics was the most usual initial degree, and many 70 per cent combined Sciences degrees were increasingly popular.

The survey found that 91 percent of graduates entered pre-professional articles either securing articles by clerkship or entering the Legal Practice course run by the Leo Cusden Institute for Continuing Legal Education. Of the remaining nine per cent, all but one graduate obtained full-time employment in fields such as chartered accounting, the public service or general graduate trainee schemes.

The survey's only note of pessimism concerned the outlook for women graduates. Dr. McArthur points out that the number of women completing law degrees is increasing rapidly and that the number of female arts/law degrees made by respondents, both male and female, seem to confirm this bias. Consequently, if the legal profession wishes to continue recruiting top quality graduates then it must begin to accept and be seen to be accepting women.

The performance of nurses trained in the traditional in-hospital setting is comparable to that of the "new breed" nurses going through college courses.

This is the major finding of an evaluation study by Monash Education faculty researchers, Lindsay Mackay (now executive secretary, APEA) and wife, Rhoda Bruni.

The study - funded by the Commonwealth Tertiary Education Commission, the College of Nursing, Australia Research Funds, the Ian Potter Foundation and the Education Research and Development Committee - was tabled recently in Parliament by Federal Education Minister, Mr. Walf Fife. He examined the performance of nurses who had completed either college-based or hospital-based basic nursing courses in Victoria during the period, 1974 to 1980.

Mr. Fife said that the evidence was found to suggest that one particular form of training produced nurses who were more likely to be rated better in their post-training performance. Although there were initial differences in the pattern of nurse's performance, these differences later diminished.

The study suggests that the work environment may be more influential on nursing performance than the type of nursing course undertaken.

"New breed" nurses match old

After just five years in the professions, Victorian teachers are, by age 27, occupationally "middle-aged".

By 27 (the median age of State secondary teachers) the 25 to 29 year range, many teachers have moved into middle management levels of responsibility in the school system. (co-ordination at subject or year level or other administrative tasks) and others are poised to take up such positions below the promotional bottle-neck which is a feature of the "steady state" of teacher employment.

In 1972, the first study, Mr. John McArthur has completed a study on the first five years of teaching - what he calls the "make or break" years of teaching. He found that all of the 456 Victorian teachers. The group is part of a larger study of the 1974 to 1980 period.

"At present, there tends to be a professional towards men entering the profession."

Thus, of the men whose preferred post-activity was articles clerkship, 62 per cent actually obtained articles; whereas only 65 per cent of women shared this first preference achieved their goal.

"In the traditional in-hospital setting is comparable to that of the "new breed" nurses going through college courses."

The make or break years of teaching

The study later confirmed that of those teaching in the first year but this is followed by a "plateau period" over the next four years. He found some small sub-groups (for example female Arts/Crafts teachers and male Physical Education teachers) which did not follow this pattern but demonstrated continuing increase in their custodial attitudes towards pupils.

Dr. McArthur says that the latest study confirms earlier findings that, in general, teachers of Humanities subjects are less custodial than their counterparts teaching scientific and practical subjects (such as home economics and physical education).

Ecological basis

The most plausible explanation for this, he says, is that these latter subjects generally involve work with expensive and potentially dangerous equipment, this necessitating greater discipline and control for the safety of pupils and equipment.

He says: "The persistent differentiation between groups of subjects classified on this basis of teaching subjects, at the stage of teacher training, after the first year of teaching and again after five years of teaching is strong support to the notion that pupil control ideology is related to, perhaps dependent upon, ecological circumstances.

Other aspects affecting pupil ideology are the sex of teachers and the institution at which they did their training.

Dr. McArthur has found that considerable between-group differences in pupil control ideology (as measured by a PCI score) based on the original training course or institution, persisted over time (he lists the institutions from which he drew his survey participants only as A to H). He also found that pupil ideology was based on sex, while not substantial, are nevertheless present: female teachers tend to be less tough-minded, custodial and authoritarian than male teachers.

Mr. McArthur says that a minor difference was observed between teachers who remained in their first school over the five year period and those who changed schools. Stability of tenure seems to be a more likely factor in influencing pupil attitudes, he says, and it is possible that the process of appointment to a new school involves a form of "re-socialisation".

At the end of his report Dr. McArthur makes some suggestions to minimise "reality shock".

First, he says that teacher training should be more realistic and include a "reality shock" phase.
No teacher over-supply hints of shortage looming

A teacher over-supply for Victoria?

Not if a survey of Monash University's 1980 Diploma of Education graduates is anything to go by... Of 141 graduates who replied to a mailed questionnaire prepared by the Careers and Appointment Service, more than 96 per cent were teaching. Of these, 10 reported teaching in an emergency capacity.

The Education Department employed 39.6 per cent of the respondents; the Catholic system, 25.4 per cent, and independent schools, 10.8 per cent. Most reported little difficulty in finding work, and a few found jobs overseas.

The questionnaire was sent to 273 graduates and was similar to one sent to 1979 graduates.

"Far from an over-supply of teachers, the reverse is likely to occur," a C&A report on the survey comments.

Indeed, it says that all the ingredients are present for "a major embarrassment" in the event of a sudden teacher shortage.

"The recent actions of the Education Department of Victoria in making advance offers of employment in 1982, reportedly amounting to several hundreds, suggests that the Department is concerned about meeting its manpower needs, at least in some areas. It seems likely, too, that independent schools are engaged in substantial recruiting at the experienced level."

The survey found that many of those entering the teaching profession were fulfilling a long-held ambition. About three-quarters of respondents wanted to teach more than anything else on starting university. Of this group, 62 per cent had wanted to teach for five years.

"Evident was a trend to "work experience" prior to entering teaching...a trend "that will help broaden the perspective of teachers and students."

The survey concludes that the teaching profession is attracting highly motivated entrants who, in the main, wanted to teach for some years and who will expect considerable job satisfaction.

Meanwhile, the hunt is on for just jobs

The Student Employment Office is expanding its advertising program in a bid to boost the number and range of summer vacation jobs available to students.

Advertisements will appear in Melbourne daily and weekly newspapers and in local newspapers urging employers to "think Monash" when vacancies for temporary or part-time staff occur.

As well as this form of advertising, the Student Employment Office is distributing more than 5000 pamphlets to labor intensive industries such as food manufacturers, petrol stations, municipal councils, hotels, construction and transport companies, hospitals and child care centres.

The pamphlets list a wide range of positions that Monash students could fill, including those of clerical assistant, process worker, labourer, gardener, domestic help, fruit picker and driver.

The pamphlets also mention the Monash Interpreting and Translating Service. This service puts potential employers in touch with students who speak a total of 30 foreign languages fluently, including Arabic, Chinese and Russian. Already it is proving popular with government departments, solicitors, insurance companies, and even film-makers.

An all-hours answering service, funded by the Monash Parents' Association, will ensure that no opportunity for jobs is missed.

Student Employment Officer, Irmgard Good, and her assistant, Bobyn Beat, are gearing up for the November survey of students seeking employment.

Irmgard is optimistic about job prospects this vacation, noting that employers are already contacting her about positions vacant and that the vast majority of later-year engineering students have found work with little difficulty.

She offers these tips to students:

• Use your initiative. Tell friends, relatives and local businesses that you are looking for work. Register with the CES and study newspaper advertisements.

• Try to find work as soon as exams finish rather than taking a well-earned rest. Many businesses increase production before Christmas and close down in January. Therefore, finding work in the new year tends to be more difficult.

• Don't wait for the "perfect" job. Many temporary jobs lead to longer vacation positions.

• Job offers are posted on the noticeboard outside the Careers and Appointment Service as they come to hand.

Irmgard says: "If students come early in the morning and are prepared to wait a day or two, we can usually find work for them."

• The Student Employment Office is located on the first floor of the Union building, and can be contacted on ext. 3150, 3151 and 3152.

Invention scores a second

A Monash staff member's invention of a new type of valve which holds the dripsless, light touch tap among its promises — rated the second highest score in the finals of the TV program "What'll They Think of Next?".

John McLeod, senior technical officer in Electrical Engineering, was one of eight finalists on the program which went to air on Sunday, October 25.

The domestic tap is just one of the many applications Mr McLeod has thought of for his "rolling diaphragm" valve, described in September issue of Radio and Electronics magazine.

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Absorbing that laid-back May style

• Brian May and his Showband — leading exponents of orchestrated popular music and the mainstay of ABC variety programs — filled Bobyn Blackwood Hall several times over in the one day recently with a series of concerts for local schoolchildren. While the mood was definitely 'laid back' for some numbers, others had the young audience providing the percussion (with hands). Joining in the choruses — and cheering for more!

The advantage of the rolling diaphragm valve is that it allows the water to flow without any leaks or drips.

A Monash staff member developed the valve, which is now being manufactured by a local company.

Pregnancy advice

Wanting a "normal, healthy baby" is the universal wish of all prospective parents.

But there are more positive steps than just hoping that couples can take to ensure this outcome.

Victoria's Pre-Pregnancy Counselling Service, located at the Richmond Community Health Centre, has been set up to provide practical information about pregnancy and parenthood. The Service was devised in association with Monash's department of Obstetrics and Gynaecology and the Health Commission.

The Service, which has just published a brochure on its activities, specialises in helping women who have had a bad experience in a previous pregnancy and wish to discover how the problem can be overcome next time; women who are older than average childbearing age and who wish to find out about the risks involved; and women with problems.

The Richmond Community Health Centre is located at 283 Church Street, Richmond. Telephone 429 1811.
New photocopying regulations

New provisions on photocopying are in force in the universities to meet the demands of the amended Copyright Act.

The provisions are outlined in a paper prepared by the Australian Vice-Chancellors' Committee titled "Copying of copyright material in universities."

The prime intentions of the amendments are to reduce the past ambiguities over what may be legitimately copied and to provide remuneration for copyright holders.

To realise these intentions the amended Act requires a great deal of very detailed record-keeping and it creates a number of criminal offences punishable by fines up to $500 for failures by individuals and institutions to comply with the new requirements.

Individual members of staff put themselves at risk of prosecution if they observe the rules. Penalties also include the possible withdrawal of a University's right to make multiple copies of a single copy of literary and other works provided it is for the purpose of research, study or review.

The Act also appears to allow for one copy of a work to be made for purposes of research or study if it is not separately published or available commercially.

Mr. Bowden says: "Although the model unit goes about its monitoring task by both formal and informal means, combining periodic reporting with phone and personal contact with staff on-site in the projects, neverthel.-ss he odds, in both the establishment of a central evaluation capability within an influential agency of the government can assist in obtaining that assurance."

"When established in conjunction with a unit monitoring the implementation of the major development projects of the country, it will provide a strong administrative mechanism for evaluating the maximum impact which is obtained from the developmental investments that the country is making."

Mr. Bowden has a long-standing interest in development programs in the Third World. He is currently in Indonesia for three weeks involved in a regional planning evaluation of a chain of islands running south from Java. In other projects since he came to Monash, he has conducted an inquiry into Emirate expatriates on whether the country should adopt national planning and two inquiries in Jamaica. One was on the effectiveness of public administration and the other, in his words, "an imaginative but only partially successful attempt to repatriate skilled expatriates Jamaicans back to their home island."

Mr. Bowden spent part of the time writing the two-volume report "The Management of Development Programs, Monitoring and Evaluation in the Third World" on an outside studies program at the Institute of Development Studies at Sussex University.

The assurance that its publicly funded programs are having the maximum impact on the well-being of its people.

"The establishment of a central evaluation capability within an influential agency of the government can assist in obtaining that assurance."

"When established in conjunction with a unit monitoring the implementation of the major development projects of the country, it will provide a strong administrative mechanism for evaluating the maximum impact which is obtained from the developmental investments that the country is making."

Effective Third World development

Continued from page 1

Mr. Bowden points out, however, that the basic concern of such units is problems which are national in character and may be inhibiting a number of projects. They are not the fault of on-site management or the supervising ministry.

They are, for example, problems of the implementation of skilled manpower, funds, equipment and supplies. Because all such resources are in short supply in the Third World they have to be rationed. The rationing system as often as not breaks down.

Mr. Bowden says: "Although the implementing ministry should, and frequently does, appoint a project manager who has the responsibility for co-ordinating all contributors, such a man often has little influence outside his own ministry. In any case, the best he can do is agitate for his own project. He frequently cannot even identify - let alone correct - any underlying problems or system deficiencies that may be causing problems on other projects as well as his own." He says that many problems repeat themselves on project after project. "A central unit is in a position to identify recurring problems more quickly and to identify the steps needed to resolve them."

Mr. Bowden argues further that managerial skills in monitoring and evaluating are critical as most administrative organizations in the Third World lack managerial skills in those fields.

Clearly one of the most vital factors in the effective working of such a unit is its status determined by the political support it carries. This is particularly so when the unit has a wide-ranging responsibility not merely to identify problems but also to be actively involved in seeking answers and implementing solutions.

Mr. Bowden says that it is desirable that the unit be located in a position of influence within the administrative hierarchy. This may be the office of the Prime Minister or President (as in Guatemala and Malaysia), the Ministry of Finance (as in Peru) or a powerful Central Planning Agency with the clout to affect developmental efforts (as in Bangladesh). In Sri Lanka the unit is located in a Ministry of Plan Implementation whose Minister is also the President.

The political acceptability of the central unit's actions is heightened when it comes within the jurisdiction of a body such as a committee of Cabinet on which will be represented the ministers whose departments are carrying out the projects being monitored. This answers the 'undermining ministerial responsibility' argument against centralised review.

Mr. Bowden says that the methods which assess the impact of the investments are vital to its effectiveness. The "model unit", he argues, avoids being seen as the "carrying out of increasing control on other" of ministries or projects.

Although such a role was a strong reason behind the formation of many of the early monitoring and evaluation systems (and which still lingers in some current units), it has also been a reason for the rejection of outside monitoring and evaluation activities by many existing management structures.

He says that the model unit goes about its monitoring task by both formal and informal means, combining periodic reporting with phone and personal contact with staff on-site in the projects.

The model unit also has a sound "auditing" capability designed to determine whether a project achieves what it set out to achieve and if not why not.

Evaluation methods

On the question of project evaluation methodology, Mr. Bowden makes a case for the acceptability of subjective assessments by experts and by operational regional planners. He says that traditional evaluation methods adopted by international aid agencies are complex and may well be avoided by Third World administrations, he says, until the concepts are more fully developed and established in practice.

Nevertheless, he adds, in both the developed and developing worlds, the inputs to public expenditure, particularly on programs related to a nation's human potential, is increasing concern of governments, policy makers and senior administrators.

The two are part of the process through which a country can obtain the necessary information to make a decision that the country is making.
Teaching children to save our earth

A generation ago, children's imaginations were fired by futuristic cars on multi-decked flyovers and a home crammed full of electrical appliances to perform every conceivable task. The Bookshop was washing the dishes to drying the clothes and cleaning the teeth.

If a new series of children's books has its way, however, today's children will be encouraged to be content with humble lifestyle props — a good pair of walking shoes, public transport, and pegs and a clothes line.

And it's all to good purpose: "Helping to save our earth."

That's the title of the series of colour illustrated books, the brainchild of Dr David Crossley, research fellow in the Graduate School of Environmental Studies at Monash. Together with Sydney freelance writer Barbara Eite and illustrators John van Loux, Irene Sibley and Lowana Cummin, Dr Crossley has produced volumes on Water, Transport and Energy. Twelve more books are in the pipeline for 1982 publication, on Food, Materials and Architecture. The publisher is Greenhouse Press.

Pitched at children of upper primary school age, the books attempt to describe in a simple direct manner what are some of the problems the world faces and then outline what we as individuals can do about them, says Dr Crossley.

At more than one point a hint goes out to parents who may peruse their children's books — ease off the accelerator, wash up by hand if there are few dishes, and take off old clothes rather than fiddle with the air conditioning or heating.

Suggestions

They are lessons children may carry with them into adulthood but for the here and now there are plenty of helpful suggestions too — for example, walk, roller skate or take a bus rather than ask to be driven; decide what you want from a refrigerator before you open the door; turn off lights when not in use; and limit the length of a shower. All the practical suggestions make good sense when set alongside the problem.

The books is hoped will have world-wide distribution. Each volume sells in Australia for $3.95.

Bookshop revises cost policy

Rising costs have forced Monash University Bookshop to recommend a revision of its policy on discounting.

It is proposed that the standard 10 per cent discount should disappear and, from January 1, 1982, all books will bear a Campus Price* which, the Bookshop Board says, will be no higher than the recommended retail price (RRP) and, in most cases, will be less than the recommended retail price. The Board has examined all possible alternatives, but has decided to modify its discount policy.

Among the Bookshop's looming problems, says Prof. Lawon, are:

• A hike in 'occupancy charges', payable to the Union Board, of more than 20 per cent in 1982 — bringing the weekly rent to more than $1000.
• An 88 per cent rise in Board of Works rates.
• An expected increase, of unknown proportions, in local Council rates.
• Wage increases which — if they follow the anticipated trends — will add another 10 per cent to the salary bill.

Associate Professor Lawson points out that Council has made it clear that the Bookshop must operate on a "break-even" basis. There is no University subsidy, he says (except for the honorary services of members of the Bookshop Board) and there are 'expectations of service' that do not apply to downtown bookshops.

Among these are the fact that the Bookshop must operate for long periods on an unprofitable basis: in practice, there are only three months in the year when income exceeds expenditure.

"Yet we have to provide the full services of a general bookshop throughout the year, while still meeting the special demands for texts that sell for only limited periods," Associate Professor Lawson said.

"The Board has examined all possible alternatives, but has concluded that most would result in an undesirable reduction in the level of service the Bookshop provides for the University.

"A further problem will arise if and when the proposed sales tax comes into operation. This will be taken into account when we determine the new 'Campus Price', since it will be a tax on the wholesale price of books rather than on the retail price."

Since 1980 Dr Crossley has been working at Monash on a project funded by the National Energy Research, Development and Demonstration Council investigating why people do not conserve energy.

Before that he was a research scholar in the School of Australian Environmental Studies at Griffith University in Brisbane where he investigated the ways in which people use energy in their homes and how energy policy is formulated in Australia.

He was the co-founder in Brisbane of the Small Alternatives Working Group, a private group which worked on ways in which people could save energy in the home. The group wrote a Small Alternatives Personal Guide to Saving Energy and Money which, it was suggested, should be made available for use in schools. The present series is the result.

Dr Crossley left last week on a study tour of Britain, supported by the British Council, where he will be looking at energy conservation initiatives by local government.

Price reduction

Readers of Max Teichmann's re­view (Monash Reporter, October 1981, p. 9) of Ian Cummine's book Marx, Engels and National Movements, might like to know that, as a result of a change in distribution arrangements, the book's former "judicious" Australian price of $44 has now been reduced to a much more reasonable $21.25.

Books such as Cummine's, published in London by Croom Helm, are now being sold from Canberra on a mail order basis, thus enabling substantial reductions in cost to be made.

They may be ordered by writing to: Croom Helm Australia, P.O. Box 391, Manuka, A.C.T., 2006.

Another Monash author published by Croom Helm is Dr Tony Dingle, of Economic History, whose book The Campaign for Presto in Victorian England will now retail from this same source for $22.85.

Scholarships

The Registrar's department has been advised of the following scholarships. The Reporter presents a precis of the details. More information can be obtained from the Graduate Scholarships Office, ground floor, University Offices, extension 3655.

AINSE Postgraduate Research Studentship 1982

For research into nuclear science and engineering. The scholar is required to spend part of his time at Lucas Heights. The stipend is $5105 p.a. Dependent's and allowances are provided. Applications close at Monash on November 6.

Radio Research Board Fellowship in Telecommunications 1982

For Ph.D. graduates, preferably under 30. 800,762-822,304 p.a. plus other allowances. Tenable up to two years. Applications close in Canberra, November 13.

Swiss Government Scholarship 1982/83

The Swiss Federal Authorities are offering a scholarship to an Australian student for study in Switzerland, tenable for one or two years from October 1982.

The scholarship is intended for either a postgraduate student or a student not over 35 years old, who is well advanced in his course and for whom a period in Switzerland would serve as complementary education. Benefits include a living allowance, exemption from university fees, and an air fare from Switzerland. The applications close in Australia upon conclusion of the course.

Application forms and further information may be obtained from: The Secretary, Commonwealth Department of Education, (Swiss Government Scholarship), P.O. Box 826, Woden, ACT. 2006. Applications close on November 13.
The events listed below are open to the public. Fee: students $2.50, non-students $4. Admission until 8.30 p.m. unless otherwise stated. 7621326.

A conference examining the industrial relations factor in trading with Japan will be held at Monash this month.

The conference, which will involve leading Japanese and Australian scholars and industrial relations experts, will be opened by the Speaker of the House of Representatives, Sir Billy Snedden, at 9.30 a.m. on Friday, November 13 in the Law Faculty. It is being organised by the department of Administrative Studies and the newly-established Japanese Studies Centre.

Organisers of the conference pose some of the questions it will address.

**Japanese perceptions**

Australians involved in commercial negotiations with Japan may find it difficult to comprehend Japanese perceptions of Australian industrial relations evergreen the way.

"Do Australian managers and spokesmen present a comprehensible industrial relations image to Japanese business? Are the common trends in Australian and Japanese practices in labour-management relations? Are Australian and Japanese practices so different that mutual understanding is impossible? Are Australian managers negotiating without Japanese counterparts disadvantaged by their perceptions of the Japanese view of industrial conflict?"

Some of the answers may come from the principal speakers, Dr Yoshi Sugimoto, Professor Haruo Shimada and Dr S. B. Levine.

Dr Sugimoto, director of the Japanese Studies Centre and senior lecturer in Sociology at La Trobe University, has written books and articles which examine the stereotypical images of Japanese society.

Professor Shimada teaches in Economics at Keio University and is a member of the Japan Labour Institute. He has written extensively on labour economics, industrial relations and economic policy.

**Western authority**

Dr Levine, professor of International Business and Economics at the University of Wisconsin and currently visiting Monash, is probably the major Western authority on Japanese industrial relations.

Among the other participants will be Dr Joe Isaac, Deputy President, Conciliation and Arbitration Commission; Mr Ian Watson, research officer, ACTU; Dr David Young, general secretary, Australian and Metals Association; Mr Douglas Lord, director, Nissan Australia; Mr Kevin Hince, Dean, School of Business, Gippsland Institute of Technology; Professor G. W. Ford, University of New South Wales, and Japanese diplomat, Mr Masataki Kachi and Mr Kazuo Kaneko.

For further information and registration forms contact Dr Bill Howard, ext. 2392, or Ms N. Campbell, ext. 2397. Registrations—the fee is $90—close on November 10.

The strictly academic pursuits of term will give way to more leisure-oriented ones offered by the Monash Summer School which once again is expected to attract thousands of people to the campus during the long vacation.

More than 70 interest areas will be covered by Summer School classes which will be conducted by tutors highly skilled in their subject area. In many subjects, classes have been scheduled several times throughout the day for convenience.

The only eligibility requirement is that participants be over 15 years old and have an interest in the subject, anything from basic fiddling to colouring of costume dolls. Along the way, more firmly mainstream interests are catered for, too, like photography, pottery, interior decorating and motor maintenance. For those with their feet planted on the ground, even during vacation, there are courses on study skills, computer languages and efficient reading.

Categories: music, dance and drama, languages, poetry, sports and games, study courses, miscellaneous/practical, photography, arts and crafts. Many subjects are offered at beginner, intermediate and advanced levels. Full details are given in the brochure "Monash Summer School . . . looks to new horizons!"

Copies of the brochure are available from the Arts and Crafts Centre which will act as the focal point for Summer School activities.

Early enrolments have been advised. There is a maximum number on class sizes and enrolments close as classes fill.

After the School has finished short term arts and crafts courses will be offered throughout next year.

For further information contact ext. 3096 or 3180.

**Important dates**

The Registrar advises the following important dates for students in November:

7: Third term ends for Master of Librarianship.
8: Third term ends for Master by coursework — Faculty of Engineering.
11: Applications close for LL.M. by coursework and Diplomas in the faculty of Law commencing in Summer Term 1982.
12: Publication of results, Medicine VI.
13: Final examinations commence for Medicine IV.
19: Final examinations end.
20: Annual examinations end.
23: Applications close for Dip.Ed.
25: Summer term commences — faculty of Law.
27: Applications close for B.Sp.Ed.
28: Third term ends for Medicine IV.
30: Applications close for B.Ed. Summer Term.

Publication of results, Science IV.

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**MONASH REPORTER**

This is the last issue of Monash Reporter for 1981.

The next will be published in the first week of March, 1982.

Contributions (letters, articles, photos) and suggestions should be addressed to the editor (ext. 2003) of the information office, ground floor, University Offices.