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VERITAS

THE ACADEMIC JOURNAL OF ST CLEMENTS UNIVERSITY

Dairy cattle grazing, Devon, UK   *Photo JSP*

Will our cattle survive the push to demonise "green house gases"? See Lead Article

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*Veritas is Latin for truth, reality.

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The Climate Change Dogma: The Gospel According to Thomas Malthus

Dr John S Potter*

This paper has been motivated by the claim that the world is heading for catastrophe as a consequences of global warming induced by anthropogenic (man-made) carbon dioxide (CO_2) emissions. Predictions of this kind have been common in recent human history. In the 1960s, a cooling trend encouraged some climatologists to tell us that we were heading for a new ice age. In the 1980-90s, when the trend was to warmer weather, we were told that we were heading for massive sea rises, increased drought, the wholesale spread of disease and an increased incidence of violent weather. The idea that CO_2 could cause warming of the atmosphere hearkens back to Svante Arrhenius, the first Swede to receive a Nobel Prize, although he quotes Tyndall as having raised the possibility sometime earlier (Arrhenius, 1896).

When I was in school I learned that CO_2 was a natural gas and a vital substrate in the photosynthetic process by which plants manufacture glucose – the main source of energy in plants and animals. Consequently I found it difficult to accept that CO_2, even anthropogenic (man-made) CO_2, could be a pollutant and this led me to undertake my own investigations into so-called global warming. Contrary to the proclamations of the UN Intergovernmental Panel on Climate Change (IPCC), I found that there is:

- **No evidence of any unusual climate change/global warming**. There was some warming in the 1980-90s but from 2002 onwards steady cooling has brought temperatures back to 1980 levels; all of which can be explained by normal solar cycle (sun spot) influences (www.rightsidenews.com/Dec28, 2008).

- **No evidence of any glass house effect**. The classical paper by Svante Arrhenius is denied. Satellite data show that the hot spot in the troposphere indicative of a glass house effect is simply not there. This was confirmed by Dr David Evans, the 'rocket scientist who devoted six years to carbon accounting and building models for the Australian Greenhouse Office', who resigned his job as a consequence of the satellite data (www.theaustralian.news).

- **No evidence that carbon dioxide (CO_2)** is influencing world temperatures[1] (www.auscsc.org).

- **No evidence that the Greenland and Antarctic ice sheets are melting**. I am talking about 'evidence' not 'hearsay'. The mean temperature of the Greenland sheet is -25°C and the Antarctic sheet is even colder, so a rise of 0.5°C, or even 2°C, will not cause any melting (www.theaustralian.news.com.,au/story, April 18th 2009).

- **No evidence that the number of violent weather events have increased** over the past twenty years. In fact, the number of cyclones and tornadoes has decreased since the 1960/70s (www.bom.gov.au./weather/cyclone)

- **No evidence that increasing temperatures will increase the incidence of diseases** like malaria. The worst malarial pandemic was on the Arctic Circle in Siberia in 1922 (www.auscsc.org)

These findings left me wondering why some people calling themselves scientists are identifying with and supporting the claims of the IPCC, especially when there are 31 000+ other scientists in the USA who agree that the facts are as I found them (www.ngpcc.org). Controversy in science is not new but to discard the facts because they do not suit the agenda is not science; yet this seems to be what is happening in the case of Climate Change and the IPCC (Plimer, 2009). The Canadian Minister for the Environment threw some light on the matter when she announced that 'the facts may be wrong but we are going to keep on saying it because it is all in a good cause'. What good cause?

To ignore the facts is bad science but to twist the facts to produce a desired outcome is at least teleological and at worst apostate. What I mean by an apostasy is *an agenda that deliberately distorts the facts in order to establish a power base*. The more I read the more I become convinced that the Climate Change dogma is not just an opinion but a strategy aimed at pulling down and transforming civilization as we have known it. Who would be pushing such an agenda?

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[1] If there were a glasshouse effect, CO_2 constitutes less than 1% of so-called greenhouse gases in the atmosphere and a doubling of its concentration would be insignificant alongside water vapour which constitutes over 95% of greenhouse gases. CO_2 concentrations are presently only around 385 ppm (Plimer, 2009); vegetable growers get best results when they pump in CO_2 to 1000 ppm, the same level that submarine commanders have found to be best for the sustained health of their crew.

Digging deeper into the literature I uncovered the UN Millennium Eco-System Assessment Report (www.millenniumassessment.org), a current UN document claiming that all of the world's eco-systems are heading for disaster due to adverse human activity. And behind that I found some old adversaries - the people who insist that the human population must be limited and even reduced if life on the planet is to survive. It was they, I discovered, who were successful in getting the IPCC established in 1988, they who organized the Brazil Earth Summit in 1992 and they who sponsored Kyoto in December 1997.

My first encounter with these people was in 1971. I had been a practicing soil conservationist since 1958 and from 1966 the person in charge of soil conservation extension and research, land mapping and arid zone ecology in South Australia. I mention this to make the case that I was not uninformed in environmental matters when I was asked to apply for the position of Director of a new Conservation Society being formed in South Australia. During the interview, one panel member asked me what I thought about Zero Population Growth. I replied that, as Australia was producing children under that rate, I did not see it to be a crucial issue. I could see from the questioner's facial expression that I had given the wrong answer as far as he was concerned but at the time I had no perception that he represented a considerable body of people who saw population control as absolutely necessary. I was not offered the job!

On May 5th 2009, the Good Club, a group of billionaires including Bill Gates, Warren Buffet, George Soros, David Rockefeller Jnr, Michael Bloomberg, Ted Turner and Oprah Winfrey, met in the home of Sir Paul Nurse in New York. The meeting was private but a spokesperson reported that the main topic had been over-population and a consensus had emerged that the group would 'back any strategy in which population would be tackled as a potentially disastrous environmental, social and industrial threat' (www.etaiwanews.com/../news). This came as no surprise because Buffett has been a long time financial supporter of research aimed at improving contraceptives; and Gates, Winfrey and Turner had spoken publicly against population increases numerous times. These billionaires between them are reported to have invested more money than any government in plans aimed at population reduction. Why is the level of population so significant and why do billionaires, in particular, regard it as so important?

It is clear that there is a contingent of people operating in the political realm who have been highly successful in overturning a number of established conventions in recent times; I refer to legislation and public attitude changes with regard to contraception, abortion, euthanasia and homo-sexuality. What has not been so clear, perhaps, is that all of these agendas have a common denominator – reduced human population. But such matters remain controversial and by themselves unlikely to bring about universal demographic changes. The Climate Change model is a superior strategy, holding hope of worldwide population diminution via the reduction of food supplies. The vilification of CO_2 opens the door for an attack on the fossil fuel essential for the production and transport of grain crops; and the vilification of ruminant animals because they burp methane (another so-called greenhouse gas) is a sure way of reducing meat and milk supplies. Add to this the evil genius of cap and trade of CO_2 emissions and you have a strategy to wrench the financial control of the world out of the hands of the current Cornucopian[2] stake holders. The modern Green movement is no longer a call to manage eco-systems responsibly, it is violent political movement bent on causing humanity to return to living in the primal state. Sadly, all of this has been reinforced in schools over the past thirty years; every day, naïve teachers feed children a diet of politically correct environmental untruths, believing that they are doing us all a good turn.

Greenpeace founder, Dr Patrick Moore, is reported as saying 'the green movement has been taken over by neo-Marxists promoting anti-trade, anti-globalisation and anti-civilization' (www.greenspirit.com.index.cfm). I want to argue that the problem is not with neo-Marxists but with neo-Malthusians, for the architects of the Climate Change dogma not only agree with the Rev Malthus's dystopian view of the human condition (Malthus, 1798) but are taking action to ensure that humans: (1) abandon their prerogative to rule over nature; (2) accept that they are no different and have no superior rights to the world's resources than any other animal or plant species, and (3) accept that true happiness and welfare lies in a return to a bio-diverse, pristine, anti-development world in which humans are subservient to nature. All of which is a denial of the utility of a science that seeks to improve the human condition. Regrettably, the bulk of the population is not aware where the Climate Change dogma is leading us.

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[2]Cornucopians are futurists who believe that continued progress and provision of material good for mankind can be met by technology. Once the Earth's resources are fully used they see the abundance of matter and energy in space giving humanity unlimited room for growth. The name Cornucopian is derived from the magical 'horn of plenty' in Greek mythology. Cornucopians are often called Boomsters, while Malthusians are referred to as Doomsters.

Across the world, politicians and even industry has been led to accept the Green agenda, not fully realizing that it is a leap into space, a recipe for the extinction of the human race.

The Dystopian Malthusian View

The Reverend Thomas Robert Malthus was born in Surrey, England in 1766. He gained an MA from Cambridge in 1791 and became a Fellow of Jesus College in 1793. In 1797 he took orders and became an Anglican country curate. In 1804, aged 38, he married his cousin Harriet and with her had three children. In 1805 he was appointed Professor of History and Political Economy at the British East India Company College in Hertfordshire. In 1818 he became a Fellow of the Royal Society based on his treatise, *An Essay on the Principle of Population*. He had an early introduction to philosophy - his father, Daniel, was a friend of David Hume and Jean-Jacques Rousseau. In later years, through his connection with the British East India Company, he was part of an elite group that included John Mill and John Stuart Mill (www.en.wikipedia.org). His ideas were controversial. He had support from people like Charles Darwin, who claimed that Malthus's ideas had been a major intellectual stepping stone to the concept of the survival of the fittest, and William Pitt the Younger, Prime Minister of England, who withdrew a Bill to extend Poor Relief after reading Malthus's work. Other contemporaries who were inspired by Malthus's work included David Ricardo, William Paley and Francis Place, the first to advocate contraception (1771-1854). In the 20th Century Malthus's work has been admired by John Maynard Keynes, Paul Ehrlich, the Club of Rome, Julian Huxley and Isaac Asimov. He also had his critics, suffering sometimes vitriolic insults from people like the poet Percy Bysse Shelley, Karl Marx and Friedrich Engels. Marx and Lenin saw the Malthusian position as a denigration of the labouring class; Engels described Malthus's hypothesis as '…the crudest, most barbarous theory that ever existed, a system of despair which struck down ideas like love thy neighbour and world citizenship'. Malthus died in 1834.

The following discourse draws on Malthus's *An Essay on the Principle of Population*, (Malthus, 1798) (www.esp.org/books/malthus). In assessing Malthus's view of the world we need to remember that it was derived from knowledge and experience that predated the 19th Century industrial revolution and 20th Century technological advancement. It should also be remembered that he was a member of an intellectual and economic elite (not unlike our billionaire's club above) that thought it reasonable to pontificate on the affairs of 'lesser men'. His *Essay* was written, not for the general public, but

specifically as a philosophical response to Godwin's *Avarice and Profusion* and 'remarks by M. Condorcet and other writers' - see title page.

Propositions

Malthus saw the great question for philosophers as 'whether man shall henceforth start forward with accelerated velocity towards illimitable and unconceived improvement or be condemned to a perpetual oscillation between happiness and misery and after every effort remain still at an immeasurable distance from the wished-for goal'(p.1)[3]. He regretted that 'writers on both sides of the argument had kept aloof from each other, that their arguments had not met candid examination' (p.1) and saw a need for a synthesis that draws the best from each view. But it is clear that he fell away from speculations of the 'perfectibility of man', seeing too many unconquerable difficulties in the way. Drawing on Hume, Adam Smith and Wallace he presented two postulates: (1) food is necessary to the existence of man; (2) the passion between the sexes is necessary and will remain nearly in its present state (p.4). This led him to his main proposition which he saw to be axiomatic: '**the power of population is indefinitely greater than the power of the earth to produce subsistence for man**' (p.4) and the corollary: '**by the law of our nature which makes food necessary for life, the effects of these two unequal powers must be kept equal by a strong and constant check on population from the difficulty of subsistence**… a difficulty that must fall somewhere and be severely felt by a large portion of mankind' (p.5). Reading on we find that he spells out his pre-suppositions more precisely: (1) population cannot increase without the means of subsistence increasing; (2) population invariably increases where there are the means of subsistence; and (3) the superior power of population cannot be checked without producing misery and vice (p.11).

Economic Management

Malthus's choice of postulates makes it clear that his project is grounded in philosophy and not in the discipline economics. If he had been operating in the economics we would have expected him to address the economic axiom that development required inputs of *land*, *labour* and *capital* (and, we might add, '*no-how*' and *available technology*). Identification of the means of production leads to the conclusion that the condition of the 'lowest orders of society' (p.23) may be explained by the fact that they have no land or capital and have no hope of having same; that, with only their labour to offer, they remain permanently at the mercy of the

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[3]All quotations are from Malthus, 1798 – pages indicated.

cashed up, landed minority. And, if this is the case then, Malthus's conclusion that human social structures are not the cause of human misery and vice is discounted. He may have a point when he says that handouts to the poor will raise costs, for this is supported by recent evidence whereby hand-outs to first home buyers in Australia have raised housing prices in 2009. And there is evidence that handouts weaken the resolve of individuals to work and maintain their independence, although we might not go so far as to agree with the opinion of master manufacturers in Malthus's day that 'high wages ruin their workmen' (p.28). To conclude from his analysis (pp.24ff), as Prime Minister Pitt did, that the Poor Fund was unhelpful, was to take bread from the mouths of children who lived in hovels while the wealthy ate the best of everything in mansions. For a cleric in holy orders like Malthus, this constituted a casting aside of the care of the fatherless and widows, an abandonment of true religion (The Bible, James 1:27). In summary then, Mathus's concepts fall a long way short of being a prescription for economic management leading to an improvement in the material circumstances of the masses.

Social Organisation

It is implicit in Malthus's writing that he accepts the class distinctions of his day (e.g. p.20, 23, etc). In chapters 3 & 4 he attempts to justify his propositions by referencing a variety of macro-social groupings: hunters, shepherds, agriculturalists ('the state of mixed pasture and tillage', p.17), men of liberal education, tradesmen and servants. In doing so he presents no original empirical evidence and maintains a *macro-social* view of humanity that fails to recognise individuality and the power of human agency. On the rare occasion that he mentions an individual he is generally derogatory, e.g: 'a labourer who marries without being able to support a family may in some respect be considered an enemy to all of his fellow labourers' and 'the labouring poor live from hand to mouth… they seldom think of the future' (p.27). No wonder Marx, Engels and Lenin were upset with him!

If one discounts human agency it is not surprising that one would hold to a pessimistic view with regard to the possibility of humans avoiding cycles of misery and vice, especially if one agreed with Malthus that we are controlled by matters greater than ourselves – the sex drive and the ability of the earth to supply our needs. Malthus saw all of this to be ordained of God so that humans learned the importance of industry and sexual control (p.4, etc)!

Population Checks

Malthus sees two classes of population check: (1) positive agencies; and (2) preventative actions. In the first class he lists *war*, *famine* and *disease* and to these we may add cataclysmic events like *volcanic eruptions* and *tsunamis*. IT seems to me that there is a strange, unnatural depravity in listing such agencies as 'positive' when we consider the degree of suffering they engender. The extension from Malthus's view is that starvation and sickness are a blessing; unintended, perhaps, but something for which we should all be thankful. We can only conclude that Malthus's privileged class position has protected him from personally experiencing the impact of such disasters. How easy it is to philosophise in an ivory tower, to pontificate at the macro level without regard for human misery at the level of the individual. How quickly in the 20th Century we forgot the impact of pneumonia, diphtheria and small pox as it existed prior to antibiotics and advances in medical technology. To accept the Malthusian view is to argue that it would be to our advantage to abandon the search for better medical solutions. In fact, this happened in the 1970s in some developing countries where the population was expanding at the rate of 3.5% per annum; government policies focused on education and agricultural development, not medical assistance.

Amongst the preventative actions promoted by Malthus were *postponement of marriage*, *celibacy*, *prostitution*, *abortion* and *contraception*, to which we can add *euthanasia* and *homo-sexual behaviour*. To support such actions in Malthus's time was provocative, especially as the author was a Christian minister. His views are sometimes quaint compared with modern attitudes and practices, e.g. he speaks of the 'the dictate of nature and of virtue… to be an early attachment to one woman' (p.6, etc.). Francis Place is adamant that his push to develop birth control was inspired by Malthus's *Essay* and it is evident that improved methods of contraception have resulted in movement away from single partners and 'the wed'; and led to population control in developed countries. The empirical evidence is that Malthus's pre-supposition that 'the population increases when there is the means of subsistence' is denied.

Abortion has only been decriminalized in many countries in recent times with a marked effect on demographics. In Australia 71 773 abortions were reported in 2006, i.e. 1 380 per week (www.fpq.com.au). The New South Wales Right to Life believes the figure is closer to 90 000 with 46 million world wide (www.newsrtl.org.au). Live births in Australia in 2005 were 255 820, about 1.2% of a population of 21.5 million

(www.abs.gov.au). Concomitant with this, life expectancy in Australia is rising; in 2007 the expectancy for a male at birth was 79.0 years and for females 83.7 years. Only 137 900 people died in Australia in 2007 (6 per 1000); 1200 of these were children (4.2 per 1000 births = 0.4%). Overall, a baby is born in Australia every 1 minute 47 seconds; one person dies every 3 minutes 47 seconds and one person is added to the population by immigration every 2 minutes 23 seconds – giving an overall figure of 1 person added every 1 minute and 24 seconds. So, Australia is not conforming to the concept of zero population growth after all; a fact which must disturb the architects of Global Warming!

Whether we can go on murdering 90 000 babies every year is another matter. We do not throw foetuses in the Tiber River as the Romans did, or down pit toilets as they do in Africa in certain circumstances, but we do use them to manufacture cosmetics and little or no account is taken of the psychological consequences experienced by many woman who abort a child. What is extremely worrying is the malevolent push by some women politicians (the Emily list) in Australia whose object is to gain acceptance of abortion throughout the whole gestation period rather than limit it to the eight week period following conception when the foetus is not fully humanoid. The battle rages and conservative forces continue to be on the back foot.

The push for acceptance of homo-sexual acts over the past thirty years has been relentless. This has been against the common-sense normative attitude with regard to sexuality and it has been critical for the introduction of legislation that the opposition be silenced. In developed countries there is now an army of agents active on defining and refining laws aimed at crushing discrimination against homosexuals. We are not allowed to say, for instance, that the bulk of HIV/AIDS patients in Australia are male homosexuals. Nor are we allowed to tell young males that practicing homosexuals need regular anal reconstructions – the muscles of the anus being designed for excretion, not penetration. I am not too sure what constitutes lesbian sexual practice but it must border on the bizarre. That such practices are matters of personal and private choice is evident but why are homosexuals allowed to promote their views in public and those who are strictly heterosexual silenced? Where is the balanced justice, the fair deal for all, in that?

The euthanasia lobby is small but active in Australia. On average, a new bill seeking to establish the right of people to do away with themselves is offered in an Australian parliament every two years or so. The difficulties resulting

from legislation of this nature is well established in Holland and Oregon State, USA; elderly people are afraid to submit to medical assistance for fear of being eliminated ahead of their time, especially if they have organs suitable for transplanting in other individuals. Euthanasia is certainly a slippery slope.

So much for Malthus's population checks; sometimes bizarre, sometimes callous, his views must be seen as purely philosophical and not a recipe for social action.

Darwinism

Before proceeding to look more closely at the current population problem I should mention the influence that Malthus had on Charles Darwin and Alfred Wallace, both of whom developed theories of evolution after reading Malthus's *Essay*. Darwin himself makes the point that Malthus's views were a trigger for him to propose his theory of survival of the fittest (Darwin, 1876, see www.ncmp.berkely.edu/history/malthus). The particular passage that provoked Darwin is found on page 5 of the Essay:

> '…nature has scattered the seeds of life abroad with the most profuse and liberal hand… (but) she has been comparatively sparing in the room and the nourishment necessary to rear them. The germs of existence contained in (one) spot of the earth… with ample room to expand would fill millions of worlds in the course of a few thousand years. Necessity, that imperious all pervading law of nature, restrains them within prescribed bounds. The race of plants and animals shrink under this great restrictive law. And the race of men cannot, by any effort of reason, escape from it. Among plants and animals its effects are waste of seed, sickness, and premature death; among mankind, (its effects are) misery and vice'.

Darwin's thought was that in such a regime 'favourable variations would tend to be preserved, the unfavourable ones destroyed and the results of this would be the formation of a new species; here then I had at last got a theory by which to work' (op cit). How he came to such a conclusion is obscure because there is nothing in Malthus that would suggest that superior individuals are present or that survival is anything but a matter of chance that 'some seed fell on good ground'. Further, Gregor Mendel's genetics would argue that the formation of a new species would require a great deal more than survival across a range of growing conditions. If this is really what Darwin based his 'theory' on, how meagre are the foundations of the 'theory of

evolution'. Regrettably, it is on this criterion that people like Malthus sees men to be nothing more than another animal species, destined to conform to the dictates of nature. The problem for this kind of reductive positivism is that it insists men are animals but continues to rationalize, despite the fact that by its human ontological prescription humans are excluded from doing so. Evolution is a fatuous kind of theory that has ruled the minds of some people ever since Anaximander first proposed that men came from fish in the 5th Century BC and we are daily subjected to Jurassic Park symbolism in the modern media. But its implications are nowhere near as dangerous as those resulting from the climate change dogma, apart from the fact that it provides a pre-supposition that supports the view that it is legitimate to manage human populations like any other species.

Review

So far we have seen that Mathus's propositions fall short in that they provide no ground for economic policy and management, are based on a macro view of humanity that has long been discarded by sociologists (see below) and propose checks on human reproduction that are both callous and brutally paternalistic.

We can expect that there will always be those who will maintain a macro-social view of humanity that sees humans are locked into conditions over which they have no control and acts on the presumption that societal norms are strong enough that individuals within a group are bound to conform to them. Like all dogmatic generalizations, such propositions have an element of truth, but it is a truth which ignores the reality of human agency. Contrary to what Mathus is saying, humans are not automatons or 'cells in a body', that have no control over their sex drive or the environment; they are individuals with an extraordinary capacity to devise rational strategies and take purposive action. This has been recognised by many sociologists since the social science revolution of the 1960s and none have expressed it better than Anthony Giddens whose *theory of structuration* assures us that , contrary to the macro-social view, humans make the rules and submit to them only as a matter of convenience (www.en.wikipedia.org).

Unfortunately, the macro-social view has been carried forward in our time by people like John Maynard Keynes; he felt more comfortable developing macro economic theory than doing the empirical work necessary for finding out what really goes on in human groups and communities. The inability of macro-theorists to predict human action with any degree of certainty, as evidenced daily in the current financial world, demonstrates

the futility and extreme mischief of such practice. Macro theory is not a way forward to understand the human condition. This is the fundamental problem with Malthus's position – his approach is flawed and his conclusions figments of his philosophical imagination. This makes him dangerous. He presents himself with a sad face and a sober word: 'I am sorry, but wars, famine and disasters are positive agencies for our general good'. And if they are insufficient to control population we can kill our unwanted off-spring and revert to the unnatural use of our bodies.

This then is the theoretical ground for the latest piece of macro-social folly – the climate change dogma. In what follows, I seek to re-examine the problem of land productivity and population referencing *an informed human agency*. In the process, I will present some genuine empirical information with regard to human attitudes to reproduction at the grass roots level, and argue that human ingenuity is not frustrated by a diminishing land area per capita ratio.

Back to Basics

It is an arithmetic certainty that populations in which the birth rate is consistently less than the death rate are heading for extinction. This is as true for humans as for any other animal species. When an animal species is threatened with extinction concerned people set up a breeding program. The environmentalists know that, although they seem to be reluctant to grant humans the same rights as the Tasmanian Devil or a unique shrimp languishing in some coastal backwater. But macro population trends do not concern the masses. The thing on most peoples' minds is the awareness that later in life they will lose the physical capacity needed to sustain themselves and this makes it imperative that at that time there are young people to support them otherwise their plight will become desperate. Ask an African subsistence farmer or a Chinese peasant and they will give you the same answer: they need children to look after them in their old age. That is the way it has always been and the relevance of such thinking has been confirmed recently in north-western Zambia and south western Malawi where the land has become unoccupied as a result of the HIV/AIDS pandemic which left a population composed entirely of very young and very old people. Being unable to support themselves, these people found it necessary to move to areas where there were people of economic age. Similarly, in the West the 'baby boomer' population bubble has been recognized by political administrators to be a problem because they foresee that there will be insufficient people of economic age to support the 'boomers' in their old age, especially as people are living longer these days. Managing the population

is a problem, not because the land is getting scarce and humans are messing up the planet but because it impinges directly on human survival. The real population managers are not bureaucrats, some 'immense tutelary power' (Taylor, 1991); they are individual couples working out their destiny in a hostile and largely dysfunctional world.

The number of children regarded as sufficient to ensure the care of the aged varies with the circumstances, for the death rate is not determined solely by the aging processes. Natural disasters like the 2006 tsunami in the Indian Ocean, war, disease and unexpected crop losses, like that which precipitated the Irish Potato Famine, also have a major impact on our longevity. Couples settle on a reproduction rate consistent with their expectations with regard to these kinds of hazards. In Australia in the 1970s we worked on the hypothesis that a mean birth rate of 2.4 babies per couple would be sufficient to keep our numbers stable. This figure was based on the vastly improved life expectancy we were enjoying as a result of the discovery of antibiotics and the relative peace and harmony within our borders. At the same time in Sub-Saharan Africa north of the Limpopo River, 40% of babies were dying before they reached 5 years of age, so a zero population growth birth rate for African people was somewhere between 4 and 8 children. As a risk strategy, it is interesting that all groups tend to produce slightly more children than necessary. It is hard to have 2.4 children – to meet this goal requires that you have 3 children!

It is not true that reproduction is a haphazard process, even in the developing world. African women do not resort to Western methods of contraception (despite the push from the West for them to use condoms) but they are still able to maintain a strict code of producing babies at two year intervals until the required quota of children is reached. Apparently they have some means of preventing conception that the West has forgotten about, for there are reports that in the time of the Slave Trade slave women were regularly raped but never conceived. I find African people remarkable in that they are able to sustain their numbers even in the face of a disaster like the HIV/AIDS pandemic. What is critical for the present debate is that no amount of persuasion from the promoters of population decline is going to change their reproductive practice. If food supplies become limited, like an orange tree that is about to die, human populations will instinctively increase their breeding to off-set the effects of the disaster. I recall the testimony of a doctor in Italy during a cholera epidemic; he reported that people became unusually sexually active at that time.

In what follows, I take another look at land and

population ratios. In doing so, I take it to be axiomatic that humans are superior to animal species - rational beings with the capacity to manage the environment for the benefit of all. I do not discount the fact that greed and ignorance can cause significant degradation of the environment from time to time, and that there is a need for responsible oversight of human action. But to conclude that half of us need to leave the planet is not likely to strike a cord with individuals concerned about their welfare in their latter years. Perhaps it is the people who propose such a simplistic philosophical position who should set a good example and be the first to leave; but I doubt that many Climate Change dogmatists would agree with that proposition.

Another Look at Land Resources/Population

The surface area of the Earth is 510 million km^2 of which approximately 149 million km^2 (29.2%) is covered with land, i.e. 13.4 billion hectares (ha). When Malthus wrote his *Essay*, world population was 906 million, with a mean space per capita of 16 ha (www.geociyies.com/dtmcbride. He mentions (p.7) that there were seven million people in England at the time on 241 590 km2 (24.16 million ha) so they had 26 ha of land per capita. No doubt Malthus would be surprised to find the UK population is now 61 million and the general level of health well above what it was in his day despite each individual only having 0.4 ha of land on which to live. And England is still a 'green and pleasant land. Malthus under estimated the ability of humans to manage the environment; and his present day fellow travelers seem to be making the same mistake, insisting that England should return to a primal state in which people live in remote and isolated communities, dressed in skins and disease ridden..

Today's population is 6.8 billion and the mean space available per capita is 2 hectares. Of this 11% (1.5 billion ha) is devoted to cultivated crops; 24% (3.2 billion ha) is devoted to pasture and grazing; 32% (4.3 billion ha) is devoted to forests and woodlands; and 33% (4.4 billion ha) is desert, ice sheet or devoted to urban occupation (www.theglobaleducationproject.org). Thus, at least 67% of the planet is capable of supplying food and shelter for human use and this takes no account of oceans and lakes which hold large supplies of fish, an important food alternative for many human groups. From these figures we can calculate that the mean cropland available per capita is 0.22 ha, pasture 0.48 ha and forest and woodland 0.64 ha. That is to say, each family of two adults and two children has available to it 0.88 ha of land for planting grain and vegetable crops, 1.92 ha for grazing domesticated animals and 2.56 ha from

which to obtain wood for construction and fuel. By any standard this is more than enough to sustain life. Current food production figures support this view (see below)[4]. There are starving people in the world. Some of this is due to their inability to develop because they lack capital. Nobel Laureate, Professor Muhammad Yunis of Pakistan, has shown how small amounts of seed capital can transform lives (Yunus, 1998). Other are starving because they are the victims of their belief system (e.g. animism) or because they are being perpetually preyed upon by those who control the world's economic and political systems. The problem is not the non-availability of land.

The Cornucopian view, in direct contrast to the Malthusian view, suggests that there is enough matter and energy on the Earth to sustain 9.5 billion people. (My own calculations suggest 8 billion is the peak but I will not quibble). They see the problem of hunger as, not a lack of resources but an inadequate distribution system. Of course redistribution is not a simple matter, even if you take away economic and political restraints; a Simple Equality redistribution system whereby equal quantities of resources are handed over to every citizen will not work. The hand-out to Australian aborigines in remote areas is a case in point; everyone receives the same amount on pension day but by week's end all of the money is in the hands of the local store-keeper. Walzer (1983) has proposed a Complex Equality under girded by a theory of goods which he sees located in an ideal economy in which goods are conceived, created an distributed within coherent human groups, neighborhood and political entities (Homans, 1962). Within such groups he argues for a social definition of goods derived from and contributing to a collective conscience. His central position is that there is no single good but a multiplicity of goods, with no single access, no single medium of exchange and no single set of creative or distributive agents. In another place, I have argued that the distribution of education is illuminated by Walzer's proposition (Potter, 1995). It is, in a nutshell, a

Cornucopian view would see the supply of essential goods created and distributed to all through the application of human rational purposive action in a site of mutual inter-dependence. That is the way it has always been done and the way it will go on

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[4]Current field crop yields are as follows (2008 year):

Crop	Mean Yield	World Production	Per Capita
Corn	8.7 mt/ha	308 million mt	51kg
Wheat	2.4 mt/ha	58 million mt	10kg
Soya Bean	2.7 mt/ha	77 million mt	13kg
Rice	7.0 mt/ha	661 million mt	110kg

being done if we can find some way to eliminate

practices of domination which some humans seem determined to perpetuate despite past bad experiences. The appeal for democratic participation is critical if we are to solve the misery currently experienced by the poor. Not kill our babies.

Modern Environmentalists

Malthusian environmentalists see development as a relentless process whereby eco-systems are destroyed with no regard for animal and plant populations or the future. And in some cases they are right; the ongoing destruction of forests in Papua New Guinea is a disgrace. So, we can agree that development needs to be monitored but not that we should move from one extreme position to another. In the post Second World War years, agricultural scientists treated land degradation as a serious threat and went about developing solutions on the assumption that *there was a means of using land that would both preserve the resource and produce an economic outcome*. And in this they were very successful. Today's environmentalists have moved to a preservationist position that wants to exclude humans from at least some sites all together and the remnant population subsisting on land reconstituted to pre-development conditions. This is not hearsay. The Adelaide University took over a parcel of land south of Adelaide recently. They decided to develop part of the property for housing to generate funds for developing the bulk of the land as a vegetation reserve. They were refused planning permission for housing by the local authority and told that they must re-plant the whole area to its pre-colonial condition (*Messenger Press*, Adelaide). What is being over looked here is that this extreme form of conservation is nothing more than a 'rich man's hobby'. Why should the University of Adelaide pay money to return a piece of land to its prior condition purely as an act of benevolence? On local television we are shown gardens full of pristine indigenous plants, birds and other animal species. Such projects receive our praise but it is clear that the resources that paid for the development did not come from the land on which it is located. It is disturbing that many urban people seem to have lost sight of the fact that human survival is dependent on land, as well as labour and capital. Many young people in cities are ignorant of where milk and other food items come from, despite having a 'good education'.

Another point of concern is that the environmental lobby tends to be carried by people holding to common sense views based on hysteria rather than facts. The River Murray is a case in point. The Murray, like many other river systems in Australia, is an ephemeral stream – water only flows when there is sufficient rainfall in the catchments. When

European settlers arrived in Australia they found that they could drive their horse and buggy across the Murray in the dry season and only operate river boats when the spring flows came. In the 1930s, State Governments, noting that much valuable water was running out to sea, built weirs across the Murray to store water for use in the dry part of the season. The result was that the river now consists of a number of stagnant pools of water and to the uninformed it looks like a permanent stream. Unfortunately, State Governments over allocated the stored water supplies and there is now insufficient water to go around. The Commonwealth Government is currently buying back water licences and we are hearing a lot about 'environmental flows'. What are they? Before the weirs went in there were no 'environmental flows', why do we need them now? Further, why does the South Australian Government pay $3 million per annum to have sand in the Murray Mouth dredged out when it is patently obvious that there is no utility, either economic or environmental, in allowing fresh water to flow out to sea, Besides, the Southern Ocean re-fills the mouth with sand as soon as it is dredged. It is agreed that we need to care for the environment but let's do it in a manner that gives due consideration to informed opinions. But I am getting away from the main topic of this paper which is managing human populations for long term sustainability.

Final Thoughts

So far we have seen that Malthus's position is ignorant of basic economic axioms, operates in a macro social view that ignores human agency, treats disasters as blessings and fails to recognize that the main driver of human reproduction is the recognition that a person needs children to support them in their latter years. Perhaps the main sadness of his position is that it comes from a man of the cloth, for the Judaeo-Christian position is definitely Cornucopian. The Hebrew scriptures tell us that the first command of the Elohim God to humans was: 'Be fruitful and multiply, and fill the earth, and subdue it; have dominion over the fish of the sea, and over the fowl of the air, and over every living think that moved upon the earth' (Genesis 1:28). Scofield sees the word subdue (Heb. = *kabash*) as the 'divine magna charta for all true scientific and material progress… (asking humans) to acquire knowledge and mastery over the material environment' (Scofield, 1967). And this position was reaffirmed to Noah after the world wide deluge (Genesis 9:1) and to Christians operating under the New Covenant (Ephesians 2:10). From this perspective Malthus's position is not only anti-social but anti-God; especially his insistence that misery and vice as experienced by the masses was God's plan!

Having said that, we recognize that world populations are increasing while the land available remains the same. We also note that there is still misery in the world; the times have changed, but the question remains the same: 'how will we feed ourselves if the population continues to grow'. The Malthusians say, reduce the population but this is easy to say and not so easy to implement. China has had a one child policy for some time and, as a result of selective breeding, there are now 60 million Chinese men who cannot find wives because families have preferred to have a son rather than a daughter. (Malthus reports that the Chinese 'expose' their unwanted children, i.e. throw them on the rubbish heap, Malthus, 1798, p.19. He was probably correct because the practice is still common in China (and in other places) today, see (e.g.) www.ccpr.ucla.edu/docs/YaqiangQi.pdf and www.gendercide.org, etc. Will one child in China be able to support two ailing parents? Probably not. This method of reducing the population seems not to be working.

So, what about Malthus's preventative measures, are they working? In Australia, we are breeding at just over 1% of population annually despite a high rate of abortion, contraception and Gay Mardi Gras. Thanks to improved health services we more than make up for those who are dying by natural means and on top of that there is immigration. So the Malthusians are moving to implement the grand strategy: reduce food supplies by implementing a cap and trade green house gas emission scheme that will starve out a significant proportion of the population. Natural disasters are difficult to arrange but man-made famine is a definite possibility.

In Australia, farmers have always dealt with a wide range of hostilities. Drought is an ever present threat and farmers are always at the mercy of their input suppliers. The price of Mono-ammonium Phosphate fertilizer in Australia in 2008 was $800/ton; in early 2009 the price doubled to over $1600/ton so one farmer looked off-shore and found a source selling the same fertilizer at around $650/ton. When he put his product on the market at $800/ton the main suppliers dropped their prices to $800/ton over night! Machinery supplier's play the same game – the price is whatever you can get the farmers to pay. Some rural industries are in dire trouble. The current price of milk in the supermarket is $2/litre but the latest regulated payment for fresh milk supplies from dairies is 28 cents/litre. Seeing that the cost of production is 40cents/litre we can anticipate that milk supplies are going to dry up if this continues. Many dairy farmers are suicidal and if they go who will have the expertise to grow our milk supplies? Now, on top of this kind of vulnerability the Australian Government is set to impose a Carbon Credit Tax

on Australian food producers. Many of them will be eliminated, for crops cannot be planted, harvested and transported using solar or wind energy and the farmers will not be able to pay the carbon tax.

Rice growers in Australia have already been shut down by allocating them a nil irrigation water quota. And the River Murray irrigation districts have taken a further blow when even wood cutting operations have been closed down because their operations are seen to be disturbing a parrot that does not like to fly over open land – so we are told! This action has been taken by the Federal authorities, despite the fact that wood cutters were only cutting trees designated by the local Environment Protection Agency. Similarly, the national environment department has insisted that some 60% of Australia's coastland be declared a Marine Park that will be unavailable to commercial fishermen because some obscure shrimp or sea-horse is considered to be threatened; this despite the fact that fish stocks have been responsibly monitored by Fisheries Officers over many years. Such decisions are not coincidental; they each contribute to a well orchestrated plan to reduce food supplies with the object of reducing population.

On the world scene there are a thousand similar stories. Kenyan vegetable growers have had a lucrative market in Europe and the UK; this has now been sabotaged by marking their products *eco-unfriendly* when they are displayed in super market shelves because they have been transported by aircraft using fossil fuel. Kenyans are losing their businesses and the European public is resorting to digging up their back yards to grow food; at least some of them are, these days most urban dwellers do not have a back yard. The world price of rice went from $140/ton to $1100/ton in the latter half of 2008. This effectively means that a large percentage of the people for whom rice is the staple diet are no longer able to buy it. All of which suggests that a world wide famine is a definite possibility in the near future.

The billionaire's club will survive the cataclysm but ordinary folk, particularly the aged on fixed incomes, will have no alternative but to scratch out an existence as best they can in the primal manner, if they can find some land – and this is a big 'if'. Malthus's prescription has no power to do anything but create more misery and vice. Will the Cornucopian community buckle under the onslaught or will this be their finest hour? This is the real question of the age.

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Dr John Potter holds degrees in Agricultural Science, Education Management, Education Philosophy and Distance Learning. He is a Member of the Institute of Management Consultants and regularly assesses international projects. Over 52 years of professional life he has spent extensive times working in both Australia and Africa. He is currently the Executive Chairman of the Paraclete Institute Inc, an education, training and mentoring service based in Adelaide, South Australia. He can be contacted on paracamp@senet.com.au

Accreditation[1] - A Critical Perspective

Dr Bruce Duncan*

Is it *Kosher*; *Halaal* or otherwise "acceptable" to eat certain foods? Religious groupings define, for their adherents, what is OK to eat. Humankind's sociological need to "belong to a given code" illustrates the "we and they" reality. To identify with a common link is important. Similarly, an educational "body" decides on proscribed[2] benchmarking, accreditation, that gives their constituents academic approval allowing them to be part of the "in" group. This arbitrary categorisation however, raises serious questions about exclusivist sanction, arrogant labelling, emotive judgements and woefully incompetent servicing.

In the United Kingdom, history has recorded the laughable and hopeless policing by those whose paid job it is to accredit, monitor and discipline accredited institutions. This abysmal performance is a serious blight on their much-trumpeted approval "standards" over and against those who do not follow the traditional education route.

A government appointed enquiry into the United Kingdom's bogus college debacle[3] notes the failure of the powers-that-be, despite many reports "from the education sector", to address the scandalous situation and that there is "no firm evidence that the Home Office has made adequate preparations to deal with this issue". The official report then recommends that unless a private education college is accredited then they may no longer use the designation, "college". This is all very well, but will the Green-benches of Parliament ensure that their employees in the United Kingdom Border

Agency and members of the august bodies giving colleges their blessing conduct adequate (and unannounced) regular and thorough inspections to ensure that "quality standards" are as they are purported to be? I think not, however, and the current circus with its fancy dodgem cars will continue to provide income for those who make their living because Authority issues and signs paper tigers. Yes, the government has now tightened border controls (closing the stable door but the horse has bolted scenario). They "welcome students who wish to receive a first-rate education … [who] are legitimate[4]" – however, it is a tragedy that the evidence to hand proves that they are not so adamant about securing first base inspections to ensure that their approved institutions deliver a "first rate [and legitimate] education". Whilst skillfully displaced responsibility now wants to remove the designation "colleges"[5], calling a compost heap a rose garden does not change its odour. The problem is not in the name but in the pathetically inept management of laws, rules and regulations and the proven outdated and misleading concept of exclusivist accreditation.

Furthermore, accredited education remains a bubbling pot of amendments. Regardless of standards set, there are still constant changes to the curriculum whereby content and procedures bow to the new light shed by the current band of officially endorsed educationalists. For example, the current United Kingdom hullaballoo now centres on the standard of mathematics as not being "of standard". Undoubted changes to a previously certified benchmarks are yet again facing challenge! What galls is the fact that those who accredited education, change content at will – and, of course, this is to improve standards (sic). Does this mean that those of us who studied under the old system now have an inferior accredited qualification? The word "bogus" springs to mind not to mention the resurrection of the feudal system where the Lord of the Manor governed the serfs.

Far too much sentimentality and vanity pushes the accreditation label to the fore. Many deem accredited British education, *per se,* to be the best in the world. How this plaudit came into being is unknown – but it is the general boast. Is this garland the result of empirically structured research? Factually, however, the so-called "standards" are subject to the influence and power of those whose networking prominence compose the tune. The bureaucratic "Dons" and their godfathers lay down the law. "Thus saith … "echoes down the halls of academia as the "Old Boy's Club" trumpets on. Sadly, education by the

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[1] Accredited /əˈkrɛdɪtɪd/ us /-tɪd/ adjective
officially recognized or approved:
an accredited drama school: accredited war correspondents[1]. Cambridge Online Dictionary http://dictionary.cambridge.org (Accessed 5 June 2009).
[2] proscribe verb [T] FORMAL
(of a government or other authority) to forbid something:
The Broadcasting Act allows ministers to proscribe any channel that offends against good taste and decency.
The Athletics Federation have banned the runner from future races for using proscribed drugs.
[3] Bogus Colleges: MPs criticise ministers' failure to stop illegal immigrants. Guardian.co.uk (et al) http://www.guardian.co.uk/education/2009/jul/21/bogus-colleges-visas-illegal-immigrants (Accessed 21 July 2009).

[4] Ibid (Accessed 21 July 2009).
[5] Ibid (Accessed 21 July 2009).

people and for the people cannot adequately compete with ermine-lined gowns and related regalia. Tragically, current United Kingdom accreditation practices also raise a drawbridge against those who choose a different academic path to career achievement.

This paper will address selected issues pertaining to two United Kingdom State appointed bodies responsible for servicing colleges, viz: the Accreditation Services for International Colleges (ASIC) and the British Accreditation Council (BAC) with indirect referencing to universities[6] that toe the party line. Online tuition is included in the package.

In the United Kingdom, a formidable phalanx of self-structured and State appointed guardian angels provide the open sesame to sanctioned education. It is an offense to register (or function) as a university without the approval of the Department for Innovation, Universities and Skills[7]. Any educational institution is "bogus[8]" if not officially recognised by the Government. Being "false, not real or legal" means that their degrees, diplomas or certification are invalid – they are not up to standard. However, this paper notes that those whose bank accounts benefit from parading as upholding quality do not enforce monitoring and enforcing of these standards.

Educational institutions must have the additional sanction of The Quality Assurance Agency for Higher Education (QAA[9]).

Two of the sentinels are the government approved Accreditation Services for International Colleges (ASIC)[10] and British Accreditation Council (BAC)[11] bodies. They purport to provide "quality, resources, student support and ethics[12]", and provide a "comprehensive quality assurance scheme for independent further and higher

education in the UK[13]". Of course, this so-called "quality assurance" label applied at any given point in time could be replaced by another – again raising the issues about chameleon-like standards and quality control.

The entrepreneurial ASIC and BAC bodies command handsome payments from the institutions seeking their sanction. To receive their green light, colleges pay initial inspection fees and then subject themselves to periodic and future-diarised inspections[14]. However, the fee payment raises the issue of objectivity and vested financial interests. It would be interesting to hear how objectivity is retained when the existence of the BAC and ASIC depend on the income they receive from the colleges? The phrase, "declare an interest" rattles somewhat, does it not?

In reality, in dealing with the formal accreditation package, "quality" claims are in general, found to be wanting – thus abrogating claims about "quality" and "standards". In a mind-boggling media reported statement, Mr Dimmock, the Director and Founder of the government approved Accreditation Services for International Colleges (ASIC) says, "We don't see ourselves purely as acting as policemen. We are there to identify those colleges which are genuine, as far as we can see"[15]. Now, how professional is that? For this "as far as we can see" commitment, ASIC receives institution-bled advance payment to ensure quality and standards. Interestingly, the founding of ASIC raised the ire of some accredited universities in the UK where letters protesting against Mr Dimmock's organisation were sent to high State officials and the Home Office[16]. One wonders why the furore – what intrigue and turmoil is bubbling within the accreditation pot. A divided house does not inspire confidence.

Accountability is an essential discipline. The accreditation label gives *de facto* and *de juro* assurance that approved institutions are within United Kingdom "quality standards". However, do these providers monitor and enforce their own criteria? Are they up to the mark? Policing of standards is imperative in any business – equally so in the competitive world of entrepreneurially structured education oiled by financial income. To offer a service that lacks sustainable monitoring is dishonest and misleading. Sadly, this irregularity is

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[6] UKAS http://www.ukas.com/ (Accessed 9 June 2009).

[7] Department for Innovation, Universities & Skills http://www.dcsf.gov.uk/recognisedukdegrees/index.cfm?fuseaction=content.view&ContentID=2# (Accessed 5 June 2009).

[8] *False, not real or not legal*. Cambridge Online Dictionary http://dictionary.cambridge.org (Accessed 9 June 2009).

[9] QAA http://www.qaa.ac.uk/ (Accessed 9 June 2009).

[10] ASIC http://www.asic.org.uk/ (Accessed 9 June 2009).

[11] BAC http://www.the-bac.org/ (Accessed 9 June 2009).

[12] Accreditation Services for International Colleges (ASIC).

[13] British Accreditation Council (BAC).

[14] Ibid

[15] Man given job of closing bogus colleges was sacked by university http://www.timesonline.co.uk/tol/life_and_style/education/article6597341.ece (Accessed 29 June 2009).

[16] Ibid (Accessed 29 June 2009).

now public knowledge despite the claim of checks (now proven inadequate[17]) "every three or four years[18]".

Personal experience in three colleges have revealed how college owners prepared for inspection visits and, in at least two such cases, bogus teaching staff supported equally falsified documentation – each accredited institution had fiddled the books and injected spurious records into the pot. The eminent inspectors (usually retired university inspectors) were, in their ignorance, understandably satisfied with their surface sweep and gullible acceptance of required benchmark standards. However, for those colleges, their payment was well worth the investment – their defrauding received the official accreditation imprimatur affirming that their educational standards were in the best interests of British education. Guile and deception has resulted in many now walking the streets with factually bogus qualifications from accredited educational establishments; many now form part of the illegal workforce - due to the courtesy of accredited colleges supporting visa procurement. Standards, my dear Watson. Let us close the door against bogus colleges (*sic*) that do not comply with our standards[19].

Additionally, the accreditation of *quality*, *ethics*, *and student support* theory is not always borne out at street level. However, the inadequate and questionable process examining the patchwork educational quilt certainly gives financial income to the entrepreneurial inspection Tsars and the *avanti* to accredited but nevertheless bogus educational institutions.

The fact that the United Kingdom authorities have finally responded to years of verified reports[20] about criminal and illegal practices within their accredited colleges (prior to 2007) and now closed

close on 2000[21] is significant. The fact that some will emerge in another place, under different names and with fronting office bearers[22] has still to receive attention; many scam colleges[23] still function and have evaded and avoided any closure[24].

The lethargic action by the government to become organised has allowed most of these accredited but fake colleges[25], run under the auspices of foreigners, to drain the UK of financial resources[26]. They had been on the accredited list – but wrongly so! The writer of this article has written three-mails over as many years to one of the accreditation bodies requesting a meeting to discuss three of the institutions that remain listed as accredited on their website but there has been no acknowledgement at all. E-mails to The Right Honourable Keith Vaz MP, and the UK Border Agency have also disappeared into the world that receives unwelcome or not important communications (despite being requested). The ostrich in the sand analogy might be relevant. Budget needs might be another. Regardless of the reasons, rudeness in not replying is not a desired standard of professionalism.

Accreditation demands quality. How is the quality of teaching assessed when the majority of college and university lecturers do not hold any teaching qualifications? An academic degree does not mean that the individual can teach! Lecturing is instructing – this demands skills inclusive of pedagogical, lexical and delivery abilities. Accreditation ignores an essential quality ingredient viz: a teaching qualification – even a so-called accredited one. How many of the inspectors who supposedly assess the teaching in the colleges under their aegis, have teaching qualifications. On what professional foundation is their assessment based? The poppy field of accreditation creates an alluring and attractive scenario and whilst religion might be the opium of the masses[27] (creating for many a

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[17] Bogus colleges 'not being tackled'. The Independent
http://www.independent.co.uk/news/education/education-news/bogus-colleges-not-being-tackled-1754410.html (Accessed 22 July 2009).
[18] ukstudentlife.com
http://www.ukstudentlife.com/Course/Bogus-Schools.htm
[19] BBC
http://www.immigrationmatters.co.uk/student-victims-of-bogus-college-face-removal-from-uk.html (Accessed 12 July 2009)
[20] I have written three emails to one of the bodies mentioned in this report and did not even have the courtesy of an acknowledgement. A resent email to Immigration and Border Control (10 July 2009) is still to be acknowledged.

[21] BBC News
http://news.bbc.co.uk/1/hi/education/7177033.stm (Accessed 11 June 2009).
[22] As was the modus operandi, to date.
[23] As identified, for example, on the ASIC accreditation list (as at 12 July 2009).
[24] Oxford Street, London, for example, remains a rat's nest for some colleges that nestle between genuine educational institutions.
[25] Telegraph.co.uk
http://www.telegraph.co.uk/news/newstopics/politics/lawandorder/5358680/Pakistani-immigrants-exploit-bogus-colleges-to-enter-UK.html (Accessed 8 June 2006).
[26] The Guardian.co.uk
http://www.guardian.co.uk/education/2009/may/21/bogus-college-scam (Accessed 11 June 2009).
[27] With respect to Karl Marx.

somewhat euphoric picture of life and destiny), it is just "not on" to allow the now proven fantasy world of accreditation to waft onward and upward without challenge.

Many of these accredited colleges do not follow the legally binding routes to report on students who do not comply with their attendance requirements – thus retaining their major function as visa factories servicing illegal workers in the United Kingdom.

The University College Union (UCU) passed a resolution refusing to co-operate with the Border and Immigration requirements to report absent students[28] and objected to the deposit required to apply for a United Kingdom student visa. It will be interesting to note how this rebellion will affect the accreditation status of universities throughout the United Kingdom. A perusal of the Times article makes interesting reading.

It is time that the pot of accreditation ceased from calling the kettle of alternative educational institutions, black. Practise what you preach might well be a salient message to consider[29].

Propagating the nonsense that accreditation secures the subjectively described excellence of British education is a misleading myth and a lie when proper servicing and accountability is absent. A stamp of approval by self-appointed, but officially designated Authority, is not the *sine qua non* for "excellent British education[30]". This pompous and outdated colonial attitude needs revision. Association with a perceived picture must be backed up by reality – within the current fiasco this is not the case.

The quality of the teacher, the motivation of the learner and the content of the curriculum determine excellence; not a set of rules that provide fairy-light attraction whereby many enrol at bogus colleges with misleading web pages.
However, not all is lost. There are educators and institutions (accredited and non-traditional – warts and all) that certainly uphold quality education. They service the needs of students throughout the world. Eminent academics mentor and teach. Their

curriculum stands shoulder-to-shoulder with professional standards and good teaching practice. They provide quality education – a reality evidenced in the highways and byways of the global village. They meet the needs of learners *in situ* and within the walls of non-accredited structures without the encumbrances of theoretical but impractical and farcical traditional window-dressing accreditation procedures. They eschew the snob value of labelled education and structure their programmes enabling students to fulfil their needs to gain knowledge through a quality-structured and ethically sound process.

However, adequate education by the people and for the people remains the elusive Pimpernel but ... we do not lose hope. Tangled bureaucratic bungling remains an obstacle to progressive education that is owned by the people … we shall fight on.

There are those like St Clements University[31], who, warts and all stand tall amongst the many non-traditional educational providers that do not walk the rocky road of what is termed accreditation. Their record of accomplishment sparkles throughout the world and knowledge increases. Furthermore, their standards and commitment to service illustrate what the august BAC and ASIC bodies reportedly exemplify but have neglected[32].

The table is set, the cuisine is nourishing, and the waiters attend – come and dine.

*Dr Bruce Duncan holds an MA in TESOL (London Teacher Training College), a D.Litt. (St Clements) and an honorary D.Ed. (Commonwealth University). He is the founder and chief executive of Sanctuary Services and can be contacted at 110940@msn.com

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[28] The Times 29 May 2009
http://www.timeshighereducation.co.uk/story.asp?storycode=406776 (Accessed 12 July 2009).
[29] Bogus College made £16 million by signing up 80,000 students ... but only 18 left with a qualification. Mail Online
http://www.dailymail.co.uk/news/article-1025774/Bogus-college-16m-signed-80-000-students--18-left-qualification.html (Accessed 11 July 2009).
[30] Op cit (Accessed 22 July 2009).

[31] http://www.stclements.edu/ (Accessed 12 July 2009).
[32] As evidenced by the current closure of colleges in the United Kingdom.

Competition, Growth and Performance in the Banking Industry in Ghana

Dr. Kojo Aboagye-Debrah*

Banks in Ghana implemented the financial sector adjustment programme (FINSAP) during 1988-92. After years of its implementation, the following questions were asked: Is the banking sector in Ghana becoming more competitive, efficient and profitable? Does size matter for profitability? What are the strategic implications for individual banks and the banking industry in general?

The general objective of the study was to analyse competition, growth and performance in the banking industry in Ghana. The specific **objectives** of the study were: to find out the level of competition in the banking industry in Ghana; to analyse how concentration in the banking industry is related to bank profitability; and to analyse how bank size affects the profits of banks in Ghana.

Based on these objectives, we hypothesized that **the profit growth of banks is not related to the size**. This hypothesis was tested at the 5% level of significance.

The study made use of concentration measure Herfindahl-Hirshman Index (HHI) to assess the incidence of competition and Panzar–Rosse (PR, 1987) H-statistic to identify the three market structures, namely, monopoly/perfect collusion, monopolistic competition and perfect competition/contestable market. Conclusions about the type of market structure were made based on the size and sign of the H-statistic. Spearman Rank correlation was also used to measure the relationship between concentration and performance. Regression test was used to test whether bank size is related to performance.

The findings of the study were:

- The market concentration of the top six major banks in Ghana points to oligopolistic competition and that the reforms in the financial sector have not been able to generate enough competition in the banking industry in Ghana. This means that the new entrants have not been able to penetrate into the top bracket. The banking industry has enough opportunities for growth and expansion as evidenced by the performance of Ecobank Ghana Limited.
- There is zero sum game among the top four banks i.e. Ghana Commercial Bank, Standard Chartered Bank, Barclays Bank and SG-SSB in the sense that while the biggest bank, Ghana Commercial Bank (GCB) had lost its market share of 53% as at 1988 to 19.2% in 2005, the other three banks Standard Chartered Bank, Barclays Bank and SG-SSB had gained. The only bank that has found its way among the top after liberalization is Ecobank Ghana Limited. The small banks are less competitive in terms of market share and profitability due to their small capital base.
- There is evidence of leadership-followership tendencies among banks in Ghana in the area of pricing as evidenced by much wider interest rate spread. The wide spread is attributed to high transaction cost. For example, Ghana Commercial Bank (GCB) the biggest bank in Ghana had a cost/income ratio of 78% in 2005. The industry cost/income ratio is now more than 60%, indicating inefficiencies in the banking industry.
- PR/H-Statistic seems to suggest monopolistic competition and H-Statistic for Ghana banking industry is far lower than other comparable African countries.
- Spearman's Rank Correlation Coefficient Matrix seems to suggest that concentration and profitability are not statistically related in the banking industry in Ghana.
- Regression results seem to suggest that bank size and performance are statistically insignificant. This means that size does not matter in terms of profit and that what matters is equity (tier one capital i.e. shareholders funds).
- Another inference is that foreign-owned banks, Barclays Bank, Standard Chartered Bank and Ecobank Ghana are more profitable than the locally-owned banks Ghana Commercial Bank, Agricultural Development Bank, National Investment Bank, and Merchant Bank Ghana.
- The improvement in the quality of the loan portfolio was largely due to the expansion in the credit base of the banking industry as a result of reduction in reserve requirement.
- Staff Cost and infrastructural cost (technology) are the main sources of high operating costs.

The main conclusion of this research follows the same conclusion of Buchs and Mathisen (2005) that banks in Ghana appear to behave in a non-competitive manner that could hamper financial intermediation. High Profitability of banks in Ghana due to the wider interest rate spread account for this uncompetitive behaviour of banks.

Two other key conclusions from this research are:

- The assertion that concentration results in monopoly profit cannot be confirmed by empirical evidence in Ghana; and

- Bank size in terms of assets growth and profit performance are statistically insignificant at 5% level of significant and that size does not matter in profit performance. It is rather growth in equity which matter for profit performance. The results of this research underline the utmost importance of bank soundness rather than asset size, for sustainable bank performance. The results clearly confirm the relevance of individual bank characteristics for profit growth.

The research recommended the following as a policy for banks' strategic direction:

- The need to sustain and deepen the current government fiscal prudence so as to bring down interest rates and reduce banks' spread in Ghana.
- The need to reduce the transaction cost (particularly staff cost and investment cost-telecommunication). Encouraging the development of compatible IT infrastructure so that banks can pool resources and lower technological cost in the industry to enhance efficiency. There is also the need for progressive reduction in reserve requirements, tariffs and charges and lending rates as macroeconomic stability is entrenched to reduce the cost of banking services and increase competition.
- Addressing the occurrence of losses on the loan portfolio particularly in the local banks.

- The regression results clearly confirm the relevance of individual bank characteristics for profit growth which is size of bank's tier-one capital. Bank size is irrelevant for profit growth. Appropriate strategy is the key determining factor of profitability.
- The SWOT analysis in the banking industry in Ghana seems to indicate that foreign-owned banks are technologically advanced, more efficient and profitable than locally-owned banks.
- There is the need for consolidation and mergers particularly among the small banks to expand their capital base in order to make them stronger and competitive.

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Dr. Kojo Aboagye-Debrah holds an M.Phil in Economics (University of Ghana) and a PhD (St Clements). He was a USAID/University of Ghana Fellow (1993-1995). At present he is working with the Stanbic Bank Ghana as the Executive Assistant to the Managing Director and Business Development Manager in charge of Business Strategy and Managing New Relationships. He is a member of the Executive Committee of the Bank (Exco). He can be reached at Stanbic Bank Ghana, Head Office, Valco Trust House, Castle Road, Ridge Accra, P.O. CT2344 Cantonments, Accra-Ghana or by email on abokad1@yahoo.com

Future Smarts: Navigating What is Up, Next and Ahead

Dr Irving H. Buchen*

A series of startling developments now besets all of us:

- Everything is up for grabs.
- No one knows for certain how things are going to be.
- Everyone is on his/her own.
- The past is no guide to the future
- Everyone is in charge of his/her own fate.

How did uncertainty suddenly replace certainty, discontinuity for continuity? Conventional wisdom offers two answers. The first is that it is temporary — it is an awkward and unsettling transition brought about by economic recession but as things sort themselves out, stability will return. The second is that it is new - the inevitable signs and dislocations of an emerging global economy, but as its outline, parameters and dynamics become clearer and more familiar, our bearings will be adjusted. Intended to be reassuring, both explanations do so by stripping or muting the new of its threat and promising restoration of one form or another as has always happened in the past. But suppose the dislocation persists — suppose the transition is followed by another transition and that in turn by another? What then? Then too what if such constant flux unleashes a new form of competitive selfishness to survive and demand access to basics? And will such aggressive self reliance also require that self-management be brought to new and higher levels of control and sanity? In the process what happens to the traditional ethic of the collective and collaborative? And to the classic negotiation and social contract between the individual and his society?

As the impacts and implications of the current dislocations are gradually spelled out, what emerges is the prospect that these new developments are not variations of past cycles but the harbingers and advanced advertisements of a new kind of future — a future which has not waited for us to come to it on our terms but has prematurely arrived ahead of schedule and become our present. Such future intrusions regularly have appeared throughout history whenever major periods of transformation have occurred. If so, what characterizes this new age? Without being definitive at this point what is clear is that we are being asked to acknowledge and hopefully master is a series of hybrids — at least three; (1) one is a new time fusion: present-future, now-then; (2) a new space continuum — here and there, up close and far-away; and (3) a new psychology of the collaborative self: the 360 of *numero uno*. Although clearly we need guidance with such rites of passage, whence cometh our help?

There are many professionals and experts who can guide us but minimally they need to display the same mastery of uncertainty that we have to acquire. There are also many leaders who may claim they know the way but essentially they have to be fusion candidates because increasingly our lives and our future have become so entwined that who we are is largely a matter of where we are going. Finally, we need to become smarter not only about this new intrusive future, but also about the way it behaves generically so that we can anticipate and manage its subsequent versions and incarnations. And for that we need the guidance of the professional managers of the future — futurists but with grass roots expertise.

The navigational system being proposed here is designed for adoption and adaptation not just by leaders, managers, and Indian chiefs, but for the citizenry at large, for at least three reasons. Firstly, we need to keep track and keep honest those in charge. Secondly, the citizenry being knowledgeable facilitates our successful traveling together. And thirdly, it preserves independent judgment and occasionally creativity.

The heart of the problem is a different kind of future. So we need to become smarter about what that involves. But understanding its difference has to be folded into managing its difference. In other words, Future Smarts requires that everything we do from this point on has to be a two-fer or a three-fer — a multiplier. We always have to be using the multiplication not the additional table. Our goal is synergy — the magic of one plus one equaling three. Then, too, we have to resist the temptation of being only a star-gazer lest we ignore the immediate and short term. Looking ahead starts with the present, with what is likely to happen tomorrow and next week. The future always starts with today and is always anchored in the here and now. That then leads to what is next, what comes after that and, finally, the big picture. But we also need always to stop often or at least pause between the sequence of time-building blocks; recall what went before — whether it still prevails or has been altered no matter how slightly and thus requires some adjustment. Occasionally the order of the time slots need to be questioned especially when we assume they operate with cause and effect. Beware of hidden or dirty variables or the Jabberwocky. Above all don't venture too far out. Anything beyond five years is a crap shoot. If you must presume use pencil not ink, outline rather than finalize.

Such warnings serve as an appropriate threshold to introduce the basics of Future Smarts. What can we know about this new future? Can we know enough of it so that we understand how it typically behaves for this will render it less capricious and even purposeful? Finally what lies ahead? There are minimally five Future Smarts:

- Data and Trends
- History of the Future
- The Law of Escalation
- Simulation and Modeling
- Scenarios as Strategic Planning

Data and Trends

Future Smarts begin with making knowledge distinctions, between the known, the unknown and the unknowable. The present and its demographic data are known. Total population alive now will be alive tomorrow. Then there is the unknown — what lies ahead — but that is knowable through trends especially mega-trends. Finally, there is the future — that is not only unknown but has to remain unknowable because that is how the future preserves its own integrity and identity as the future. If we were to assign to each one third then typically we have two thirds in hand to initially profile the future. And that is enough to proceed; and all that we are entitled to know anyhow. The absolute sign of viable projections is thus that they are incomplete because if they are totally finished the chances are so would we be.

History of the Future

The future has a history. Every civilization had its own soothsayers, shamans, prophets, etc. and its own rituals of forecasting. Typically reserved for kings and heroes, their projections always involved the larger fate of the country and thus established a fundamental law of all forecasting: it was never solely personal or individual but always collective. The prose or poetry of recording heroic or kingly remembrance was thus also always historical. Or to put it another way one cannot portray the future without composing a historical novel—the future gives us no other choice: it compels aligning the macro and the micro. For over 100 years, the most recent and current historians of the future have been the science fictionists, the first being Mary Shelley's Frankenstein (1808). Such imaginative constructs always have two features in common: an historical divide and human presumption. Usually in partnership and enabling one another, the former is triggered by Promethean fire, Frankensteinian electricity or modern technology which in fact makes it possible to challenge or ape the Gods and thus calls forth their retaliation. In science fiction the divine task of curbing presumption is played by

the future itself in its final role of being unknowable. Whether the project involves stealing fire from heaven or creating an artificial creature or intelligence, the drama of aspiring to be like the gods or an immortal creature flying too high or trying to leave the earth or exploring its depths, the future stands by as the historical and mythic corrective. Indeed, the fictional creation of civilizations in outer space builds on the hope of finding a society smarter but less rapacious than we are. Typically the inevitable sign of such superiority is their knowledge and management of the future. The chronicles of the future thus offer a storehouse of archetypal behaviors and historical divides which in turn provide a recurrent cast of characters, a historical script of overreaching, and acts of presumption which trigger discontinuity and discontent.

The Law of Escalation

One of unforgiving laws of the future is that knowledge of the future must also be tied to action. Forecasting is not an intellectual exercise; a law of escalation is at work. In terms of action, the future offers three options which can be designated Stretch, Strain, and Shock. The sequence moves from the easy to the hard, from managing the future to being managed by it. The first stage of decision-making is Stretch. It is relatively relaxed, there are many options to choose from, and proactive prospects are still available. But if neglected, ignored or put on hold, the law of escalation ups the ante. Strain replaces Stretch. Although there are still some choices available, they are grimmer, trade offs become the order of the day, and prospects of outcomes become less hopeful. Finally, if that stage is also allowed to slip by then Shock takes over. There are hardly any good choices left. The few that remain are all draconian and herald doom and the end of days. So the lesson is clear: the future is elusive and tricky but once you manage somehow to get the tiger by the tail, be ready to do something with that tiger or it will turn get you by the tail!

Simulation and Modeling

Future understanding puts enormous pressure on and exposes the inadequacies of present knowledge. Somehow not knowing enough is more embarrassing and compromising by the prospect of thinking ahead rather than immediate operations or short term strategic planning. Then too the future is big and interconnected: the reason the plane is late in New York is that a storm has grounded it in Chicago. But when such familiar connections become the complexity of complexities, we find our knowledge base compromised and compounded increasingly by the addition of many more players of the global economy; multiplied by

the incredible diversity of international cultures and value systems; and finally the overall and shared challenge of managing the ecology of the planet across national borders. Under such additions our traditional concepts strain and buckle signaling the need to come to a new understanding of the dynamics of the big picture which not only incorporates all these new global players, but also projects how it will unfold and where it all will lead us. Enter computer simulation and modeling of big systems to the rescue. Although not by any means perfect, it is as close to state of the art as we have available. An earlier flawed example dramatizes both the difficulty and the benefits of such efforts. Meadows and Forester of MIT sought to find out the limits of growth (the title of their book). They created a global simulation model of eight major inputs projected in stages over a fifty year period to discover how much the world could absorb and tolerate without falling apart. Alas, much of their original benchmark data was dirty, constants assumed to be stable behaved unexpectedly like variables, and in a few instances leaky variables that intruded on and transformed other variables to behave unfamiliar ways. Still with all these flaws the researchers came to two important conclusions. First, there is no respectable or defensible human goal that requires more people to achieve it. Thus, for all the data defects, population emerged as the supreme villain of villains and its control as the key viable and sustainable future policy option. Second, there are limits to growth — to the carrying capacity of the planet and the future. Interestingly, when the book was attacked, the title was misread or assumed to signify not the limits but the end to growth — so tenacious is the growth ethic. Finally what is instructive about this earlier effort to employ simulation and modeling is that it is not a mechanical exercise. Like science fiction it seeks to dramatize moral issues and choices, and to raise to levels of debate issues and policies critical to survival. Once again, what stirs and supports future studies — the dilemmas of the present and near term — is not just modeled but also confronted — the knowledge gained is directed toward decisions and action.

Scenarios of Planning

A 'fluxy' future has totally altered traditional strategic planning in at least two ways. The first is that because data is constantly being updated and trends shift foci and alliances, the planning base is no longer solid but fluid, and projections are tamed to be suggestions. The only way to keep planning honest and true is to constantly monitor change; and then to build in adjustment mechanisms to allow for such mid course corrections. Thus, all planning is minimally 50% tracking — all projections are always tentative and pegged to footnotes; all strategic planning is thus now contingency planning. A second requirement is to create scenarios of the essential directions forecasts offer. Like the monitoring function, scenarios bring into play our knowledge of the way societies and systems interact, and how real people in real time live and function. Thus, scenarios test forecasts, determine whether they exhibit the verisimilitude of life, nations, and the nature of reality as we know it and thus pass muster. Taking a leaf from the pages of science fiction, scenarios fuse art and science, imagination and intellect. Together they create or recreate a future version of the world which is livable and thus believable, recognizable and thus trusted, familiar enough to be accepted and acted upon as a legitimate future option. In short, scenarios are designed to be persuasive and to assure us that what is being put forward as a profile and a course of action has stood not only the tests of time, but also the tests of a new time - the future.

SUMMARY

Future Smarts puts together data and knowledge: what we know and think we know - the wisdom and worries of past and current experts, subject to what they have found about the way the future characteristically behaves, set within larger and often global systems and frameworks, the ultimate big picture and, finally, requiring the real life testing and verisimilitude of scenario. It has to be that complicated and basic to even both the playing field and the odds because this future is different; it is Proteus fused with the Artful Dodger because its ultimate conclusions are end-games. Whenever future stakes are high and its reality tough and tasking, then the hunter-food gatherer has once again to become the thinker whose ultimate weapon of survival and growth is to develop the smarts and savvy about what it means not only to survive his age, but also to live ahead of his time.

*Dr Irving Buchen holds degrees in English Language and Psychology (New York University) and a PhD in Business Communications (John Hopkins). He is an international academic and business consultant and can be reached at 8650 Kilkenny Court, Fort Meyers, Florida 33912 or ibuchen@msn.com

Gender Relations and Fulfillment of Child Rights in Manafwa District Uganda

Dr Jennifer Bukokhe Wakhungu*

The Convention on the Rights of the Child (CRC), adopted by the United Nations in 1989 provides an internationally agreed framework of minimum standards for the well being of the child to which every child is entitled. Uganda ratified the CRC in 1990 and has since then domesticated its commitments through the 1995 Constitution and the Children Act 1996.

This study focused on basically four broad categories of child rights and examines how gender relations, including gender roles, control over financial and physical resources, decision making in the household, affect fulfillment of child rights. The categories of rights are:

- The right to survival (feeding, proper nutrition, life before and after birth, clothing, descent shelter, health and medical care, safe water and good sanitation – CRC Articles 16, 18, 23-27 and 39).

- The right to development (education, access to information, play and leisure, parental love and care - CRC Articles 17, 28, 29 and 31)

- The right to protection (protection from all forms of mistreatment, abuse, neglect, exploitation, discrimination, harmful situations and practices – CRC Article 11, 16, 19-22, 32-34, 37-38 and 40).

- The right to participation (participate in all matters affecting their lives depending on their age and ability, freedom of expression, thinking for themselves, decision making, taking action, associating with other children, and religion – CRC Article 12, 13, 14, 15, and 17).

The researcher used both primary and secondary sources of data. 216 respondents were interviewed of which 100 were individual, 32 key informants and 84 members of the focus group discussions.

Gender Roles and child rights to Survival, Development, Protection and Participation

The findings showed that gender roles affect people's health seeking behavior for their children. Seventy three percent (73%) of the respondents who resorted to self-medication attributed it to domestic chores, 74% to productive roles and 66%

to reproductive roles. The child is only taken to qualified medical personnel in case the sickness gets complicated. The situation is worse for children with disabilities who are discriminated against by being denied access to medical care because their condition is believed to be a result of witchcraft and a waste of resources.

Findings further revealed that much as men have the responsibility to construct pit latrines for their households, a number of homes did not have pit latrines and others were in a very devastating state. As a result children resort to poor practices in particular disposing faeces in the banana plantations and bushes around the home.

Children and women get tired after a day's workload and fail to walk long distances to collect drinking water and resort to drinking water from unprotected sources hence high risks of contracting water related diseases. Water is very scarce in some homes and as a result children go without bathing, foodstuffs are not properly washed before eating, clothes are not washed on a regular basis and general cleanliness in the home deteriorates.

Gender roles were also seen as a contributing factor to low school attendance, late reporting at school and lack of time for children to do home work. The roles continued even at school where teachers tend to assign stereotyped gender roles that are not different from those in homes. This was very common among older girls and has contributed to underachievement of some girls and their dropping out of school.

The research shows that gender roles had an effect on realization of the children's right to protection against all forms of mistreatment, abuse, neglect and exploitation. Parents considered strict discipline, corporal punishment and hitting a child to do domestic chores and productive work as normal and acceptable way of grooming a child in particular girls.

Findings revealed that gender roles have an effect on fulfillment of child's right to participation. For instance, whereas both girls and boys help with gender roles, the right to child participation has been misinterpreted. Instead of recognizing and valuing children's evolving capacities and their ability to play a constructive role, children have to take instructions from adults no matter how detrimental to their survival and development. There was a general lack of child friendly enabling environments to build confidence and self esteem of children. Children were not allowed or encouraged to speak in the presence of adults in particular visitors. The vast majority of children believed that their views, opinions and experiences

are not seriously listened to and taken into account by their parents/guardians.

Control over resources in the household and the child rights to survival, development, protection and protection

The findings indicated that men as controllers of the means of production and incomes make trade-offs between acquiring enough food of adequate quality and meeting non-food costs. The situation becomes worse for sick children in the family that are hardly given any special nutritious meal unless they have failed to eat what is provided as family dishes.

Further investigations into survival rights revealed that the child's right to life before and after birth is in jeopardy due to mothers' lack of control over resources and limited access to specialized medical care. Men/spouses are not willing to give financial support for antenatal care unless the pregnancy is feasibly with complications. The husband will release money or allow a cow or goat to be sold only in referral cases at death point hence endangering the life of the baby and the mother.

With regard to the right to development, the findings indicated that control over resources in the household affected the child's right to education. For instance, girls' higher drop out rates from school than boys was tagged to who controls resources in the household. Men were reported to be very reluctant to educate girls. A number of school going children in particular were at home due to lack of school requirements.

The research showed that control over resources had an effect on realization of child rights to participation. From the analysis of the findings, children's participation in income generating activities is highly significant because it enables children to finance other important aspects of their current and future lives, which some parents may not be able to finance. Further analysis shows that children's participation in paid work and contribution to household resources could place them in a better position to negotiate with their parents although the father still maintains the power and authority to control and give direction.

Decision making and child rights to survival, development, protection and participation

The findings showed that decision making in the household affects the child's right to proper feeding and nutrition. Few women participated in all household decisions regarding food and nutrition because food crops have become a major income source under men's control. Hence children face difficulties accessing adequate quality food and nutrition. However, the analysis shows that in the few households where women shared equally in household decisions, they tended to provide more adequately and fairly for their children.

The research revealed that decision making levels in the household affect the child's right to medical care. Investigations indicate that in majority of the households, the husband determines when, where and how to seek health care for the family members. This is challenging as most men do not give priority to the child's health. However, in a few families where women participated in decision-making, the proportion of resources devoted to children's health and medical care was a little higher.

It was evident from the study that levels of decision making in the household affect the right of the child to education. For instance households that were in extreme poverty resulting from low income and high unemployment of its adult members, lack of social protection, and high dependency burden, with little or no assets and limited access to any physical and financial resources were often compelled to take decisions to engage their minor children in various household economic activities or send them to work for wages instead of enrolling them in schools. Such decisions were mainly taken by the male heads of households which violate the rights of the child to education.

The research further showed that in some cases the different levels of decision making in the household affect the children's rights to protection. For instance, it was evident that their rights are trampled upon when their parents (specifically men) make decisions to marry off their daughters at a tender age to fetch bride wealth for her family regardless of the profound physical and emotional consequences.

Conclusion

It appeared from the analysis of the research findings that gender relations affect realization of child rights. Investigations into gender roles, control over resources, and the levels of decision-making in the households reveal the profound effect these have on fulfillment of child rights to feeding and nutrition, life before and after birth, clothing and adequate shelter, health and medical care, safe water and good sanitation, education, protection from all forms of mistreatment, abuse, neglect, exploitation, discrimination, harmful situations and practices as well as children's right to participate in all matters affecting their lives depending on their age and ability, freedom of expression and thinking for themselves.

Recommendations

Considering the complex nature of gender relations as indicated in the findings, the researcher recommends a holistic approach that would require the active involvement of government structures, international organizations, NGOs, community–based organizations, religious bodies, donors, businesses, the media, children as social actors and others in order to realize child rights.

There is little evidence in this research that at national and local levels people as members of households and the community at large are gender sensitive and fully understand the concept of children's rights. Unless people, specifically adults, are fully persuaded of the case for children's rights, difficulties in broadening the base of popular support for the Convention on the Rights of the Child will continue. Hence, government and civil society organizations need to play a more active role in promoting children's rights.

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*Dr Jennifer Bukokhe Wakhungu is the National Programme Officer for the United Nations Capital Development Fund (UNCDF) in Uganda, Africa. She has a Bachelors Degree in Social Work and Social Administration and a Masters Degree in Gender and Women Studies (Makerere University, Uganda) and a Doctor of Philosophy in Gender and Women Studies (St Clements University). She may be reached at P.O Box 7184 Kampala Uganda, by telephone at +256 14 233444 or jenifer.bukokhe@undp.org

A New Executive Option: Hire the Overqualified!

Dr Irving H. Buchen*

With all the troubles and challenges of tough times, CEOs may not fully be aware of a silver lining that can significantly transform their organization and set it on a new course for the future. Extensive unemployment and job uncertainty have provided a rare opportunity for upgrading the workforce; hire the overqualified. But you may hesitate. Is not Human Resources (HR) an executive function? If so, won't hiring the overqualified be perceived as taking advantage of the current situation—of being opportunistic?

Overqualified applicants provide the most dramatic example of a missed opportunity. What is even more damaging is how they are routinely caught and rejected by HR trip wires and explained away by conventional HR wisdom. We are warned that they are not serious long term applicants. They are looking for a quick and temporary fix, and when they find what they are really looking for they will leave us in the lurch and move on. Besides they would be bored by what they are clearly overqualified to do, finish sooner than any one else and just sit around breeding discontent.

There are minimally two problems with these HR arguments. The first is that they are not empirically based. We generally have not hired the over-qualified. Before we can, the myth of the stereotype cuts them off at the knees. Second, we are less than honest. The truth is many of the jobs that the overqualified apply for already are boring and attract temporary types anyhow. The overqualified thus expose those qualities and make it clear that the emperor and the job have no clothes. But the critical truth that is obscured is the fear of supervisors that they will be exposed and outclassed by someone who knows as much or more than they do and jeopardize their power to command. But perhaps that is precisely the kind of bossism you want to change and in addition seek to introduce a level of expertise that causes all ships to float higher. The biggest problem is getting the overqualified candidate to accept an additional role as an informal go-to person. We know how important and role-defining internal learning and knowledge can be as an agent of change and the overqualified are ready-made for such a pivotal role and a win-win situation.

In summary, the sage warning of Robert Frost should perhaps be applied to the entire HR process: "Before I build a wall/ I would like to know/What I am walling in/And what I am walling out." Good fences may make for good neighbors but they don't make for savvy employees who have to think outside and beyond the boundaries of their boxes, Sometimes that growth process can be helped along by a few eccentric executive HR interventions-- change through the exceptional if you will.

*Dr Irving Buchen holds degrees in English Language and Psychology (New York University) and a PhD in Business Communications (John Hopkins). He is an international academic and business consultant and can be reached at 8650 Kilkenny Court, Fort Meyers, Florida 33912 or ibuchen@msn.com

Quality Management System of Unilever Ghana Ltd.

Dr Samuel Odartey Lamptey*

Ghana businesses became noted for their willingness to develop best in class operations and to establish best practices by benchmarking. These qualities seemed to dominate long-term strategic development but did not offer a clear strategy as to how to grow the firms or expand their business. Unilever Ghana Ltd has made use of a variety of quality management strategies, e.g. Six Sigma and Total Quality Management (TQM). Additionally, the firm has integrated an ERP platform into its existing information and technology infrastructure. This sophisticated network architecture facilitates web and network analytics in which the company has been able to gain a great deal of accountability. However, through Business Process Re-engineering (BPR) the company has managed to maintain its competitive advantage even over large firms and markets. Nevertheless, the quality processes at Unilever Ghana could be improved by introducing a greater variety of decision-making skills to allow both management and employees to take a greater interest in the inner-functioning of the organization. This project employed a qualitative research methodology base on the case study method. The research project found that the research hypotheses were verifiable but that Unilever has some way to go before it can claim a quality crown from other strong competitors. The recommendation was made, based on the four hypotheses, that Unilever Ghana should add a knowledge management program that would align its quality management strategy with the company management's perspectives and opinions.

Any organization in any line of business requires a quality management program or some sort of quality program that is instituted from executive management down to the lowest level employee. While each particular function within an organization requires quality processes modeled after its own unique requirements, these individual quality processes should be designed and established based on the principles of the overall quality management program.

In Ghana, several organizations are underperforming and finally collapsing because they have relegated quality management to the background. Most of them, especially, the service and manufacturing industries operate as if customers are beggars, forgetting that in contemporary business world customers are kings and queens and therefore, much importance should be attached to quality. The organizations also do not pay attention to the quality of their employees. Training and development of employees from top to bottom is relegated to the background, hence the production of inferior goods by these workforce.

This study examined Unilever Ghana Ltd quality systems, policies, procedures and activities within the company. In other words, it aimed to find out whether the company had a well-documented and comprehensive policy on quality performance systems, and if it did, whether this policy met international standards. If these quality management policies on quality performance systems met international standards, then the study would move on to discover whether those policies were being implemented according to industry best practices and also whether the implementation was yielding the expected or desired results.

Introduction and Conceptual Framework

Beinkhocker and Kaplan (2002) argue that by instituting a quality management program as a chief component in the strategic planning process, executive management achieves not only quality management initiatives that are in line with the organization's stated business objectives but also gain a new, creative management approach that in itself breeds innovation.

By aligning quality and quality management with corporate strategy, Multiple-National Corporations (MNCs) such as Unilever and certainly Unilever Ghana Ltd can utilize quality management to elevate themselves above the competition as well as create competitive separation. Unilever Ghana Ltd is the largest manufacturing and marketing company in Ghana; it is a public company listed on the Ghana Stock Exchange (GSE) and as such carries a higher profile in the country where such large, internationally recognized MNCs are recognized for their economic contributions to the local market.

Objective of the study

The purpose of the study was to evaluate Unilever Ghana Ltd quality systems, policies, procedures and activities within the company. The study was seen to be highly relevant to the contemporary global environment to which Ghana now belongs, because it is certain that environmental factors affect operations and, for that matter, strategy development related to quality affects competitors differently in different regions of Ghana. One of the contributions of this research study is to discover if the general theories proposed by the quality experts are applicable in an emerging economy (Juran, 1951).

Research Problem

The underlying rationale for the research project was based on the observation that there have been few studies aimed at understanding quality management issues in developing countries. Those that have been undertaken have been devoted to delineating difficulties and/or problems likely to surface with the implementation of quality management practices. Skinner (1967) was one of the earliest researchers in this area; he discussed the procurement issues that international manufacturing plants face in developing countries. Ebrahimpour and Schonberger (1984) described problems encountered by manufacturing firms in developing countries and made an attempt to show the potential of practices such as just-in-time and total quality control in helping to ease these problems. Caddick and Dale (1987) pointed out that sourcing from developing countries is more complex than from domestic markets where regional locality facilitates supply and delivery, issues that cannot be as easily resolve in developing markets.

Of the studies that have been done in developing countries, very few have been devoted to countries in Africa and for that matter Ghana. This apparent lack of interest might be due to the perception that African countries do not present a viable source for information and analysis with regard to understanding quality management although a more likely supposition is that the African continent has been traditionally too remote in relation to the world's most developing consumer markets such as US for example.

Working Hypotheses

Hypotheses are suggested explanations for observable phenomenon or of a reasoned proposal predicting a possible causal correlation among multiple phenomenons. Karl Popper (1972/1976) has argued that hypotheses must be falsifiable, and that one cannot regard a proposition or theory as scientific if it does not admit the possibility of being shown false.

In framing a hypothesis, the investigator must not currently know the outcome of a test. Only in such cases does the experiment, test or study potentially increase the probability of showing the truth of the hypothesis. If the researcher already knows the outcome, its counts as a "consequence"; the researcher should have already considered this while formulating the hypothesis (http://www.answers.com/topic/hypothesis).

To achieve the objectives of the study, the following working hypothesis were formulated:

- Quality is perceived as the lifeblood of profit oriented organization.

- Quality is the best assurance of customer allegiance.

- High productivity and quality are often closely related in a successful organization.

- There is a relationship between good succession planning and quality management in an organization.

The Research Scope and Methodology

The methodology employed within this research project is primarily qualitative. The qualitative approach ensures that the researcher will be given great latitude insofar as interpreting the data produced during the course of the work. The specific qualitative methodology employed is the case study method, which allows the researchers to focus directly on a single market competitor, i.e. Unilever Ghana Ltd. In so doing, the practical application of quality management within an organization can be better examined in terms of execution and strategic development as well as policy development. Since this research study also relies on existing literature related to the field of quality management, this qualitative approach is particularly grounded in the literature itself.

However, several sources of primary data are employed in order to develop a better understanding of the organization in question. Data are therefore, collected from both primary and secondary sources. Data from primary sources are collected using interviews supported by questionnaires from key informants and experts within and outside the company under study. Unilever Ghana provided access to its employees and management corps in order to facilitate this research project with the understanding that it would have access to the results as well.

Information from secondary sources was culled from published and unpublished books, professional journals, the stock exchange, key informants in the industry and reliable internet based sources such as government databases and similar sites. The firm's financial reports, organogram, corporate plans were also used as part of the secondary sources; much of this information is publicly available as well.

The study was necessarily limited in scope due to resource limitations as well as practical research limitations. The series of resource and practical

limitations that constrained the scope of this research project were as follows:

- This project work was limited to Unilever, although reference was made to other manufacturing companies, because this company is locally situated but internationally recognized.

- This study was also limited to the knowledge and experience in quality management of the researchers involved.

- Furthermore, this study was limited to the information gathered or provided by the company itself, which is presented within the context of the case study methodology employed.

Finally, although the study was conducted in Ghana, it is limited to Accra and Tema, the two cities holding about 70% of the Ghanaian market. Accra being the national capital and the most populace city, with Tema as the most industrialized city with a modern harbour.

Literature Review

Sims (2000) states that the theory behind managerial studies differs only in the approach to or style of the company management; that primary guidance is related to skill or talent that each manager has for the work; and the necessity for managing arises whenever specialized work is undertaken by two or more persons. Specialized work must be coordinated, creating the need for managerial work to coordinate the work of individuals, groups, and organizations and this involves four management functions: planning, organizing, leading, and controlling. Sims further relates that while many other functions exist for which management is expected to accomplish, either directly or indirectly, these four primary functional areas of responsibility, remain pivotal in the role of the manager because they form the primary nexus within which almost all of the managerial decision making takes place. Mudacumura (2000) states that managers of organizations should be influenced by research that shows that organizational effectiveness can be increased by allowing employee involvement in decision making.

The literature review looked at existing research relevant to quality management in general and how such quality management issues might be better applied within emerging markets and specifically that of Ghana. Beckford (2002) echoed that TQM is management strategy that focuses on producing quality centric products or services, concentrating on customer needs, striving to provide a data-driven decision process, and a management environment that stresses continuous improvement.

Deming was instrumental in TQM and his teachings were encapsulated in his 14 points, his 7 deadly diseases and his system of profound knowledge. Hahn (2002) made it clear how Deming challenged us to reconsider both our fundamental roles and our technical teachings.

Madu (1993) postulated that globalization has led to greater emphasis on quality because its primary factor is the introduction of greater competition on a global scale. Eretz, Kleinbeck and Thierry (2001) noted that one of the most common managerial styles that are less effective at leading and implementing quality programs is the objective oriented style commonly referred to as the Management by Objective approach.

Unilever Background and Quality Control

Unilever is one of the world's largest consumer product goods (CPG) manufacturers. Unilever (Anon 2005) pointed out that Unilever's history extends back into the 1930s but its true global expansion began in the late 1960s and 1970s through, as the text describes it, vertical and horizontal integration. Thus, its growth was really achieved by moving up and down the supply chain activities modes.

As Unilever moved across markets it entered new markets not by organically developing new products, but by buying entire product lines and operations. The result was that by the 1980s Unilever operated a vast and difficult to manage conglomerate of diverse products and services which proved to be a logistical as well as a strategic drain on resources. During the 1990s, Unilever had the foresight to narrow its operations down to a few important consumer product goods categories: foods, personal care, home care, and chemicals.

Data

Most evaluations conducted by local programs would lend themselves to descriptive analysis of data. Descriptive analysis is a way of summarizing and aggregating results from groups. If an evaluation has been conducted which employs a control group, or measures changes in program participants over time, then it might be appropriate to employ inferential analysis in which a decision is made about whether the particular results of the study are real.

Below are the findings of the research project:

- Unilever Ghana demonstrated that it is willing to take the necessary steps to ensure that the firm develops and maintains best in class operations. This finding affirms the question that quality is extremely critical in order to preserve and expand a company's cash flows and ultimately its profit. In this sense, Unilever Ghana's strong financial performance can be said to be directly dependent upon the firm's ongoing quality management initiatives as well as any potential initiatives relating to knowledge management and it leverages this intellectual capital.

- Unilever Ghana must recognize that once its greatest strengths are not necessarily its production lines or its capital reserves because of its immense international presence. In business terms, the company's knowledge base within its employees and its other organizational knowledge forms ensure that its customers will return or leave with a solid opinion of the company. This is an affirmation of the second question in which it was observed that quality is directly related to brand equity and allegiance of Unilever.

- Question three asked whether high productivity was an outcome of high quality and this too seems to be the case, affirming the question. As quality processes are implemented at Unilever Ghana, employees, after overcoming the initial shock; begin to recognize that by canonizing the firm's operations this in turn frees them up to actually do less work per output than before. The final outcome is that quality programs actually increase a variety of soft attributes such as employee morale, job satisfaction, and employee retention. The result is that Unilever gains greater productivity all the while it elevates its output without hiring even more employees.

- As most business analysts recognize, enterprises are comprised of people as well as business processes and technology. Because of this recognition of the importance of people in the firm, this project also managed to confirm the final question: how a company's leadership shifts from one leader to the next impacts the effectiveness or reliability of the company's quality management systems. Some theorists have proposed that enterprise decision making is not base purely on metrics but with an equal degree of relationship with employees and an understanding of the knowledge that resides within each employees and the systems within the enterprise. It is the same when planning how a leadership structure will take place in advance of who will move into this open position. This may be described as being "the amount of guidance and direction an enterprise quality management gives, the amount or depth of relationship support or behaviour an enterprise quality management provides, the readiness level that followers exhibit in performing a specific task or achieving an objective" (see Lowell, 2003) while employees still must be held accountable for performance at Unilever. The enterprise's quality management based on knowledge management principles should be concerned about the cultural effectiveness of the enterprise in ways that are related to innovation and the fostering of innovative environments.

Conclusion

This study examined the concept that corporate quality management programs, due to the increasing prevalence of globalism as a financial, economic and commercial world eco-system regardless of company size, has become requisite in the transaction of a business commercial enterprise. This observation has been applied specifically to the Ghana market and Unilever as one of the market's most prominent international firms. Further, the study examined the current role of corporate quality management programs in organizations with the intent of establishing a baseline of how quality management influences the effectiveness of that organization, and then extending the conceptual inquiry into the role that corporate quality management has on an enterprise of Unilever's size but also the small to medium (SME) enterprise which is more prevalent in Ghana within the framework of the Ghanaian market. For corporate quality management programs are a business critical activity as they relate to most corporate activities including culture, teamwork, and management. In other words, corporate quality management is uniquely related to the SME's internal effectiveness, its financial success and its externally oriented interactions with the Ghana marketplace.

Corporate quality management as a discipline is often the orphan child of academic research since it is difficult to quantify in concrete terms. Thus, it is often left to such fields as organizational management and examined only in the confines of academia. However, corporate quality management, "while it may be dismissed as soft, it is actually the hardest part of managing any enterprise'" (Schultz, 2001) corporate quality management programs and management of them are often the most difficult task of senior management to define and make use of. Schulz

goes on to compare the quality management within an organization to that of an individual by stating that an organization, just as an individual, must achieve maturity through quality of the process within cultural framework of the organization (op cit, 2001). He determines this necessity of maturity based on years of personal observation in the field as a consultant and through years of industry research. This corresponds to other research that has correlated ethical performance with the degree and integration of quality characteristics of an organization (Fearn-Bank, 2002).

The implication that can be drawn from this research is that organization with personality-based leadership and cultures are often most inclined to lack meaningful and formalized quality management processes because these types of SME's and organizations rely solely on the personality of the leadership to solve problems rather than any specific quality program. Therefore, it becomes clear that organizations that fortify quality management structures with textual collateral and a well-defined value system based on a mission statement and even a slogan intended to elevate the importance of quality management within the SME are less likely to rely on ineffective quality transactions.

Additionally, organizations with such well-conceived corporate quality management structures tend to attract the best candidates; and such people are increasingly demanding a meaningful relationship between themselves and the hiring company. Well-conceived quality management program structures indicate to potential employee that the organization is genuinely interested in seeking their opinion and input. This emerging demand of potential recruits was determined through a survey of corporate quality management program courses conceived to attract potential candidates because corporations learned, as the research indicates, that quality begins with people. In this sense corporate quality management programs are a result of environmental influences and the many research authors often report difficulty in gaining access to top-level executives to further relevant research.

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Dr Samuel Odartey Lamptey is a Chartered Accountant and the Deputy Managing Director of Cocoa Inputs Company Ltd and is based in Accra, Ghana. He holds an MBA (Finance), Legon, Ghana and a PhD (St Clements). He is a Member of the IPMA (UK), a Member of the Institute of Directors (Ghana), a Member of the Institute of Internal Auditors (Ghana/USA), a Member of the Institute of Administration and Management Consultants (Ghana) and a Member of the Institute of Management (Ghana). He can be contacted at P.O. Box C729, Cantonment, Accra, Ghana or Samniilamptey62@yahoo.com

Identity Crisis and Ethnic Marginalization in Somalia: The Case of the Bantu Jareer Community

Dr Mohamed A. Eno*

Colonial scholars like Ioan Lewis, and proponents of nationalism and Greater Somalia ideology, have given the world a perception that portrayed the entire country as a society descending from one or two Arab progenitors who had arrived in the northern part of the peninsula.[1] However, recent studies controvert that hypothesis, linking Somalis to certain ethnic groups in the eastern Africa region close to the Horn.[2] While each group had its own basis for constructing the Somali identity, my disagreement with the Somali homogeneity thesis is by looking into the case of the Bantu *Jareer*[3] community, while not undermining the existence of other groups that more or less share various aspects of oppression and layers of social exlusion.[4] The epithet *Jareer*, (sometimes derogatory) has the undertone of an African with hard hair, compared to the 'soft' hair of the Arab-claiming Somalis.

Somali Identity

Scholars have indeed debated over the issue of identity and its underlying complexities, but the ambiguity widens particularly when Somali identity is contextualized. For instance: What constitutes Somaliness or how would one qualify to be a Somali? On social grounds, and in the event that the constituent variables of one's Somaliness are disputed, who should determine the ingredients of one's Somaliness?[5] On the other hand, under what authority shall we qualify whether someone is Somali or not?[6]

Kusow discusses the 'nobility' or 'purity' of Somaliness according to 'genealogical' closeness to the progenitor(s) and 'geographical' closeness to the territory they initially arrived at. Kusow criticizes the nomadic belief that the further one is from these two, one's Somaliness falls to less pure or noble.[7] Eno contributes "two provocative hypotheses" as complementary tools to Kusow's. He calls them: a) "proximity of physiological properties to Somaliness"; and b) "proximity of historical precedence of human habitation in the territory."[8]

But critically analyzing the identity situation of the Somalis, Eno characterizes the phenomenon as one in which Somali pseudo-nobility entrapped itself in "… an unavoidable dilemma of choosing between an African identity which it has denigrated and an Arab origin which has failed proof in all the tested genealogical conceptions."[9]

This narrative may provoke the average student of Somali studies as it was told in its past. But in order to embrace the reality about the emerging ethnic diversities, and appreciate the setting of the ethno cultural records straight, we try to unlearn (albeit temporarily for the sake of this discussion) the distorted Somali historiography of the selfsameness school of thought.[10]

Social Exclusion

In existing among the Somalis, the Bantu people have experienced racial segregation and human rights abuses of different natures. Yet, these were not exposed to the rest of the international community due to the global misconception of a homogeneous Somalia. In fact discrimination and oppression against this community is a tradition that is rooted in the era of pre-independent Somalia.[11]

The Italian colonial administration, the civilian governments as well as the military regime of Siad Barre have all played a part in their respective epoch, unleashing dehumanizing abuses against the Bantu community. However, the last two decades of anarchy have by far overshadowed the previous violations, although this should not echo a misconception that the earlier transgressions were not harsh.

Though Somalia is remarked as 'pastoral democracy', 'egalitarian', and homogeneous, the Bantu people have lived in exclusion in the social, political as well as in the economic sectors of the country.[12] Despite being the earliest settlers in the territory, their undisputable role in the struggle for independence, and productiveness as the feeders of the nation, the Bantu have constantly remained a victimized community due to their ethnic identity which in Somalia puts them at the lowest rung of society as autochthonous Africans.[13] Notwithstanding the enormity of their number, the Bantu *Jaree*r are often classified as a 'minority' group rather than an 'oppressed' community. The hidden policy has it that, a successful compression of their composition would facilitate the effective continuation of their exclusion.[14]

NOTES

1. Lewis, I.M. (1955): *Peoples of the Horn of Africa*.

2. Schlee, G. (1994): *Identities on the Move: Clanship and Pastoralism in Northern Kenya.*

3. *Jareer* connotes *hard hair*, *coiled hair*, *kinky hair* etc. In Somalia, it means Africanity and underpins low human status. According to Somali social psychology, every black African with thick hair, regardless of his origin or social status, is automatically categorized as slave.

4. Other communities outside the Somali genealogical boundary include the Benadiri, the Barawanese, the Gaboye/Baidari 'outcasts' and others of Arabian origin.

5. See Omar A. Eno, "Sifting Through a Sieve" 2000; Mariam Gassim, *Somalia: Clan vs. Nation,* 2002; Hussein Dualeh, *Search for a New Somali Identity,* 2002). Omar Eno laments on how a Bantu *Jareer* born in Somalia is treated as less citizen than a non-Bantu Somali (soft hair) born in either Kenya, Djibouti or in Ethiopia. Marian Gassim's discussion supports Eno's argument though Gassim did not have that intention. Former Ambassador Hussein Dualeh confesses on how he used to issue Somali passports to Kenyan-born Somalis.

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8. Eno, Mohamed A. op. cit.

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14. Ibrahim Mohamed Abdi (Ibrahim Akuja) personal communication in Louisiana, Kentucky, USA. August 2008.

*Dr Mahomed Abdulkadir Eno is a Kenyan national currently working as a Senior Lecturer at the ADNOC Technical Institute in Abu Dhabi. He holds a BA in English, a BA in Journalism a Post Graduate Diploma in English Language Training and a Diploma in Accounting and Management, all from the Somalia National University. He also holds Post Graduate Diploma in Business Administration from the Kenya Institute of Management and a MA in TESOL from the University of Sunderland, UK. He completed his PhD in Social Studies Education with St Clements University in 2006. He can be reached at sankadhudhi@yahoo.com

What is Lean?

Dr Peter Kay*

INTRODUCTION

Managers may only have a restricted awareness of the term Lean. They may have read an article, the managing director might have mentioned that he was interested in the topic or that the manufacturing division was about to undertake a Lean improvement programme. What is this thing called Lean? Is it just another passing fad? *"Every six months it seems like some group from corporate is coming out with some new programme heralded as the latest panacea for all problems. Some of them seem to work, but none of them does any good. We limp along month after month, and it never gets any better. Mostly it gets worse."* [1]. Is Lean just like another dose of Business Process Re-engineering, JIT, Quality Circles and the like?

Lean is viewing things from the customer's position, seeing that customer value is created by the actions of lots of different people across many departments and organisations. Linking these together into a seamless end-to-end process or value stream for each product family reveals literally hundreds of opportunities for streamlining the flow and eliminating non-value creating steps and improving performance [2]. So what type of performance gains can we expect and what are the principles to follow? Below is an example of what can be achieved, taken from Liker (1998).

Table 1: Expected Improvements from Lean over Starting Point of operation (after Liker, 1998)

	Starting Point	
	Batch Production	Flow Production (Ford System)
Productivity increase	+300 – 400 %	+100%
Inventory turns	+1000%	+300%
Defects	-95%	-80%
Lead time	-95%	-75%

Can such gains really be achieved and productivity improvements be realised? My own experience suggest they can. One of the companies I have researched produced the data in Table 2 (Kay, 2008: Table 4.2).

Even though the actual manpower had fallen other Lean changes had ensured that the men had less physical work to do.

Table 2: Savings in Company P

Time Frame	Manpower per Shift	Weekly Tonnage Produced
2005	22	250
2007	17	350-400

PRINCIPLES OF LEAN

There are five guiding principles behind Lean:

- Specify and create value from the customer's point of view – only perform tasks that add value and that the customer is willing to pay for.
- Identify similar products and align them into value streams and so show where waste is and act to eliminate it.
- Make the product flow and cut out buffer stocks and waiting (non-productive) time.
- Products should be pulled through the system as dictated by the customer not manufactured just to keep machines running.
- The organization should always constantly improve and aim for perfections [4]

What does this mean for the organisation? It will involve changing the culture. Many firmly held beliefs will have to be sacrificed. The operatives on the shop floor will be involved with decision-making and be expected to put their ideas into operation. Machines will not be expected to be run 24/7 except at bottlenecks. Stockpiling will be a thing of the past as waste in this case inventory is reduced.

TIM WOOD

For Lean, Tim Wood is one of the biggest enemies and at the same time a source of improvement. Tim Wood stands for the seven major wastes inherent with manufacturing.

- Transport: Moving goods by truck or by person from place to place does not add value.
- Inventory: When a product is stored even on the shop floor as part of work in progress no value is being added but cost is!
- Motion: Walking around, trying to find tools and unnecessary effort is waste
- Waiting: People and machines being idle when they are on the critical path i.e. a bottleneck.
- Over Processing: Putting more into the job than the customer has specified. Yes, the quality is higher than expected but will the customer pay for it.

- Over Production: Making more than the customer requires (batch sizes), making more just in case some are defective and making just in case the customer orders are examples.
- Defects: Disposing of faulty parts and rework are obvious wastes. [5]

How do we remove all the waste from the organisation? Well it is not a case of reading a book or approaching things in a haphazard way. There are techniques to use that will involve the workforce and this is the key, their ideas can have a major impact and they tend to stick to their own ideas (ownership). It is suggested that help be sought, an experienced practitioner can be of great assistance. They can 'trainer the trainer' so that later initiatives can all be run in-house. Before closing I would like to highlight other improvements from implementing Lean. Kodak cut its stock by $340M [7]. Dell's improved its inventory turnover 64 times, 50 times more than its nearest rival [8]. Such proportional gains are to be had by many. Lean is hard work but the rewards are worth it.

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The Effects of Formal Education on the Traditional Education of the Girl Child among the Mendes of Pujehun District in Sierra Leone, West Africa

Dr Martin J Simah*

This study was designed to investigate the effects of formal education on the traditional education of the girl child among the Mende in the Pujehun District of Sierra Leone, West Africa. A special focus was given to the values of the Mende culture viz a viz the socio-economic and political values that permeate the education of the girl child.

Traditional African education of the girl child serves the purpose of preparing the girl to take her place as a woman in the community. During this period of initiation, girls undergo specific instruction and direction in home management, marriage laws, respect for elders and ancestral spirits, dress code, the art of fishing, agriculture, music song, discipline, child bearing and rearing thereby promoting the socio-economic development of the Mende communities; to develop a sense of belonging to participate actively in family and community affairs; to understand, appreciate and promote the cultural heritage of the community at large.

Indigenous/traditional education differs from formal western education in the sense that it is largely informal. There is no syllabus or school building; the whole community serves as teachers, teaching is through illustrations and example; the emphasis is on the family and extended relatives as the basis of education. Traditional education is a continuous process, the high point of which is the incorporation into bondo society, this process takes place as the girls reach puberty and is considered an immediate preparation for marriage.

In this context, girl child education in formal schooling among the Mende people was initially seen as meaningless and a waste of money. Today, the situation is much more complex. There is the desire on the part of the girls to be part of their communities and possess the knowledge that is part of the bondo experience, at the same time they are exposed to increasing criticism of bondo practices and restrictions.

At the time of its introduction, formal education sought to over–ride what was seen as the primitive nature of traditional beliefs. Some important human values inherent in the traditional education were neglected.

In spite of all the clarion calls made by women of the entire world at their different conferences to be given equal opportunities with their opposite sex in the political, social, economic educational and religious area there still exists a stubbornly high discrimination against them.

Kofi Anan, the former U.N Secretary General once said "without achieving gender equality for girls in education, the world has no chance in achieving many of the ambitious health, social and development targets it has set for itself" (Commission of the African Union, 2005).

Women, even those who get education, face embedded disadvantage in labour markets, property ownership and sexual reproductive choice.

SIGNIFICANCE OF THE STUDY

In Sierra Leone, females constitute approximately 51.3% of the total population and most of them live in the rural areas engaged in subsistence farming, petty trading and management of the family. Women like men are involved in productive tasks where they lag behind men in all areas of development.

Education is a critical asset for women and a fundamental human right for all. This silent emergency that has denied so many children, the majority of them girls, this rights is a scandal that can and must be ended by the action of us all. Disaggregating this data allows policy makers to have a finer vision of the situation and to propose targeted actionable measures. Education is not a silver bullet. On its own, it is not enough to overcome the multiple causes of women's deprivation and oppression.

Since women are the majority of the adult population and constitute the largest percentage of illiterates, it is essential that their consciousness be raised concerning their actual condition and their potentialities for decisive social and economic roles. The discrimination against girls/women in all spheres of life has become a major concern in Sierra Leone.

As the report of the commission for Africa (op cit) pointed out "Africa's challenges will not be effectively addressed unless the exclusion faced by women is tackled across the board" women must be included and the full power of their development skilled unleashed.

STUDY AREA, POPULATION, SAMPLE SIZE AND FRAME

Pujehun District in the Southern province of Sierra Leone is dominated by the Mende tribe. Ten out of twelve chiefdoms in the Pujehun District were selected as the study areas, specifically: Sowa, Malen, Pejeh, Kpanga Kabonde, Barrie, Kpanga Krim, Soro gbema, Gallinas Perri, Makpeli, and Kpaka chiefdoms.

SAMPLE SIZE AND FRAME

Out of a total of 320 questionnaires administered, 300 questionnaires were completed and returned, i.e. 150 males and 150 females from the 10 selected chiefdoms (15 females and 15 male respondents per chiefdom).

The questionnaires were divided into sections to adequately address the objectives and research questions of this study which were as follows:

- Personal characteristics of respondents.
- Economic empowerment of respondents.
- The respondent's participation in decision making in the community.
- The respondent's participation in decision making in the home.
- Sierra Leone: Gender empowerment measures
- Women's political representation at global level.

FINDINGS

The first thing that emerged was that formal education better prepares the girl child for life than does traditional education. It is a proven contributory factor in graduating families, individuals and nations out of poverty.

Personal Characteristics of Respondents

- **Age:** The majority of the subject (85%) fell within the active years of 21-60. They were in their independent adulthood stage of development and for that matter formed the labour force of the community. Of the rest, 8.3% were above 60 years and 6.7% were under 20 years.

- **Education:** Generally the respondents had a low level of education; 69.2% of the women were illiterate and 22.5% had only a basic level of schooling (Primary or Junior Secondary). Forty percent of the men were literate and 23.9% were illiterate.

- **Occupation:** Farming/agriculture was the primary source of income for the sampled respondents. About 68.9% of the men relied on agriculture for their sustenance and their dependants; while 50% of the women do the same. Closely following agriculture is petty trading. Of the men, 31.1% were engaged in petty trading as their non-farming income generating activities. Farming and trading emerged as the major occupation in the areas of study. The most encouraging aspect of the women's state of occupation was that the issue of unemployment was not prevalent among the women. Almost all the women reported being engaged in some from of income generating activity be it back yard gardening or petty trading.

- **Marital Status:** The traditions of the study areas hold marriage in high esteem. No matter the age, if you reach the age of maturity and fail to marry, you will be regarded as unserious and irresponsible, and no assignment of responsibility would be given to you in the community. The results revealed that 77% of both men and women were married; only 23% were single. Of the 23% who were un-married, a reasonable number of them disclosed during personal interview that the rebels killed their spouses during the 11 years rebel war in Sierra Leone.

Economic Empowerment

The result revealed that 94% of women were engaged in income-generating activities. Of these, 86% reported being able to manager their own income generating activities and 70% were allowed by husbands to decide on how to use their own money. Forty percent (40%) of the women had access to land for farming and mining purposes and 83% of the women were allowed by their husbands to cultivate for commercial purposes. Based on these results, it could be emphasized that the women had a high level of economic independence. It was further revealed that 64% of the women depended on their husband because they did not have a regular source of income. This implies that the women need to be strengthened or assisted in order to reduce their level of dependence and rather enhance their level of independence.

Participation in Community Decision Making

From the study 26.6% of the women said that they were allowed to express their views in public. These women either belonged to women's organization, are heads of bondo society (women secret society) or midwives in their communities. Decision making bodies in the communities are always composed of more than 85.6% of men over their female counterparts. Based on these result, it

could be observed that the women had low participation in decision–making in their communities.

These results support the general Sierra Leone statistics for women's participation in public affairs, viz:

Sex	Parliamentary Seats (%)	Admin. Positions (%)	Professional Positions (%)
Female	8	25	26
Male	92	75	74

(Sierra Leone Human Development Reports 1998.

Participation in Decision Making in the Home

Only 30% of the women studied said they were able to share ideas with their spouse. Of them, 8.67% said they were able to express their views of family planning, 3.33% said that they were involved in the planning of the family budget and 58% were allowed by their husband to decide how to use their money. Of the 8.67% of the women who were able to share their views with their spouses, 2.8% said that their views were not taken in to account. These results show that women have a low participation in decision making in the home. There were many lapses which would require capacity building to improve upon their situation. Almost all husbands have sweeping power in the home.

The study further revealed that gender disparity is codified in legal, educational, cultural, political, religious and socio-economic system and engrained in our psychology and physiology. Women's oppression is also referred to as "patriarchy" because feminists believe that the general organization of society was initiated by men, continues to be maintained by men and has men as its principal beneficiaries. Men are the dominant players in decision making, although women shoulder most of the reproductive burdens, many of which are not numerated or reflected in national statistics. The lower status of women in comparison to men in due to gender imbalances that arise from the unequal opportunities and access to and control over productive resources and benefits.

Drawing the grave consequences of such a state of affairs, the commission of the African union in its "strategic framework for dead line 2015" state that "since women and girls have systematically and systemically been denied the opportunity of acquiring knowledge and skills; they are severely under-represented in the commanding height of the social, political and economic life of a large majority of the countries of Africa, as it is well known that enlightened, well informed, educated, skilled and socially, economically, politically empowered women do exert a strong influence on the education and survival of the young" (Commission of the African Union, op cit, p.16).

Women's Political Representation at Global Level.

The global record of women political representation among heads of states and government is dismal. Currently, besides six female Presidents, there are five prime ministers who are women, two of whom are from Africa; Mozambique and Principe and Sao Tome. The others are in Bangladesh, Germany and New Zealand.

There are still countries that had never had women cabinet ministers (e.g. Saudi Arabia) or have had only one (Burma, for example). Some African countries are in this league, such as Kenya (2 out of 34) and Egypt (2 out of 31). In the United States there are only four women in the 22 member cabinet which is quite deplorable for the self-proclaimed champion of democracy. Clearly, the record of women's political representation remains poor for much of the world nearly three decades after the adoption by the United Nations General Assembly of the convention for the elimination of all forms of discrimination against women and the international bill right for women and four U.N sponsored world conference on women (Mexico, 1995); not to mention the numerous regional and international conventions attended and commitments made by governments with great fanfare.

Narrowing the gender gap in all walks of life is in itself fundamental to expanding democracy. In this regards, the world's two largest democracies, India and the United States, exhibits serious democratic deficits in so far as both have some of the lowest levels of women representation in national public office. The same can be said of Africa's most populous country, Nigeria, where women comprises less than six percent in terms of women's presence and performance in national political and public office. The road to democracy in Africa and much of the world has a long way to go.

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Reverend Father Dr Martin Joseph Simah is a Catholic priest in the Archdiocese of Freetown and Bo, Sierra Leone, West Africa. He is a teacher by profession, presently the Acting National Catholic Education Secretary of Sierra Leone.

He entered St. Pauls Major Seminary in Gbarnga, Liberia in 1982 and completed his priestly studies at Urbaniana University in Rome in 1989, graduating with a B.A in Philosophy and a B.A in Theology. He was ordained a priest in 1989. In 1995 he entered Fourah Bay College (University of Sierra Leone - USL) and graduated with a Post Graduate Diploma in Education in 1996. In 2004 he obtained a Masters Degree in Educational Administration from the Njala University College (USL) and in 2009 a PhD from St Clements.

Martin may be reached by email address: matinsimah2009@yahoo.co.uk

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NOTES TO CONTRIBUTORS

Contact Address: PO Box 253, Brighton, South Australia 5048
Email Address: paracamp@senet.com.au

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