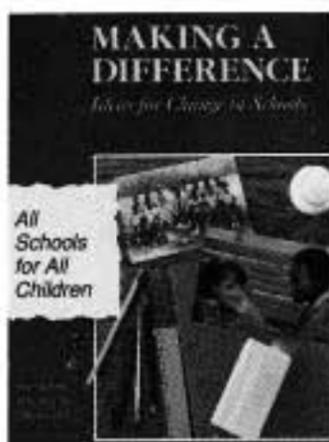


RESOURCES FROM IDASA

MAKING A DIFFERENCE: IDEAS FOR CHANGE IN SCHOOLS

R15,00 (incl Vat)

A handy workbook for teachers, parents and others interested in the evolving education system. It provides a series of workshops designed to examine the issues raised in today's mixed-race classrooms — language policy, class size, interracial tolerance, cultural dominance. Compiled by Ruth Versfeld, Penny Behrens and Emilia Potenza. Published by Idasa and Oxford University Press



SOUTH AFRICAN MEDIA DIRECTORY

R20,00

Compiled by Moira Levy. 1993 Edition available now. A useful and up to date contact list of newspapers, magazines, news agencies, television and radio stations operating in South Africa. A 36-page resource providing journalist contacts, telephone and fax numbers and addresses.

WOMEN IN A NEW SA

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DEMOCRACY

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A 40-minute award-winning video on the challenges presented by democracy, featuring South Africans young and mature, ordinary and prominent.

ECONOMIC GROWTH AND FOREIGN INVESTMENT IN SOUTH AFRICA

R10,00

The critical issue of foreign investment in the post-apartheid South Africa was examined in depth by a representative group of political and business leaders at a workshop hosted by Idasa in 1992. This book is an edited account of the discussions and covers themes such as the need for an investment code, potential benefits of foreign investment, incentives for investors and the need to balance the demands of investors with the needs of the people of South Africa.

All material is available from the Media Department, Idasa, 1 Penzance Rd, Mowbray 7700. (Tel 021-473127). Prices include VAT.

Green justice: a step closer to relevancy

HIDDEN FACES. Environment, Development, Justice: South Africa and the Global Context, David Hallows (ed), published by Earthlife Africa, 1993. R25, excl VAT.

ARE people poor because they don't have technology? Or are they poor precisely because alien technology has been imposed upon them, stamping out their indigenous methods of survival? Will industrialisation go hand-in-hand with development? Or, will the environmental consequences of that industrialisation leave people worse off than ever before?

If asked these questions, 50 randomly selected South Africans would respond with 50 radically differing answers. These are new issues for most South Africans, yet their importance cannot be underlined enough at a time when South Africa is pinning its hopes for a stable future on economic growth for the majority of the people.

At a week-long Earthlife conference in Pietermaritzburg last September, critical questions such as these were raised and debated by 300 delegates, comprising South Africans and a fresh contingent of guests from the southern hemisphere.

Entitled "What it means to be Green in South Africa", the conference honed in on the relationship between economic development and protecting the environment.

This publication, edited by conference organiser David Hallows, captures the spirit of the conference in a well-edited compilation of the papers presented.

The contributions span an enormously wide spectrum, from Ben Turok of the Institute for African Alternatives, to Nigerian environmentalist Jimoh Omo-Fadaka to Indian nuclear physicist Vandon Shiva to a Richards Bay Minerals engineer. Trade unionists, representatives from the ANC and PAC and even former Minister of Environment Louis Pienaar also present their arguments.

The most common phrase used by participants was "sustainable development". These two words became idolised, symbolising the idealistic concept of a development process that was racially inclusive, gender-sensitive, politically correct, democratically directed and environmentally preserving.

By capturing the controversial flavour of the conference, the book mixes idealism with

grassroots outrage with the scientific approaches of university researchers. Each contributor outlines a new "more important" problem and comes up with his or her own solution. It seems impossible to find one path where all sectors will work together for environmentally sustainable growth.

But there lies the challenge for the South African Green movement. "Hidden Faces", by neglecting no one and looking these challenges straight in the eye, can only help the movement to succeed.

In a summing up argument, Turok pulls together the good points of the conference and suggests a path forward. He says that service organisations should "get their hands dirty" and understand the problems of the rural areas. He says that policy need not be made only in the universities' ivory towers. And he says that the difficult aim of sustainable development can only be achieved through alliance with all social groups.

In a powerful contribution, Omo-Fadaka writes: "The real implementors of development are the people themselves. Those most likely to be affected by development decisions should have the most active role in reaching those decisions."

He stresses that economic growth, peace, environment and sustainable development are all connected. The way to deal with the dual challenge of environment and sustainable development lies not in some blind faith in technology and its continued expansion, but rather in bringing the human community back to the centre of the development process.

"Hidden Faces" represents another step closer to relevancy by the Earthlife-led environmental justice movement. It is a step away from the traditionally white-oriented wildlife preservation clubs and state-sponsored programmes aimed at stemming the population growth. A national environmental justice network, headed by Pietermaritzburg's Chris Albertyn, has sprouted from the conference resolutions and is preparing to launch as a formal international and national networking organisation by the end of the year.

This book enables the sparks of the September conference to shine on into the present and future.

Lena Slachmuis is a journalist based in Durban. ("Hidden Faces" is available from Russel Friedman Books, P O Box 73, Halfway House 1685)

Workplaces challenged to change

By LINDA LOXTON

REVERSING DISCRIMINATION: AFFIRMATIVE ACTION IN THE WORKPLACE, edited by Duncan Innes, Matthew Kentridge and Helene Perold, Oxford University Press.

AFFIRMATIVE ACTION IN A DEMOCRATIC SOUTH AFRICA, edited by Charl Adams, Juta.

Affirmative action has become the buzz-word in corporate South Africa in the 1990s, but remains very much misunderstood and even feared.

Given our long and sorry history of racism and sexism, coupled with the profound lack of democracy and open debate about these issues, it is not surprising that there is confusion and fear about change in general, and in the workplace in particular.

Coming to terms with these, and the need to change attitudes, will be a very long and difficult process for all concerned and these two books provide useful pointers to potential pitfalls, challenges and opportunities.

Given the complexity of the issue, each in its own way provides a detailed definition of the problem of discrimination, be it conscious or unconscious, and what could or should be done by both management and workers to deal with them. And, in many ways, it will have to be a team effort – management cannot impose from above, workers cannot agitate from below in the face of a hostile management team, and hope to succeed in changing anything.

"Reversing Discrimination" is the second in a series of books prepared by the Innes Labour Brief aimed at exploring important issues affecting business in the transition to a more democratic South Africa. The first was "Power and Profit", which explored the

impact of political change on the complex relationship between business and labour.

"Reversing Discrimination" contains 17 papers by a range of academics, unionists, researchers and business people.

"Affirmative Action in a Democratic South Africa" is based on papers delivered at a symposium organised in August last year by the Cape Town Chamber of Commerce.

Both provide a fairly in-depth analysis of why affirmative action is needed. For those who take it for granted that there should be affirmative action these lengthy justifications might be surprising, but the care taken over exploring the pros and cons of affirmative action makes one realise that there are layers and layers of indoctrination and prejudice to be overcome in our society.

Many people just do not recognise their racism or sexism. In "Reversing Discrimination", researcher Brigid Strachan warns that the "wrong way to redress colour and gender imbalances in skilled labour markets is to sweep history under the carpet, pretending that everything is fine and that discrimination no longer occurs".

The government is already trying to do this by removing race from official statistics, even though Strachan estimates that the new South Africa will have to closely monitor how race and gender imbalances are being redressed for at least 10 years.

Many people refuse to talk about race or gender because the issues are "too painful". Yet others claim that affirmative action is "reverse discrimination" and will lead to a "lowering of standards". All these miss the point. Affirmative action is here to stay. Under the new constitution, all South Africans will be equal in terms of the law. But

their treatment to date has been anything but equal and, to use that well-worn but apt phrase, we must level the playing fields.

This means not only training and promoting more black people and women to middle and senior management posts, but also, say the unions, providing shopfloor staff with literacy and other skills training so that they can upgrade themselves.

To free market purists, this is heresy. They claim that the free enterprise system will deliver the "goodies" if allowed to operate unfettered. Black businessman Sam Montsi warned the Cape Town Chamber of Commerce symposium that this approach was liable to be misinterpreted by blacks who equated free enterprise with apartheid – and have benefitted from neither.

"Therefore suggesting that there is no need for affirmative action may result in not only the deepening frustration and resentment among blacks but could lead to even the most reasonable of them becoming desperate and supportive of policies and moves they would otherwise not support," he said.

"These statements may also be used by whites to justify inaction or failure of their half-hearted efforts in affirmative action."

Structured and well-thought-out affirmative action programmes are therefore essential. Both books provide valuable details of programmes that have succeeded or failed both here and elsewhere around the world. The most pernicious, perhaps, have been programmes (as in the US) which have developed a culture of entitlement among blacks; and those (as in Zimbabwe) that have merely involved window-dressing and have promoted blacks or women without giving them any real power.

Linda Loxton is a freelance journalist based in Cape Town.

New resources

YO DUDE, COSA WENA KYK A? THE MULTILINGUAL CLASSROOM (A VIDEO AND HANDBOOK)

The fantasy language means: "Yo dude, what are you looking at?" In this video, produced by Zachie Achmat for the National Language Project, he explores the opportunities for learning provided by "language activity classes" in which children use a multilingual classroom to improve cognitive development and increase cultural tolerance.

The video comes with a handbook written by educationists Ruth Versveld and Nigel Crawhill. It is available from NLP at PO Box 378, Salt River, 7924. Cost: R100 for institutions and R50 for individuals/community organisations.

DIRECT ACCESS TO KEY PEOPLE IN SOUTHERN AFRICA

More than 300 pages of individuals and organisations in southern Africa covering environmental groups, diplomatic represen-

tatives, police, prisons, politics and parties.

Published by Penrose Publishers who can be telephoned at (011) 339-3682 or contacted by fax (011) 339-3639.

VOTER EDUCATION WORKSHOP OUTLINES

A publication detailing how to run voter education workshops is now available from Leap at telephone (021) 650-2680.

Leap has also produced a useful booklet entitled "How to run a workshop".