TURNING POINT newsletter

February, 1979

Turning Point is an international network of people whose individual concerns range very widely - environment, sex equality, third world, peace and disarmament, community politics, appropriate technology and alternatives in economics, health, education, agriculture, religion, etc., but who share a common feeling that mankind is at a turning point. We see that old values, old lifestyles and an old system of society are breaking down, and that new ones must be helped to break through. Turning Point does not demand adherence to doctrines, manifestos and resolutions. It enables us, as volunteers, to help and to seek help from one another.

The ad hoc committee includes Peter Cadogan, Colin Hutchinson, Alison Pritchard and James Robertson. Enquiries and communications should be made by post to Alison Pritchard, 7 St. Ann's Villas, London W11 4RU or by phone to her (01-603 6572) or to Peter Cadogan (01-242 8033).

NEWSLETTERS, MAILING LIST and CORRESPONDENCE

We suggest an annual contribution of El - more if you can, less if you can't. For recipients abroad US\$4 (or equivalent) will cover extra postage and bank charges. Reciprocal arrangements are welcomed if you send us your newsletters, etc., free. Thank you for contributions already received, and for your letters. If we don't hear from people at all, we assume they don't want to stay on the mailing list.

We plan the next newsletter for August 1979. Please send us items for it by end July. We need volunteers to help with mailings and meetings. Many thanks to all who have helped so far.

TURNING POINT MEETINGS 1979

Saturday 12th May: 10am-7pm, Conway Hall, London WCl. CONTRIBUTIONS TO AN ALTERNATIVE FUTURE

Chairman: JAMES ROBERTSON

Speakers: FRITJOF CAPRA ("The Tao of Physics")

ROSLYN and WILLIAM DYSON (Vanier Institute of the Family) WILLIS W. HARMAN ("An Incomplete Guide to the Future")

HAZEL HENDERSON ("Creating Alternative Futures")

A special opportunity to interact with outstanding thinkers and activists from North America. <u>Tickets</u> - £2(\$6) each from Alison Pritchard - will be sent out in April. In case we have to limit numbers, we suggest you apply well in advance.

<u>Saturday 24th November</u>: All-day meeting, Conway Hall, London. Provisional subject: THE POST-INDUSTRIAL REVOLUTION AND PEACE. As the industrial age draws to an end and the world enters a new era, do post-industrial perspectives offer better prospects of achieving permanent peace? Ideas from you on content, format, speakers, etc., please.

This winter in Britain we have been learning what happens when conventional forms of development hit their social and political limits. So we are particularly happy to be in touch through this newsletter with many people all over the world who are seeking an alternative path, a change of direction. We very much look forward to the TP meeting on 12th May, when our distinguished friends from North America will help us to clarify the possibilities for the future and the challenges which face us.

TURNING POINT NEWS

We are delighted to have <u>Ruth Challen</u> helping us part-time at 7 St. Ann's Villas. Ruth's husband, Peter (Senior Chaplain with the South London Industrial Mission), led a group at the last TP meeting.

THE PSYCHOLOGY OF SOCIAL CHANGE

Apologies for not having sent out any follow-up after the November meeting. We had three excellent speakers - Ronald Higgins, Beata Bishop and Gurth Higgin. Variable success in the groups and miniconferences. Here is a precis of Peter Cadogan's impressions.

Over the last two hundred years we have established the social structure of modern industrial society. Its main object is the increase of material goods. This has replaced religion. We have been very successful but at great cost. People are valued for their products, achievements, and possessions, and not for themselves. The result is a personal character structure in which the self is seen as an instrument. The focus is on performance, efficiency and success. Being reduced as people, we need to be told what to do. We invent bureaucratic government.

Yet the very success of consumerism leads people to ask: "Why should we not have more freedom, more humaneness? If we are free to choose, might we not choose the non-material?"

The problem then is how to develop new social structures while we still have the character structure and social skills of the previous acquisitive society. Many fail to make the crossing. Voluntary organisations moved by the best of intentions frequently founder, for high hopes are useless without new social skills to match them. Those who are successful are those who find a task which embodies their mission. This task must interact with the outside world in a worth while way. It must be matched by a minumum range of up-to-date skills. The people concerned must be disciplined enough to do the dull detailed work. They have to find ways of working together that engender conditions of trust.

A key question is: "Ultimately, do we effect changes by changing society or by changing ourselves?" We have to come down firmly for the second choice. It is only by living differently ourselves that we can change society in depth - to do otherwise is but to change our forms and our masters. This does not, however, imply withdrawal from society - simply a recognition of its realities. Of all the things we face, this is probably the most important and the most difficult.

TURNING POINT IN CANADA

A TP meeting is being organised by the Faculty of Continuing Education at the University of Calgary (Calgary, Alberta T2N 1N4) on Alison Pritchard and James Robertson will be 2nd and 3rd March. taking part. Contacts: Lil and Tim Tyler (1428 Windsor Street, Calgary, Alberta T2N 3X3).

After visiting Calgary and Edmonton (Alberta) from 25th February to 9th March, James and Alison will be Ontario from 12th to 21st March visiting London, Waterloo, Burlington, Sudbury and Toronto. Contact: Jack Vallentyne (see p.4).

ENERGY, ENVIRONMENT and POLITICS

The Parliamentary Liaison Group for Alternative Energy Strategies (PARLIGAES) is now firmly established and will shortly be advertising the post of Parliamentary Liaison Officer. Details from the Secretary (Renee-Marie Croose Parry, 81 Onslow Square, London SW7 3LT). See also pages 15 and 16.

A LOW ENERGY STRATEGY FOR THE UNITED KINGDOM (£7.50 or \$16.00 a copy + 50p or \$1.00 postage from Pubns.Dept., International Institute for Environment and Development, 10 Percy Street, London W1P ODR) concludes that:

- (1) Even if Britain's economic growth trebled, total energy use could still be reduced;
- (2) the UK nuclear programme is largely unnecessary;
- (3) the Plan for Coal grossly overstates the need for new coal mines;
 (4) North Sea oil and gas can last until at least 2010.

Michael Chance (12 Innage Road, Northfield, Birmingham B31 2DX) whose work on attention structures in monkey societies throws light on human pecking orders, points out that Sir Fred Hoyle and Prof.Gold of Cornell University have been suggesting there may be METHANE GALORE - enormous quantities of primordial liquefied methane a few miles down in the earth's crust - which would explain the huge fires that accompany earthquakes.

The Centre for Human Ecology (15 Buccleuch Place, Edinburgh) is Edinburgh University's Futures Unit. Its Spring Term Series of eight lectures covers various aspects of the energy future.

AN OVERVIEW FROM JAPAN is the bulletin of the Environmental Book Center (1325 Kamoi-cho, Midori-Ku, Yokohama 226, Japan), which aims to be a clearing house for information relating to People's movements, Environmental problems and Ecological movements. Sub: US\$6 for 4 issues.

EIG BULLETIN (bookshop price 15p) is published by the Environment Information Group (co-ordinators Colin Fry and Elizabeth Davenport, 27 Canadian Avenue, Gillingham, Kent), an ecological propaganda group dedicated to preparing society for the post-industrial future. Hard-hitting stuff.

THE CONSERVATION SOCIETY PSYCHOLOGY GROUP (Dr. T. Maclay, 65 Fiery Hill Road, Barnt Green, Birmingham B45 8JX) is drawing up a questionnaire on personal attitudes and values affecting conservation issues.

GREEN DESERTS (<u>David Mulligan</u>, Rougham, Bury St. Edmunds, Suffolk) is a co-operative village community, some of whose members work abroad. They need volunteers for "Planet Earth Repair Projects".

<u>Jack Vallentyne</u> (Canada Centre for Inland Waters, PO Box 5050, Burlington, Ontario L7R 4A6, Canada) has proposed a behavioural code of practice for living in the biosphere. His paper to the Second International Congress of Ecology in Jerusalem in September 1978 suggested how this might be formulated.

ATEED Centre for Environmental Communities (<u>Dan Shatil</u>, 66 Charles Street East, Toronto, Ontario M4Y 2R3, Canada) is concerned with alternative approaches to modern living, intermediate technology, a conserver society lifestyle, and innovations in shelter, energy and social organisation. Ateed is a Hebrew word meaning future.

Robert F. Keith (Dept. of Man-Environment Studies, Univ. of Waterloo, Waterloo, Ontario N2L 3G1, Canada) tells us that the Man-Environment course at Waterloo includes steady-state economics, alternative futures, and a critical examination of the role of legislation and large corporations. The topics of jobs, food and energy focus the issues. (How many universities in Britain provide courses like this?)

George Boniecki (Centre for Environmental Studies, Macquarie Univ., North Ryde, NSW 2113, Australia) suggests in MAN'S CONCERN FOR HIS FUTURE STILL IN DOUBT (in the International Journal of Psychology, 1978, Vol.13, No.3, pp239-244) that personal planning horizons are very short - more than 2 years is seen as the distant future. This means that few of us can respond practically to the idea of a long-term global crisis.

Edward and Susan Dawson of CoEnCo (Committee for Environmental Conservation, 29 Greville Street, London EClN 8AX) are also contacts for the EUROPEAN ENVIRONMENTAL BUREAU. The EEB is a coalition of 40 nongovernmental organisations. CoEnCo is the national coalition of these NGOs in Britain.

<u>Ecodevelopment News</u> is published by CIRED - International Research Centre on Environment and Development (54 Bd.Raspail, Rm.309, 75270 Paris, France), with the support of the UN Environment Programme.

Recent papers from the <u>Worldwatch Institute</u> (1776 Mass.Ave NW, Washington DC 20036, USA) include THE WORLDWIDE LOSS OF CROPLAND and REPAIRS, REUSE, RECYCLING - FIRST STEPS TOWARDS A SUSTAINABLE SOCIETY.

THE NEW ZEALAND VALUES PARTY (UK contact: <u>Heinz Dessau</u>, Court House, The Green, Rottingdean, Brighton, Sussex BN2 7HA) 1978 Manifesto (£1.15 inc.postage) and 113-page Policy Manual (£6 inc.postage) will be useful to anyone developing alternative ecological, decentralist policies.

<u>Alan Pollock</u> (26B Lake Avenue, Shenton Park, Western Australia 6008) is convenor of the Structure of the Economy Committee of the AUSTRALIAN DEMOCRATS (W.A. Division), whose policy emphasises decentralisation and a sustainable economy. They are looking for detailed, practical ideas for small and intermediate, ecologically sound, technologies applicable to Western Australia.

Alan Manning (Special Projects Officer, AUSTRALIAN LABOUR PARTY, PO Box 1, Canberra ACT 2600) has been in touch with us about possible new approaches to questions of employment and economic growth.

John and Erica Linton (Mill Close, Tredington, Shipston-on-Stour, Warwicks CV36 4NQ) have put us in touch with <u>Prof.Surinder Suri</u> (Dept. of Political Science, Punjabi University, Patiala 147002, India), whose diagnosis of the Indian political situation sounds equally applicable to Britain: a 35-year phase in politics is ending, but there is no way in which the existing alignments can clarify the tasks of the next phase.

Mark Satin (c/o Institute of Noetic Sciences, 600 Stockton Street, San Francisco, California 94108, USA) is expanding the final chapter of "New Age Politics". He calls it 300 PLANKS IN SEARCH OF A PARTY and puts forward 300 policy proposals. An example is to recruit 100,000 people to work for two years on a guaranteed subsistence income organising self-help projects in areas like health, education, housing and solar energy.

The New Age Caucus (3900 Grand View Bd., Los Angeles, Calif. 90066, USA) has been described by Hazel Henderson (Princeton Center for Alternative Futures, 60 Hodge Road, Princeton, NJ 08540, USA) as a "vital and growing movement which gives political expression to decentralist, ecological, humanistic and social equity concerns."

ACTION FOR THE COMING UK AND EUROPEAN ELECTIONS

THE GREEN ALLIANCE (Tim Beaumont, 1 Hampstead Square, London NW3 1AB) includes supporters of all political parties and none who are concerned with ecology, environment and conservation. They are suggesting ten Yes or No questions for voters to ask candidates at the coming General and European Elections. E.g., "Will you, if elected, work and vote for:

the allocation of public funds to a new labour-intensive programme

of environmental and energy conservation?
measures to promote increased access by individuals, small farmers
and community groups to land on which to grow food?" Write to Tim Beaumont for copies of the full questionnaire - and use it:

SERA (Socialist Environment and Resources Association. Contacts: Nigel Spearing MP, House of Commons, London SW1, and Stan Rosenthal, 236 The Welkin, Lindfield, Haywards Heath, West Sussex) hope that the statement on "Labour and the Environment" issued by the Labour Party in 1978 reflects the beginning of a major shift in Labour thinking. Copies of this statement (price 35p) from Pubns.Dept., Labour Party, Transport House, Smith Square, London SW1. Highly recommended. Get copies and ask your Labour MPs and candidates if they support it.

Have the Conservatives and Liberals issued any comparable policy statements about the environment? You could find out from Richard Williams of the CONSERVATIVE ECOLOGY GROUP (11 Church Road, Portsmouth PO1 1QA) and Tony Beamish of the LIBERAL ECOLOGY GROUP (5 Leaside Avenue, London N10 3BT), but why not also badger your Conservative and Liberal MPs and candidates and party head offices?

WORK and THE COMMUNITY

We know of several groups discussing THE FUTURE OF WORK. conveners include: Charles Handy (St. George's House, Windsor Castle, Berkshire SL4 1NJ) and John Newson (Teilhard Centre, 81 Cromwell Road, London SW7 5BW).

In a recent paper Denis Pym (London Business School, Sussex Place, Regent's Park, London NW1 4SA) discusses "the retreat from debilitaing employment" and the freedom this offers "to our time-space now absorbed by nonsensical activity". He describes resourcefulness as "the enemy of gross organisation, professionalisation, corporatism and welfarism".

<u>David Davies</u> (66 Coopersdale Road, London E9) is currently finding out what young people think about the Manpower Service Commission's Youth Opportunities Programme. He is interested in alternative technologies, employment, microprocessors. Hopes to make contact with similar interest groups in the USA next summer (1979).

COMMONWORK activities include experiments with a new methane digester, brick-making, exploring the uses of post-digested slurry, and building low-energy houses. A gardening and tree farming project are planned. The Trust has financed a joint appointment with the Co-operatives Research Unit at the Open University: Paul Chaplin, who is doing action research and consultancy in co-ops, and is available to help people planning or working in these, as well as leading seminars and training sessions. The Commonwork Centre is available for groups of up to 12 (including up to 4 physically handicapped) to work on programmes arranged either for themselves or by Commonwork, on such issues as co-operative work, health, social care, education. Contact: Jenifer Wates (Commonwork, Bore Place, Bough Beech, Edenbridge, Kent TN8 7AR).

SUDBURY 2001 (Box 1313, Sudbury, Ontario, Canada P3E 4S7) is a coalition of business, labour and government leaders, ethnic and cultural groups, students and citizens, with the goal of economic diversification and job creation in Sudbury. (George McRobie of ITDG is its honorary chairman.) They have a network called ALDEP - Alternative Development Paradigm - and are interested in specific information about enterprises using appropriate technology. Contacts: Narasim Katary and William Bradley.

BASIC COMMUNITIES are searching for "a third way", in contrast to the "local" and the "cosmopolitan" lifestyles which have now lost credibility. They believe that altruistic pluralism can be made a viable social and political reality. The Basic Christian Communities Newsletter (Oct.1978) expounds this well. Contact <u>David Clark</u> or <u>Valerie Knight</u> (Westhill College, Birmingham B29 6LL - sae please) for information about their 1980 Congress on Christian renewal through communities and networks.

COMMUNITY COMMUNICATIONS (COMCOM) is a voluntary organisation concerned with improving the flow of information between the many groups and individuals now devoting their time to community work, race relations and the rights of minorities. They have been campaigning for community broadcasting. For details of their newsletter and activities contact Simon Partridge (92 Huddleston Road, London N7).

<u>Village Design</u> (Box 996, Berkeley, California 94701, USA) is a non-profit organisation supporting the development of community and of co-operative forms of economy and government. The COMMUNITY INFORMATION PROJECT is at present their primary concern.

THE IMPLICATIONS OF SCHOOL-LEAVER UNEMPLOYMENT FOR CAREERS EDUCATION IN SCHOOLS by A.G. Watts, <u>National Institute for Careers Education and Counselling</u> (Bateman Street, Cambridge CB3 1LZ) appeared in Curriculum Studies 1978, Vol.10, No.3.

INTERSKILLS is an independent organisation sponsored by Coventry Voluntary Services Council and supported by the Manpower Services Commission, for training in community service and personal development. Keith Hudson (Unit 1, Rotherham Works, Spon Street Industrial Estate, Coventry), who previously initiated Jobs for Coventry, is its manager. He is keen to receive ideas for projects.

NOWT (Carol Ashcroft, 3 Brown Street, Hyson Green, Nottingham) is a local work experience scheme, sponsored by Nottingham University School of Education, employing eight teenagers, aiming to make documentary programmes for local radio on youth unemployment.

Grant Ledgerwood's (24 Egerton Drive, London SEIO) paper on COMMUNITY ENTERPRISE IN THE INNER CITY: ALTERNATIVE EMPLOYMENT POLICIES FOR THE POST-INDUSTRIAL ECONOMY includes a comparison between the characteristics of a community enterprise corporation and those of an industrial corporation; also a scenario for an urban village in London Dockland in 1889.

Ray Pahl (Prof. of Sociology, University of Kent, Canterbury, Kent), in WILL THE INNER CITY PROBLEM EVER GO AWAY? (New Society, 28th Sept. 1978) argued for a release of native energies in a new style of communal self-help.

THE BUILDING AND SOCIAL HOUSING FOUNDATION (Peter Elderfield, BSHF, Memorial Square, Coalville, Leics) have plans for an international study centre on organic farming, self-sufficiency, alternative energy. Opposed by local planners on the grounds that "organic farming spoils the countryside"! We haven't heard the outcome.

NEW AGE ACCESS (<u>Nick Murgatroyd</u>, PO Box 4, Hexham, Northumberland) hope shortly to take possession of a new Centre for their community - which practises alternative forms of working, technology and education.

Rodney Stares (9 Oxford Square, Watchfield, Nr. Swindon, Wilts) and the Thamesdown Voluntary Service Council hope to establish a LOCAL ENTERPRISE TRUST to mobilise local resources and talents to the task of regenerating the local economy in Swindon.

Sheila Beskine of ALLOTMENTS FOR THE FUTURE (339a Sherrard Road, Manor Park, London E12 6UH) suggests that the Ministry of Agriculture should appoint Inner Cities advisers to encourage urban farming. AFF promotes communication and understanding between plotholders, planners and people on waiting lists.

THE WORK AND LEISURE SOCIETY (<u>Kathleen Smith</u>, Felin Faesog, Clynnog, Caemarvon, Gwynedd LL54 5DD, Wales) is campaigning for a fairer, happier, healthier distribution of work and leisure. "Isn't it an unbalanced, mismanaged world in which millions are unhappy because their health is being sapped by their work, while millions are miserable because they have no work?"

POLICING THE HIDDEN ECONOMY: THE SIGNIFICANCE AND CONTROL OF FIDDLES" is a recent report by the Outer Circle Policy Unit. Contact: David Hunter (4 Cambridge Terrace, Regent's Park, London NWl 4JL).

Edward C. Hamlyn (Rutt House, Ivybridge, Devon PL21 ODQ) has sent us a paper on "The Case for Ending Taxation of Earnings". As he says, "human beings require self-fulfilment within a game of life in which all can win, and in which the creation of goods and services for the needs of all constitutes the basis of work".

TECHNOLOGY and DEVELOPMENT

"When we approach a limit to economic growth, continued "traditional technological development leads to unemployment. The development of technology may have to be re-oriented towards the discovery of new alternatives". From THE POTENTIAL FOR SUBSTITUTING MANPOWER FOR ENERGY, an interesting report co-authored by Walter Stahel (Battelle Research Centre, 7 Route de Drize, 1227 Carouge-Geneva, Switzerland).

Following a successful conference on "Technology Choice and the Future of Work" in London in November 1978, <u>John Davis</u> (10 Grenfell Road, Beaconsfield, Bucks) is setting up an AT-UK UNIT and TECHNOLOGY CHOICE NETWORK under the ITDG umbrella. "The strength of the network will depend on voluntary participation throughout Britain in its two functions of an early warning system, i.e. identifying developments which may be important to ordinary people, and promoting proactive public discussion". A Mr. or Ms. Technology Choice is now being appointed to orchestrate the activities of volunteers.

Among the recent papers circulated by the INTERNATIONAL FOUNDATION FOR DEVELOPMENT ALTERNATIVES (Marc Nerfin or Beat Jenny, IFDA, 2 Place du Marche, CH-1260 Nyon, Switzerland) are "Development as Liberation", "Decentralisation and Self-Reliance in an Agrarian Economy", and "The Unimportance of Full Employment". James Robertson's paper on ANOTHER BRITAIN should be available from IFDA soon, and John Turner's work for IFDA is preparing the way for a Housing Tools Exchange.

"Translated into Buddhist terminology, the revolution of rising expectations means nothing less than a concerted effort to make people suffer and to extinguish their insight into the true nature of things. ... Sarvodaya tries to build up man's capacity to construct more appropriate images of reality, images that are not based on the assumption of unlimited wants but on an insight into carefully balanced needs". From SARVODAYA AND DEVELOPMENT by Detlef Kantowsky, (Dept. of Sociology, University of Konstanz, D7750 Konstanz, West Germany).

Monica Wemegah (c/o Unitar, Palais des Nations, 1211 Geneva 10, Switzerland) is directing a research project for the UN on ALTERNATIVE WAYS OF LIFE as a new approach to development studies. One of its central concepts is the distinction between what Johan Galtung calls alpha structure and beta structure - formal, institutionalised activity and informal, person-to-person activity. It is linked with the ALTERNATIVE DEVELOPMENT STRATEGIES AND LIFESTYLES work of the Society for International Development - for information write to Robin Sharp (SID, Palazzo Civilta del Lavoro, EUR OO144 Rome, Italy); UK contact Richard Miles (31 Grosvenor Gardens, Kingston-on-Thames KT2 5BE).

Hazel Henderson has sent us a statement on the perversion of science and technology, drawn up by the INSTITUTE FOR WORLD ORDER (Saul Mendlovitz, 1140 Avenue of the Americas, New York, NY 10036, USA) in preparation for the UNCSTD conference in Vienna in August. Saul Mendlovitz is joint editor with Rajni Kothari (CENTRE FOR THE STUDY OF DEVELOPING SOCIETIES, 29 Rajpur Road, Delhi 1100 54, India) of "Alternatives: A Journal of World Policy". Kothari's recent article in the July 1978 number on "Disarmament, Development and a Just World Order" stresses the need to develop an alternative to the corporate, high technology, militarised approach.

ICDA NEWS is the newsletter of the International Coalition for Development Action. Financed by individual subscriptions and by a grant from IFDA (see above). Contact: <u>Ken Laidlaw</u>, 4th Floor, Bedford Chambers, Covent Garden, London WC2.

Ward Morehouse's (Council on International and Public Affairs Inc., 60 East 42nd Street, New York, NY 10017, USA) recent paper on SCIENCE, TECHNOLOGY, AUTONOMY AND DEPENDENCE: A FRAMEWORK FOR INTERNATIONAL DEBATE attacks conventional development strategies for the Third World, based on importation of capital-intensive, socially inappropriate, environmentally destructive Western technologies, and calls for practical action to promote the technological autonomy of Third World countries. Ward is contributing editor of the Lund Letter (circulated by the Research Policy Program, University of Lund, Magistratsvagen 55N, S-22244 Lund, Sweden) on Science, Technology and Basic Human Needs.

"Those who are continually at the receiving end of orders and decrees from authorities, soon become clever at hiding their talents. Farmers hide their capabilities while the know-it-all agents work desperately. In their frustration, the authorities blame failures on the stupidity, laziness and stubborn habits of rural people.
... One of the crucial needs of the rural poor is to be heard, to be listened to. Yet the ideologist is seldom a good listener; he already knows the problem beforehand, already has the packaged solution, already calculated what strategy to use. He sees nothing new about the present situation; it has already been classified in his training book and he remembers how he is supposed to react". From DIALOGUES WITH ASIA'S RURAL MAN, published by CENDHRRA (Centre for the Development of Human Resources in Rural Asia, 2067 Pedro Gil, Sta. Ana, Manila, Philippines), which also issues the CENDHRRA Network Newsletter.

WOMEN, CHILDREN and MEN

More flexible conditions of employment in the formal economy would enable women to share employment prospects more equally with men, and would also - by encouraging men to adopt more flexible patterns of work and life - enable men to share more equally with women the (unpaid) work of the informal economy. Although the male tendency to "underachievement" in household and neighbourhood work is still very marked, many men now resent being tied to meaningless full-time jobs which stunt the "familial" and "convivial" aspects of their lives. This was one of the many conclusions of a recent international conference in Lisbon on "Work and Employment: Toward What Kind of Society?" organised by CEFRES (Francoise Latour, Centre Europeen Feminin de Recherche sur l'Evolution de la Societe, 55 Rue de Varenne, 75007 Paris, France).

In a paper for CEFRES called "Changing Women versus Changing Employment: Toward a new theory of women and employment" Elizabeth Beck-Gernsheim (Institut fur Sociologie, Kondradstrasse 6, D-8 Munich 40, West Germany) argued that discrimination against women at work is not simply discrimination against a minority group. It represents discrimination against all work relating to people and their needs. In a system dominated by profit and production, such work is treated as marginal.

In another paper for CEFRES Christine and Ernst von Weizsacker discussed the importance of EIGENWORK - the basic form of self-defined work which people do for themselves and people they know, for which they take personal responsibility, and in which they do not go on strike or say "I could help you, but I am not entitled to". The von Weizsackers stress the importance of a dual economy, involving a new balance between employment and Eigenwork. (Stiegelwiesen 5, 3500 Kassel, West Germany).

Hanne Nielsen (Carl Blockseig 9, 2th, 5230 Odense M, Denmark) of Radical Ungdom - Radical Youth - suggests that CIVIC PAY (a social wage) could release both men and women from imprisonment in their conventional roles as breadwinners and housewives. She also stresses the importance of language as an instrument of male oppression of women.

Elizabeth and David Dodson Gray (4 Linden Square, Wellesley, Mass. O2181, USA) will be holding a conference for professional women in October on THE FEMININE AS PROFESSIONAL: what does it mean to be a professional woman rather than a professional man? They are also working up a project on "The Masculine/Feminine Dimensions of the Global Problematique".

Roslyn Fallis (Dyson) and Robert Glossop (Vanier Institute of the Family, 151 Slater Street, Ottawa, Canada KIP 5H3) are working on CHILDREN IN A FAMILIAL SOCIETY. The keynote of a recent paper by Roslyn on "Emerging Family Life" is: "We are attempting to move towards a world in which the person and the quality of immediate relationships, at home, at study, at work, and at play, are perceived as fundamental to the quality of society and its institutions".

Ray Lorenzo (Piazza d'Ovidio 6, Napoli 80134, Italy) is seeking support for a CHILDREN'S CONFERENCE ON FUTURES, arising from the project on Community Participation by Children in Futures which he and Simon Nicholson (Art and the Environment, Open University, Milton Keynes, UK) have been organising in Naples and Oxford. Two quotes from Ray Lorenzo's paper "Children Communicating Futures" (September 1978): "what is the laughter of the future?" (Gianmaria, 8 years); "we'll go under the sea without oxygen tanks and learn to talk to the fishes" (Valeria, 8 years).

NEWS and CONTACTS

<u>Ken Smith</u> (Staple Farmhouse, Staple, Canterbury, Kent) reports that <u>ARG</u> (Alternatives Research Group) is now active at the University of Kent, Canterbury - connections with Resurgence, Undercurrents, CAITS.

Joseph Huber (Flotowstr.3, 1 Berlin 21) is editing a book on the DUAL ECONOMY, including papers from Bill Dyson, Hazel Henderson, James Robertson; is supervising the German translation of "The Sane Alternative"; and has helped to fom a new Self-Help Network (NETZWERK SELBSTHILFE, Suarezstr.31, 100 Berlin 19).

<u>Val Stevens</u> (35 Chantry Road, Moseley, Birmingham 13), chairman of the GREEN BAN ACTION COMMITTEE, reports successful opposition to the commercial redevelopment of Birmingham's central post office. But the struggle continues for the conversion of the Victorian building into a socially productive leisure centre.

THE FUTURES NETWORK are planning several meetings in 1979, including one on EDUCATION FOR THE FUTURE. Details from Mick or Marion Williamson (Deneswood, Wilmerhatch Lane, Epsom, Surrey KT18 7E6).

FORETHOUGHT (<u>David C. Miller</u>, 908 Fox Plaza, San Francisco, California 94102, USA) is an informal co-op network for sharing information and opinions about societal trends and potential futures. Dave has recently launched a monthly newsletter called "Thresholds and Turning Points".

First Report to the Friends of the FOUNDATION FOR ALTERNATIVES from Stan Windass, The Rookery, Adderbury, Nr. Banbury, Oxon.

Henryk Skolimowski's appointment as Philosopher-in-Residence at Dartington Hall, Totnes, Devon on his return from India in June is good news. See his article on ECO-PHILOSOPHY VERSUS THE SCIENTIFIC WORLD VIEW in the Ecologist Quarterly, Autumn 1978.

Bruce Williamson (IDEAS AT WORK, PO Box 6941, Houston, Texas 77005, USA) caught up with us at a conference in Hove in November. He is active in the development and dissemination of "transitional" ideas and information. He has put us in touch with The Open Network (Network Research, PO Box 18666, Denver, Colorado 80218; USA). Also with James and Marguerite Craig (Synergic Power Center, Box 9096, Berkeley, California 94709, USA).

Roger Pritchard (1514 McGee Street, Berkeley, California 94703, USA) is into networking - education, alternative culture, alternative futures. Now collecting and analysing networking experience with a view to publication. Invites networkers to contact him.

SPUR (Alan Mayne, 63A Muswell Av., London N10 2EH and Peter Hunot, 17 Anson Road, London N7 ORB) continue their active programme of monthly meetings and newsletters. Alan Mayne's recent article on CO-OPERATION BETWEEN NEW AGE GROUPS could interest many of our readers. Also a recent paper by Adrian Williams (56 Highbury Grove, London N5 2AG) on WHY THE FUTURE WILL NOT WORK.

After 29 years in Rhodesia, Guy and Molly Clutton Brock (now at Velli Uchaf, Llandyrnog, Denbigh, Clwyd, LL16 4HR, Wales) continue to keep in touch with old friends at ground level there. Their privately circulated newsletter communicates humanity and hope.

Gordon Baxter (13 Den Avenue, Bognor Regis, Sussex PO21 lHE) is writing on FREEDOM WITH RESPONSIBILITY. He argues that corruption of the money system has sabotaged the fair distribution of wealth.

T.W. Summers (47 Harefields, Oxford OX2 8HG) has written to us about the new technology of MICROPRINTING and MICROBOOKS - potentially huge savings of cost, paper and trees.

<u>Swan Liat Kwee</u> (Willem de Rykelaan 2, 5616 EA Eindhoven, Holland) has been participating in alternative technology and community projects since 1972, working with students in management and architecture. Contacts with communes and centres in Japan, India and Sri Lanka.

Ramona Berine (1332 Linda Rosa Avenue, Los Angeles, California 90041, USA) is working on a book THE FEMALE ETHIC about women's way of being sane, humane and ecologically minded. She mentions the AHP Social Change Network (interim co-ordinator: Monica Armour, 60 Albany Avenue, Toronto, Ontario M5R 3C3, Canada); the National Association for Humanistic Gerontology (Claremont Office Park, 41 Tunnel Road, Berkeley, California 94705); and Self-Determination (a personal/political network, 2431 Forest Av., San Jose, California 95128).

Stephen Philkps (Upper Freedown, St. Margaret's-at-Cliff, Nr. Dover CT15 6BB) is developing VALUE LOGIC and IDEA MAPPING and is hoping to find a mathematical colleague to collaborate with him.

Contact <u>Rundle Brendon</u> (30 Leigh Road, London N5 1AH) about the Free London Waldorf School and Rudolf Steiner seminars.

<u>Douglas Pitt</u> (128 Dalcraig Crescent, Priory Bridge Estate, Blantyre, Lanarkshire, Scotland) is concerned with the organisational aspects of alternative futures.

<u>Keith Suter</u> (PO Box 84, Camperdown, Sydney, NSW, Australia 2050) will be visiting Britain in September. He is active in international law and human rights and is the Australian contact for UNCSTD.

Tony Judge (Union of International Associations, 1 Rue aux Laines, 1000 Brussels, Belgium) is organising a World Forum in June 1980 on the role of associations in democratic society. The productivity of meetings will be one topic for discussion: we have not yet found a way of making use of the critical mass of expertise assembled on such occasions; "doing" events produce empty resolutions, whereas "being" events are unable to focus; is there a new style of meeting to be developed? what are the ALTERNATIVE MEETINGS that we need?

The Tavistock Institute of Human Relations (London) and La Fondation Internationale de l'Innovation Sociale (Paris) have a joint project on EXERCISING AUTHORITY FOR SOCIAL INNOVATION. Details from Jeannine Gueron (FIIS, 5 Rue d'Alger, 75001 Paris, France).

MATRIX (<u>Jan Dauman</u> and <u>Geoffrey Morris</u>, 4 Cromwell Place, London SW7) is a corporate affairs consultancy specialising in public policy issues.

<u>John Nye</u> (20 Court Road, Tunbridge Wells TN4 8ED, Kent) is an independent management consultant interested in working with or for the sorts of projects mentioned in TP newsletters.

The <u>American Council of Life Insurance</u> produces some excellent TAPs (Trend Analysis Reports). No.16 on DEATH, DYING AND LIFE EXTENSION poses two alternative futures: will it be a death-denying culture or a death-accepting culture? No.17 on THE CHANGING NATURE OF WORK sketches alternative scenarios for the future of work in 1998. Contact: Fran Weick (TAP Research Assistant, American Council of Life Insurance, 1850 K Street NW, Washington DC 20006, USA).

The <u>Clearinghouse on Corporate Social Responsibility</u> is also supported by the American Council of Life Insurance. Its annual Social Report claims to be the most comprehensive attempt by American business to collect, evaluate and disclose data on social responsibility. An information service is provided for insurance companies seeking to participate in the development of their communities, including neighbourhood revitalisation. Contact: <u>Stanley G. Karson</u> (Clearinghouse on Corporate Social Responsibility, 1850 K Street NW, Washington DC 20006).

COMMUNITY ACTION (Forum Alternativ, Postfach 45, A-1231 Vienna, Austria) is organising an Alternative Forum in Vienna at the time of the UNCSTD conference. UK contact: <u>Sue Brown</u> (Room 406, Ladbroke House, Highbury Grove, London N5).

The January 1979 issue of WHAT'S NEXT? - the newsletter of the Congressional Clearinghouse on the Future (3611 House Annex 2, Washington DC 20515, USA) is about ART AND THE FUTURE. The International Association for Art and the Future (Balai Seni Toyabungkah, c/oJl.Dr.Saharjo 290, Tebet, Jakarta Selatan, Indonesia) issues a newsletter called "Art and the Future".

UNESCO: <u>Division of Scientific Research and Higher Education</u> (7 Place de Fontenoy, 75700, Paris, France) have compiled a directory and bibliography on the theme RESEARCH AND HUMAN NEEDS, and send out a bi-annual report on "Priorities and Trends in Rsearch Related to Human Needs".

The work of the following will interest some TP readers:
Centre for Agricultural Strategy (University of Reading, Earley Gate, Reading);

Technology Policy Unit (Univ.of Aston, Gosta Green, Birmingham B4 7ET); PLC/Habitat Forum - programme on urban habitat, management, development and policy - (Polytechnic of Central London, 35 Marylebone Road, London NW1 5L3).

BOOKS, JOURNALS, PAPERS, REPORTS, FILMS, CASSETTES

"TECHNOLOGY FOR A CHANGING WORLD", compiled by Roger England from papers by <u>John Davis</u> (£1.75 + postage from ITDG Pubns., 9 King St, London WC2E 8HN) is about appropriate technology for the future.

"THE SANE ALTERNATIVE" by <u>James Robertson</u> has been reprinted (new prices: UK only £1.95 post—free, outside UK US\$5.00 + **\$2.56** airmail or 75c surface mail. From 7 St. Ann's Villas, London W11 4RU). A German translation comes out later this year from Fischer Verlag.

"GODS OF MANAGEMENT" by Charles Handy, Souvenir Press. Leads into a good discussion of enterprise as community.

"FUTURES WE ARE IN" by <u>Fred Emery</u>, Martin Nujhoff, Leiden, 1977. Recommended by <u>Gurth Higgin</u> (Prof. of Continuing Management Education, Loughborough Univ. of Technology, Loughborough, Leics LE11 3TU).

<u>Denys Thompson</u> (6 Storeys Way, Cambridge CB3 ODT), who spoke at the <u>TP meeting in March 1978 on Education</u>, subsequently sent us the following suggestions.

"THE NO GROWTH SOCIETY", <u>Daedalus</u> (Fall 1973) Journal of the American Academy of Arts and Sciences.

"DISSENT FROM DEVELOPMENT" by P.T. Bauer.

"GROWTH: THE PRICE WE PAY" (1969) and "THE SOCIAL COSTS OF ECONOMIC GROWTH", by E.J. Mishan, King and Staples.

"THE BLACK RAINBOW", edited by Peter Abbs, Heinemann.

"DISCRIMINATION AND POPULAR CULTURE", edited by Denys Thompson, Penguin.

"DEVELOPMENT RECONSIDERED" by Edgar(Ted)Owens and Robert Shaw, D.C. Heath, Lexington, Mass., USA, 1974. Treats development as a process in which all the people of the poor countries participate. (Ted Owens, AT International, 1709 N Street NW, Washington DC 20036, USA, recently sent us "LOOKING BACKWARD: 2000-1887", written by Edward Bellamy in 1887, republished by Houghton Mifflin in 1966, a splendid example of "social fiction" which is still relevant today.)

James Moore (3501 Armstrong Avenue, Dallas, Texas 75205, USA) who is bringing students from his course on BEYOND RATIONAL MAN to visit pre-industrial, industrial and post-industrial Britain in May, has sent us Theodore Roszak's new book "PERSON/PLANET: THE CREATIVE DISINTEGRATION OF INDUSTRIAL SOCIETY", Anchor Press, Doubleday, 1978. It heralds "a post-industrial society whose highest social value is the project of self-discovery, whose principal wealth is the richness of the autonomous personality".

"THE CONSERVER SOCIETY: A WORKABLE ALTERNATIVE FOR THE FUTURE", by the GAMMA Research Team, Montreal, Harper and Row, 1979. Introduced by Alexander King, co-founder of the Club of Rome.

"ANTI-NATION: TRANSITION TO SUSTAINABILITY" by Fred Knelman, \$5.50 from Mosaic Press, PO Box 1032, Oakville, Ontario L6J 5E9, Canada.

"AN INFANTILE DISORDER? THE CRISIS AND DECLINE OF THE NEW LEFT" by Nigel Young (School of Peace Studies, Univ. of Bradford, Bradford, W.Yorks BD7 1DP), Routledge and Kegan Paul 1977. Reviewed by Geoffrey Ostergaard in Resurgence as "essential reading for all those who are concerned to create - or re-create - an effective movement for radical social change".

"PSI AND THE CONSCIOUSNESS EXPLOSION" by Stuart Holroyd. Recommended by Alison Williams (12 Homefield Road, London SW19 4QE).

"ORDINARY ECSTASY: HUMANISTIC PSYCHOLOGY IN ACTION" by John Rowan, Routledge and Kegan Paul, 1976. Highly Recommended. "In therapy we go into ourselves fearing to find madness and actually finding wholeness; and in metapolitics we go into society with fresh vision fearing to find revolution and actually finding, perhaps, union with all people".

Brian Rome (Law Dept., Bristol Polytechnic, Coldharbour Lane, Bristol BS16 1QY) has drawn our attention to "ALTRUISM AND ECONOMY: a study in non-selfish economics" by <u>David Collard</u>, Professor of Economics at Bath University (published by Martin Robertson).

The Commonweal Collection (c/o J.B. Priestley Library, Univ. of Bradford, Bradford, W.Yorks BD7 1DP) contains books and magazines concerned with non-violent action, the peace movement, Gandhian literature, social decentralisation, alternative society, creative education, spiritual experience, and the present world crisis.

Geoffrey S. Lyford has sent details of ONE EARTH BOOKSTORE (120 8th Ave SW, Calgary, Alberta, Canada.) Alternative Lifestyle, etc. Newsletter. Community bookshop.

For information about "STUDIES IN RELIGIOUS EXPERIENCE" contact Edward Robinson (Religious Experience Research Unit, Manchester College, Oxford OX1 3TD).

"THE INVIOLABLE HILLS" by Robert A. de J. Hart (Highwood Hill, Rushbury, Nr. Church Stretton, Shropshire), £2.45, Robinson and Watkins. A practical vision of an "Ecological Renaissance".

BUILT ENVIRONMENT is edited by Peter Hall (editor of the recent book "Europe 2000") and Tom Hancock (the architect/planner/designer of housing neighbourhoods and clusters). The current issue is on "A Choice of Futures". Contributors include Peter Chapman, Gillian. Dawley, Nicholas Falk, Tom Hancock, Krishan Kumar and James Robertson. Enquiries to Kogan Page Ltd., 120 Pentonville Road, London N1.

In "TOWARDS A DEPENDABLE PEACE" Robert C. Johansen calls for a broad based movement to stimulate national governments to replace militarism with an alternative security system. (\$1.50 from the Institute of World Order - see p.8).

MANAS is a weekly edited by <u>Henry Geiger</u> (\$10 a year from PO Box 32112, Los Angeles, California 90032, USA). Journal of independent inquiry concerned with the study of the principles which move world society on its present course, and with the search for contrasting principles that may be capable of supporting intelligent idealism under the conditions of life in the remaining years of the 20th century. Highly recommended.

HUMAN FUTURES is a quarterly journal on life, work and learning published by the <u>Public Enterprises Centre for Continuing Education</u> (C-6/5, Safdarjang Development Area, New Delhi-110 O16) in co-operation with the Intl.Council for the Quality of Working Life.

ON THE EDGE OF THE FOREST is a 45-minute, 16mm film made by Dr.E.F. Schumacher in Australia in 1977, containing much of his last thinking on forests, fuel, mankind and Earth's resources. It can be hired (min. charge £12) from Loli Carter (Woodland Cottage, Ashdown Road, Forest Row, RH18 5BW). Barrie Oldfield tells us it can also be purchased (price landed at London Airport Aus.\$568) from M.B. Oldfield & Sons, 3 Over Ave., Lesmurdie, Western Australia 6076).

For details of NETWORK CASSETTES published by the <u>Scientific and Medical Network</u> including lectures by E.F. Schumacher and Fritjof Capra, write to Dr.J.Kollerstrom (9 Primrose Gardens, London NW3).

AFFIRMATION

"I will learn to be autonomous: to take responsibility for myself in all my relationships and decisions. I will seek the truth in deed and word, in fact and feeling, in head and heart. I will not allow myself to be manipulated, especially by those whose creed is based on greed, or on blinkered rape of this planet. Yet I will reach out to my neighbour and not allow my help and friendship to be corrupted by those who would control all relationships in the name of state, or ideology, or profit, or hate. I will work to bring to life and to nurture a faith that life on this planet can be joyous for all; that we, Mankind, must fully accept our responsibility as the dominant species, whilst humbly acknowledging that the laws of the Universe apply equally to us. The way will not be soft or smooth. We each have a battleground within us. We will gain insight and strength by going forward together."

Margaret Chisman (41 Penn Road, London N7 9RE)

EAST-WEST PEACE CHARTER

Millions of people in this country, including half our scientists, are spending their lives in the service of 'defence'. Why? Who is going to attack us? Who are we going to attack?

The East-West People People have drawn up an 8-point Peace Charter based on the knowledge that authority comes from people, not from governments; it will take people, acting for themselves, to build real alternatives to war and violence. The Peace Charter outlines the shape of the new peaceful future that can be created if the people of both sides act to break the deadlock between their governments.

The E-W Peace People are not setting out to create a large new organisation - there are already countless in the field. Their aim is to set in motion a new kind of campaign through the existing movements for peace, world development, and an alternative, people-centred future.

The TP meeting in November will be about the post-industrial revolution and peace. Meanwhile, please write to <u>Peter Cadogan</u> (1 Hampstead Hill Gardens, London NW3) for copies of the Peace Charter and start to put it about.

DATES TO NOTE (Cont'd. from p.16)

19th and 20th May, SPIRITUAL IMPULSES LEADING TO CHANGE. May Lectures, London. Speakers: Ronald Higgins, Christopher Margarey, Canon Peter Spink. Details of this and other activities of the SCIENTIFIC AND MEDICAL NETWORK from George Blaker, Lake House, Ockley, Nr. Dorking, Surrey RH5 5NS.

19th May, EDUCATION FOR SELF-DISCOVERY. Workshop-Conference, London. Organised by the English New Education Fellowship. Details from Raymond King, ENEF, 2 Wilton Grove, New Malden, Surrey KT3 6RG.

<u>21st May</u>, PARLIGAES, 7pm, House of Commons. Speaker:Dr.R.E.H.Swayne (Chairman, Solar Trade Association). Details from R.M. Parry (See p.3).

6th-8th June, ALTERNATIVE ORGANISATIONS, Brussels. Seminar organised by European Institute for Advanced Studies in Management. Contact: Dina Nagler, EIASM, 20 Place Stephanie, 1050 Brussels, Belgium.

23rd-28th July, LIBERAL CHRISTIANITY IN PRACTICE, Hertford. Speakers include Peter Abbs, Peter Cadogan, Edward Carpenter (Dean of Westminster), James Hemming, Alan Webster (Dean of St. Paul's.) Details from Edward Compton, Modern Churchman's Union, The School House, Leysters, Leominster, Herefordshire HR6 OHS.

DATES TO NOTE

Two (of a series of five) Saturday conferences in Birmingham on ALTERNATIVE FUTURES remain to be held in February and March. Ask Harry Stopes-Roe, Dept. of Extramural Studies, Birmingham University, PO Box 363, Birmingham B15 2TT for dates and details.

lst March, THE NEW NARCISSISM: THE SELF-CENTRED SELF IN A POSTINDUSTRIAL AGE. At the Architectural Association, London. Speakers
include: Charles Hampden-Turner, Gurth Higgin, Geoffrey Vickers.
Enquiries (SAE) to Margaret Vallely, A.A., 36 Bedford Square,
London WClB 3ES.

2nd-4th March, CREATING OUR WORLD. Buxton, Derbyshire. Conference
organised by the Association of Humanistic Psychology. Principal
speaker: Charles Hampden-Turner. Details from Shirley Wade,
69 Clare Court, Judd Street, London WClH 9QW. ("Self and Society"
is the AHP journal, 62 Southwark Bridge Road, London SEl OAS).

<u>5th March</u>, PARLIGAES meeting, 7pm, House of Commons. Speaker: <u>Sir Brian Flowers</u>. Details from <u>Renee-Marie Croose Parry</u> (see p.3).

8th March, SCIENCE AND TECHNOLOGY FOR DEVELOPMENT. London. Details from the Symposium Secretary, British Association for the Advancement of Science, 23 Savile Row, London WIX 1AB.

5th-7th April, TECHNOLOGY WAS MADE FOR MAN AND MAN WAS MADE FOR ...? Cambridge. Speakers: Kenneth Adams, Colin Pritchard, Christian Schumacher, Rt.Rev. E.R. Wickham. Details from Rev.Dr.A.R. Peacocke, Dean, Clare College, Cambridge.

19th March, PARLIGAES meeting, 7pm, House of Commons. Speaker: Amory Lovins. Details, as above.

30th March-1st April, MYSTICS AND SCIENTISTS. Winchester. Speakers include Sir George Trevelyan and Lawrence LeShan. Details of this and other WREKIN TRUST events from: Malcolm Lazarus, Bowers House, Bowers Lane, Bridstow, Ross-on-Wye, Herefordshire.

7th-14th April, WORLD SYMPOSIUM ON HUMANITY. Three simultaneous, video-linked events in London, Los Angeles and Toronto. UK contact: Brenda Brett, Flat 4, 83 Vincent Square, London SW1.

17th-22nd April, THOUGHT, FEELING AND INTUITION. Dartington Annual Conference on "New Themes for Education". Speakers include Claude Curling, Arnold Keyserling, William Irwin Thompson. Details from the Secretary, The Dartington Society, Dartington Hall, Totnes, Devon 7Q9 6JE.

20th-22nd April, TOWARDS BEING SELF-SUPPORTING. Weekend course on organic gardening at Lower Shaw Farm, Swindon. Details of this and their Spring programme from: Lower Shaw Farm, Shaw, Swindon, Wilts.

21st-29th April, FESTIVAL FOR MIND-BODY-SPIRIT. Olympia, London.
Contact John Whitmore, 159 George Street, London WlH 5LB.
(Incidentally, one of John's current interests is "inner sport".)

12th May, CONTRIBUTIONS TO AN ALTERNATIVE FUTURE (TP meeting, see p.1).

18th-20th May, ALTERNATIVE FUTURES FOR BUSINESS, EMPLOYMENT AND THE ECONOMY. An international seminar for top management at Ashridge. Speakers include William Dyson, Willis Harman, Carter and Hazel Henderson, Aurelio Peccei, James Robertson, Philip Sadler, Michael Shanks. Details from the Principal, Ashridge Management College, Berkhamsted, Herts HP4 1NS.