

## **Appendix-1: People Capital's 1<sup>st</sup> canvassing letter for Non-Governmental support**

Following our unsuccessful attempts to find support at Government Departments, plus local and foreign Embassies, particularly since the mid-1999 implosion of South Africa's international reputation, we dramatically extended the broadness and depth of our efforts to try and increase our national and international traction and support.

The letter below has been dispatched to those national and foreign mainly non-governmental parties we saw as potential allies under cover of an email in which we briefly, if not point-wise, referred to those addressee's concerns that have direct or indirect bearing on what this entire People Capital Project set out to achieve.

# ***The People Capital Project*** S.A.

PO Box 755  
Kelvin  
2054  
South Africa

16 Pretoria Main Road  
Kelvin  
Sandton  
South Africa

Phone : +27 11 804.3896  
www.peoplecapital.yolasite.com  
E-mail : [peoplecapital@telkomsa.net](mailto:peoplecapital@telkomsa.net)  
Another People Capital Project

To .....

Date .....

Dear .....

### **Economic growth and leaving no one behind**

- **There is a gap between perfect knowledge and persuasion, it's called pedagogy**
- **A People Capital Remedial Action Development Project**
- **Africa's dismal economic and political state of affairs**
- **A turn around and multiplication of business activity**
- **Ultimately a 6-step Euro 26,00 per capita development funding process (as per page 5 of our website Introduction of Book-1: "Economic Shock Therapy")**

As a "*consortium of sorts*" that also pursues global social and economic growth plus equality, where the answer lies in emerging economies, we request your support, participation and/or influence to convince not only our evidently reluctant and suspicious Central Government Leaderships in South Africa to excavate our however radical People Capital Development Project, as to-date they invariably have:-

- Either, sent this project many layers down the Bureaucracy for comments; where it got lost.
- Or, simply ignored this project, for our assumption that this project did not mesh with their agenda.
- Or, resisted or even feared the prospect of having to cross departmental or ministerial boundaries, where everyone appears to be self-centred and chases his/her personal rainbow with the least personal risk.

The only way such can be achieved is by the kind of public awareness and people talking that leads to the kind of "*societal pressure*" that governments find difficult to ignore.

It is our opinion that global collaboration in a much broader than academic network is required to prevent the corporatist leaderships of (South) Africa, which are predominately driven by "*financial growth*"- instead of "*development growth*"- objectives, from an economic implosion that will trigger long chains of negative repercussions for the entire global socio-economy.

Meanwhile, (South) Africa's "*degree factories*" are not delivering on what they should, if not far from integrated thought expertise. Besides which, the most talented and resourceful graduates: Either, join the corporatist state elite; Or, look for opportunities in the developed west.

For certain, it will take more than fine words and political rhetoric to bring an end to the still deeply entrenched colonial mindset, plus the almost typical high level of complacency, if not ignorance and disillusionment, that goes with it; whilst preventing a creative and innovative outlook from sprouting and flourishing.

To motivate our request, I attach those 3 sub-chapters from Book-7: "*Edunomics*" dealing with the most pressing issues that we tackled in our last "*consortium meeting*" with the emphasis on how societal pressure could be applied by the EU region that would enhance (South) Africa's growth, equality and secession prospects – Most worryingly where, for the very first time, questions were asked about South Africa being the previously never questioned and obvious choice from where this initiative should be launched!?

In fact, whilst our explanations supply an however inadequate sketch of concerns that stem from mid-1999 when we submitted the outlines of this project to governmental entities, these have meanwhile become fully documented in a 7-Book Development Curriculum - Where “*platforming*” plays a critical, if not determinant role.

In effect, this letter is about the summary machinations of how we see this project implemented. For these machinations please refer to “*www.peoplecapital.yolasite.com*” that summarises those details in extracts from Curriculum-1: “*Economic Shock Therapy*”. These substantially cover the vocationally-led and academia-supported development trajectory we propose for all the ACP Ex-Colonies; under which formal heading we fall.

Bottom Line: We constructed a process designed for the Global Development Agencies, in a “*Co-Consensus*”-kind of arrangement, to fund an integrated, full-fronted and sustainable Africa-wide development program that aims to lift the average per capita GDP of some 5% of that of the G7 Nations, to some 25% in the short to medium term. The way we see that happen is explained in the aforementioned extracts, in conjunction with the 3 attachments that are meant to motivate actual “*bolts and nuts*”-explanations on our website.

A major point is that, unlike in the G7, what almost invariably gets forgotten by most in the ACP Ex-Colonies is that it is only “*Technological Innovation*” that leads into “*Social- followed by Political-Innovation*” – But, ..... never the other way around!

Hence, our in depth and broad investigations and pilots, which translated into one integrated process. These efforts not only explain the implications in terms of National-, Continental-, ACP Ex-Colony- and Global-economic growth benefits, but also on which grounds to “*sell*” this project into the Global Development Agencies. In all likelihood EU’s DEVCO, via its “*Co-Consensus Development Project (2006)*”-vehicle, would be best placed to tackle this project.

We hope this effort to not only strike a chord but also to address your concerns about the dismal state of affairs that we in Africa, if not all the ACP Ex-Colonies, are increasingly facing.

- These are the very Nations where the playing fields are far from level and where, when not radically turned around, the prospects for the vast majority of their populations are grim.
  - Not just in the additive, but in the criss-cross multiplying sense that just keeps compounding.
- Wherefore, the only way to tackle the complexities lies in a structural- and mindset-change approach that needs material- and financial-global support that the ACP Ex-Colonies can simply not afford.
  - Reductionist talk-shops don’t solve anything, as there are no short answers or quick fixes.
- Therefore, of utmost importance is a comprehensive and accredited “*Development Science*” that tackles those problems in one single fully integrated program to prevent those Nations from disintegration.
  - For which we purposely designed and documented this “*People Capital Development Curriculum*”.

Please note that the initiator, documenter and funder of this project does not request funding for this project. The work is complete and ready for the next stage as summarised on page 5 of our website “*Introduction*”.

Kind regards

John Wallis.

**Attachments:-**

1. Kleptocracies-Book-7,p.151
2. State Capture-Book-7,p.153
3. Brand South-Africa-Book-7,p.257

***\*The significant problems that we face cannot be solved by the same level of thinking that caused it!\****

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Researched and documented by John Wallis (nl)

*Mission Statement : To equip ordinary people to achieve extraordinary results*

**Attachment-1: Kleptocracies-Book-7,p.151**

**Now, what about the so-called “*Post Colonial Kleptocracies*” of the ACP Ex-Colonies:** However touchy a subject to broach, we consider it of utmost importance to make people realize what the real and burning issues for the ACP Ex-Colonies actually are - But also not to forget how these affect the Developed Nations.

Wherefore, to turn the socio-economies of the faltering ACP Ex-Colonies into sustainable and forward-looking nations, this project turns on identification and solutions to deep-rooted problems, instead of complaints. These solutions must be led by leveling the playing fields and equitable and fair GINI coefficients. Hence, everyone should seriously consider what, during the actually criminally misguided de-colonialisation processes, the political options for the “*Freedom Fighters*” were. Also that, at that time, Communism and Socialism were seen by many around the entire world as a better way to create a world of level playing fields, without oppression of the masses, and where equality and fairness would be universal.

The prime example at that time was the Soviet Block of the USSR, where the Russians were driven by the objective to convert the entire world into Communist States and were therefore only too pleased to assist the “*Colonial Freedom Fighter*”-continent by whatever means they could to demonstrate their superior ideology. That is how and why oppressed Freedom Fighters became invited to Russia to undergo Soviet Communist education and training - As in “*Indoctrination*”.

Meanwhile, as we all know, the brand of Soviet Communism has failed in that, via “*Human Nature*” (what Lenin actually warned about), that ideology turned into Totalitarianism, where the principle of “*Dispossession and Accumulation*” by the Political Elite was adopted.

Therefore, contrary to up-front intent, that progression caused Inequality and Suppressed Masses. Which is what is still prevalent in many of the Ex-Comecon Nations from where many migrant labourers flock to the EU to find temporary jobs at a fraction of their legislated “*Minimum Rates of Pay*”.

*Compare how Russia’s Political Elite has effectively seized about the total economy in their so-called “National Democratic Revolution”, which only objective was to build Political Elite run state power and self-serving control of the economy.*

Unfortunately, as the world has dramatically changed since the fall of the Berlin Wall in 1989, many of the Freedom Fighter Political Elite have failed or refused to convert their then adopted “*Totalitarian Communist Mindset*” into one led by “*Participative Democratic*”-principles. Which takes us to the point where Black Economic Empowerment (BEE), Affirmative Action (AA), Employment Equity (EE) and Collective Bargaining (CB) are good to remedy the blatant injustices of the apartheid past, but should be tied to sunset clauses for such transition to be able to work as intended – Sadly, on the one side, which often fail the “*level playing field*”-test; On the other side, particularly regarding EE, one should bear in mind that those in top positions, whose luxury cars are generally found at their offices until late at night, cannot just be fired to make place for those without hard earned experience, whilst married women generally have their kids to be cared for after their domestic helpers leave for home - Not to speak of childrens’ illnesses, regular eating- and bed-times and homework.

The foregoing must also be seen in the reality that South Africa’s BEE, AA, EE and CB might help the top 15% of blacks, but leaves nothing worthwhile for the remaining 85%. In fact, it will progressively hurt them as BEE, AA, EE and CB increase the “*Unit Costs of Production*” and deter investment, jobs and growth, as witnessed by the 3,2 Million unemployed in 1994, and more than 7 Million in 2010, with the expectation that that number will increase to >10 Million by 2017; plus, the costs of the then some 20 Million Social Grant Recipients. In effect, the wide-spread belief, or politically motivated hope, that BEE, AA, EE and CB are simply about remedying the injustices of the past is an eclipsed communist concept and therefore incorrect.

**Meanwhile**, many Freedom Fighter Political Elites have adopted “*Dispossession & Accumulation*”-strategies as in Russia, where these have also been shielded from critical scrutiny by “*Political Correctness*”. Meaning: BEE, AA, EE and CB must be seen as eclipsed remnants from Communist cum Totalitarian Ideological Constructs. Hence, all the confusion, whilst in South Africa everyone appears to turn a blind eye to the ANC-SACP ideological goals where “*Transformation*” is portrayed as all-overriding, based on the very “*Totalitarianism*”-led 2<sup>nd</sup> phase of the “*National Democratic Revolution*”, under that misleading heading of “*Transformation*”.

In fact, according to President Zuma and applauded by the SACP (Mangaung 2010): “***this 2<sup>nd</sup> phase of the transition shall be characterised by more radical policies and decisive action to achieve the changes that we envisage***”. This was substantially in answer to the experienced slow progress towards “*Economic Freedom and Justice*” that, ever since the 1994 settlement with “*White Capital*”, has been claimed to hamper the ANC-SACP in restoring business confidence and address the challenges of poverty, inequality and unemployment.

- In addition, to address these issues President Zuma claimed that “***the Constitution might need to be changed***”.
  - Which has become endlessly repeated.
- Furthermore, what should be considered in this context are the repeated pronouncements of the SACP that: “***President Zuma’s call for radical socioeconomic change mark a significant and practical step in advancing and deepening the National Democratic Revolution***”.
  - Which is what the SACP regards as “***the most direct path to the socialist and communist society it seeks***”.
- Finally, the above clarifies what the so-called 2<sup>nd</sup> phase of BEE and AA in South Africa can be expected to be all about, and why the EE and CB legislation will prove to be extremely destructive.
  - Which amounts to those handpicked elite to eventually find a way to ignore the Democratic Constitution.

*Question: Is this truly the way to create a flourishing, happy and prosperous South Africa, if not the entire Continent that needs South Africa as much as visa versa to develop via requisite scale?*

**Similarly**, on the economic front, especially when seen on a Per Capita basis, GDP growth has been a fraction, if at all, of 1% ever since the commodity boom years up to 2009, whilst the industrial portion of GDP has gradually shrunk from 26% of some 50 years ago, to some 11-12%, plus that the Rand Currency value has been eroded by >95%

over that same period – Also with no end in sight. Wherefore, must we really follow in the footsteps of Russia, where many of our freedom fighter elite were trained, educated and “indoctrinated”?

**In fact**, whilst by far most blacks in and before 1994 insisted on entitlement and radical re-distribution policies, presently, in similar proportions blacks want meritocratic policies, without any buts and wants, whilst cadre government employees’ earnings outstrip those in civil society.

**Meanwhile**, whilst race based remedial action in South Africa is understandable and fair (but ought to be subject to a sunset clause and absolutely level playing fields), the deals for State Supplies by the so-called “*Tenderpreneurs*” who, in conjunction with “*Colluding State Officials*” and their “*Investor Families*”, reportedly share the 3X60%=180% mark-up, should not even be remotely possible – But, appear to be on-going. Although the latter is not found in the USA, one ought to realise that their 60 years of race based remedial programs have also miserably failed and where the endless and awful effects thereof will take a long time to overcome – Where “*State Capture*” of the rich and wealthy, via their lobbyists in Washington, also appears rife!?

**In effect**, the ANC and SACP’s deflection of misinformation surrounding their transformation ideology is cleverly designed to side-line all protestation, whilst the local and foreign critiques and discourse about this country and the effects thereof for the entire Continent, in a way match the arms and oil deals, HIV, inequality and unemployment issues, as well as the ANC’s leadership’s tumultuous personal affairs, plus the underhanded and unsavoury tactics to prevent those blatantly guilty of corruption and mismanagement from being brought to book – Including those of the Judiciary.

- Whilst facilitating the ANC and SACP Elite to actually plot their way forward in whatever way they like.

**Wherefore:-**

**On the up-side**, at least at present, the good news is that the EU, in a Co-Consensus arrangement, has been explicit about its willingness to partner with China, to make development in Africa happen, but such must be subject to Africa’s submission of “*home-grown*”-development project proposals in compliance with ruling protocols.

- The EU and Donor Nations no longer want to be blamed when their initiated development projects failed, which is claimed to have usually happened for insufficient, if not renege undertakings by often corrupt African Governments.
- Which also explains why, during the last few years, the EU has been holding back and waited for Africa’s home-grown development proposals, whilst many of the Chinese “*fixed-start and end-point*” development initiatives have also collapsed soon after their hand-overs.
- Both at great cost to their taxpayers, whilst many loans have been written off.

**On the down-side**: Widespread opinion, especially in the EU, is that many of the *Freedom Fighter Elite* have deployed stealth tactics to unjustifiably capture lucrative portions of their nations’ local and foreign owned assets via top-down and inched-in BEE, AA and Collective Bargaining programs for which the old “*Totalitarian Communist-Socialist State Model of the USSR*” appears to have been adopted - But under the “*Representative Democratic*”-banner, whilst:-

- The Political Elite knows full well that BEE, AA, EE and CB programs will fail, upon which they will resort to the *Blame Game* and take into CUSTODY - **meaning at no cost** - all of value “*For and On Behalf of The People*”.
  - The direct, but even more the indirect consequences of the above would not only spell disaster for the SA socio-economy, but also that for the entire continent, whilst badly affecting “*Brand South Africa*” (see page 257)
- In fact, it should be hardly surprising that we found that since mid 1999 even the reputation of the South African Embassies in the EU ambassadorial circles has become similar to that during the Apartheid Era.
  - We feel that, besides the usual ambassadorial staff training, ambassadors and their senior officials should have an MA Marketing degree to qualify for such posts – Such would be a good start.

**Meanwhile**, should these situations not be turned around in one full-fronted and robust global effort, fears are that many millions of economic and political refugees will flood the OECD Nations, which is besides the fears of Donor Nations that an increasing number of African Nations will need ever increasing budgetary assistance; not to forget having to fund the enormous costs of endemic hunger- and poverty-relief, plus conflict resolution and peace keeping.

**Besides which**, our conviction that, unless a better way can be found to turn Africa’s negative prospects around, this People Capital project has the best chance of empowering its population to not only increase the per capita GDP’s, but also in a way to socially and economically benefit the deflation riddled and the therefore high deficit OECD Nations, where they adopted “*Quantitative Easing*”-programs to stimulate growth.

**Therefore**, we hope this essay supplies some however inadequate clarity as this subject is so broad and deep that a 500-page book could not nearly cover all the angles, implications and effects of the above. For additional insight it may be useful to take serious note of the essay: “*5-Brand South Africa*”, of page 257 as the world needs to be convinced that the ACP Ex-Colonies must be supplied financial and material assistance to benefit the entire global socio-economy.

*\*The significant problems that we face cannot be solved by the same level of thinking that caused it!\**

**Attachment-2:** State Capture-Book-7,p.153

**The Narrow Track from Secrecy, via Impunity to State Capture** : The ruling culture of “*Impunity*”, where the connected elite networks carry on enjoying their monopolies over Money and State Power to compromise the future of

South Africa's population, and by extension that of the entire continent, must be stopped at all costs. That "*Impunity*" subverts democratic process and constitutional order via the scourge of endemic if not worsening corruption, using time-proven "*Dispossession and Accumulation*"-tactics of Colonialism and Russia style of Totalitarianism under the false but all the same "*politically correct*" heading of Remedial Action and Re-Distribution – As in Transformation.

What is more, the culture of "*Secrecy and State Capture*" under colonialism and apartheid is seemingly being replicated by the ANC-SACP alliance. In fact, the root problem is the way in which Black Economic Empowerment (BEE), Affirmative Action (AA) and Collective Bargaining (CB) are evidently being transformed into the "*Dispossession and Accumulation*"-tactic to best suit those connected elite.

That is why and how South Africa, if not the entire continent, is in far more trouble than those cadres will probably ever understand. Even worse: Supported by their entire cadre Bureaucracies, whilst those governments and agencies that can help have ever since mid 1999 increasingly been distancing themselves when "*irregularities*" started to hit the headlines. Meanwhile, even the historically lucrative corrupt relationships between Europe and Africa are turning, whereby, if not careful, the whole of Africa will run the risk of becoming a shunned and "*lost or left behind*" continent. It would seem that, apart from the currency traders, bankers and the M&A fraternity, even the powerful group of foreign elites, who used to capture the State for their own narrow interests, are distancing themselves from South Africa, and by implication the entire continent, as South Africa's success or failure largely determines that of the entire continent.

With the present so sobering shifts in sentiments of the vast majorities on both sides, this may well be the most opportune time to call on the local, continental and global leaderships to explain what his People Capital project is about and, if tackled as intended, how it could be of reciprocal economic- and growth-benefit for all ACP Ex-Colonies and the OECD Nations – To be sure, this project is about a new approach and way altogether.

As we predicted, the above already started to happen about 5 years after South Africa's euphoric 1994 democratic elections, but with the difference that, compared with then only having completed the outline of this project, at least at present the documentation is complete and ready for a robust OECD or EU DEVCO validation process.

To contextualise the above in terms of the increasingly lamentable political, social and economic situation in Africa, one ought to realise that the tone of the previous "*forgiveness-led polite protests*" has turned and where even our Judiciary will eventually have to deal with its "*irregularities*", as the Judiciary is also not indefinitely going to be subjected to "*polite protests*". Knowing that, that is why the BEE, AA and CB clique is pushing hard for the "*Secrecy Act*", but are also strongly advised to find something worthwhile to do, as the only thing they are creating is a "*culture of fear*", which is the polar opposite of the very human dignity, from where creativity, innovation and the intrinsic value of diversity can surface, grow and flourish – As was the goalpost of the 1994 liberation. In fact, this "*culture of fear*" already started to emerge soon after Mandela retired from office.

*\*All under the heading of: "Secrecy is the oil that lubricates Democracy", instead of the more logic and sensible: "Secrecy is the enemy of Democracy"\**

Presently, the "*Secrecy Culture*" is being met with growing resistance to achieve social- and economic-justice, plus efforts to counter corruption, whilst loudly speaking out against greed-led State elite. Which is why a genuine and loud new civil society social compact is not only long overdue to insist on a constitution devoid of false and empty promises.

To be sure, there simply cannot be an excuse for any crime that steals from the population in order to accumulate personal wealth for anyone. In fact, we should go so far as to say that our State and Continent have no other option than, unless a better scenario is presented, to pursue this People Capital plan. Besides which, we do not need, nor should we want an army of consultants and academics from abroad to draft development proposals. However, what we do need is to be given the opportunity by those from the other parts of the world to have our proposal properly validated. To be equally sure, we must realise that the corrupt culture of colonialism and apartheid, followed by Soviet Communism and the downstream bastardisation thereof into Totalitarianism, in which the Freedom Fighter Elites were educated, trained and indoctrinated, needs to end. However, don't hold your breath as (South) Africa's State cadre elites will strongly resist having to let go of their rent-seeking vested interests and their hold over business, plus their quick money making tactics – Much as what we have already witnessed in the Ex-Comecon Nations of the old USSR since 1989 - If not in the USA.

To reiterate, as a global initiative, needed is a radical "*Act of Renewal*". It must be demanded, but not on terms set by corrupt elites who have the most to lose, but on terms set by those people who have been held back to achieve their "*Participative Democracy*".

It is high time for meaningful action as especially the ACP Ex-Colonies are presently blindly running towards the precipice.

*\*\*The day Politicians don't fear the people, will be the end of the world's hopes for Africa\*\**

**Alternatively:** It is as if the ACP Ex-Colony leaderships have also taken a leaf out to the "*US Practice*"-rulebook. Their so-called "*Corporate Socialism*" that is based on the US Free Market cum Neo-Liberalist Capitalism ideology is substantially led by "*Subsidy Economics*" for the already wealthy 1%. That practice is designed to gain tax revenues

whereby the ordinary taxpayer foots the bill at the cost of public education, health, pension and many other should-be reasonable and fair amenities.

Especially over the last decade or so, in parallel with rising inequalities and GINI coefficients, the rules affecting who wins and who loses have stealthily and especially subtly been re- and re-written to suit their political leaderships and “*hired hand*” corporate bosses who in the USA deploy some 35.000 lobbyists in Washington to make deals at the cost of ordinary citizens. Where ethics and morality translate into pure greed as in Mexico, Brazil and especially Russia where officials also write “*state practices and rules*” as they want these to work for them - Simply because they have the power and “*motivation*” to do so.

**\*\*\*Such amounts to pure tyranny, which is where the checks and balances simply get “lost”\*\*\***

### **Attachment-3: Brand South-Africa-Book-7,p.257**

**About Brand South Africa and that of the ACP Ex-Colonies :** The “*Branding*” of every ACP Ex-Colony Nation is a critically important, but an equally neglected issue. The reason of the latter is that for branding “*Good Stories*” need to be told and publicized. Although we are certain that there are good stories to be told, these axiomatically get overshadowed by “*Bad Stories*” — The latter sell Newsprint and Reportage!

Particularly, since this People Capital Story was initiated in South Africa, as the only widely perceived viable “*Africa Development Propeller*”, we suggest serious consideration for “*Brand South Africa*”, knowing that:-

- Brand South Africa has been tarnished and progressively so ever since mid-1999 when negative reporting replaced the euphoric optimism from the 1994 democratic elections that ousted the Apartheid Regime.
  - The latter was globally much celebrated and it was hoped that South Africa would assume the position of Africa’s Industrial-, Infrastructural-, Education-, Training-, and Skills-Development Propeller.
  - Global opinion was that, for requisite scale, South Africa would need the entire continent as much as visa versa, pushed and pulled by the Global Economy to bring about a badly needed double digit growth.
  - The latter on the basis that Africa’s average per capita GDP could be made to multiply from the some 5% of that of the OECD Nations to around 25% within a generation, instead of its stubborn lackluster growth.
- Unfortunately the hoped for recovery of “*Brand South Africa*” has since mid-1999 become elusive.
  - That was when the “*Bad Stories*” kept on hitting the international headlines.
  - Meanwhile, all the talk-shop *Promises, Scenario Plans and Forecasts* failed to become translated into home-grown and concrete development proposals, backed by a robust development curriculum, to help Africa turn the socio-economic corner into a continent characterized by high levels of Innovation, Equality, Economic Justice and Human Rights.
  - Hence the frustration of the Development Agencies and Donor Nations, fuelled by Negative Press and doubted effectiveness of the Embassies, whose senior officials should at least have MA Marketing degrees.

Sadly, the meanwhile funded development projects, however the much publicized but also almost parochial high visibility construction of Capital Cities, aggravated by corrupt practices, failed to trigger a long overdue engineering and manufacturing culture. Even the enormous efforts of the Chinese to push infrastructural and manufacturing development throughout the Continent, delivered few positive and sustainable results – Hence, causing additional hurdles for “*Brand Africa*”, which may have inspires the Currency Traders and M&A consultancies, but certainly not the Direct Investment Fraternity.

- Meanwhile, Africa’s currency values kept on dropping, amounting to an alarming >95% during the last some 50 years.
  - As the result from the volatile Commodities and Primary Product markets that caused their Feast and Famine economies.
  - Where, every time there is a serious deficit, the currency gets debased.
- Whereby the speculative “*Fast Money*”-circuit hotted up on the back of the high interest and bond rates.
  - Fortunately, which helped particularly South Africa to balance its forex account.
- Besides the above, the prospects appear to be far from improving when witnessing the levels of:-
  - Endemic corruption, capital- and corporate-flight, plus high levels of “*survivalist*” crime and illicit trade, plus:-
  - Dictatorial practices and distrusted Judiciaries, plus Peace Keeping, Conflict Resolution, Refugee etc. costs.

Anyway, the question is one of HOW and WHEN precisely the above can be turned around into the kind of “*Good Stories*” on which South Africa, if not all the African Nations, can re-build their National and Continental Brands.

- Isn’t this where this People Capital Project fits the bill? YES, NO, or .... precisely what is the Alternative?
- The Choice is Yours, but in the context of Us.

**Coincidentally, following our last Progress Report**, particularly our foreign associates and supporters ventured that, in the Constitutional Democracy of South Africa, they are acutely aware that there seem to be two principles that are at the root of their deep-seated growth problems:-

1. Those in power know that they have to keep saying and repeating the word "*Democracy*" in order to keep getting handouts – And, that is the first thing they learned.
2. The flow of money will only continue to those in power if they also keep saying and repeating that they are "*Anti-Corruption*" – And, they also know that fact extremely well.

Meanwhile, what invariably seems to get forgotten by all the ACP Ex-Colonies is that it is only "*Technological Innovation*" that leads into "*Social- followed by Political-Innovation*" – But, ..... never the other way around!

**Then, what about Ethics in South Africa.** Let me take you back to our corruption-led sinking international reputation that seriously started as far back as mid-1999. That was when chains of irregularities hit the headlines and why Corrective Judicial action was generally seen as an extreme problem - If not too dangerous an issue to broach.

**Wherefore,** South Africa not only became increasingly seen as a Kleptocracy, but also as yet another high potential unsustainable charity case for the world to carry – In all probability with the remainder of Africa to follow.

**Therefore,** the foreign taxpayer funded GIZ (GTZ) to implement the "*Promotion of Administrative Justice Act*" (PAJA), which was intended to restore Credibility, Trust, Confidence and Economic Justice, i.e. to prevent South Africa from being regarded and treated as a Pariah State. This Act was signed into law in 2000 to give teeth to the Bill of Rights, Section 33 and Section 165 of the Constitution. However, ever since, the PAJA has met with resistance from the Courts, even the Constitutional Court (Concourt), Judicial Service Commission (JSC) and the Department of Justice and Constitutional Development (DOJ&CD).

Hence, the low levels of Trust and Confidence in Judicial- and Political-accountability, which to most are substantially non-existent.

**Question:** Is this the way to restore "*Brand South Africa*"? Hence, don't we need a vastly different development approach??!!

***\*\*The significant problems that we face cannot be solved by the same level of thinking that caused it!\*\****

## **Appendix-2: People Capital's Follow-Up letter for support**

This follow up letter for support follows the August 2016 Local or Municipal- cum Metropolitan- elections in South Africa. The letter is sent under the cover of the following self-explanatory email:-

### **Email**

To: .....

From: John Wallis, The People Capital Project s.a., Johannesburg, South Africa.

Dear .....

#### • **Our introduction of .....**

Please find attached continuation of our request for participation, as the distance between “*Elite Benefit*” and “*National cum Continental Development*” has sadly and at least so far remained far too wide for any competitive and forward looking socio-economy to flourish.

However, we are fairly optimistic that “*South Africa's Local Elections*” can be used to trigger a reversal of the meanwhile growing inequalities throughout our seemingly mediocritising continent. If not, what “*Democracy*” actually means; instead of remaining a largely hollow populist concept for Africa's vast majorities.

In fact, as acknowledged by the African Union, the reaction to these election results throughout Africa was one of “*varying degrees of consternation*”, which were largely characterised by an evident belief for needed “*serious introspection*”.

Question: Could this event be the spark to ignite the more than half a century overdue gear-change for Africa; if not all the ACP Ex-Colonies? Critically, however politically expedient, their politicians must accept to refrain from mispresenting symptomatic effects for actual causes. Such would simultaneously help trigger a distinctive move towards a far more vibrant and cooperative global economy, instead of an otherwise one-way ticket towards an unsustainable development aid charity case, characterised by an exhausted and ravaged continent.

Wherefore, following the misguided decolonialisation trajectory and the hence stand-still or global comparative backward progression, the above evident mindset change in South Africa can be replicated throughout Africa. However, such would only be viable with the push and pull of the developed nations that, in turn, can be expected to cause a strong global economic revitalisation.

Therefore, the time is NOW to accelerate the pace of socioeconomic reform and insist on an end to the rampant capital flight, corruption, patronage of many of Africa's self-serving elite to prevent us from sliding back into the still deeply entrenched centuries' old colonial mindset.

Maybe there are better plans for Africa than this People Capital one, but then, ..... let us hear and think about these. To largely reiterate, with the above being indicative of a possible trend reversal, let's try to do better than we think we can, and create doable option scenarios for the developed world to consider for the facilitation thereof, as explained, to the benefit of the entire global economy.

We hope and trust the attached reminder to yield the hoped-for effects, but for which a large network of change agents is needed; be that via direct political influence or a petition by concerned local and foreign participants.

Kind regards

John Wallis

### **Attachment:**

- Follow-Up letter (PTO)



# *The People Capital Project* S.A.

PO Box 755  
Kelvin  
2054  
South Africa

16 Pretoria Main Road  
Kelvin  
Sandton  
South Africa

Phone : +27 11 804.3896  
www.peoplecapital.yolasite.com  
E-mail : [peoplecapital@telkomsa.net](mailto:peoplecapital@telkomsa.net)  
Another People Capital Project

Dear .....

Re: Our Introduction of .....

- **Sustainable development via equality of opportunity, instead of equality of outcome**
- **About the People Capital mindset driver, if not denominator**
- **Getting rid of the unsustainable and still mostly under-realised colonial mindset**
- **Africa is sitting in a do or die situation with many tipping points in clear sight**
- **Question: “What do you want to be remembered by?”**

Because of the seriousness of the deteriorating prospects in (South) Africa, we request you to review this radical developmental project. However inadequate the contents of this explanation and even our website plus previous letter and attachments certainly are, those were mere outlines of our thoughts and pilot projects that were shaped by our consortium’s local and international research, continuously deeper probing and proximity testing.

Hence, we primarily looked at the conflict between goods of social security and economic growth, for which we considered the full spectrum of problems and challenges all Africa’s (and ACP Ex-Colonies) societies are facing. We concluded that it is about 360 degree work that needs to be done, rather than piecemeal dealing with segment retreat complaints and crises - Such attitude ought to be adopted by governments, unions and managements alike.

In fact, to lift global economic growth, global leaderships also ought to look for a new social and economic form based on commitment that is led by scale perspectives, instead of convention and conformity.

In addition, in the present political, social and economic turmoil all movements appear to be “*against* ...”, instead of “*for* ...”. That is how natural human creative and innovative mindsets change into being driven by complaints that are based on frustration and anger, which then become the norm from where complacency and docility stem ....., until the proverbial fuse gets lit - Which is also where many no longer even understand the question of whether their demanded change is good or bad.

Furthermore, we found that all people are eager if not dying to find a place to use and expand their knowledge and skills. Contrary to widespread belief, as:- (1) All people (seemingly apart from many politicians and their cadres) want to be recognised on merit in their individual capacity, instead of demanding wealth re-distribution and entitlements, whilst; (2) Youths appear to be less interested in politics, but more in radical change than their elders. Hence, we must go all out to simply democratise the tools that are globally abundantly available and test, modify and replicate those throughout the continent.

That is what has been missing for at least half a century and why Africa is stuck in the mineral exploitation groove of comparative advantage, whilst all of these goods should help to provide inspiration and practical direction in an ethically and morally justified environment – If you like, all must be made to turn on polylogue, rather than on usually politically inspired and overly academic monologue!

Finally, as Africa (if not the world) substantially finds itself in social, economic and environmental no-mans-land that, without concepts of equality that comfortably mesh with the global reality, it should lead us to consider:-

- **Problem-1:** What many forget, is that productivity increases come from people already in the workforce.
  - *NB: The productivity gains that were achieved by turning farm labourers into machine operators belong to the distant past.*
- **Problem-2:** Machine operators are now threatened by managements to meet productivity challenges posed by the “world economy”; i.e. through education and technology to increase the knowledge component of work.
  - *NB: These 2 problems directly lead into social and political challenges, instead of management ones, which cause union powers to fade.*
- **Problem-3:** Managements know that, for the sake of sustainability, they have to consistently increase the productivity levels of knowledge work, starting with hiring the “right people”; with the key word being “THINK”.
  - *NB: We have to somehow make knowledge productive, which means continuously changing structures, careers and organisations.*
- **Problem-4:** People can no longer be treated under their previous categories/classes.
  - *NB: Disastrously, on what the traditional unions still appear to insist.*

In fact, a continuous Business Process Re-Engineering (BPR) and Organisational Development (OD) environment is needed to catch up and keep pace with the world – To reiterate, Africa sits in a do or die situation, with many tipping points in clear sight.

Meanwhile, and certainly not to forget is that SME creation and growth are substantially due to scale business activity. Plus, that it is about people, but in their individual capacity, for which technology must be seen as a bridge.

In effect, it is about a move from an international- to a world-economy, where nations work in a complimentary, instead of in a comparative advantage manner - Where the key commodities are knowledge and dynamic disequilibrium.

Summarily: Needed is fresh thinking, policies and creative energy in both education, economic and management thought.

Wherefore, to make development happen, it is far more about a broad spectrum developmental direction than assessments and analyses of specific challenges, however accurate and detailed the latter may be. That is why an **“accredited development science”** is long overdue - The continued absence of which prompted us to construct a development curriculum.

Similarly, why this **“daring- and acoustic”**-program is designed and structured to **“speak to”** the majority of the populations of the ACP Ex-Colonies, the G7 and OECD Nations to stave off the looming dangers the entire global socio-economy is facing - Where Africa, when failing to embrace the new realities, is expected to fare the worst.

To be sure, Africa needs money and technology to be able to start doing things differently, which means that especially the G7 must be addressed to live up to their undertakings – The shocking Stats and Trends in (South) Africa can be reversed!

Therefore, it should be noted that the 1994 expectation of the OECD Nations was that South Africa, as the projected springboard into and development propeller for Africa, would soon present industrialization development proposals aimed to at least quadruple the continent’s average per capita GDP of about 5% of that of the OECD nations within a generation – Sadly, the present trend-lines are pointing the wrong direction.

Instead, despite all the global goodwill and enthusiasm about the prospect of the then expected **“universal democracies of Africa”** plus the end of bloodshed, warring factions and destitution, South Africa foreign debt from 1994 to 2016 soared from some R100 Billion (15% of GDP) to the present some R2 Trillion (40% of GDP). At the same time, instead of industrialization-, productivity- and manufacturing-increases, these crucial elements shrank dramatically alongside ever increasing unemployment, corruption, illicit trade, violence, corporate- and private-capital flight. Even the savings rates have contracted to far below requisite levels, whilst since mid 1999 **“Brand South Africa”** has suffered dramatic reputational losses – Where trust, confidence, ethics and morality, therefore credibility, have major parts to play.

The above also places serious question marks behind the effectiveness of the AU and AfDB in terms of the post-colonial education systems and unification efforts, plus why there still is no **“Development Curriculum and Accredited Science”**.

Realistically, the latter points towards a distinct lack of Management, Creativity and Innovation capability and capacity. These may well explain the cause for Productivity and FDI contraction, plus the >95% erosion of Africa’s currencies since decolonialisation.

**Question:** What about the Management and Standard Setting capability needed to make resources optimally productive? Or, is it simply about mineral resource exports without any intent to create prosperous and sustainable economies?

Hence, a large network of change agents is needed to petition (South) Africa’s leaderships to seriously consider and submit this People Capital multidisciplinary, vocationally directed and proximity tested project for validation at the Global Development Agencies and Think Tanks - As set out on our website and motivated by our previous attachments.

***\*The significant problems that we face cannot be solved by the same level of thinking that caused it\****

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Researched and documented by John Wallis (nl)

*Mission Statement : To equip ordinary people to achieve extraordinary results*

### **Appendix-3: People Capital Capacity Bottle Neck Problems**

Unfortunately, as we do not have the capacity to treat each and every phone call and email enquiry as we would have liked to, the vast majority of these amounted to concerns that could be answered in blanket form under the following headings, which we hope would suffice to draw one's own conclusions – If not, let us try again.

#### **Comment A**

It is our opinion that global collaboration in a much broader than academic network is required to prevent the corporatist leaderships of (South) Africa, which are predominately driven by “*financial growth*”- instead of “*development growth*”- objectives, from an economic implosion that will trigger long chains of ill-affordable repercussions for the entire global economy.

Meanwhile, (South) Africa's “*degree factories*” are not delivering on what they should, if not far from integrated thought expertise. Besides which, the most talented and resourceful graduates: Either, join the corporatist cadre state elite; Or, look for opportunities in the developed west.

For certain, it will take more than fine words and political rhetoric to bring an end to the still deeply entrenched colonial mindset, alongside the almost typical high level of complacency, if not ignorance and disillusionment, that goes with it; whilst preventing a creative and innovative culture from sprouting and flourishing.

#### **Comment B**

Apart from suggestions raised about our work, however politically unpalatable, we should consider:-

1. If you can FIRE, you will HIRE – If you cannot FIRE, you will not HIRE
2. Allow businesses to a 10% temporary staff complement
3. Reduce company tax level to 15% and 10% for companies that implement 25% equal employee share transactions
4. A uniform 12,5% personal income tax on all incomes should increase total tax receipts & reduce hassles
5. Limit the highest salary in any organisation to 20 times that of the lowest paid permanent employee
6. The combination of the above multiplies savings and investment rates, plus encourages further manufacturing market segmentation
7. Similarly, such will decimate capital flight, illicit trade and tax dodging tactics
8. However simplistic and naive: Tax what you do not want and subsidise what you do want

#### **Comment C**

To be sure, apart from responding to relevant enquiries and proposals, for all of us time is simply a too precious and scarce commodity to waste on complaints that nobody can do anything about and invariably cause down-spiraling.

- We are about Problems and Abnormality, with Problems being the birthplace of opportunity, and Abnormality of creativity and innovation.
- We are not about adversity or wanting to be in competition with whomever.
- Ever since Truman's 1947 “Invention of Development”, many tried but nobody has managed to draft a development curriculum as such takes years, whilst everybody is “*in transition*”, as in a race for ever more money, status, glory and/or power.
- Plus, who would or even could set the criteria and award level for such necessarily open ended effort – Many questions, few answers – Would such need a private initiative? – Who would the judge be? - Need I go on?

#### **Comment D**

People Capital is not looking for “*Donors*”, but for “*Contributors*” of knowledge and influence. They are to be treated as equal members of the consortium, i.e. in some sort of “*self-fulfillment*” for the greater common good.

- In this context it is about knowledge as THE resource, which must be applied to “*Doing*” instead of yesteryear's “*Being (Existing)*”. If you like, knowledge as a utility.
- John Wallis must be seen as a demolisher and bricklayer to do a re-building job, i.e. neither being led by vested interests, nor being paid or persuaded by others to do so.
- In addition, the 7 People Capital manuscripts are not yet “cast in stone” – Hence Phase-2.
- Furthermore, in answer to the regular question of this project being an entirely altruistic effort?: *Provided the proposed ongoing “Continental Library, Publishing, Printing and Distribution **Non-Profit Organisation**” is successfully implemented, a small %-age of the cost per book should be levied to compensate John Wallis for his time, effort and expenses.*
- Finally, from a transactional angle: *This is much like a BPR & OD project based on the “no cure, no pay, walk away”-principle (often for a shareholding), but where costs beyond the completion of the 7 manuscript “development curriculum”, including the pilot projects and blanket information supply, need to be compensated.*

To be sure, pushed and pulled by your support, participation and influence the shocking Stats and Trends in Africa, if not all the ACP Ex-Colonies, can be reversed.

#### **Appendix-4: Cautionary Notes**

What ought to be of great concern, especially in the context of Africa's Continental Modernisation Objectives, is the question of availability of Non-Renewables and Productive Assets, particularly as (South) Africa continues to export its raw materials at a furious rate and of which the State revenues are not ring fenced for Educational and Industrial cum Infrastructural development projects. The following points illustrate our main concerns:-

1. With the population increase from between 150 and 200 Million in 1950, via some 650 Million in 2000, to the present >1 Billion, logically the "*per capita land mass*" has declined by >80%, with another halving to 90% by 2030-2035 when the population is projected to hover around the 2 Billion mark, i.e. even when no cure for HIV-AIDS is found and the mortality rates remain as high as they presently are.
2. Besides having to convert "*Economics of War*" into different types of "*Economics of Broad Incentives*", by 2030-2035 Africa is projected to need to create some 300 Million "*New and Decent Jobs*" on top of the "*business-as-usual*" natural job growth that runs parallel with its population growth. If not, Africa's present miserable \$1.200 per capita GDP will, even without changes to the OECD's per capita financial support mechanisms, at very best remain the same.
3. In the realization that already 8 out of 10 people in Africa do not have electricity, water and sewerage in their homes, whilst the same 8 out of 10 are nowhere near what the global standard ought to be, i.e. when needing to modernise. Therefore, one wonders where the raw materials will come from to build the estimated 170 Million decent and serviced homes that Africa will be short of by 2030-2035??!! Just imagine, another 1 Billion household water taps – Then, what about pipes, pumps, valves, fittings, instrumentation etc etc?
4. Question: Even if Africa now stops all mining for export, will there still be sufficient raw materials in situ to build factories, production machinery, infrastructure, rail tracks, rolling stock, cars, trucks, yellow metal and the like, plus, not to forget the capacity to generate at least an additional 160GW of electricity, and even more when Africa is forced to desalinate seawater for household, commercial and agricultural use?
5. Obviously, such solution is nonsense as Africa cannot possibly sustain itself without the revenues from (a) its non-renewables, (b) the relatively handful of largely low skill and ditto margin screwdriver plants, (c) negligible domestic-, industrial- and government-savings rates and (d) the deficits of requisite educated, trained and incentivised populations – Such would just tumble Africa into the "Subsistence Farming Mode".
6. Summarily, without the requisite tacit- and explicit-knowledge plus appropriate- and reciprocal-facilitation, there is no way to turn centuries of scale deprivation and atrocities in our conveniently carved-up continent around with "*How to ..... in 10 easy steps*"-solutions. However, People Capital reckons it can be done, but needs a "*business-as-unusual*"-approach - Development is the sum of many acts, whilst Change must be seen as a "*Continuous Event*".
7. On the positive side, the Developed Nations do have "*Re-Development Problems*" that can be solved by the Development of Underdeveloped Nations – But certainly not the other way around! – Our program may even push the threatening Global Deflationary Monster a few more generations into the future.
8. Besides the above, there is so much we can, if not must do to advance the "Going Green"-revolution and move from the IT era into the ET (energy technology) era. In fact, shouldn't there be an apology from Al Gore (An Inconvenient Truth) for understating the reality and the now almost inevitable prospects? - Or must we simply wait until the wheels have fallen off and tell our children that we are sorry to leave them with such a mess?

*Please remember : "Robbing Peter to pay Paul will always be supported by Paul ; And, that the wants of the few always outweigh the needs of the many?!"*

**Appendix-5 : Book Cover Illustrations – Flat Organisational Structures**

**A People Capital Project**  
**Book-1 : ECONOMIC STOCK THERAPY**  
 by John C. Wallis

- \* Cost Compression
- \* Multi-Skilling
- \* Affordability

**Edunomics**

RESULT : - Exponential Growth VIA Secondary City Complexes

**"where there is no answer, change the problem"**

**The People Capital Project**  
**Book-2 : INTRODUCTION**  
 by John C. Wallis

- \* Cost Compression
- \* Multi-Skilling
- \* Affordability

**Edunomics**

RESULT : - Exponential Growth VIA Secondary City Complexes

**a People Capital Project**

**The People Capital Perspective**  
**Book-3 : Section-1 - OPERATIONAL**

- 1 - The DYNAMICS & KINETICS of Development
- 2 - PARAMETERS of CHANGE: Building Blocks to Progress
- 3 - EDUNOMICS : POLICY RECIPES for Development
- 4 - SOCIETAL ENGINEERING as a viable option
- 5 - Secondary City Complexes : Create Thriving Communities
- 6 - LCH-Technologies : How Technology helps create Homes
- 7 - LUBCO & Re-Cycling : How to achieve Cost Compression
- 8 - HEALTH-Technology : The all-overriding Catalyst

**MINDSET Project Goals**

- o Superiority of Family Values
- o Freedom to be Entrepreneurial
- o Manufacturing Culture
- o Information driven Progress
- o The Empowerment Choice
- o Social Progress Application
- EFFECT** : Dignity driven Societies

**PRODUCT Project Goals**

- o High Quality Thermal Property
- o Effective Community Progress
- o Time Usage Compression
- o Maintenance Cost Compression
- o Social Progress Compression
- EFFECT** : Product Driven Societies

**ECONOMIC Project Goals**

- # Scaling Money Velocity
- # Industrial Base Supremacy
- # Broadening of the Tax-Base
- # Single Taxation Strategies
- # A "People Capital" Generation
- # Devolution of Informal Markets
- EFFECT** : Profit Generating Society

**QUESTIONS ANSWERED**

- \* The "Full Picture" Orientation
- \* The "Transition" Problem
- \* The "Bottles & Needs" Equation
- \* The "Feeling" of Satisfaction
- \* Perspectives on "Free Choice"
- \* Progress base of "Average Value"
- EFFECT** : Exponential Growth

**THE KEY ELEMENTS**

**" TIME " MONEY " DIGNITY " ENERGY " VARIETY & SPEED**  
 in this "Cloverleaf Organisation"

By John Wallis

**The People Capital Perspective**  
**Book-4 : SECTION 2 - PROFESSIONAL**

- 1 - The DYNAMICS & KINETICS of Development
- 2 - PARAMETERS of CHANGE: Building Blocks to Progress
- 3 - EDUNOMICS : POLICY RECIPES for Development
- 4 - SOCIETAL ENGINEERING as a viable option
- 5 - Secondary City Complexes : Create thriving Communities
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**THE KEY ELEMENTS**

**" TIME " MONEY " DIGNITY " ENERGY " VARIETY & SPEED**  
 in this "Cloverleaf Organisation"

By John Wallis

**The People Capital Project – Book-5**  
 by John Wallis

- \* Quality #
- \* Velocity #
- \* Credibility #
- \* Visibility #

**The Kinetics and Dynamics of DEVELOPMENT**

Technology driven Progress

**Industrial Base Supremacy**

\* Scale Production

\* Cost Compression

\* Market Segmentation

\* Diversity

**The People Capital Project – Book-6**  
 by John Wallis

**COSTS OF CONFLICT**

- \* Money
- \* Time
- \* Energy
- \* Sanity
- \* Relationships

**OPPORTUNITY COSTS**

- \* The processes of Change
- \* The consequences of Change

**PARAMETERS of CHANGE**

**THE BOARD**

By defining the Conflict - We can regulate the Change

**THE QUESTIONS : -**

- \* Who has to Change?
- \* What has to Change?
- \* Who has to pay the Price?
- \* What should the Price be?
- \* When has it to be Paid?
- \* How is it to be Paid?

**UNFOLDING EFFECTS**

- \* Power
- \* Capability
- \* Legitimacy
- \* Aggression
- \* Credibility
- \* Performance

**The People Capital Project - Book-7**  
**the GENERATION of PRODUCT**  
 by John Wallis

- \* Durables \*
- \* Consumables \*
- \* Retirement \*
- \* Risk \*

**EDUNOMICS**

**PRODUCERISM = 1 + x**  
**CONSUMERISM = 1**