

Hoger  
Algemeen  
Voortgezet  
Onderwijs

Vooropleiding  
Hoger  
Beroeps  
Onderwijs

HAVO Tijdvak 1  
VHBO Tijdvak 2  
Donderdag 27 mei  
13.30–16.00 uur

Tekstboekje



*Pancakes, my ass! Mississippi entered the 20th century.*

**A**be Lincoln was spinning in his grave. After 130 years, lawmakers in Mississippi finally got around to ratifying the nation's 13th amendment – you know, the one that abolishes *slavery*? It seems that Mississippi (usually on the very cusp of progressive-ness) remained the only holdout in the nation, until a black state senator called attention to the matter.

*'Rolling Stone', December 28, 1995*

# Hats off to bobbies' helmets

The familiar police uniform is part of a civilised society, says Magnus Linklater

On the surface it was hardly the most significant development of the week, but it did leave a faint sense of depression – more of a pang really, which is sharper, but doesn't last as long. Plans are afoot to 2 the British police uniform; the idea is to give the police force 'a new corporate image'.

It wasn't the awful jargon which hurt, but rather the revelation, deeper into the story, that the traditional policeman's helmet may be replaced. The new-look British bobby, it appears, will no longer be equipped with that absurd but familiar headgear based on a 19th-century Prussian army design, which has established his image, corporate or otherwise, for the best part of 130 years. It is considered 3 the exciting new approach to law and order which is to be part of 21st-century Britain.

Why does one mind so much? Why should some minor tinkering with one of our national emblems cause 4 than a serious assault on our constitution, such as reforming the House of Lords or introducing a Bill of Rights? It's partly, of course, that bit of Parkinson's Law which says that detail will always retain the attention while 5 pass us by: a local council, it pointed out, may approve a multimillion-pound hospital investment in a matter of minutes, but will then devote hours to discussing a new £5,000 bicycle shelter.



It goes deeper than that, however, and it is not, I think, just a reactionary spasm, an irritated response to any change which 6 a sacred institution. I do not spring to my typewriter whenever some piece of Euro-legislation overturns a British precedent, because some of them are in dire need of overturning. I do not mind in the slightest having 7 tell us to clean up our beaches or improve our traffic signs.

But other things 8, and policemen's helmets are one of them. They are part of the national fabric. They may not be ideally designed for the modern bobby. But that is part of the point: they hark back to an age when we had a more comfortable relationship with the forces of law, when policemen rode bicycles rather than wailing BMWs, when they told us to mind how we went rather than beating us up. They are, 9, a link with the better and stronger aspects of British tradition, the things we cherish rather than merely miss.

This may have an importance beyond the merely practical. Research in New York City,

where the Police Department has achieved a crime level lower than it has been for 25 years, suggests that in areas where people feel at home, where there are familiar buildings, street signs, shops and cafés, crime is recorded at lower levels than in places where roads are being torn up and new offices built. And this, suggests the research, is because there is a clear 10 a past which most people believe to have been more settled, in which they can feel confidence.

This sense has little to do with efficiency or the social benefits of modernisation. People minded about red telephone boxes because, although they often stank of urine and were the regular target of vandals, they felt 11 and solid, built to last by a more confident age.

So as Britain's chief constables ponder on the merits or otherwise of the bobby's helmet, they should bear in mind the question of security in its broadest sense – the confidence they inspire as well as the protection they offer. In the long run that may be every bit as important.

*'The Times', September 22, 1995*

# We have ways of making you redundant

Can psychometric testing select good employees? More companies now seem to think so, as Tamsin Growney reports

1 **M**ost of us have no objection to parlour game psychology, however nonsensical. I have answered questions about what I'd do if a big brown bear appeared in front of me, and thus revealed my "problem with authority". I've let friends read my tarot cards, my palm, my horoscope; I've filled in questionnaires in women's magazines to find out whether or not my current relationship is worth continuing.

2 15 These days, however, we are as likely to be subjected to computer-age versions of such games in the workplace as in the parlour. A friend of mine was recently given a questionnaire by her employer and asked to agree or disagree with statements such as "I enjoy fun-loving spontaneous people" and "I steer clear of subjective or ambiguous topics". It was concluded that she was a reasonably well-rounded individual but should strengthen her "activist" qualities by "doing something new, something you have never done before, at least once a week. Hitch a lift to work, wear something outrageous, select people at random from your internal telephone directory and go and talk to them."

3 Such lifestyle recommendations are all very well. But can the application of popular psychology be responsibly used to deter-

mine an individual's character and job suitability? Is it an adequate, fair means of assessment, or an interview short-cut riddled with inconsistencies and prejudices?

4 Psychometric testing – an objective, properly validated aptitude or personality assessment using multiple-choice questions – is now being used by 60 to 70 per cent of the UK's top 1,000 companies, including the BBC, 5 Open University and the Body Shop, according to the Test

Agency, a leading test publisher and distributor. The results are being used in management training, team-building exercises, personnel selection and, most notoriously, in making redundancy selections. At the moment both Anglian Water and Southwark Council are facing industrial tribunals over their use of such tests as part of a re-organisation of their workforces.

6 An occupational personality questionnaire produced by Saville & Holdsworth Ltd (SHL) was one of the tools used by Anglian Water in deciding whom to make redundant. According to Anne Vinden of Unison, representing the sacked employees, the test had been bought before the company had researched what competences were required in different sections of its workforce. This resulted in scientists being tested on their public relations skills.

7 Moreover, Roy Davies, of SHL, told me that his company did not believe any tests should be used for redundancy. "Tests and questionnaires can only predict, and there is no such thing as a perfect prediction. In a redundancy situation you will already have data on an employee's job performance; you don't need a prediction."

8 Not all psychometric tests are personality tests; there are also aptitude tests, designed to assess the

## Sample questions

● **I rarely feel fearful or anxious.** Strongly agree/agree/neutral/disagree/strongly disagree

● **I tend to blame myself when anything goes wrong.** Strongly agree/agree/neutral/disagree/strongly disagree

● **Which adjective best describes you on a scale of 1 to 5? Relaxed/irrational/orthodox**

● **Which adjective best describes you on a scale of 1 to 5? Dominant/caring/traditional/charitable**

● **I believe in living it up now because who knows what will happen tomorrow?** Strongly agree/agree/neutral/disagree/strongly disagree

subject's general logical ability, verbal, numerical and technical reasoning. Although aptitude tests are thought to be more accurate in predicting job performance than personality tests, their use has none the less attracted a good deal of criticism. Dr Steve Blinkhorn, a chartered occupational psychologist pointed out: "If English isn't your first language, and if, also, you are unused to native British ways, you are at a disadvantage; for instance, with a multiple choice questionnaire. Indigenous Brits will cheerfully guess rather than leave any unan-

swered. People unfamiliar with the format might believe that points could be deducted for guessing."

Dr Blinkhorn also says there is a lot of silly use and abuse of psychometric tests. "The trouble is that lots of non-psychologists find the concept of a privileged window into other people's psyches sexy. People are disposed to believe in the results of such tests, as they are with their horoscopes. A 'scientific' device which touches on common insecurities is very powerful and as such is dangerous when used by people who do not

understand its limitations."

Outside a scientific context, perhaps the limitations are more obvious than we think.

"What's your favourite animal?" I recently heard an eight-year-old ask her friend.

"Um ... a horse."

"Favourite colour?"

"Blue."

"Number?"

"Seven."

The little girl looked up from the page on which she'd been noting her friend's responses. "You know what you are then!" she concluded delightedly. "You're a blue, seven-year-old horse!"

*'The Independent', January 4, 1995*

# Man *and* animals

A sixth of the Earth is now conserved, largely to the exclusion of people. **Jules Pretty** and **Michel Pimbert** question the powerful Nature First ideology.

1 **W**HEN we hear of  
 5 burned rain-  
 forests, disap-  
 appearing rhinos,  
 threatened pandas  
 or damaged coral reefs, most of  
 us feel that something is wrong.  
 Many of us donate money to  
 support international and  
 10 national conservation organisa-  
 tions. We feel that we are helping  
 to protect these threatened habi-  
 tats and rare species, and we like  
 to think they are doing a good  
 15 job. But is this the full picture?  
 Have we, in the name of conserva-  
 tion, been missing out some-  
 thing important?

2 Conservation is uniquely tied  
 20 to the idea of protected areas, in  
 particular national parks. The  
 first of these were set up more  
 than a century ago in Europe and  
 North America. From 2,000 pro-  
 25 tected areas 20 years ago, there  
 are now 8,600. They are to be  
 found in 169 countries, covering  
 792 million hectares – nearly 6  
 per cent of the world's land area.

3 30 But the global expansion of  
 national parks has been accom-  
 panied by a powerful ideology  
 that people are bad for nature,  
 and so the wider public good is  
 35 best served by keeping them out.  
 As a result, millions of people  
 have been resettled or prevented  
 from using what were once their  
 resources. In Africa, for example,  
 40 two-thirds of all protected areas  
 (equal to five times the size of  
 Great Britain) exclude people, al-  
 lowing no use of wild plants or  
 animals. However, these people  
 45 value the flora and fauna, which  
 are crucial to their survival, a  
 part of their culture and their  
 way of life. And so they look  
 after them.

4 50 Those who set up national  
 parks seldom recognise the im-  
 portance of wild animals and  
 plants to local people. It is often  
 forgotten or not appreciated that  
 55 the very ecosystems deemed

worthy of protection from people  
 have been shaped as much by  
 human action as by any other  
 factor. Some “pristine” rain-  
 60 forests, assumed to be untouched  
 by human hands, are now found  
 to have once supported thriving  
 agricultural communities. This  
 concept of the wilderness is an  
 65 urban myth that exists only in  
 our imagination.

5 The problem is that when  
 people are excluded from conser-  
 vation activities, then the very  
 70 goals of conservation are  
 threatened. In some places, the  
 restrictions placed on local  
 communities have led to bio-  
 diversity loss. After the exclusion  
 75 of the Masai from their lands in  
 Kenya, game parks have increas-  
 ingly been taken over by scrub  
 and woodland (and tourism for  
 rich westerners), leaving less  
 80 grazing for antelopes. These rich  
 grassland ecosystems were in part  
 maintained by the Masai and their  
 grazing cattle.

6 Open protest and rallies  
 85 against protected areas, attacks  
 on guards, poisoning of animals  
 and deliberate burning of forests  
 have now become common.  
 When Namibia became independ-  
 90 ent in 1990, Ovambo tribesmen  
 living on the boundary of Etosha  
 National Park celebrated their  
 freedom by cutting the game  
 fence and driving into the park  
 95 to hunt game for their families to  
 eat. In south India, some 20  
 square kilometres of the Nagar-  
 hole National Park were recently  
 burned as a protest. As a result,  
 100 the cost of enforcing park regu-  
 lations has spiralled. In many  
 countries, the bulk of the budget  
 for protected areas is spent on  
 aircraft, radios, machine guns,  
 105 vehicles, armed guards and anti-  
 poaching equipment.

7 Emerging slowly from this  
 mess, however, is a strengthening  
 alternative vision that is putting  
 110 people at the centre of conser-

vation; it recognises that humans  
 and animals can live in symbiotic  
 relationships. It recognises that  
 societies have developed many  
 115 processes that have enabled  
 them to conserve and enhance  
 species diversity. When people  
 are fully involved in conser-  
 vation, the change can be re-  
 120 markable. Community wildlife  
 schemes in Africa and India are  
 having a positive impact on flora  
 and fauna, on the well-being of  
 local people, and on the attitudes  
 125 and approaches of conservation  
 professionals.

8 Not all is rosy in the garden of  
 Eden, however. An alarming  
 double backlash has now begun.  
 130 The first comes from the reaction-  
 ary conservationists who call  
 themselves “deep ecologists”.  
 They say that only they have the  
 competence to decide the future  
 of tropical landscapes. For some  
 135 deep ecologists, nature has an  
 intrinsic worth and should be  
 preserved irrespective of  
 people's needs. Some have even  
 140 argued that a large proportion of  
 the world must be immediately  
 cordoned off from people.

9 The second backlash comes  
 from those conservation profes-  
 145 sionals who say that they have  
 always sought to involve people.  
 And we are told that people are  
 now participating in conserva-  
 tion activities. The problem lies  
 150 in the interpretation of this word  
 “participation”, which means  
 different things to different  
 people. To many conservation  
 professionals, it still means “you  
 155 participate in doing what I  
 want”. In this type of passive or  
 manipulative participation,  
 people may provide their labour  
 but not their skills, ideas or  
 160 knowledge. We should have  
 learnt our lesson by now.

*'The Guardian', April 17, 1995*



# Dirty money that stains Swiss vaults

1 ORSON WELLES as Harry Lime made a robust defence  
of evil in the film *The Third Man*: 'In Switzerland they had  
brotherly love, 500 years of democracy and peace, and  
what did they produce? The cuckoo clock.' But that, we  
5 now know, was being too charitable. The Swiss govern-  
ment and its major banks made a killing out of the Nazi  
rape of occupied Europe.

2 That is the inescapable conclusion of a study of secret  
documents released by the Clinton Administration,  
10 proving Swiss complicity in the shipment of Nazi gold.  
According to these documents, 'Switzerland carried on  
gold transactions with the Reichsbank until the beginning  
of 1945' and Swiss banks acted as bankers to the Nazis.

3 The evidence has forced the Swiss, more than half a  
15 century too late, to promise that they will open up their  
vaults and disclose their Nazi secrets. But even here, the  
record of the Swiss is bad. They have been slowing down  
the work of a joint commission with the World Jewish  
Congress to track down and restore funds to the relatives  
20 of murdered Jews. The Swiss banks must now work  
wholeheartedly with this commission; they must be called  
to account for salting away Nazi gold.

4 But that is still not enough. Today, as memories of  
Hitler's war fade, the western world faces a new scourge:  
25 heroin, cocaine and synthetic drugs, making junk out of  
our youth. The profits from this trade are huge and  
Switzerland, with its opaque banking laws and cult of  
confidentiality, is a prime hiding place for the money of  
the drugs barons from Asia and Latin America. The Swiss  
30 banks must start to come clean.

5 Silence, the quietness of the bank vault, cannot survive  
the Nazi gold revelations. Britain, which has a record of  
complicity in letting the Swiss get away with it, should  
apply all the pressure that it can. There is much to be  
35 repaired. Acknowledgment by the Swiss of past  
culpability, and an unreserved abandonment of any future  
attempt at concealment, would at least be a start.

*'The Observer', August 4, 1996*

# We'd like to take them home with us

Almost 30 years after Sgt Pepper went to No 1, it is still a record-breaker.

ROBERT SANDALL  
considers what makes a bestselling album

1 **W**hen the Beatles released their eighth studio LP in June 1967, everybody assumed that it would be a bestseller, and sure enough, it was. 5  
Band hung on at the top of the British album chart until December of that year, when it was dislodged first by the soundtrack to *The Sound of Music* and then by Val Doonican's *Rocks But Gently*.

2 10 Until that point Sgt Pepper had sold well – better, probably, than any of the Beatles' other LPs, though exactly how well wasn't known for sure, because nobody was counting. In those days, it was singles not LPs 15 that sold by the million and determined the profitability of the record companies. Albums were still considered something of a sideline. Two of the best songs the 20 Beatles ever recorded, *Penny Lane* and *Strawberry Fields Forever*, were both pulled out of the early Pepper sessions – and excluded from the LP – simply to fill a gap in the Beatles' singles schedule. 25

3 As it turned out, Sgt Pepper changed all of that, and it remains the biggest-selling album in the history of the British recording industry. Statisticians 8  
30 argue over sales guesstimates based on unreliable figures from the 1960s, but there has never been much doubt that Sgt Pepper has sold comfortably more than the rest – until now.

4 Ironically, the threat comes from an album by a 35 band who cite the Beatles as their biggest influence – Oasis. In less than 12 months their second album, *(What's the Story) Morning Glory?*, has raced past the critical 3m mark and, still riding high in the album chart, is currently closing in on Sgt Pepper at the rate 9  
40 of about 50,000 copies a week.

5 The sheer speed with which *Morning Glory* has barged its way up the nation's all-time top 10 has confounded much of the conventional marketing wisdom as to how such huge sales can be achieved. In 45 the first place, and unlike many other monster-selling albums, this one has not relied on the CD replacement factor. When Sgt Pepper was re-issued on compact disc in 1987, 100,000 people, who had presumably stumped up for vinyl or cassette versions 50 at some point in the past, rushed out and bought it again in the first week.

The enormous popularity of greatest hits collections – which account for 3 of the 10 entries on Britain's all-time bestseller chart – depends to a large 55 extent on the willingness of fans to repurchase the same music in a different format. When Sgt Pepper came out in 1967, singles scarcely overlapped with albums at all: none of the songs on the Beatles' bestselling album has ever been released individually. 60 Three decades later, up to half of them would have been carefully groomed for the singles chart, and in this respect Oasis are real children of the 1990s, having had hits with 5 of the 10 tracks from *(What's the Story) Morning Glory?*

65 In most other ways though, Oasis are the exceptions who broke the rules. Popular as it is, their music is not obviously tailored for the rather conservative 3m-plus market. Much of the Oasis album is far rockier and rowdier than anything 70 contained in the other titles on the list. Looking down it is to realise that pop generally sells much better

here than rock, unless it is rock of the well-behaved, well-seasoned, grown-up 75 variety favoured by Mark Knopfler of Dire Straits. Many would argue that Phil Collins and Elton John are far closer to the world of 80 mainstream showbiz than they are to the substance-abusing, hotel-bashing world of Oasis. (Oasis would, certainly.) And, where success 85 beyond the dreams of avarice is concerned, the assumption used to be that Phil and Elton had got it right.

Traditionally, a bit of showbiz fairy dust has made 90 all the difference between a hit album and a career best. Sgt Pepper, a vaudevillian-costumed fantasy, captured the public imagination far more effectively than any other Beatles album, though even the group's producer, George Martin, prefers their 95 preceding LP, *Revolver*. Another of Britain's all-time favourites, Queen, consistently employed lashings of theatrical artifice to sell their act to the largest possible audience.

100 Contrast that with the aggressive bloke-ish behaviour of the Oasis gang and you wonder whether there hasn't been a sea-change in the fantasy life of the nation. Of all the album sleeves on the all-time bestselling chart, *Morning Glory*'s photograph of two anonymous, slightly blurred figures walking down a 105 nondescript city street is the only one that proclaims its indifference to the viewer. Oasis, it appears, couldn't even be bothered to turn up in person for the photo shoot. Their message is clear and simple: the songs are all that matters. Never before has 110 plainness paid such dividends.



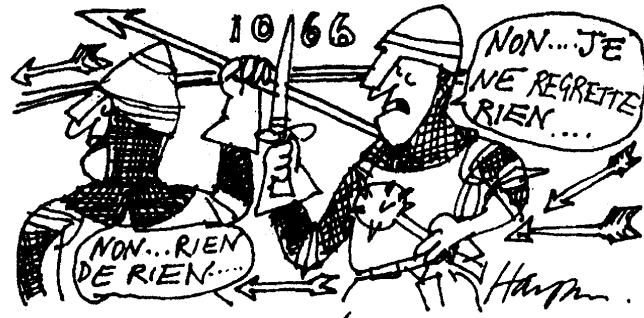
*'The Sunday Times', September 1, 1996*



## A sorry state

SO COLIN PRITCHARD  
 (Letters, June 15)  
 imagines Prince Charles  
 should apologise to Ireland  
 for Britain's "800-year in-  
 5 termittent assault" on its  
 neighbour. Fine. Twenty  
 centuries ago, Julius Caesar  
 and many of my Italian  
 10 ancestors ravaged France  
 and southern Britain and  
 initiated 400 years of  
 exploitation.

Now, of course, I am  
 15 twisted up with guilt and am  
 writing to the Italian  
 president to persuade him  
 to apologise publicly to all  
 the nations that the Romans  
 20 reduced to slavery in  
 ancient times. In the Dark  
 Ages, Irish pirates raided  
 Wales for slaves – so when  
 can we expect Mary Rob-  
 25 inson to wear sackcloth and  
 ashes in Cardiff for these  
 wicked crimes?



Just how far back into its  
 past does a nation have to  
 30 search before it can judge  
 itself innocent? I was not  
 alive during the Troubles of  
 1917 to 1922 in Ireland, nor  
 during the potato famine of  
 35 the 1840s. Most Germans  
 and Japanese alive today  
 were born after 1945. Why  
 should they be stained with  
 40 guilt for atrocities carried  
 out more than half a  
 century ago?

In no legal system that I  
 know of are children  
 brought before the courts  
 45 for crimes committed by

their parents. Australia,  
 Canada, New Zealand,  
 Rwanda, Nigeria, France,  
 Israel, Iran, Turkey, Russia,  
 50 Brazil, Sweden ... There is  
 scarcely a country which  
 does not have some history  
 of massacre, slavery or  
 exploitation of ethnic  
 55 minorities and neighbouring  
 peoples.

**Michael Ghirelli.**  
 Hillesden,  
 Buckinghamshire

*'The Guardian', June 20,  
 1995*

Einde