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ion, whose leaders currently share a mutual interest in nonproliferation. The problem for the United States, which has traditional ties to the four principal pariahs, is especially acute. Washington can threaten to withdraw essential support to forestall proliferation. But a further decline in U.S. backing, says Harkavy, "particularly in the context of growing U.S. military weakness, vacillation and isolationism, might lend greater impetus to proliferation."

The Proxy War

"Western Sahara: The Diplomatic Perspectives" by Robert A. Mortimer, in *Africa Report* (Mar.-Apr. 1978), Transaction Periodicals Consortium, Rutgers University, New Brunswick, N.J. 08903.

The battle over the desolate Western Sahara continues to escalate militarily and diplomatically, pitting Morocco and Mauritania against the Polisario—the Popular Front for the Liberation of Saguiet el-Hamra and Rio de Oro.

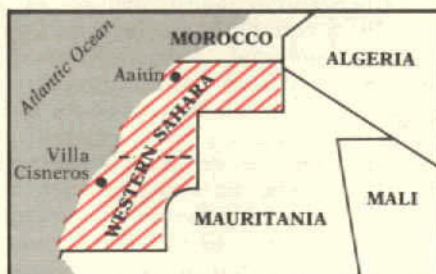
After Spain handed Western Sahara over to Morocco and Mauritania in 1976, in defiance of United Nations calls for a UN-supervised referendum, thousands of Western Saharans fled east to Algeria while Morocco and Mauritania carved up their newly acquired, mineral-rich territory.

The Polisario guerrillas, armed by Algeria, spread the fighting into desert regions of southern Morocco and Mauritania, which was forced to call on France for military and financial aid.

But the real protagonists are Algeria and Morocco, says Mortimer, a Haverford College political scientist. The region has rich phosphate reserves, but the big stake for Morocco's King Hassan is political; he has exploited the fight to build domestic support for the monarchy and a setback would undermine his regime. To Algiers, the stakes seem equally high. A larger, more powerful Morocco, buttressed by Mauritania, would strengthen what Algeria sees as a plot "to encircle the Algerian revolution," Mortimer writes.

Here, as elsewhere, the Organization of African Unity has been stalemated by a split between moderates and radicals. Morocco and Mauritania have gained support from Senegal, Zaire, and other moder-

Polisario guerrillas challenge Morocco and Mauritania for control of Spain's mineral-rich former colony.



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ate Francophone states. The Polisario resistance movement has been endorsed by nine of the more radical OAU members (including Angola, Mozambique and Togo).

Meanwhile, neither Moscow nor Washington has encouraged its traditional ally (Algeria and Morocco, respectively); Algeria has tried in vain to curry favor with the Russians by condemning the peace initiatives of Egypt's Anwar Sadat and seeking to reintroduce the Soviet Union into the Middle East peace negotiations. Mortimer argues that Washington should encourage "self-determination" for West Sahara for the sake of stability in Northwest Africa.

*Rx for Japan:
Social Innovation*

"Japan: The Problems of Success" by Peter F. Drucker, in *Foreign Affairs* (Apr. 1978), 428 East Preston Ct., Baltimore, Md. 21202.

Everyone in Japan talks "economics and only economics," says Drucker, professor of social science at California's Claremont Graduate School, but the basic problems facing that country today lie elsewhere. Social programs that worked well for a century are becoming obsolete; they now threaten Japan's cohesion and her ability to compete.

Especially damaging, says Drucker, are the seniority-wage system that sets incomes for everyone from manual workers to managers and professionals primarily by length of service rather than productivity; the education-career link which puts people into work categories for life; and the employee's lifetime commitment to one employer and one place of employment.

Japan's underlying problem is not the high price of oil and other raw material imports but population dynamics: low birthrate, a surplus of university-educated workers (58 percent of males now entering the work force are university graduates), a shortage of manual and farm workers, and an aging work force (retirement age for most employees is 55). Drucker writes that the 6-percent growth rate required for Japan to maintain her competitive position in the world "is simply not sustainable on the basis of available manpower and existing retirement policy."

The traditional link between formal education and career opportunity has made competition for high educational status a nightmare; pressure starts at the nursery level. Moreover, Drucker notes, parents must pay as much as \$4,000 to admission committees as "voluntary contributions" to get their children admitted to the entrance examinations of a supposedly "free" elite public high school.

Drucker sees some encouraging changes: delayed retirement, retraining workers for new jobs, greater mobility for young professionals, a slight shift toward basing wages on productivity. For the short term, he says, Japan needs to counter the threat of social unrest by sharply cutting domestic consumer prices: food costs are twice those in the United States and rising at 30 percent per year.