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"Representative Bureaucracy and Performance: Public Service Transformation in South Africa is a first-rate blend of quantitative and qualitative analysis of one of the major transitions in modern governance. Fernandez makes a major theoretical contribution to the literature on representative bureaucracy in demonstrating how descriptive representation translates into both active representation and better performance. His discussion of the crucial role of language and communication brings new insight to the literature on public administration and democracy."—Kenneth Meier, Distinguished Scholar in Residence, American University "This study of public sector transformation goes beyond the descriptive qualitative research largely found in South African public administration historiography by undertaking sophisticated quantitative analysis to show that representation of previously historically disadvantaged groups, under certain circumstances, can improve the performance of public organizations. This is an excellent contribution, not only to public administration scholarship in South Africa, but also to the sparse literature on public organizations in developing countries. The book should be of great value to scholars and practitioners of public administration, as well as to students of political science and organizational studies."—Robert Cameron, Professor, University of Cape Town "This book provides an excellent analysis of the theory of representative bureaucracy in the context of South African post-apartheid government. South Africa is an important and fascinating case. The work adds substantially to the literature on representative bureaucracy and will be of interest to all who are concerned with the effectiveness of government organizations."—J. Edward Kellough, Professor, University of Georgia Governments throughout the world seek to promote employment equity and ensure that bureaucracies are representative of the citizenry. South Africa offers a rare and fascinating case for exploring what happens to bureaucracies as they undergo demographic transformation. Grounded in the theory of representative bureaucracy and using a mixed methods approach, this book explores how major changes in the demographics of the South African public service have affected the performance of the institution. The empirical analysis offers compelling evidence that representative bureaucracies perform better. As public organizations become increasingly representative by hiring historically disadvantaged persons, especially Africans, their performance improves, controlling for a range of factors. Evidence indicates representative bureaucracies perform better because they empathize with and advocate for historically disadvantaged communities, are equipped with linguistic and cultural competencies to serve a diverse citizenry, and can induce compliance, cooperation, and coproduction.

South African Women Living with HIV Juta and Company Ltd

Offers a well-researched and highly readable survey of the language in all its historical, geographic, and social aspects

English, Afrikaans, Xhosa, Zulu Guidebook AFRICAN SUN MeDIA

Changing Spaces makes a forceful and credible case for the role of writing centres in engaging with students, staff and institutional structures in understanding issues of access from a social perspective ... This is a specialist book for those working in writing centres and for academics of all disciplines. It is based on research and provides an important set of theoretical arguments, developed through reflection on writing centre practices, about student writing and the work of the university. Professor Sioux McKenna Centre for Higher Education Research, Teaching and Learning, Rhodes University How do we select and train tutors? How do we work with faculty? How do we combat the image that we are remedial, a ?fix-it? shop? How do we prove our worth? How do we show that we improve retention? ... Changing Spaces demonstrates the flexibility of writing centers and the unique roles they play in South Africa. Writing centers everywhere represent institutional responses to the learning needs of their students, and they do so because writing centers adapt easily to different contexts and situations. They meet students where they are, as a group and individually. Professor Leigh Ryan Writing Center Director, University of Maryland, USA

Afrikaans Literature Univ of California Press

On recommendation of its Visitors Grants Committee in South Africa, the Carnegie Corporation of New York in 1931 requested Professor Adriaan J. Barnouw, who is serving as Queen Wilhelmina Professor of the History, Language and Literature of the Netherlands, at Columbia University, to visit South Africa for the purpose of making a comparative study of Afrikaans and of the Dutch language in South Africa. The account of his visit, and his resulting observations are found in the present volume. My purpose in visiting South Africa was to hear Afrikaans spoken on the spot, and to meet the scholars who are devoting themselves to the study of Afrikaans and its literature. This name for the language which in the nineteenth century was more commonly called Cape Dutch is in itself a challenge and a programme. It proclaims to the world that South Africa is a white man's country, and that the white man's language which is essentially South African is the Dutch speech of the Boers. It is a challenge, therefore, not only to the native population, whose anterior rights to the land are held to be superseded by the rights of the pioneers who reclaimed it for civilization, it is a challenge also to the English, who would claim for their language first place in South Africa. One must know the story of the movement for the recognition of Afrikaans to understand the faith and the loyalty that the language cult evokes.

Global Television Formats Continental Press

This collection of the proceedings of the 3rd conference on bi- and multilingual universities, held at the Free University of Bozen-Bolzano from 20 to 22 September 2007, tries to give a state-of-the-art insight into theoretical and practical approaches towards implementing bi- and multilingual models and policies in higher education institutions in various parts of the world.

Christianity in South Africa John Catt Educational Ltd

The South African Language Rights Monitor (SALRM) Project surveys the mainstream newspapers of South Africa with a view to compile annual reports on the developments on the language front in the country. While the main focus is on language rights and language (rights) activism, the Monitor also covers other language-related problems, including name changes and aspects of language promotion.

The John Catt Guide to International Schools 2010/11 Springer

CONTRIBUTIONS TO THE SOCIOLOGY OF LANGUAGE brings to students, researchers and practitioners in all of the social and language-related sciences carefully selected book-length publications dealing with sociolinguistic theory, methods, findings and applications. It approaches

the study of language in society in its broadest sense, as a truly international and interdisciplinary field in which various approaches, theoretical and empirical, supplement and complement each other. The series invites the attention of linguists, language teachers of all interests, sociologists, political scientists, anthropologists, historians etc. to the development of the sociology of language.

Representative Bureaucracy and Performance Routledge

The death of Nelson Mandela, the great South African fighter for freedom, in December 2013 prompted several colleagues within the World Council of Comparative Education Societies community to come together to think about the significance of his life and his work for education. This book is the result of that coming together. The contributing authors reflect on what his life, the commitments he made and principally the values he took into the struggle for freedom in South Africa mean for education. The point of departure for the book is that of honouring the man. It begins with the argument that the values for which he stood, namely, the unconditional dignity of all human beings, respect for difference and principally his lifelong commitment to justice, have a special significance for how we as inhabitants of an increasingly connected and interdependent world conduct our personal lives, our relationships with one another and with the material and living space which surrounds us. It is an ecological approach. As the world moves into a twenty-first century where, paradoxically, we know so much and yet appear to understand so little, and so find ourselves struggling to create social lives in which all of us can feel respected, can offer respect to others and live lives free of fear and anxiety, the values for which he stood have specific relevance for how we do the important job of teaching and what we put into it. Mandela poses deeply provocative questions about the kinds of lives we seek for ourselves and for everybody else around us.

The Earliest Stage of Language Planning Walter de Gruyter GmbH & Co KG

Paradise Lost. Race and Racism in Post-apartheid South Africa is about the continuing salience of race and persistence of racism in post-apartheid South Africa.

Changing Spaces Routledge

This important multivolume work sheds light on current—and future—research on cultural universals and differences in personality in their evolutionary, ecological, and cultural contexts. • Uniquely brings together diverse topics and theoretical viewpoints related to personality across cultures, including cross-cultural, cultural, indigenous, evolutionary, and neuroscientific perspectives • Provides a thorough picture of current knowledge as well as directions for future research • Comprises 31 chapters by leading international researchers discussing their respective areas of expertise • Addresses personality broadly defined to include universal and indigenous traits, personality types, the self, emotion, motivation, values, beliefs, and life narratives • Draws on cultural samples from every continent except Antarctica

Language in South Africa Berghahn Books

"Without practice, your child's Afrikaans and English vocabulary will not grow. The 2019 edition of My First Afrikaans Dictionary is a picture book for introducing your multilingual child to Afrikaans and English. Add over 50 every day objects to point at and share to your baby's vocabulary. Grow their knowledge in both Afrikaans and English. Read aloud and get them used to your pronunciation. Each every day object is also illustrated to help make the connection with the real world. A perfect gift to get children off to a great start in life by learning two languages at the same time: Afrikaans and English. Suitable for multilingual children 0 to 7 years old. INSTRUCTIONS FOR USE Keep WITHIN REACH of children. Keywords: Afrikaans language, Afrikaans children's book, Afrikaans book, Afrikaans, Afrikaans dictionary"

Linguistics in Sub-Saharan Africa Springer Nature

In the past decade, the national preoccupation has been on the crisis in secondary schools. Lurking behind the intractable problem of low pass rates, the dysfunctional schools and the small number of higher grade mathematics and science graduates is the calamity in primary education. Drawing on the work of researchers in a range of fields including psychology, sociology, anthropology, linguistics, economics, the health sciences, and mathematics education, this book documents the depth and scope of the primary education crisis and provides a comprehensive and rigorous explanation of its causes. Primary education in crisis pulls together the wealth of research on health, poverty, resources, language and teaching as factors in academic achievement in reading, writing and mathematics. At the centre of the book is an analysis of the published studies that systematically document what teachers teach and fail to teach, and why it is that teaching is at the heart of the crisis in primary education. The author suggests that there are no quick fixes, but only hard choices and that, for reform to succeed, it must be evidence-based.

My First Afrikaans Dictionary UJ Press

This handbook provides a critical overview of literature dealing with groups of people or regions that suffer marginalization within Africa. The contributors examine a multiplicity of minority discourses expressed in African literature, including those who are culturally, socially, politically, religiously, economically, and sexually marginalized in literary and artistic creations. Chapters and sections of the book are structured to identify major areas of minority articulation of their condition and strategies deployed against the repression, persecution, oppression, suppression, domination, and tyranny of the majority or dominant group. Bringing together diverse perspectives to give a holistic representation of the African reality, this handbook is an important read for scholars and students of comparative and postcolonial literature and African studies.

English as a Global Language AFRICAN SUN MeDIA

Imperial Leather chronicles the dangerous liaisons between gender, race and class that shaped British imperialism and its bloody dismantling. Spanning the century between Victorian Britain and the current struggle for power in South Africa, the book takes up the complex relationships between race and sexuality, fetishism and money, gender and violence, domesticity and the imperial market, and the gendering of nationalism within the zones of imperial and anti-imperial power.

South African Language Rights Monitor 2006 Walter de Gruyter

The author looks at South Africa as a society whose multiple ethnic identities collectively constitute what is probably the most dynamic and most productive country on the continent. The country's ethnic diversity is a source of strength. It also poses challenges, although South Africa has not fractured along ethnic lines as some countries have. The work is also a telescopic survey of this vibrant nation whose population includes immigrants from other parts of the continent who have flocked into South Africa in large number since the end of apartheid. Their presence in "the rainbow nation" has also been a source of tension between the immigrants and black South Africans,

especially in the poverty-stricken townships across the country. The immigrants have also contributed to the nation's ethnic and cultural diversity which is one of the prominent features of the South African society. The book may serve members of the general public who are learning about South Africa for the first time. It may also be helpful to students including those going to South Africa. Those who specialise in South Africa may also find this work to be useful.

Whiteness Afrikaans Afrikaners Oxford University Press

Employing an innovative methodological toolkit, *Doing Conceptual History in Africa* provides a refreshingly broad and interdisciplinary approach to African historical studies. The studies assembled here focus on the complex role of language in Africa's historical development, with a particular emphasis on pragmatics and semantics. From precolonial dynamics of wealth and poverty to the conceptual foundations of nationalist movements, each contribution strikes a balance between the local and the global, engaging with a distinctively African intellectual tradition while analyzing the regional and global contexts in which categories like "work," "marriage," and "land" take shape.

Paradise Lost BRILL

A discussion of the role which language, or, more properly, languages, can perform in the reconstruction and development of South Africa. The approach followed in this book is characterised by a numbers of features - its aim is to be factually based and theoretically informed.

Nelson Mandela Rodopi

Based on interviews with women who are HIV positive, this sobering pandemic brings to light the

deeply rooted and complex problems of living with HIV. Already pushed to the edges of society by poverty, racial politics, and gender injustice, women with HIV in South Africa have found ways to cope with work and men, disclosure of their HIV status, and care for families and children to create a sense of normalcy in their lives. As women take control of their treatment, they help to determine effective routes to ending the spread of the disease.

And Bid Him Sing Springer

This volume approaches contemporary multilingualism as a new linguistic dispensation, in urgent need of research-led, reflective scrutiny. The book addresses the emergent global and local patterns of multilingual use and acquisition across the world and explores the major trends that characterize today's multilingualism. It is divided into three parts on the basis of the broad themes: education (including multilingual learning in its general, theoretical aspects), sociolinguistic dimensions and language policy. The book's fifteen chapters, written by renowned international experts, discuss a range of issues relating to the quintessential and unique properties of multilingual situations- issues relevant to the challenges faced in different ways by researcher and practitioners alike. All the contributions share a focus on currently operative patterns of interaction between contexts, events and processes.

Doing Conceptual History in Africa University Press Bozen

Did you ever want to teach your kids the basics of Afrikaans ? Learning Afrikaans can be fun with this picture book. In this book you will find the following features: Afrikaans Alphabets. Afrikaans Words. English Translations.