nificant degree of globalization of ideas and values has occurred, recently encouraged by satellite television, telecommunications advances, fax machines, and the like. These technologies had much to do with the collapse of censorship and of the regimes themselves in the former Communist countries, and they probably continue to encourage the push toward more democratic structures of government in the Third World. The impact of this trend toward a "global village" on the South is likely to be profound, with many positive and some disturbing implications. The latter may include what has been called a "revolution of rising expectations", which makes it more difficult for the governments and economic systems of developing countries to meet the wants of their peoples who are more aware of better material conditions in the North, more desirous of obtaining them, and often willing to emigrate north to obtain them.[11]

But social and cultural trends today are simultaneously characterized by a sort of counter-globalization or fragmentation, particularly in the form of a resurgence of local ethnic and religious allegiances and rivalries, often violent. To some extent this reflects the at-present incomplete unfolding of the forces of globalization, but one suspects it also stems from a more profound (and not easily overcome) yearning for roots in the face of these impersonal forces. Without the shackles of Communism or Cold War enticements to put a lid on local ethnic rivalries, cultural and political fragmentation will have major implications for the development process in many southern countries.

Two examples, those of foreign investment and international migration, illustrate the interplay of these technological, economic, and cultural/political trends, the simultaneous positive and negative impacts they have on development, and how human resources development (HRD) may be seen as the way out of the many of the problems created.

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11.   Toffler, Alvin, *op. cit.,* p. 340.