

THE

House of Assembly Debates

(OFFICIAL REPORT)

FIRST SESSION 1991 - 96

HOUSE OF ASSEMBLY

Tuesday, July 20, 1993

Pursuant to the adjournment, the House of Assembly met at 12.20 p.m. o'clock.

PRESENT

His Honour L. A. WEEKES, G.C.M., JP., (Speaker)
His Honour T. C. ESTWICK, B.Sc. LL.B., (Deputy Speaker)
Rt. Hon. L. E. SANDIFORD, B.A., M.A., (Econ.), J.P., (Prime Minister, Minister of Finance and Economic Affairs and Minister for the Civil Service)
Mr. H. deB. FORDE, Q.C., M.A., LL.B., (Leader of the Opposition)
Hon. B. M. TAITT, B.A. (Hons.), MP.A., LL.B. (Hons.), (Minister of Health)
Hon. P. M. GREAVES, Q.C., B.A., (Deputy Prime Minister, Minister of Public Works, Communications and Transportation and Leader of the House)
Hon. M. A. KING, Q.C., LL.B., (Attorney General and Minister of Foreign Affairs)
Hon. W. O. FRANKLIN, A.I.C., M.I.A.S., J.P., (Minister of Trade, Industry and Commerce)
Hon. N. K. SIMMONS, (Minister of Justice and Public Safety)
Mr. H. A. BLACKMAN, B.Sc. (Econ.)
Mr. O. S. ARTHUR, M.Sc. (Econ.)
Mr. D. A. C. SIMMONS, Q.C., LL.M.
Hon. C. V. WALKER, J.P., (Minister of Education)
Mr. L. L. BRATHWAITE, J.P., (Chairman of Committees)
Hon. E. E. GREAVES, G.C.M., B.A., Ed.M., (Minister of Housing, Lands, Community Development and Culture)

Hon. W. W. HALL, G.C.M., H.B.M., J.P., (Minister of Tourism and Sports)

Mr. R. L. MORRIS, B.A., Cert. Ed.

Hon. D. J. H. THOMPSON, LL.B. (Hons.), (Minister of State, Ministry of Finance and Economic Affairs)

Hon. H. B. St. JOHN, Q.C., LL.B.

Mr. L. R. TULL, Q.C., M.A.

Miss B. A. MILLER

Mr. DeL. O. BRADSHAW

Dr. R. L. CHELTENHAM, Q.C., M.A., M.Sc. (Econ.)

Mr. J. O. TUDOR

Mr. D. W. BOWEN (Minister of Agriculture, Food and Fisheries)

Mr. G. W. PAYNE

Mr. R. C. EASTMOND, B.A., LL.B.

Prayers were led by Father^ Ivan Harewood.

Mr. SPEAKER: The House is in session.

MINUTES

Hon. P. M. GREAVES: Mr. Speaker, Sir, the Minutes for the Meeting of this Honourable Chamber held on Tuesday, July 13, 1993 have been circulated. I move, Sir, they be taken as read and confirmed.

Mr. SPEAKER: If there are no observations, then let these Minutes stand confirmed.

MESSAGES FROM HER EXCELLENCY THE GOVERNOR-GENERAL

Mr. SPEAKER: Message No. 3/1993.

HIS EXCELLENCY THE ACTING GOVERNOR-
GENERAL TO THE HONOURABLE THE HOUSE
OF ASSEMBLY

His Excellency, the Acting Governor-General has the honour to inform The Honourable The House of Assembly that, on the recommendation of the Prime Minister after consultation with the Leader of the Opposition, under section 3(1) of the Ombudsman Act, Cap. 8A, he proposes to appoint Clifton Carlton Browne, Esquire, to the office of Ombudsman established by section 2 of the said Act.

His Excellency further has the honour to seek the approval of The Honourable The House of Assembly for the proposed appointment pursuant to section 3(2) of the said Act.

Hon. P. M. GREAVES: Later on in the sitting, Mr. Speaker, I am proposing to move a Resolution for an address to be presented to His Excellency in connection with the appointment I have the text of it to be circulated, as well as the text of the address, Sir, sometime during the sitting.

PAPERS

Hon. P. M. GREAVES: Mr. Speaker, I am commanded by the Cabinet to lay the Annual Report and Financial Statements of the Barbados Port Authority for the year ended December 31, 1992.

GOVERNMENT NOTICES

Hon. P. M. GREAVES: Mr. Speaker, I give notice of a Resolution to approve the vesting in the National Housing Corporation of land at Thomas Gap, President Kennedy Drive for housing purposes.

REPORT FROM SELECT COMMITTEES

Mr. D. A. C. SIMMONS: Mr. Speaker, Sir, on the item, Report from Select Committees, the Interim Report of the Public Accounts Committee was duly laid in this Honourable House. I wish your guidance as to the procedure for the adoption of that Report. We are prepared to move the adoption of that Report now.

Aside.

Mr. D. A. C. SIMMONS: The only one that was laid in here was in 1972. The Interim Report was adopted. I can send and get it from my office now.

Asides.

Mr. D. A. C. SIMMONS: May I sit while you rule, Sir.

Mr. SPEAKER: I would answer the question in this way. I propose next Tuesday to make a statement which I am sure will assist the Honourable Member in the query he has raised. I think I will let it rest at that.

SUSPENSION OF STANDING ORDERS

Hon. P. M. GREAVES: Mr. Speaker, I beg to move that Standing Orders Nos. 6, 16, 18, 20, 42(5), 43 and 44 be suspended for the remainder of this sitting.

Hon. B. M. TATTT: I beg to second that.

The question was put and resolved in the affirmative without division.

GOVERNMENT BUSINESS

ORDER NO. 4 - THE TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING
COUNCIL BILL, 1993

Hon. C. V. WALKER: Mr. Speaker, this Bill is intended to establish the Technical and Vocational Education and Training Council. The Bill provides for the establishment of a technical and vocational education and training council which will be a body corporate to advise the Minister of Labour on policy relating to technical and vocational education and training. The Bill will also establish an Employment and Training Fund and matters connected therewith. 12.30 p.m.

I will start, Mr. Speaker, by first pointing out the powers of the Council. The Council will have the power in what may be described as 9 areas, Mr. Speaker, and they are:

- (1) to advise the Minister of Labour on general policy relating to technical and vocational education and training;
- (2) to prepare plans for technical and vocational education and training in accordance with national policies and economic needs;
- (3) to ensure that an agreed plan for technical and vocational education and training are implemented;

- (4) to coordinate technical and vocational education and training at the post secondary level;
- (5) to establish standards for technical and vocational education and training;
- (6) to determine the facilities and resources required to ensure satisfactory standards of technical and vocational education and training and welfare of student trainees and staff of training institutions;
- (7) to advise the Minister of Labour on the allocation of resources for technical education and training;
- (8) to make grants and loans for support and provision of technical and vocational education and training;
- (9) to perform such other acts relating to technical and vocational education and training as required by the Minister of Labour.

Mr. Speaker, the Minister of Labour under the Constitution of the Bill will appoint the Council which shall be as follows:

Permanent Secretary of the Minister of Labour, Consumer Affairs and the Environment (Ex Officio), the Chief Education Officer (Ex Officio), three members on recommendation of the Association which represents employers and three members on the recommendation of the Board of Barbados Institute of Management and Productivity, the Samuel Jackman Prescod Polytechnic and the Barbados Community College, two members appointed by the Minister on the recommendations of the trade unions, the Executive Director of the Technical and Vocational Education and Training Council. The Minister will also appoint one member as Chairman and one member as Vice-Chairman. Members will be appointed for a period of three years. Meetings will be held at least once in every two months.

The Council will establish committees to assist it in the performance of its functions and will appoint members to those committees as it may deem necessary. As far as the Executive Director of the agency, Mr. Speaker, an Executive Director will be appointed by the Council and will be responsible for the administration of the Act. The Executive Director shall exercise such powers and functions as are delegated by the Council.

As to the staffing, Mr. Speaker, the Council will appoint other staff as required to perform its functions for the purposes of the Act.

Under policy, the Council will prepare a national policy for technical and vocational education and training

to meet the needs of the society and the economy. A strategy and plan for technical and/vocational education will be prepared and updated each year which will identify outputs and priorities and recommend allocation of resources for implementation of the most cost effective manner. The Council will also establish an effective system for monitoring the implementation of the Annual Technical and Vocational Education and Training Plans.

Under the Bill which deals with the Fund, Mr. Speaker, the Act will establish an Employment and Training Fund for the purpose of collecting, receiving and employing funds for promoting and supporting training and skills upgrading for the labour force. The Fund shall be expended for the following and I will be specific:

- (a) promotion of training and skills upgrading of the labour force;
- (b) providing financial assistance by way of grants or loans for training and skills upgrading including subsidizing the costs incurred by employers in training or re-training of employees and supporting training programmes in accordance with national priorities.

Where will the source of the funds come from under this Bill, Mr. Speaker? Monies voted by Parliament and monies made available out of the Training Levy established by the Occupational Training Act and any other monies whether gifts, grants or otherwise provided for the purposes of the fund will provide resources for the Fund. The Bill will require that certain procedures be followed. The Council will set out criteria for eligibility for receiving grants or loans from the Fund, procedures for evaluation of proposals for receipt of grants or loans, conditions for award of grants or loans and procedures for monitoring the performance and outcome of training required to satisfy the conditions for award of grants or loans.

The Bill also deals, Mr. Speaker, with the-area of training contracts. It is expected that the Council will enter into contracts with associations and training institutions for the provision of training and relating services. The Council will formulate schemes for regulating training in any occupation and these will be published in the *Official Gazette* and in a newspaper published in Barbados.

The Bill also requires that an Annual Report be prepared. The Annual Report containing the Council's activities and a Statement of the Accounts of the Fund must be submitted to the Minister of Labour not later than six months after the end of the financial year.

Mr. Speaker, there are three Schedules to the Bill. The first Schedule relates to the Constitution of the Technical and Vocational Education and Training Council. 12.40 p.m.

The Second Schedule relates to the constitution of their committees and the Third Schedule relates to the amendment of the Occupational Training Act, Cap. 42. This amendment changes the name of the National Training Board to that of the Barbados Vocational Training Board. I should also like to point out, Mr. Speaker, that at the time when we hope we will get into Committee on this Bill there should be one change in the Third Schedule, line 3 to be specific, re Section 25(1).

Mr. Speaker, Members have been circulated with the Schedules, associated with this Bill, including three which amend Cap. 42. They are pretty long and I do not propose to go through each of these Schedules line by line, because I know we will have to deal with the specifics when we move into Committee.

With those basic outlines of the Bill, Mr. Speaker, I at this stage, will beg to move that this Bill be read a second time.

Hon. W. O. FRANKLIN: I beg to second that, Sir, and reserve my right to speak.

Mr. DeL. O. BRADSHAW: Mr. Speaker, the Honourable Minister introduced this Bill and took some time to state the purpose for the Bill. First of all, he said it was to establish the Technical Vocational Training Council and, secondly, to set up a Training Fund. I want the Government to understand that the time has come when it has to realise that changing the name of an institution will not satisfy Barbados that something is being done to improve the lot of Barbadians. I want the Government to understand that this Bill is a wishy washy Bill. The attempt to establish a technical and vocational training Bill has to be seen in proper and true perspective. It has no clout, it will go nowhere and it will do nothing for Barbadians, and I make that comment.

The Barbados Labour Party in 1979 established the Occupational Training Act and created the National Training Board that had functions which this Council seeks to take over. In other words, the Minister did not say that the Government is now abolishing the work of the National Training Board. Not one of you on that side can get up and deny this now. You have now destroyed the National Training Board, taken away its functions. The question of certification it had, advising the Minister, liaising with the employers, all of that you have now taken away from the National Training Board. What the Minister should have said is that sooner or later the National Training Board will go out of existence. Why did he not say that? Because the functions of that Board are now taken over by the Technical and Vocational Education and Training Council.

The Minister did not tell you that in this new Act wherever "Board", meaning the National Training Board,

appears, now you have the Technical and Vocational Education and Training Council. I want to know what is going to be the role of the National Training Board. Let me say the National Training Board is responsible for certification. It was set up and it is geared to set the kind of exams and the level of certification. Now you have another Council to do the same job. At the same time you have not removed from the National Training Board the function to deal with certification. This is utter confusion!

When a Government sets about to deal with vocational training, it should be clear in its mind as to what are the objectives. You should have in place a proper manpower study or survey to determine the type of jobs, the level of unemployment and the areas of training that need attention. The Government should also be clear in its mind what its educational policy should be and it should be clear in its mind where it intends to base or hinge its policy in determining the recovery of the economy. The Government has not enunciated a clear policy as it relates to where it is going in terms of the economy. As I said, it is wishy washy. How is the Government going to deal with over 30 000 people out of work? The last statistic given was over 27%. Do not hide it. I want the Government to tell me how it is going to deal with over 30 000 people who are out of work.

Aside.

Mr. DeL. O. BRADSHAW: Are you saying that by creating a Council you are going to deal with these people who are out of work? Mr. Speaker, this is indeed a very serious matter. The young people out there are frustrated. They cannot find work, they are not being attracted to the National Training Board and its programmes. More and more young people are coming out on the streets in frustration. They do not know what to do and they are resorting to crime because they feel there is no work for them to do, there is no hope.

Aside.

Mr. DeL. O. BRADSHAW: Regrettably so. I take no comfort by saying these things, but I am saying that if members on that side would have read the newspapers sometime yesterday, they would have seen that there is a study which shows that young people are so frustrated with everything, including work and politics, that they are resorting to crime. That is what the report said. 12.50 p.m.

How is the Government going to deal with persons who have been severed, laid off, who need to be retrained or retooled and, at the same time, address the question of training the young people who are coming out of school. The Minister of Education who introduced this Bill must understand the educational system needs to be looked

at I do not want to hear words coming from him or the Prime Minister on the question of education. Until they recognise that there are some slow learners and those slow learners need more time in school their policy will always fail, You are expecting people to go to school at Common Entrance level and come out of school at age 16 with other people although you know they are slow learners. You have no back-up system to deal with those people. I am recommending that Government should look at proper training.

Asides.

Mr. DeL. O. BRADSHAW: The Minister of Education can shout and ask a number of questions, but I am going to say this. He had better not intervene in this debate. It would be better if you make your comments and sit down and do not even get up to reply because you are not doing the things that people can say are good for the country. That is why the Prime Minister has to get up and make his recommendations. I will listen to him. I do not want to listen to you. You are not the Minister, you are the Junior Minister, as it always has been. So do not get involved in this. You are a stop-gap Minister as far as I am concerned.

We are talking about education. Doesn't it concern you that those young people out here would like to be trained, to be retooled? You are talking about basket making, handicraft, mechanic work. I want to see programmes at the National Training Board which would take into consideration the future of this country. If you are going into computers, then I want to see programmes at the National Training Board or in Vocational Training dealing with computerisation. I want the Government to understand that.

You are saying to me today that you are involving the employers and the trade unions on a Council as though this is a big thing. Let me say to the Minister, it is no big thing. The Occupational Training Act was set up and this CcK?gory of persons represented. So this new Bill does not seek to do anything different. That is why I say it is wishy-washy. It is the same thing. What you have done is to go through the old Bill and deleted most of the functions that were placed in the hands of the National Training Board and now put them in the Vocational and Technical Training Council.

I will refer to it as a change of name. Do you really think that the public of Barbados does not deserve any better than this? I know the Government might be under pressure to satisfy maybe the international agencies so that you have a separate council dealing with technical and vocational training. That might be so. But at the same time I see no good reason why the Minister could not have got up and said that. You have the National Training Board

and its staff in limbo. You have them confused. Is this really good for us? /

I must ask you what input did the National Training Board make in the whole scheme of things. I am going to say very little. The National Training Board did not have much. If you are going to say to me that the Chairman of the National Training Board attended meetings, I am going to say to you that is not enough. All I am going to say to the present Chairman is to keep his nose out of the day-to-day management of the National Training Board work. He is confusing it

I am making these disclosures. If you do not know, I can tell you. I do my homework. Nothing is going right there. Here you have a training board and the staff is uneasy and do not know what is going to be their future, whether they are now going to be employed by the Technical and Vocational Educational and Training Council or the National Training Board. I want to know what is going to be the role of the Director. Are you going to have 2 directors? One a director of the Training Council with little staff at all - all he has is a directorate - and you will have a director of the National Training Board. Now, I want to know why are you paying 2 people? Why are you paying 2 directors? There must be some confusion. Why are you having a National Training Board and a Technical ^Vocational Council?

I have been through this Bill to find out the reasons and I cannot find them. You have taken away the money which was allocated to the National Training Board and now placed it in the hands of the Technical and Vocational Education and Training Council. That is sheer madness. You did not put any money in this year's Estimates for the National Training Board. If you look in the Estimates/the money that is allocated is \$2 million less than 2 years ago. How can you justify this? At a time when you know people are on the unemployment list and you need to accelerate your training programmes yet you have cut your allocation by half? That is what you have done. I am beginning to wonder what nonsense I am hearing about creating this council.

The Council is to advise the Minister. But do you know what I have read in this Bill that disturbs me? Do you know that in the Bill if a member of the Council is absent the Board has a right to appoint a member without referring it to the Minister and - I am hearing for the first time in the history of Government - the Board can now appoint a member and put him in there to act and pay him. I wonder if I am hearing right? Why don't you tell the public of Barbados that you are now changing everything that whereas a Minister appointed a member to a board now the Chairman is going to appoint a board member and pay him from the taxpayers' money? Are you telling me that?

These are fundamental changes. What are we really doing in Barbados? You have now introduced a new dimension in accountability and running government yet you get up and just make a few statements and you don't tell the people that it is the Minister of Education who is supposed to educate people or is responsible for education.

Mr. Speaker, what is disturbing also about this Bill is that you know there is a fine, and do you know what that fine is for? The employer is supposed to have a supervisor who is supposed to look after the trainees and if his qualifications do not meet with that of the Council requirement the employer is liable to a fine but yet the Council has not set out what the criteria is. I want to know who drafted this. That is the only fine in here. It does not say anything else at all. I am beginning to wonder. I am asking these questions. 1.00p.m.

It was the duty of the National Training Board to go out and liaise with employers and make money available to them that was spent on the training of these students. Now that is taken away completely from the National Training Board and placed in the hands of the Council. I would like to know because the people you have on the Training Board are no different from those on the Council. You could have made certain amendments if you wanted to do anything with the Occupational Training Act. You have created a situation in Barbados where you will be asking yourself what will be the future of the National Training Board. That is the big question. The Government has not said that. It has no funds at all.

Now, let me say this. I do agree that you should consult with the social partners and they should be represented. The persons that are on this Council, most of them do not understand vocational training and I will find it difficult to support them and what is set out in the Act for them to do. Confusion.

I am beginning to wonder if the Government understands that what it should be looking at is some sort of window whereby people who are trained by the National Training Board and who want to get involved in business should be able to go to that window and obtain a loan to start up his or her business. If there is a case where 2 or 3 persons wish to get involved in a cooperative then that should be encouraged.

There is frustration in Barbados when the Government is encouraging small people to be self-employed. I am drawing to the Government's attention in here today that it is very difficult to go to any financial institution, bank or otherwise, and obtain \$2 000 or even \$1 000 to start up a business. If you go and they decide to lend you, you have to find collateral and in most cases the banks are asking for hard cash to be deposited on a fixed deposit so they could

lend the prospective person. Is not that bad? I am saying to the Government, address that particular question. You cannot on the one hand want people to be self-employed and at the same time you have not made provisions for them to generate employment or help develop a business. I am saying this is wrong. I would have expected the Minister to say in his opening remarks what plans he has for this because as I said, the frustration has developed because several persons have been trained recently by the National Training Board and would like to go on their own but they cannot find the money to do so. So what are you doing? Only lending to their frustration. We cannot be serious. What about having some concessions for those small entrepreneurs, those that are trained and are in training at the National Training Board? Can we not look at a programme for them?

The Minister sometimes says that nothing has been done. I want him to know that a Cabinet Paper was prepared and sent to Cabinet in 1980 dated May 20. This was a Strategy for the Development of Small Enterprise Sector. The Minister could have a look at it and he would see that certain recommendations were made. I could make this a document of the House, Mr. Speaker.

Aside.

Mr. DeL. O. BRADSHAW: Mr. Speaker, I will not make this a document of the House. I can understand the concerns of the Honourable Member. For the information of Honourable Members over there, I was instrumental in drafting the Paper. I was assigned that responsibility to look at small business. That is why I am saying that we need to carry that out because we know now that people out there would like to be engaged in small enterprise activities but there are certain things that need to be put in place.

Mr. Speaker, we have to be able to identify the we need to train people in. I would like to see the Government come up with a policy to state new areas. We have been hearing that the offshore sector has been developing and our future lies in that I want the Government to address this. If the offshore sector is developing, then I want the Government to look at how best we can train people to take the jobs that would be available in the offshore sector. That is why I talked earlier about relevant training. Where is Barbados going? Are you going to revive agriculture? If you are going to revive agriculture, are you going to have the sort of training for young people or persons to be involved in agriculture or are you just going to pay lip service to the revival of agriculture but at the same time not putting in place the necessary training? You are asking people to be involved in manufacturing, What

sort of training has the Government identified that is required for the new manufacturing sector. These are things the Government must address. You cannot give people incentives to get involved in manufacturing and at the same time you do not know what the manufacturers would require. The Government should be providing a pool of trained manpower for these prospective manufacturers so that there would be very little delay in implementing these programmes. 1.10 p.m.

Why do you go abroad and solicit companies to come to Barbados to establish here in Barbados and, at the same time, you do not come back and say to Barbadians or to the Training Board or whoever is responsible, "We have / attracted a company coming into Barbados for 1 000 persons and we want you to train in this specific area? We do not hear that. What we are hearing is that Government has attracted a company to come and settle here but when they come they have to start training. I am saying that that approach is wrong. Now is the time when there are so many people out there that training should be accelerated. That is what we should be doing at this time. Where else in the world where you have massive unemployment has training been put on the back burner. How much money is going to be allocated? I want the Minister in his reply to say how much money is going to be placed at the disposal of this council for training since it is taking on additional training. It is now responsible for the work of the National Training Board, it is responsible for the work at the Samuel Jackman Prescod Polytechnic and is responsible for other training in Barbados. Therefore I would expect the Minister to state clearly that there are additional funds for the programmes that this council will be undertaking.

Since it has a great job to do with more unemployed people and more people to retool, I want the Minister to address that particular question of funding. It is not sufficient to say where the funding is going to come from. Everybody knows that under the Occupational Training Act it was clear that there was a levy and from this levy the National Training Board received money to carry out its training programmes. I want the Minister to understand that- You must know what you are going to do, where is Barbados going? You must know on which sector you are going to hinge the recovery and then set about to put the relevant training in place, if not, there is a big problem there.

Let us change, if you are talking about changing, the whole face of the National Training Board, give it a new dimension, introduce new programmes, yes. But I want to know what you are doing. I have a sneaky suspicion - a report once a year on training? I would have thought that Government should be asking for a report more often so that Government would be *au fait* with the developments and the movement. Not once a year.

I am going to say this that Government has made one of the biggest mistakes in dealing with training. It must realize that the programme of 3 months, the module system of 3 months was inadequate. The period of time was inadequate. It was extended to 6 months and then, under the Barbados Labour Party, to one year. The present Government reduced it I am saying to you if you were to check with the instructors at the National Training Board they would tell you that it is impossible for a youngster to learn tailoring in 3 months. Let us make no sport.

When I talk about frustration, nothing can frustrate a person more than to train him inadequately. I am saying to the Government.. The Government does not have to listen to us. That is why the problems are out there in society because sometimes when you make good recommendations the Government ignores them. But I am saying to you, you have to look at extending the period of time for training. Give them proper training so that they would be able to do a job. Do not take them in there for 3 months and 6 months and think you can put them on the streets and tell them, "You are qualified." Go out there and tell me if a person can learn all aspects of mechanic work within 6 months. What are you telling me? Do not let us make fools of ourselves. Not even in body work, or in painting. It is impossible. In carpentry it is difficult. Do not let us fool ourselves.

I am putting a suggestion to the Government. You always say the Opposition criticizes but I want you to understand I am making recommendations that you can implement. It will find favour with the whole of Barbados, not with the Opposition alone. You are fooling yourselves. If your aim is to put out a certain amount of people and talk about numbers, let me say, stop fooling the public and stop giving me any fancy figures that you put out 1 000, 2 000, 3 000. You put out 1 000, 2 000 or 3 000. The numbers sound big but they are still undertrained so to speak. You are fooling the people. When they come out nobody is going to employ them. You send out electricians from there with no certificate at all. You should be training them at a level where they can get a certificate.

Mr. Speaker, this training thing is very serious. There is a call out there. The Government should be looking at how best they can go into the churches that have certain programmes, certain groups that have programmes and make available to them funds. All the Government needs to do is have supervisors or inspectors to make sure that the training is done according to the guidelines of the Training Board or the Council. All this needs to be done. Do not leave it up to an employer to do the training.

You are talking about certification and wasting time. Let me tell you something. I hear about this certification. Certification means a little piece of paper to say that you went and spent a few weeks or months in a training

programme. What I am suggesting to the Government is that you should be looking at how best persons who graduate from the National Training Board could go on...

Aside.

Mr. DeL. O. BRADSHAW: And you would know the St. Joseph Hospital. What I am saying is that you should know that people can leave the National Training Board at apprenticeship level, go on to the Polytechnic and from there make sure that those persons who want to further their studies could go to the University of the West Indies. Government should be looking at that, where people who are skilled-oriented can go to university and get at least a diploma.

This council does not deal with that. What is going to be the level of acceptance of the certificate that would be given by the council? Are we going to see a similar situation where a secondary School Leaving Certificate was devised by the present Government and it has no status? When you come out of one of those secondary schools with a School Leaving Certificate nobody is going to give you a job. It is not equivalent to an 'O' Level or CXC.

Aside.

Mr. DeL. O. BRADSHAW: You know sometimes when I hear people... I know that Grade 1 is recognized for a job. The Honourable Member does not know this. Do not get in this. You are not with it

What I am saying is that you are going to have all these forms of certificates that do not mean anything. Do you not understand? It is frustrating to know you are walking about with a piece of paper... I am saying that if the basic certificate does not mean anything, discontinue it - it is only wasting people's time - if the Government recognizes that it cannot give you a job. Now they are coming with another piece of certificate and I want to know what is going to be the standing? I am hearing this coming from the Government, Mr. Speaker. The basics do not have any standing but they are issuing another certificate which is going to be different from the one given by the National Training Board. Because under the Act, the National Training Board will still be responsible for issuing certificates. Now the vocational training will be issuing another certificate. I am beginning to wonder. You are confusing the whole public now.

What I want the Government to understand is that we should be looking very seriously at how best we could create jobs for people. All of this training will come to no avail, it will not benefit anybody if people cannot find that in the final analysis they can get a job. 1.20 p.m.

Mr. Speaker^ that is important. Not this Bill that comes in here today seeks to confuse everybody in training. People want to know that at the end of the day they are trained with one intention, to go out there and earn a living. I am saying this is not going to be possible and I will find it difficult to support it because I have said before that if you are going to do anything you could have amended the Occupational Training Act. What in fact you have done is that you have taken out the guts of the Occupational Training Act and put it in a new Bill. Why could you not have done it the other way around, put your new thoughts into the old Act? Now that is exactly what happens. We have seen this small Bill here, more than half of this Bill has been transferred into this new Bill. All this deletion of the sections we will deal with.

Mr. Speaker, in the Third Schedule which the Minister said he would not spend much time on, that is important He has deleted and that is what the Third Schedule seeks to do, delete all the functions of the National Training Board and place them in the hands of the technical and vocational training. That is why I said you have dismantled the Training Board.

It is no wonder there is all the confusion out there and people are asking me if it is true they are going to lose their jobs. I have not seen anywhere in here stating how they are going to be retained.

Mr. Speaker, I would have thought that the Government would come to this House and seek additional funds to be placed at the disposal of the National Training Board. The National Training Board has served us in good stead and I find it difficult to understand why our National Training Board has been admired by countries within the Caribbean and outside of the Caribbean and we are now seeking to destroy it. I want to know why. I am saying the Government must take note that it is doing a very bad thing.

I will say this to you. Mr. Speaker, there are lots of young people and older people who have applied to the National Training Board and at the Polytechnic to do some sort of training and there is not the room. They cannot get in. It is not easy to get in the Polytechnic. There is a level of requirements that is set. At the Training Board it is difficult to get in there to train. You have to know somebody in the Training Board to do you a favour. What is Barbados coming to? Barbadian children who want to do training at the Training Board have to be pulling strings or begging somebody to get in there? I would hope Honourable Members would not nod and say it is not true. I don't make public statements and lie. It is true. You cannot get in there. I have been calling the National Training Board to get a number of people placed and I have got to go to this and go to that. Persons who have gone there and applied over a year or so, cannot get in there.

Mr. Speaker, if the Honourable Member does not understand me

Aside.

Mr. SPEAKER: I have not heard the Honourable Member.

Mr. DeL. O. BRADSHAW: I want Honourable Members from that side to understand they are not dealing with a frightened man in politics. When the interest of the people is at stake, when people ask me to represent them, I am going to represent them. I am going to call anybody, even a Minister, when I know something needs to be done and they will have to listen to me. I am not begging. I will put you in your seat and you will listen to me, far less any officer in the Government So what are you talking about? You think I came in here in a donkey cart or a wheel barrow? You had better get this in your head. No Minister over there can tell me he is going to treat me with contempt You have the wrong man. I am in here and I am going to treat you with respect and the same respect will be accorded me. Let us understand that Young people out there cannot get to do any sort of training.

I would like the Government to carry out a survey on those persons who were trained at the National Training Board and come back and tell me what percentage of them are working. That is what I want you to tell me. Nobody over there can tell me that. You do not have the statistics. That is the sort of analysis you should be carrying out. Tell me whether your training is relevant when you continue to train people in carpentry and the construction industry is dead. You are training them in masonry and they cannot get a job. You are training them in electrical wiring, they can't get a job, construction gone. What kind of foolishness are you telling me. You are talking about computer. You have introduced computer training and when they come out they cannot get a job. It is time the Government looks seriously at where it is going, determine in it's mind what sort of programmes are needed to carry this country forward. You are making these revolutionary changes. I am hearing them-and you have to think in terms of the relevance of jobs. People have been laid off. Haven't you listened to some of your colleagues who would have some passing interest in trade unions to know that the workers have been severed and they would need to be retooled. You are doing damage. They are a frustrated people - conductors and drivers who have been severed at 40 years of age. What are you sending them to do when the unemployment runs out they can't get work. They have not been retooled properly and you are telling people and boasting on radio and television that 20 or so persons have qualified or graduated from the Training Board? You are really telling me that?

So many thousands of persons have gone home from Government and from the private and public sector and

cannot get jobs and you are coming in here today talking about a name change rather than coming to tell us you are making money available to create jobs and the progress should be XYZ, clearly spelt out and not like the Minister to get up and say we are going to set up a council. That is what it is. We do not want that. We deserve better.

I am warning the Government not be under pressure from anybody at all to change the name for the sake of changing because the young people and the people of Barbados are seeing through these things. You cannot dress up yourself and think you are somebody overnight. It goes deeper than that It is bad. You are training people but you cannot say how many people have got jobs. That is the sort of thing that we need to do and I have not seen anywhere in the functions of the Vocational and Training Council that as part of its functions. It owes Barbados that

You have created something and you have not got any system put in place to assess the performance. So we are going down the wrong road. We have to put those mechanisms in place to assess what we have set out to do. It is important. There is enough confusion among students who are pursuing academic studies. Let us understand if you are going to train people. You think you can really be serious when young people are walking up and down? You * are training them in carpentry and masonry and every day they walk up and down Barbados seeing projects by Government stopped, dead stop. Do you know what that tells a young person? No way, I am not going for that kind of training because you cannot get a job. The St Thomas School cannot finish. Well, we want to train people to go and assist in completing that. Fifty houses up at Cane Garden need finishes and all of the equipment is now mashed up. We have nobody in Barbados that can repair that equipment and we are here talking about training when we know that we should be training people to deal with these things. There are lots of carpenters out there who cannot find work. I am saying that this is a serious thing and construction is dead and the Training Board used to train people to deal with these trades. Are you coming with something new? Can the Government tell me or tell Barbados what new areas it is going into? Let us know that. I want to know and the public want to know. 1.30 p.m.

As I came down here, I listened to the radio about a church having a programme for skilled prisoners and they said that the work is just as good as people who are outside. Now I want you to understand this. Although you may say we compliment them, we have got to think about the young people out there who have not gone to prison. It seems now that you have got to go to prison to learn in order to get a skill. What is not known in this Parliament is that some of the instructors of the National Training Board go to the prison to teach them. Why those instructors cannot be used in the

communities to assist the young people? That programme must be explored. The Council must be in a position. The function does not give it any power to give to some of these community groups like the Bush Hall, Pinelands or maybe other groups that are functioning. The Council does not have the power to make available some funds to them. Government cannot do it all. This area of training is too wide for us. We are seeking here to talk about technical and vocational education and confusing ourselves with it by now putting on somebody from the Samuel Jackman Prescod Polytechnic on a Council. You are fooling me at this time of the day that that will make a difference. You are telling me that because you have put on the Chief Education Officer on the Council that that will make a difference: Well, his hands are full. He has too many things to deal with and there is too much confusion in education. Now you are going to add more problems to the Chief Education Officer. All I am saying is that it is confusion.

You cannot deal with the 14-Plus or the 11-Plus. You cannot finish the schools and I am going to make a suggestion to the Government rather than criticize you. I want the Minister of Education to listen to this. I want him to study this. The St. Thomas School that they started, and it is unfinished, part can be completed if not all and have it reserved for vocational training. We need that. But you know the Government did not wait until they could find money to complete the whole thing and I am suggesting that you do it in phases. Do like what you had to do at Sherbourne, in phases and I will go along with that. You have the building up there and the young people are seeing it every day as they go to go home. It must lead to frustration. That is what the young people are commenting on. We do not want to be told because we feel that we are being criticized. As soon as you say something that is objective, Government is annoyed. You are the ones in Government and the blame will be laid at your door because I am going to seek to exonerate myself from it, especially when I make suggestions to you and this Opposition makes suggestions as to how these things can be rectified. We cannot be happy. People are saying that we do not care and I am saying that this area of training is very, very important.

This country will develop - yes. The economy will take in stride. Good news I saw this morning when I picked up the newspaper where one or two business places are doing well. But ask yourself - how many young people are employed there? They cannot tell you how many young people have been absorbed in jobs or tell you how much money they are making, if they are breaking even or their performance is over. They cannot tell you how many jobs have been created. I am saying that, if the Government is serious, it has to look at ways and means of finding jobs for our people. This question of training is supposed to put people in jobs to earn a living. That is the only reason for training. You go to school and learn because you want to

be able to make a living to look after your family. The young people out there and the not so young would like to be re-tooled. One of the frustrating things is that after they have been re-tooled, there is no job out there for them. I am saying to the Government that, if you do not have the ability, you get someone to advise you as to how you can have relevant training. The training must be relevant and not just training in any and everything. You must come with a programme and say to Barbadians on the radio or television that this is where Barbados is going. You have not told the country this. I do not know and nobody knows the direction in which Barbados is going, but we are hearing about this transformation. Until we have got that set in our minds and clearly articulated, then this country will be in confusion. So no amount of talk coming from the Government can satisfy me on this question of training...

Aside.

Mr. DeL. O. BRADSHAW: I am glad that the Honourable Member from that side has said that he is learning a lot. It is good to learn.

Mr. Speaker, I will talk about the overlapping functions. You have got the Occupational Training Act. It still has functions. The new Act provides to apply or make arrangements for tests and other methods of ascertaining the standard of proficiency to be recommended by the Committee for persons seeking technical and vocational training. Now let me say this. This function is a function of the National Training Board. This is an overlapping function. How are you going to deal with this. This is not one of the sections that was deleted. This remains in the Occupational Training Act and it empowers the National Training Board to do the same thing. So I want to know what you are doing. Are you having overlapping functions? You have the two Boards. Now the staff is another thing. I do not really understand. In 17(1), it says the Council may with the approval of the Minister formulate schemes for regulating training in any occupation. In other words, you have removed completely from the National Training Board anything to deal with proficiency, so as it stands the National Training Board Certificate and the kind of training can no longer stand, because that particular function is taken over by the new Act. 1.40 p.m.

Dealing with schemes, I want the Government to tell me how it is going to deal with schemes. Presently the National Training Board devises schemes and it publishes the schemes in the newspapers. That is one of the requirements under the Occupational Training Act. Now this Bill says the Council is responsible for schemes. Are you going to have two publications? Why do you not set it clear who is responsible? The Council or the National Training Board?

Aside.

Mr. DeL. O. BRADSHAW: Mr. Speaker, it is quite clear that the Minister did not say. I am making this statement. This is a subtle attempt to destroy the National Training Board. The staff at the National Training Board do not know what went on. How can you have changes and come to Parliament with this Bill and the staff at the National Training Board, who should be involved, do not know what is going on? They do not know what is the position with them? I cannot blame anybody, I am saying that the sort of consultation that should go with this very important piece of legislation did not take place. Are you going to tell me because you have one or two members from a Trade Union, or a few employers, that that satisfies me? Why do we not seek the views of a wider cross section? This thing must stop. Because Government feels that when it comes to what they call the social partners - one or two members from a Trade Union, one or two from the public sector and one or two from the private sector, that that is all. It is all right for the Government.

I am going to say this. Do not expect an easy ride from me if you cannot understand that this is serious business. Some Members over there cannot understand this, but this is confusion. The Minister did not tell us that the National Training Board will not have any function at all. I would like the Government to understand that despite what they feel over there, I know that with 30 000 people out of work and over 4 000 young people coming out of school and cannot find work, we have a real, big problem. Let them laugh and fool themselves. The figure of 27% is the highest ever recorded unemployment percentage in Barbados since they were keeping unemployment statistics, going as far back as 1975.

Aside.

Mr. DeL. O. BRADSHAW: Is that something to boast about? All I am saying to the Government is to utilise some of the clubs and the schools and get on with serious training, rather than come in here to deal with changing the name of a Board to a Council, to put a few dollars in some people's hands. That is all it is going to do, give a few people money to come to meetings, and I am not supporting that. Every day we are creating more and more Boards and finding jobs for people, when the young people out there are starving and want work. Are you saying I should be satisfied with this? I condemn this sort of thing. This Board would mean additional money to be paid to people, and what is worse, I do not mind the additional money being paid if I could see clearly that we are going to get something out of it, but absolutely nothing will come out of this.

Aside.

Mr. DeL. O. BRADSHAW: You have not increased the funds, so you will now be taking out money for

meetings to pay people rather than have the funds allocated to training. I would like to know how much input the workers' representatives have had in this Bill. I want you to tell me. I want those who know and those who can speak on behalf of the workers' organisations to tell me how much input they have had in this Bill. I want to know, because I said this Bill has not been circulated to most parties and the views of many people were not canvassed. Maybe it was necessary to do some changes, but with whom did you consult? How can you come up with this?

Asides.

Mr. DeL. O. BRADSHAW: It is a strange thing. I can understand now why people behave the way they are behaving. It is clear in my mind. That is the contempt with which some Members on that side treat the public. That is what they are commenting on. They are watching your conduct I come in here to deal with a serious matter, no joke, and you can laugh at it You laugh. It will be round your neck like an albatross. Do not worry. I would bet that not one of you will go into your constituency and tell people you are setting up this for them. They do not want to hear you. I am worried about this, Mr. Speaker. There are people who live in the west of this country, in the constituency that you represent These are the people I am worried about There are young people who cannot get * training, and when they get training it has no relevance at all to Barbados. 1.50 p.m.

I say no relevance because they cannot find work. There are some jobs that are obsolete. We must know that there was a time when you got a couple of machines and you put people on them and taught them to hem and stitch; but nowadays you cannot do that Those jobs are not there in the garment industry. I know what I am talking about Honourable Members must understand that I used to go into firms and see a lot of machines lying there and you could not get enough girls to work those machines. Now the machines are there.

Look at Hampden's. That was one of Barbados' leading manufacturers. We used to train people. Hampden was a member of the National Training Board and we used to train people in furniture. Don't we see now that Trinidad has taken over our local market? We are sitting down talking about training. We are not training because some of the manufacturers and even the buyers are saying that the quality is not of the same standard that it used to be. That was when John Hampden used to operate and Kirton. I know them, you know. And Sargeant They used to go to Trinidad and bring back millions of orders here. That is not happening now. Don't we understand what is going on, that we need to train people now in furniture manufacturing so that we could bring back the trade here rather than lose it to Trinidad?

Are we satisfied that if you want to have a video transferred from Europe to Barbados that only one place in Barbados will do that, at CBU? Where is the training? You cannot do it at CBC. If you brought a tape from the U.K. or Europe and asked to have it changed into our system it cannot be done. That is the sort of training I am talking about. One person and that person is saddled with 2 jobs. CBC has to pay a lot of money to private people to do that and nobody from CBC has been sent to be trained to do this to save the taxpayers.

Are you telling me that I must be satisfied with the matter of training? Why do we continue to have this happen in Barbados to us? Nobody can do it. Nobody has been sent for training. This is an area the Government should look at. CBC is spending lots of money to get these tapes from Europe. I am asking the Government to look at this and don't tell me it cannot do it because you think that one person who may be sympathetic to a party must remain in work. That's what you are saying to me and that is what I am talking about. Go into new areas.

I am saying that the offshore sector will generate and has been generating jobs. I want the Government and the Minister to say that it is within this area, training will be undertaken so that we can benefit from them. It is not enough to attract offshore companies and people coming from abroad and applying for work permits to come here to do the jobs or having very few skilled people in Barbados. Are we happy with that arrangement?

Mr. Speaker, that is the sort of thing I am talking about. As I said some time last week, when we talk about jobs we talk about agriculture. You have a new set-up and you are asking people to get involved in agriculture. There is new technology but I have not heard one word from the Government to say that it intends to train Barbadians when Booker Tate or whichever managers go. Barbadians have to be here. I want to know as of now what training is going to be put in place so that whenever Booker or whoever goes Barbadians will take over alone. That is what I want to know. When will the training start? I want to hear the Minister get up and speak in that vein. Then I will be satisfied.

Don't let us fool ourselves. This area of training calls for much more than getting up and talking about a name change and adding to the confusion. As I said, Mr. Speaker, when we go into Committee on this Bill, I will have lots more to say because I am not satisfied that enough thought was put into this and I feel above all that this is a rushed idea probably foisted on the Government. The Government comes in here to change not realising that we on this side would see through what is happening. It is clear in my mind that this Bill will do nothing to enhance training in this country, Mr. Speaker.

SUSPENSION

Hon. B. M. TATTT: Mr. Speaker, it is now a minute and a half to 2 o'clock and the Honourable Member having made such an important speech, I think it is time we have lunch. I would like to move that this sitting be suspended until 3.00 p.m.

Hon. M. A. KING: I beg to second that.

The question was put and resolved in the affirmative without division.

RESUMPTION Mr.

SPEAKER: This Sitting is resumed.

Mr. R. L. MORRIS: Mr. Speaker, it seems to me that the Bill before us is marking a significant approach to our perception of human resource training and management in our country. I would venture to say that, depending upon how we are able to implement these changes, this is one of the more significant things that we will be doing in our country for some time. In fact, I think it has elements of social engineering that can create a transitional approach for our country.

To that extent, I am hoping that the addressees we hear today will discuss this as an issue because it seems to me that Barbados is poised at a stage where it has to evaluate the resources it will put towards academic and intellectual development and training as against technical and vocational development and training. The nearest comparison I can think about in terms of its relevance to where we are, is where Japan found itself after the Second World War when it had to make a quantum change away from academic western type education and make the thrust that has now put Japan where it is, very much at the top of the world in terms of development of a country.

It seems to me that there is a certain underpinning in this particular development that speaks to that kind of vision. My own concern is whether we will be able to persuade Barbadians out there that the future of our country is as much dependant on our technical and vocational training as it is on our academic and intellectual and professional training. That is the major issue.

I think the issue that has been raised here about the National Training Board is a non-starter quite frankly. The National Training Board must be recognised as what it is, a very deficient, a very particularistic mode of delivering training, relevant for a particular time, but we can see that the Board has to be superseded. To me, the Council is the broad vehicle that encompasses the National Training Board and several other things.

It is clear to anybody in Barbados that training in our country is so disparate and so uncontrolled that you need to look at some kind of council to examine it clearly. If you go into Bridgetown you can see several different areas of cosmetology training. It is being done by private people. There is nothing wrong with that. The new thing is computer training. You set up a shingle and you go into computer training. Somebody is doing that and somebody will make a lot of money. They are even now going to be doing associate degrees and degrees in computer training. What is happening in our country is that there is a lot of training going on. As I understand it, the function of a Technical and Vocational Training Council will be to co-ordinate training at all levels. 3.05 p.m.

Mr. Speaker, I think there are 3 levels of training we should be thinking about anyhow. There is pre-vocational training, vocational training and post vocational training. I think we have to establish these levels very clearly. We have to recognise that a lot of this training is going on at schools. Secondary schools have their own training wings. Almost all of the secondary schools and the so-called Comprehensive Schools have their training blocks where any one of them, including Harrison College and the so-called old time first grade schools, highly trained persons, men with Masters in Industrial Arts and so on, are doing training programmes in those schools.

Then you have the Polytechnic with training. You have the Community College with Training. As I said, a whole lot of private elements from cosmetology to whatever else in training. Then you have the Training Board in restricted training, apprenticeship training, modular training and so on. The question is, how long can a country allow a training system to exist in this very diverse and diffuse way?

It seems to me that you need a council to harness all of these things and focus them and organise a national training plan because otherwise you would be doing a whole lot of training but at the end of it all you are not sure what you are doing. I understand that that is partly what this Council is all about. The Council is to rationalise the training that is being provided in Barbados to look at it again, to establish it at various levels therefore and to set up programmes that are relevant for our country.

Now, the question about vision of where we want Barbados to be and looking at the statistics today in terms of where people are working and where they are not working, one of my particular concerns when I look at the earnings coming from particular areas of employment in Barbados is that in the 1990s we are in danger of going back to where we were in the 1950s in establishing a kind of monocultural situation. Right now a lot of our earnings especially export earnings, about 84% coming almost from

one area, that is, tourism. Manufacturing is only down to about 11.2% of the earnings coming from exports. That reminds me frightenly, quite frankly, of the days of the pre 1960s when sugar used to be in this kind of position, when sugar used to be 90% of our export earnings. The fact that tourism is doing that now, even though I believe that tourism has a future, it is still frightening to me because if you look at the comparable statistics as recent as 1985, tourism would have given us about 55% of our export earnings and manufacturing was something like 39.8% before, of course, Intel went out and we had other sizeable leakages.

The fundamental point I am making here is I do not think we in Barbados can take a lot of satisfaction from the fact that we are seeing a kind of monocultural development creeping back into our system. Therefore part of our strategic planning, including our training planning, has to look at this reality. If we are thinking about moving away from tourism, or diversifying around tourism, it is not going to be in sugar because again, if you are looking at the earnings, sugar would have moved from about 5% in 1985 to about 4.9% and has remained stagnant for a very long time. Perhaps, we have to look at non-sugar as an area for focus but we will have to look specifically where in non-sugar agriculture, but we also have to look at > manufacturing as a significant area.

Now, where in manufacturing? Those who are looking at the international arena know that there are a number of areas that are likely to provide growth in the 21st Century. The major areas are telecommunications, that is set to take off and strengthen, secondly new materials technology, thirdly, the area of computers and all of its diverse forms, fourthly, biotechnology, fifthly, the consumer technologies and its various forms also and lastly Pharmaceuticals. One could clearly look towards the 21st Century and see that these are the areas that would provide economic growth for any country that can master them. These are the areas therefore that you can look towards getting employment for your work force.

Now, there are some of us who have a vision of where Barbados should be in the early 21st Century. I think the Honourable Member for St. Michael South East was looking at the question of vision, where do you want to see us going because it is after you set that vision that you start putting your strategic planning into place.

I live with this view, Sir. I live with this vision of Belleville being changed completely. I live with a view of the houses in Belleville now being transformed into what we see on Culloden Road and Collymore Rock, that Belleville is going to be a whole set of buildings like the at Chelford Park with offshore financial centres and offshore insurance. All those old houses through

Belleville are going to be transformed and it is going to be a financial sector. That is a dream that I have; that a lot of that is going to be changed and that all of the Barbadian Accountants at all levels from those people who have "A^M Levels right through to people with CGAs at the top, coming out and getting into their cars and going home on evenings. Lawyers at one level and para-legal people at another level because you do not need all fully qualified lawyers coming out and getting into their cars and going home. Computer operators from the level of Systems Analysts down to the data processing people coming out of the buildings on evenings, getting into their nice cars and drive to some Park or whatever. I can see Belleville teeming with hundreds of Barbadian people working in those higher level occupations.

Sir, I see a vision down by the Harbour, all those areas by the Harbour, all like Fontabelle and Cheapside, St. Leonard's and those areas, with a lot of teleports and a whole lot of buildings there, not like the old sheds that use to put in a lot of sewing machine operators but new buildings and in those buildings people in front computers, whole groups of young people qualified in computer technology. I can see that vision, and then getting into their cars and driving home to the suburbs or in housing areas that we developed elsewhere. I can see that.

I can see areas of agro-technology where our people are trained in agriculture. We set up an institute that look at bio-technology and we are going to be planting and growing those produce on the basis of bio-technology. Then we are going to be truing around and canning them. I can see a whole group of young people involved in those areas. I believe that is the future of Barbados. I believe that is where we are going to be.

I believe we are going to have a lot of people involved in the entertainment industry. That is what we have to be training people for because I cannot see tourism coming back. Tourism will be going forward and we have to diversify. Not only will we have people who will be like waiters, maids and so on but I can see the musicians. I can see our graphic artistes, our handicraft persons turning over a multi-million dollar industry in this country. You must have faith in where you want to go but that is the only future I see for Barbados and it is a future that is not outside of our grasp but it has to come through a change in perception. The change in perception must come from a people who feel that their children, each time they are coming up to the 11-Plus and I see no reason why you cannot continue to have the 11-Plus, quite frankly,...

Aside.

Mr. R. L. MORRIS: Fourteen plus, or whatever. These things do not matter with me when you change over from one system to the other because to me, as I say, the

age is based on educational psychology. Piedra said that 11 is the time when you are going to start moving into abstract thinking and so on as against just normal thinking. That is why you had the 11-Plus. Nobody just the age of 11 just for so. That was Piedra and a whole lot of good educational psychologists who told you that if you had children and you watched them carefully you would notice that at certain stages of their development they move from concrete thinking to abstract thinking and 11 seemed to be the age that that happens so that is why you have the 11-Plus. Whether you go to 14 or not there is not much development in a child between 11 and 14 in terms of the intellectual foundations. What will happen is probably attainment will change. You will learn a little bit more in terms of attainment but in terms of intellectual development nobody moves much between 11 and 14, insignificant movements. We know from our own personal development that your intellectual development does not move ...

Aside.

3.15 p.m.

Mr. R. L. MORRIS: I am not referring to you, Sir. I am not going to refer specifically to you because by 11 you were already well formed, Sir. What you would find is that after you get over a certain age then experience and other things come into play. 'But basically intellect is there already. The intellect does not move too much in those early stages. I am not going to get into arguments about 11, 14 and that sort of thing because the more important thing is like transfer, where you are going to send the people, how you are going to mix them and so on. Those are more important things basically. A lot of the concerns about that are not based on educational consideration but more on status considerations basically, who should go to Harrison College, who should go to Queen's College. Those are the real considerations. But unless we get our Barbadian people to move away from that kind of narrow, structureless thinking that only if you go to Harrison College or Queen's 'College or Foundation or something like that then you should be a Governor-General in this country.

The more we allow them to know that in places like Germany and the United States of America the people who made it big went to technical and vocational colleges. When you talk about Japan, that is why Japan is where it is. Not by people who wanted degrees and all sorts of things in all sorts of academic areas. You must let your people know that when you go to the United States of America there are a whole lot of PhDs out there who cannot get a job, PhDs who are driving cabs and all sorts of things. It is that kind of transformation that you want. You want the people of Barbados to recognize that there is a certain sterility in pursuing the path of academic development, that you want people to be creative,

you want people to be innovative, you want people to be able to set up crafts. The Honourable Member for St. Peter would well know. The pride you see when you go to places like Belgium and Germany is that you go to a street and that street is the street of the craftsmen, a big hall which is the hall of the butchers, the hall of the carpenters, the hall of the masons, men who are proud of their craft That was at the basis of building the strength in most countries. But in countries like Barbados we run away from these things. You do not want to be associated with crafts. You want to have a so-called degree. When you get the degree what skills do you bring with that degree?

In fact we are very easy to give people all sorts of titles. We call people economists when in fact all they have is a Degree in Economics. But there is a difference between having a Degree in Economics and being an economist.

Aside.

Mr. R. L. MORRIS: I have never heard him call himself an economist. But I believe he was in a position where he used to mark you. I do not know if you are in a position now where you can mark him. I think you were his student at one time.

The point I am making though is that there is a big difference between academic attainment and professional and technical accomplishments. We have to recognize that a man can do a law degree and does not become a good lawyer. But he may be a good teacher of law. There is no problem there, no problem there at all. But he might never be a good lawyer. I understand there are some people who would be excellent lawyers who might never become good politicians too. These things would happen. Although they might have the best training in the particular areas.

What I am saying basically is that I think Barbadians have to recognize that the movement towards technical and vocational training...

Aside.

Mr. R. L. MORRIS: What was that? I missed that one.

Aside.

Mr. R. L. MORRIS: Those who are qualified to speak on others, I think speak from experience, close knowledge that they have garnered. I am not going to put myself in those areas. I will try to speak on areas that I am familiar with but not on ones that I do not know much about.

But, Sir, the question about the attitudes of Barbadians is going to be fundamental because if we set up

all the structures, if we have technical and vocational council and we want to push the idea of technical and vocational training but Barbadians look down their nose at these areas we are not going to get anywhere, Sir. Because the choices are going to be made in the individual homes by individual parents and by individual children and if we have an attitude in our homes permeating the entire society that my child must go to Harrison College first or Queen's College second, *et cetera, et cetera*. Not my child, my child is not going to do technology. It is not so now.

Aside.

Mr. R. L. MORRIS: There is a slight swing away, yes. I am noticing that the Barbados Scholars are now doing computer studies and accounting. They are not doing as much law and medicine as they used to. But still what I am noticing is that at the highest level doing degrees and so on there is a thrust moving there. But I am talking about the intermediate level now where you have to choose not to be a person with a degree but a person with a diploma or a certificate. It still seems to me that the thrust is towards doing CXC's and that a child would prefer to come home and say "I got 8 passes in Grade 3 or 4 at CXC", which have doubtful validity anyway than to say "I have graduated from the Polytechnic with a City and Guilds in a couple of years." There is still this academic thing that if I go through school and I can get 8 subjects at Grade 3 and 4 sometimes a mixture of general and whatever and, as somebody said before, I am very concerned that the parents are not - probably CXC has to do some public relations - as aware of the value of the individual subjects and the whole pass, fail thing apparently has been tossed out I understand. You do not fail anything these days. You just get a grade that nobody would respect but you do not fail. You have to be realistic. The world does not operate that way. The world would either accept that you fail or you pass. Do not think that I passed but my pass is so bad that nobody will take it. The world does not operate like that. If I am an employer and you come to me and you have 8 subjects at Grade 4, as far as I am concerned, you failed. When a chap comes to me with 8 subjects at Grade 1, he has succeeded. That is the one who is going to get the job. I would have to have a superfluity of jobs that the Grade 4 would even get consideration. You cannot fool me about these things. Life is a very hard and very realistic place. One of the problems that we are facing in countries like Barbados is that we built up a society and an economy where the tertiary level is more important than the intermediate and secondary levels and so on.

We have an economy doctors and lawyers well, the people with the fees. But the intermediate people, the technicians and so on, do not get paid well and you do not have enough of them.

Aside,

Mr. R. L. MORRIS: I am not talking about the engineers, Sir. I am talking about technicians and so on.

Aside.

Mr. R. L. MORRIS: No, no. I think with the Telephone Company we were hearing about regional managers and...

Aside.

Mr. R. L. MORRIS: No, Sir. I think there is a distinction between the various levels at the Telephone Company; the fellows in the stratospheric level these are the managers and so on and the people who got fees for the PUB. The fellows who are supervisors and so on. Unlike other persons I believe that the receivers and the lawyers who got their pay were worthy of their hire. I do not have any difficulty. I have said all the time if the Honourable Member for Christ Church South can work for \$500 000 and he worked for it, that is his business. There is nothing wrong with that. There are no two hats with that. He can be a politician today and he can do his legal business tomorrow. That is his business. The Honourable Member for St. Peter can work as an economist today and be a politician tomorrow, that is his business, as long as he is working that is his due.

We have to train people at all levels and we have to use the skills. But what we are talking about here in the Technical and Vocational Council is what I hope is a movement in Barbados where we would emphasize more of that middle cadre of workers that built up America, the machinists and the welders and so on that contributed to national development. That makes Germany one of the strongest economies in the world. Germany is strong because of the educational system, its whole apprenticeship system, its emphasis on vocational skills and preparing people for the world of work. While America emphasized post graduate education to the detriment of undergraduate and graduate education and is trying to move in that direction.

We have to remove some of the discussions about whether people should be going to university, whether we should be spending so many dollars to send people to university and try to make sure that we have people at the various training institutions because as I said the council is not an institution, the council is a body that will deal with the different institutions that would deliver the training. Those are some broad issues that I want to raise. There are more specific issues.

I am really concerned, Sir, in terms of the constitution of the Board, This might be considered a minor point to some persons. But why would you have 3 representatives of the private sector and 3 representatives from the

academic community and only 2 trade unionists? What is that? Why not put the things level and make it 3. This is a big issue with the productivity board and now it has become a big issue with the training board. Why should it aggravate a group of people? Why should you aggravate trade unionists? And it should not be a point of aggravation unless you are purposely setting out to do that. Why not make it 3 from the start? What point of principal should you come to or anything else when you could start out by making it a level 3 for the various groups represented, you sit down there and make their positions. Again you might only be saying that you do not want the trade union to sit down because we will take very strong positions on these matters. Why should you put 3 employers on a Board and put 2 workers' representatives. Why? What is the principle involved in that? I am going to say this cannot work. A simple basic point there and I invite the relevant Minister, who is not in this Chamber with us, to look at it again. Don't run into the same difficulty that he ran into with the Productivity Board. It is unnecessary and if it was meant to aggravate and to cause unnecessary concern... I don't know if it is a matter of raising a red flag in front of a bull or something, I don't know, but we do not react in those ways but clearly we are not going to miss those kinds of points, Sir. 3.25 p.m.

One of the things I would like to see the Council do is that after you provide the training the Honourable Member of St Michael South East did mention the thing about evaluations - follow through surveys. What happens to your people after they graduate? Now that is very important for planning purposes and so on but in addition to that...

Aside.

Mr. R. L. MORRIS: Manpower surveys should be a basic standard operating tool in a country like ours. No use quarrelling about it all the time. We have been asking now for years for that and I am sure there is a certain amount of confidence in the Ministry of Labour because there are some people who have been trained specifically in that area - labour market areas and so on. I do not want to call names but I know at least 3 public servants who have now got their Masters in those kinds of areas and I believe they have the capability and the capacity to start working on the area but they need a clear guidance in it.

That is not the area I was thinking about because to me that is accepted. That is a must. If we are going anywhere we must have proper manpower planning. What I would like to see is that the Council also follows through after you have trained persons to bring them together in guilds.

Now we have workers in the Barbados Workers Union, whether they are carpenters or masons or whatever. When we bring them there, that is for industrial relations purposes but what we need are a succession of guilds - a carpenter's guild, a mason's guild, a plumber's guild, where these people get together and discuss their trade, that they get a certain amount of pride. ~

You should be able to walk about and see an office saying this is where masons get together to discuss areas relating to their trade. Give them a certain pride in what they are. Just as we have a Bar Association ...

Aside.

Mr. R. L. MORRIS: Not Freemasons. I am talking about the real masons now.

I feel we should go in that direction of putting aside a certain amount of money once people have graduated from their particular profession. The journalists should have their association of journalists guild where they can talk about issues relating to them as professionals. I would like to see that with electricians, the electricians guild and to pass down Broad Street or Bay Street or wherever and see the different offices. The entertainers guild. Let all of them have their own guild and I believe that is related directly to the training aspect because you can train a person in their particular narrow skill area but you have to turn around now and train them in terms of associating. Set up yourself now as a group, organise yourself and so on. Give them some pride, create some books for them. If you did that to your carpenters and your joiners and so on; their perception might change and they might see themselves more as a people of a certain level.

So when you are talking about an export policy that is based on your manufacturers because that is what we call them, we lump them together. You might be talking about your furniture people and they see themselves as craftsmen and people with a certain interest in this country. I believe if you should get those guilds established as part of the work coming out of this council and that we should give those people respect.

A lot of national honours are given but those are not the people who were considered. We have to go back to understanding when you have master craftsmen. Can you talk about master carpenters in Barbados today and master masons, master plumbers? I am sure there are some excellent ones out there but is the public looking at them? Is the public recognising those people, recognising their skills and bringing them out? Do you have any occasion, any time of the year, when you have your masters, the tops of the trade, somewhere that you can go and hear them. The only masters we have are the academics, Ph.D and all sorts of things. These are the ones we look up to but there

must be first class carpenters out there, first class masons, electricians, who people looked up to in their trade.

You know how they can get recognition they have to go to the Lions or the Rotary Club, the Jaycees and put on some kind paraphernalia and then they will be recognised in that kind of way. That is where the fellows have to go but in their direct trades nobody recognises them at all. Our king or queen of the crop, that is the only one they can get, that is, if the statistics go in on time, because if the statistics do not go in on time, then the top man does not get there and all somebody will say is that he is sorry he did not send in the records and so on.

I believe this is an area that we have to really look at because let us understand, if you want to shift people into certain areas and they don't see the rewards that will come from those areas and I am not talking of personal rewards but national rewards, then they are not going to be tempted to go in there.

When you go to your child and say I want you to go to the Polytechnic or the Skills Training Programme you have to be able at the end of all of that to show that child, that person, that there is a particular benefit that will come to them, their families and to the country as a whole somewhere down the line. I believe it is a very serious area. I believe that if Japan did not do that, Japan would not be where it is, that kind of transformation, and I believe Barbados has to work on it

The most important resource we have is the human resource and Barbados is going to advance into the 21st Century as I am sure it will because of its intellectual capacity of its people and their skills. Americans will look down here and if they see highly trained people they will bring labour down here. Whoever has to transport capital all over the world will be looking for an area that they see highly skilled people and people who are trainable and they will come here.

The other thing we have to look at is where we can use our areas for training a whole lot of people in Africa. I look to Southern Africa that it is going to become an area of vast opportunities and we have to see ourselves as an offshore training centre for the African people, and if we build up the levels of expertise and our technical and vocational centres that we can offer people from Zimbabwe or Namibia or South Africa to come down here and be trained and we will send you back up. If we train well, we can have a supply of trained people that we cannot use here in our local labour markets then we can let them go to Africa and work also and send back foreign exchange. These are areas we have to be thinking about.

I think the Honourable Member for St Peter well knows the days of the economists saying that 5%

employment and 10% is now full employment That is saying that anybody knows now, really what level you can set that you can consider to be full employment You know Keynesian notions and so they are gone. You have 10% and 15% unemployment now so Barbados at 27% really, and especially if you are coming out of a structural adjustment period where you cannot lode at a normal period, but we are becoming accustomed to Barbados now with a level of 10% or 15% as normal. When you start going over that you start getting frightened but the whole question is that you have to look at the world.

The whole theory of the economics of the world is standing on end and I think a lot of the economist now are trying to get back to the roots. Keynes is wrong, classically the supply side nobody is sure yet and I think a whole new group of economists will be coming out looking at the problems in the world now to try and see if they can come with a new way of describing economic reality.

I believe that whenever they are finished, they will realise that the concentration on capital will be an error, that the concentration on human resources is going to be vitally important I think that what we are doing is a step in the right direction. I am not sure about all the details, how they will work out in terms of establishment of committees and all those sorts of things but I have faith and confidence in Barbadians that once we select the right people to do the job, that they will be able to extract the systems that will cany us forward but in terms of the idea of a council to coordinate what is happening out there I am fully supportive of that and I would like to complement those who had anything to do with it I know that they had consultants in from overseas. They came to the Barbados Workers Union on a number of occasions but of course the final plan is what is now before us in terms of the legislation. I think what we are looking at, is this good or bad legislation. Is it going to advance the interest of our country forward. My fundamental concern is that we have to establish those institutions for training for our people that will help at least to solve some of the problems that now face us, Thank you very much, Sir. 3.35 p.m.

Hon. H. B. St. JOHN: Mr. Speaker, I do not intend to delay the House very long but there are some observations that I would like to make on this Bill. This is an area of great importance in Barbados. It has always been an area of great importance, but it is even more so now because the evidence is abundantly clear that there is a profound state of dissatisfaction within our community among the young people in particular and among other people about the delivery and content of our educational and other training institutions. Only in today's paper, I believe, there are the preliminary results of a survey which seems to indicate that this dissatisfaction is even far deeper than we all think.

Now throughout the late part of the 1970's and the 1980's when this party was in office we paid a great deal of attention to this area. I well recall, Sir, first of all the modernization apprentice training in Barbados resulting the Occupational Training Act, the creation of the National Training Board, the attempt to broaden the scope of the Labour Office so as to provide from within that office a data-base which would help us in our planning with respect to manpower and things of that kind. All of this was culminated, Sir, in a decision of the Government to ensure that its educational institutions and its training institutions would have a blueprint in the future to plan. We asked the Canadian Government for special assistance in the form of the provision of consultants to help us in this respect A survey was to be carried out of all of our existing technical institutions and all of our existing tertiary institutions dealing with the delivery of technical and vocational training. They were to look into the future so to speak and see what reforms were necessary to carry Barbados into the 20th century. That report was published sometime in 1987 as a matter of the indifference of this Administration to the importance of that I do not believe that there are three Members in this Honourable House who have ever seen a copy of that report There has been absolutely no public discussion of that report. It is a report that was financed by CIDA. It is supposed to be a survey of the technical and vocational institutions in Barbados and a critique of what is in existence and a projection of what will be needed. This is a positive fact I tell you that I was responsible in conjunction with the Honourable Member for St. Michael South East with respect to this. We had attempted to utilise the funds under the Occupational Training Levy Act to ensure that a broad-base flow of money would be available both to the Governmental institutions and the non-Governmental institutions.

We pioneered the idea that it was wrong to think that the state done could be responsible for the delivery of this broad-base institutional training. We even gave grants to the Barbados Workers Union College. I remember that distinctly. We even encouraged INTEL and others at that time to do a joint effort with us to ensure that there was a linkage between the Polytechnic and these other areas. We introduced the Apprenticeship Scheme in which the Government would guarantee places within Government institutions for apprentices to work as part of the practical training that will be required. I remember that It was a wide range. It was those people who had "O" Levels in particular in all kinds of subjects who were not trained for the labour market with any certificate. We tried to cross-train them and introduce them into new areas. All of this was done. A whole pattern of activity was taking place.

As a matter of fact, to crown it all as an indication of the importance we saw in the National Training Board, among its first Chairman was the person who was subsequently elevated to the Office of Governor-General in Barbados. Now you could not want anything more

important You could not want any Act which would indicate the importance that you are assigning to this new institution, the National Training Board, that the first person you introduced into that was the person who was subsequently made the Governor-General of your country. That was the kind of concept that we had for dealing with this. But it all went wrong. It went wrong because you have to sit on top of your advisers in your Ministry if you are going to introduce anything new. Take that from me. If you are not prepared to sit down on top of them, they will try to keep you in the mold that they came up with. That is our problem that we have in relation to this.

Now I see some difficulty here because, when I look at the functions of this Council, I see that it cuts across another concept that we had. We felt that questions of certification, in particular, were matters that should be dealt with on a regional basis. We always felt that Barbados, however big we think it is, was still too small to think that it had within it the competence to perform the role of providing standards, qualifications, testing and accreditation. We had argument after argument with the University of the West Indies many times and with the Caribbean Examination Council from my memory as to the need to introduce new subjects for certification so that people would go to school and they would come out with their certificates in the same way that they have their certificates in other countries with City and Guilds that we have the equivalent in Barbados. But you cannot do that on an island basis. Whatever you do, you cannot do it on an island basis.

I say it is ambitious to think that this new institution is going to coordinate the technical and vocational education and training at tertiary level and is going to establish the training priorities, test, qualifications and accreditation. To me, this effort that we are trying to do here is parallel in all of the Caribbean. Do not let us fool ourselves. The Honourable Minister of Labour used to go to meetings on this. I used to come back with the data. The other countries are groping. They all came through the same historical evolution. They all came through the British system that we have now, but we all are trying to break out into a new system. The Americans have not solved the problem either. The people who have solved this problem of what to do with the young people who go through school and who are not going to go in the Army, university, or who are not going to have formal apprenticeship in well developed trades, as the Honourable Member for Christ Church East Central spoke of and what to do with that other mass of young people who are not going to go through there... 3.45 p.m.

They are going to be out there. First of all, they need exposure to discipline, and the discipline of attendance is a lot of discipline. Apparently, some of them have not even attended the school, and they are supposed to go to school

every day. We have it too, we have them in the bus stand. They leave home and do not reach the school.

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Only last week in the United States the Secretary of State for Labour was on CNN saying that he was grateful for the fact that Congress had at least passed one thing that President Clinton wanted to introduce, the system of funding for inner city youth whereby they would be formally exposed to this area of activity. I said to myself that the United States had now reached that while we were thinking of it ten years previously. That is what the funding was there for. I hope, Sir, that with all the work that has been done previously that this institution, if it is to perform any reasonable function, that the concepts that are there are clear. This is not a party matter, this is really a national matter, and I hope that all of what we as Members of this House would want to occur does occur.

I am not sure of the integration of this Bill with the National Training Board, because it seems to me, with all due respect, when one looks at the two Bills that they are not well thought out. They are not integrated clearly. This seems to take away some of the functions of the National Training Board but still leaves some of the functions which are going to conflict, and you know what will happen in Barbados. We are great at creating institutions but we are not so good at ensuring that they function within their purpose. There is a need for us to understand what we are * about. There is a need for us to ensure that the new institutional machinery we have will carry out these functions.

I believe that the young people in this country are very frustrated. I believe that the existing institutional framework that we have, properly used, can deal with a lot of this frustration. Barbados is remarkably lucky, a very lucky country, that we have a plant to accommodate every single child above 11 in a secondary institution. Many countries do not have anything like that at all. In addition to that, we have other plant that can be used by the National Training Board to supplement that, so it is not a question of physical plant, it is a question of how we use the physical plant. It is not even a question of money so much, because we have the National Training Fund which is not fully used in this area. I think at the time of the Budget it was pointed out that the amount of money that comes out of the National Training Levy is less than what is given.

Aside.

Hon. H. B. St. JOHN: I am not sure that all goes into the Consolidated Fund, because we have got into a lot of confusion in that area, but we have started and we have in existence the mechanisms to fund a National Training Levy. I am sure that nobody objects to paying that once they are sure that the young people who are sitting around corners now in Barbados would be helped in some way

or the other. It is a difficult thing to think that we can train people and that Barbados as such will be able to absorb all of the people we produce. That is a myth I think we had better accept, Sir. We had better accept the fact that Barbados has always been an exporter not only of sugar and services but of brains.

Now, Sir, what we have to do is to make sure that the programmes we have here will give our people the additional edge over other people, so that when they want to go abroad most of the immigration laws give additional points for skills. This is very important to our certification. I believe that if we could make sure that the certification and accreditation we have is a Caribbean wide one, that in itself would allow that certification to bring greater international acceptance. That is an important point

When we come to the composition of the Board, Sir, you are talking about tertiary level education, and I do not see any representative, other than a member of the Polytechnic, and I have my views as to whether the Polytechnic is a tertiary institution. My friend on my left and I have always had rows over that. I regard it as nothing more than a glorified trade school. I have never regarded the Polytechnic as a tertiary institution. The only way you would regard it as a tertiary institution is because you go to it until you are a grandmother. That is my understanding of why it was called a tertiary institution, but as far as I am concerned it is a trade school. I was willing to rename it. A polytechnic, in my understanding, is a post secondary institution.

If you look at the composition of the Board in the First Schedule, it is stated here -

- ¹¹1. (1) The membership of the Council shall be as follows:
- (a) the Permanent Secretary of the Ministry of Labour, . Consumer Affairs and the Environment, ex officio;
 - (b) the Chief Education Officer, ex officio;
 - (c) the Executive Director of the Technical and Vocational Education and Training Council; and
 - (d) the following persons appointed by the Minister;
 - (i) three members appointed on recommendations of the associations which represent employers;
 - (ii) three members appointed on recommendations of the Boards of the Barbados Institute of Manage-

ment and Productivity, the Samuel Jackman Prescod Polytechnic and the Barbados Community College;"

I think the Barbados Community College could pass the criterion of being a tertiary institution, because it is post GCE and it does some of those.

- ^M (ii) two members appointed on recommendations of the trades unions."

There is no member here from the Caribbean Examinations Council, no person from the University. What are we doing here, Sir? I feel that the University of the West Indies misunderstands its role - and this is a legitimate criticism - in modern day in dealing with technical and vocational education. I think that the responsibility for integration that is to take place between the Engineering Faculty and the other areas is something that is missed. So that I feel this is narrow based. I don't see representatives of the National Training Board on this. The National Training Board which is still going to be in existence, which is going to be a principal instrument of executing the overall programme that is devised by this Council and they are not going to be represented? I don't understand the integration and the linkage. That is all I want to make sure of. 3.55 p.m.

We feel genuinely concerned about this area as has been pointed out Thirty thousand to thirty-five thousand young people who are out there, many of whom really are asking and begging the political directorate, everybody, to do something to help them at this particular period of time. It cannot possibly be a partisan manner because all of us are besieged by the problem. Therefore I hope that we should be able to improve on this new machinery that we are creating and we have to be very careful that this new machinery which we are creating is just not another piece of machinery that is not going to deliver and thereby add to the frustration.

Miss B. A. MILLER: Mr. Speaker, Sir, I would want to add a few words to those of my colleague and particularly to the colleague who has just sat I think it is a terrible indictment on us and the system of education as it has been in the past few years and particularly today that a certain recently published study says that our young people are frustrated and see no future. That is a terrible indictment on the whole system.

It is too high a price to pay. The Government may boast about inflation falling and a whole host of other things, but this is too high a price to pay for structural adjustment This is part of the social cost of structural adjustment: 27.1% unemployment. I would be interested to know what percentage of that 27.1% falls within the 15 to 25 age grouping.

Asides.

Miss B. A. MILLER: Oh, no. They do not tell you that. They have them. Data Processing must have them but we need to have.... The Government and the Central Bank. It is a shocking thing that the Central Bank consistently now for several years has been suppressing this information. I would be very interested to know what percentage of that 27.1% falls within the 15-25 age grouping. This is an interesting age grouping. This is where our population bulge is today, Mr. Speaker. This is a group of young people who come to puberty earlier than our generation came to puberty, who are engaging in sexual activity earlier than previous generations, who are given to a high level of promiscuity. These are proven. These are the ones who are falling more and more victim to AIDS. These are the ones who are falling out of the school system. These are the ones we are hearing today in many speeches who should be enrolled in a trade school.

I have called before in this House and I use this opportunity to call again. Whatever it is that the Government has just finished building at St. Thomas - the Honourable Member for St. Thomas says it is not finished. It is in the process and has long been in the process of building.

I am asking, Sir, that whenever it shall have been completed - and I deliberately use that tense - the premises at St. Thomas really should vest the employed in the use of a trade school. The Honourable Member for Christ Church South is correct. The Polytechnic is neither fish, fowl *nor* good red herring. We have a good Barbados Community College which has its counterparts in St Lucia named for the late Sir Arthur Lewis, in Trinidad named for John Donaldson, in Jamaica, even Cast, and in Guyana as well.

The Honourable Member for Christ Church South is correct. It is time for the university to stop pussyfooting over this. I had the problem when I was in the Ministry of Education. They are reluctant in this business of accrediting these institutions. We need a regional accreditation. They have now agreed? I am hearing from the Honourable Minister for Trade that they have now agreed. Is this something that is a big secret from the people of Barbados? We need to know this. We need to know what the conditionally is. We need to know where Barbados Community College stands and more importantly we need to know where the Samuel Jackman Prescod Polytechnic stands in it.

It is time, and I have said this before - I have left this in copious minutes in the Ministry of Education - that the Samuel Jackman Prescod Polytechnic should be an extended campus of the BCC. There is a lot of duplication which is really a waste of money at a time when we can least afford it. What we need is a proper trade school and

St. Thomas is a perfect place for it. It is time that one of these institutions is placed in the northern part of the Island that would take that overspill.

The Minister of Education is asking the whole of Barbados to give him guidance as to this whole question of the 14-Plus. I am one who believes that we need an on-going assessment system. This has been left in copious files under my signature in the Ministry of Education. We need testing at 7, so that we can begin to know where our slow learners are and where our high flyers are as well. We need testing somewhere at 10 and 11 so that we know how we are going to stream people in the secondary school system or whatever system that we use in the end. We do need testing somewhere around the age of 14 when students are about to enter into the beginning of their 2-year course for the CXC. That is the time when a whole bunch of young people ought to be streamed into a trade school if there were one.

We have excess plant in Barbados but we do not have an excess of clear thinking. The Government clearly has no policy. It is a shameful thing that the Minister has to be out there asking the people of Barbados to give him guidance on where he should go. He has a whole advisory committee called NACE to advise him. He has advisors in his Ministry to advise him. Yet he is throwing it out into the public domain for discussion. This is not public participation. This is lack of intellectual strength, lack of direction and lack of purpose in the Ministry of Education.

Mr. Speaker, Sir, the worst kind of frustration that young people could have today is having gone into... All of this noise is to cover up embarrassment.

Mr. SPEAKER: Order, please.

Miss B. A. MILLER: The worst kind of frustration, in my submission, that a young person could have today is to have gone into one of these institutions in Barbados and come out of it and find that they cannot get employment. That is when the devil intervenes and finds work for idle hands. A lot of the young people whom we are condemning to a life of crime out there are young people who have skills and who have the capacity and the potential to be taught new skills. All of this lip service that we are giving to the new technology and what the Government is going to put on the ground and they are going to learn all of the computers and they are going to learn all about this and the other, the third and the fourth, is no good if at the end of the day then there is no job. That is where the Government has to direct its attention and that is what should be almost the sole agenda of this new Council called the Technical and Vocational Education and Training Council.

I have the same difficulties as the Honourable Member for St Michael South East. I cannot see

where the distinction lies. I cannot distinguish between this new council and the old entity. This is a whole process that the Government is going through in an attempt to pull the wool over people's eyes. It happened at the IDC and the EPC. It happened in Tourism and now it is happening in training. It does not mean anything, Sir. This is not only a waste of time on the part of those civil servants who have this job to do but it is a terrible disappointment and the source of greater frustration for the young people who are the beneficiaries of this kind of misconceived ideology, this kind of woolly thinking. In some instances, no thinking at all.

I agree with the Honourable Member for Christ Church South when I looked at the composition of this. This is all a bunch of civil servants who are there already to advise the Minister. I thought this was an opportunity now to get people who are in the business sector, captains of industry involved here to bring some new thinking because there is no new thinking here. This is not even cold soup warmed up as a former member used to say in here. This is not even good broth. Nobody knows what it is, least of all the Minister. This is like the thing at Sherbourne. Nobody knows what it is and every Member who speaks over there - you will notice that there is a very loud silence coming from over there - has a different idea as to what this is. They do not know what it is. We do not know what it is truly meant to deliver to Barbadian young people.
4.05p.m.

A young person, if he held a seminar or workshop and the subject matter was going to be a study of this Bill, I would shudder to think at the reception it would get. This is jobs for the boys and girls, staff, a big chunk on staff, financial - it should keep proper accounts. It does not make any money. We know that the training levy, like all other levies go into the Consolidated Fund. We know what happen, or certainly a part of this, the National Insurance Scheme.

As the Honourable Member for Christ Church South East said, we went through the Estimates. We did not hear anything of substance being voted for this so this is just something which I believe the IMF has said has to be part and parcel of what they are requiring. It has to do with institutional readjustment or whatever. But this does not speak to the real needs of Barbados today. Barbados needs a good trade school.

Asides.

Miss B. A. MILLER: There was nothing wrong with the old apprenticeship programme. When we in our time put it back in place it was very popular but at the end of the day a young man and a young woman must have a job. It is a worst thing that somebody is not trained and does

not have a job because that person can reproach themselves daily and say, "you know I do not have any skill. I am not trained to do anything so I cannot get a job." But when somebody has been trained, and cannot get a job, that adds insult to injury and that breeds the kind of discontent and the bitterness that we are hearing coming out of the survey just completed which shows us how the young people are thinking. They see no hope. As the Bible would say, Sir, they are as one without hope. That is the worst indictment on a Government and we can hear nothing at all.

We can hear the Prime Minister who is still *de facto* Minister of Education, Training, and a whole bunch of other Ministries as well - his predecessor in office once said that he was carrying 27 Departments of Government. This fellow may be carrying 36 Departments of Government and this, I believe, is one of them. The facts speak for themselves, Sir. It is not without interest that nobody out there is speaking on this Bill.

Aside.

Miss B. A. MILLER: Do not worry about the fellow from the Union, the Honourable Member for Christ Church East Central.

Mr. SPEAKER: I am not so happy with "the fellow from the Union".

Miss B. A. MILLER: Yes. I take that back. I could not remember the name of the constituency. It is very forgettable. You cannot always tell. The Honourable Member for Christ Church East Central. I am not led astray by any of that

The Unions have a lot to answer for in this connection as well. The Unions have stood by and the Honourable Member for Christ Church East Central is one who voted at the time of the last Budget and in former times had voted for a situation where he knows that further unemployment is going to be created. He voted for the cut-back on jobs at the last Budget That is what he voted for. He voted for the 8% cut

Mr. R. L. MORRIS: On a point of order. I abstained on that

Miss B. A. MILLER: You did not vote for it then.

Mr. R. L. MORRIS: But you voted for the Emergency Powers Bill. Didn't you? All you out there voted for the Emergency Powers Bill.

Aside.

Mr. SPEAKER: Order, please. Neither the 8% nor the Emergency Powers Bill form part of the Bill before us.

That is a vote that has been taken before and it is known not to reflect on a vote of the House. Please.

Miss B. A. MILLER: Mr. Speaker, it has implications. The Government cut back in jobs both in the private and public sector has implications for the training programme. What are we training people for? This is what young people see. Young people see civil servants coming out of good jobs in their 50s and taking up other jobs. Young people see the doors shut in their face at every turn and every opportunity.

We heard the Prime Minister in here talking about an incomes policy in very recent times. The whole burden of the incomes policy is to suppress jobs. What are we training these young people for? This is the hiatus. This is the gap that the Government has to address. You have to believe me, Mr. Speaker. There is a strong correlation between young people who are finding themselves deeper and deeper into criminal activity and the rate of unemployment in this country and the possibility of no employment in this country and all we can hear is the Minister of Justice and Public Safety telling you who should bring back the cat and who should not bring back the cat. You cannot beat people into submission in 1993. That is another terrible indictment on this Government that we think that the way to deal with young people is to bludgeon them into submission rather than provide jobs for them, rather than giving them a stepping stone or a springboard for the future. Something is very wrong. I keep saying it in here and I have to keep on saying it. Something is very wrong with the quality of Government, with the determination of a Government that seeks to penalise the most vulnerable in our community. When they are not penalising the elderly they are penalising the infants and adolescents are the worst off of all. I have a big brief for adolescents.

In these years of Opposition which, happily, will soon come to an end, Sir, I have spent a lot of time working with adolescents, I have a lot of confidence in them. They are bright. They are articulate. They are not afraid of responsibility but we offer them nothing. This Government offers them nothing.

Mr. SPEAKER: Not even this Bill.

Miss B. A. MILLER: Not even this Bill, Sir. Correct. I thank you for reminding me of that. This is another secret thing that young people do not know about. Even we do not know. Unless the Government can link this Bill and this Council to the possibility or the potential for employment for young people in this country, we will go on hearing about returning the cat. We will go on hearing about hanging. We will go on hearing about overfilled jails...

Aside.

Miss. B. A. MILLER: Do not tell me come off that. That is where young people are in Barbados today. That is nothing to move off. That is reality. The reality is that Dodds is full. The Prison is full. The Courts are full. I am in them everyday, Sir. Up to this morning I was in the Domestic Court, an 11 year old boy was telling the Magistrate that he just passed the 11-Plus, got 88 marks going to Harrison College and his parents and step parents beat him. He says sometimes with rope and sometimes with wire. You know what they are beating out on him? Their frustration. They are taking out their frustration on him. This is reality. All those of us who are lawyers and working in Domestic Court face it every day. It is ignorance born of idleness. If those people had employment, Sir, and had their self-esteem and self-respect, the first thing that happens when you become unemployed is that your self-esteem starts to haunt.

Aside.

4.15 p.m.

Miss B. A. MILLER: No, no, no. This is the child himself giving the evidence. If I were on the Bench the child would not be allowed to be in there. I stayed and listened.

Mr. SPEAKER: Order, please.

Miss B. A. MILLER: Because it was not so much about the child. Do not say that there is no truth in it. This is the child himself telling the truth.

Aside.

Miss B. A. MILLER: I am not dealing with husband and wife. This is the child telling the truth and the truth was not so much about the child as about the parents and the situation in which they find themselves. Three days a week I am in the Domestic Court. And the men come in there every day, "Please Your Worship, I do not work anywhere. I have no employment. I get a little piece work here. I am selling corns there."¹¹ Grown men. *

Yesterday morning I sat and watched a grown man in his thirties cry tears because of the humiliation. He said, "I cannot afford. I have a child who has a serious kidney disruption who has to have expensive medical care and also expensive nursing care on a daily basis. He has to go to special school. I cannot afford it, not with the corns I am selling at Haggatt's Roundabout." This is a man who is a skilled carpenter.

I have them bringing their children into my constituency office saying, "Mistress help me find a job for

him because the alternative is crime." Do not tell me do not talk about it. That is where the young people are at today. That is because they do not have any alternative. It is not all these young people who want brand name sneakers and fancy T-shirts. They want a little self-respect. They are living in a household. They are 18,19,20,22,23 years old and they contribute nothing to the household. They will lose self-esteem. The lower that goes the easier it is to be drafted into the criminal world. That is what this does not answer. This is only setting up a council which is no different from any other council. There is nothing here to make me believe that these people are going to formulate a policy or a programme or even a plan which will begin to put people to work. That is what we need in Barbados. If we do not put young people to work, Sir, they are going to continue on the criminal way that they have already embarked upon.

Everybody is commenting about 3 young men shot down to blood holding guns. Do you understand how skilled these people are that they are making guns out of wood and wire and piping?

Aside.

Miss B. A. MILLER: That is what the Government is to do. The Government is to teach them how to apply it to something else. That is the point I am making. If the Government had those hands and had put legitimate skills in them there would be no need for that. We are not talking about a lost generation or a generation that is stupid, or a generation that is ineducable. We have invested too much in education for that to be true. You are only bearing out the point that I made when the Honourable Member for St. Michael North East... He should know better. That is the last thing that should be coming out of his mouth that they should be employed doing something else. That is the point we are making.

Mr. SPEAKER: I do not think you could make that statement in reference to the Honourable Member since he has not spoken, neither have I heard him.

Miss B. A. MILLER: You have to exercise judicial deafness. I heard the Member for St. Michael North East say, *sotto voce*...

Asides.

Miss B. A. MILLER: Mr. Speaker, Sir, it only bears out the point. We are talking about young people who want a stake in the future just like anybody else. Young people who have been well educated. Young people who have the potential for skills and we see how inventive and creative they can be on the wrong pathway. Can you begin to imagine how inventive and creative they could be if they were on the right pathway? That is what this Bill should be promising but there is no promise here on that.

I want to hear the people on the other side give teeth to this. Show young people where the promise and the potential for them lies in this. That is what I want to hear, Sir.

Thank you, Sir.

Hon. D. J. H. THOMPSON: Mr. Speaker,-it is difficult to respond easily to the commentary which has issued from the Members of the Opposition, except for some of the remarks that the Honourable Member for Christ Church South which made some sense in some parts. I am concerned though that most of the speeches which have come from Members of the Opposition have been predicated on assumptions about a survey, the general results of which have been published in the newspaper some time this week. I suppose it is easy for them to attribute all the blame for the attitude which young people possess on the Government. That is their job. If they would perhaps use a bit more discernment and seek to identify with the real attitudes which young people are displaying, not just the things that cause those attitudes, but the solution to those attitudes that they display perhaps* they would come up with different formulae for the development of young people in Barbados.

The Honourable Member for the City made one important point in that entire - I do not wish to describe it as a tirade because you, Sir, would say that that is unparliamentary - I would describe it as "the beating of a point to a frazzle". She made one point which is that many of those young people have lost their self-respect. The real point is that many of them might never have developed any self-respect at all. It is not a question of loss of self-respect. You have to determine for yourself where people learn those kinds of qualities. You have to determine where those qualities are learnt. The qualities of self-respect and high moral value and articulacy and things like that are qualities that one has to learn not in the classroom, not in any formal setting, most of those qualities are learnt, in my view - and I am only expressing my view - through extra-curricula programmes, through community work and community organizations, through the whole range of ancillary activities which are adjuncts to the formal process. That is where the problem is that the society as a whole is not throwing out those kinds of opportunities. I want to give you an example: Service clubs in Barbados. I have met nearly every service club - and I am certain the Honourable Member for St. Lucy can tell you - and look at where I have met them - in the Hilton Hotel, in Sam Lord's Castle, at Dover Convention Centre, at dinners, at banquets, at installation ceremonies. I have met none of those organizations myself, other than on few occasions, at the street corners or in the communities, nor have I met many of their members returning to the communities from which they spring to seek to develop those virtues

and values which the Honourable Member for the City feels are important.

Miss B. A. MILLER: Mr. Speaker, Sir, on a point of order. I cannot allow the Honourable Member to put words in my mouth because the Honourable Member is speaking about the middle class. He is not addressing the working class. I represent nothing but working class people. The persons he is talking about cannot afford a scout uniform.

Hon. D. J. H. THOMPSON: Mr. Speaker, many of them are not far from working class origins. That perhaps is the point that she has to understand, Few of us in here were born into the middle class and all that one is suggesting is that you have some identity or linkage with your roots and that you seek to develop those virtues which you, as a young person, had inculcated in you through community systems that existed. That is all I am saying. I bet you that the person who surveyed those young people to discover that they did not have the level of self-respect that was vital did not interview anybody in the Barbados Youth Service. The Barbados Youth Service does not provide jobs for anybody. They give a stipend to those young people. But the point is they seek to place them in apprenticeship programmes, they seek to give them training, but more importantly they spend a lot of time on some critical values, things like patriotism, moral education, their involvement in debating, they take them to all parts of Barbados. They involve them in camping. They involve them in community work, a whole programme of survival skills and map reading. 425 p.m.

People think that those do not have any impact on you but I know and anybody who has been a Minister of Education should know. The Honourable Member for the City does not have any proud reputation, because she was kicking young people at age 11 out of schools in this country and had them crying at the front gate, talking about back door entries and all of that like they were some kind of dog.

Miss B. A. MILLER: On a point of order. That is totally, utterly untrue. It was this Barbados Labour Party Government that put 14-year olds back in school. They are now kicking out 16-year olds. I put no 11-year old at the gate. Everybody had a front entry.

Hon. D. J. H. THOMPSON: Young people, Mr. Speaker, were being treated as if they were going to send them to the dog pound to collect them. That is the kind of foolishness that was going on. I opened the newspaper and saw a child crying at the gates of Combermere School, who as a result of action that the Minister herself said on

television that she supported was thrown out of Combermere School because he was a so called "back door entry". Don't tell me about attitudes ...

Miss B. A. MILLER: On a point of order. If the Honourable Minister must speak let him tell the whole truth. That child was denying a poor child from St. Andrew who had got a higher mark to go to Combermere School. Why don't you speak the whole truth and not only half.

Mr. SPEAKER: I am not going to allow a point of order to develop into a speech or anything like that. The point of order must be made clear and distinct. Continue.

Hon. D. J. H. THOMPSON: Mr. Speaker, I am not taking any advice from the Honourable Member for the City on this and I am not going to be prepared to say that I know of any large number of young people in Barbados who are about to take her advice because it seems to me unnecessary and undesirable to take the results of a survey about the attitudes of young people, not to the Government of Barbados, and it is true there are not only young people but there are older people in this country who feel totally dissatisfied about the public institutions that serve them, about their lack of empowerment.

We have citizens throughout the system who are dissatisfied with us and the answer to that as I have said is to inculcate those values which would encourage young people rather than to stay home...

Let me tell you something, notice the difference between the young Barbadian male and young Barbadian female and you should be in a better position than anybody else to talk about this. Why is it that such a large number of young Barbadian females see it as critical to inculcate those important values and those important skills which would encourage them rather than to sit at home to do something productive with their lives, whether through self-employment or otherwise?

The point is that the system is not generating that level of self-respect which is vital. So the Honourable Member for the City talks about loss of self-respect. Self-respect is something that people develop based on their associations in life, based on the type of activity they are involved in, the kinds of leadership roles they play in their communities, the kind of home environment they are in, the kind of extra-curricula activity which serve them, whether they are involved in sports programmes, the things that develop self-respect in an individual. In the absence of those things there is no point saying they have lost self-respect. The point is that they have not yet been able to set the standards for themselves to achieve and it is true that the society as a whole is not helping them to achieve those standards. I drew the example of the service clubs.

Aside.

Hon. D. J. H. THOMPSON: I just said so, through their association and life, the community, through extra-curricula activities, through the church, through the home. I went through all of these. I am saying to you that a training council is not going to solve the problem of lack of empowerment, lack of self actualisation, in respect of young people.

I want to make this point very seriously, that there seems to be some kind of mix up between the cause and the effect and as I said, the Honourable Member for the City is free to attribute whatever she wishes to attribute to the attitude of young people and she is entitled to put the blame fully and squarely at the feet of Government but I am saying to her that if that is all that is done, the solution cannot come from a Government alone. It has to come from the interplay of all social forces in developing those skills and qualities which she says - self-respect and so on - which are important to young people.

Let us not play around with it any further. Let us not assume that somebody who carries out a scientific survey which says important things about young people should be bandied around in here as some kind of political statement of propaganda which you then link to the rate of unemployment, to the failure of the Government in training and a whole host of other ills which you perceive to have caused that. That is not the basis on which that information should be used. That information should be used to create new creative opportunities for young people. It should be used as a means of Members of the House and the Opposition seeking to internalise exactly what it is that they feel about the society in which they live.

Let me go on to the institutional change because the Honourable Member for the City makes the allegation that on this side people do not wish to give support to this measure and nothing could be further from the truth. A lot of institutional change has taken place in Barbados and must take place in Barbados as we carry out restructuring of the economy and the society as a whole.

The Honourable Member for St. Michael South East says that a change of name does not mean that something is happening. We have acknowledged that on several occasions in here and that is why this is not only a change of name.

I am going to say the Honourable Member for Christ Church South who is obviously out of touch with what is happening in the Caribbean region that the particular model which this Bill addresses is completely in consonance with the Caricom Regional Strategy for Technical and

Vocational Education and Training, approved by the Ministers of Education in May 1990.

Hon. H. B. St. JOHN: On a point of order. The point that I made was that the certification should be on a regional level not on an island level so the point is the Bill could be in consonance with a generalised approach but I am sure the generalised approach is not that each island would give its own certification.

Hon. D. J. H. THOMPSON: I want to make the point, Mr. Speaker, that the whole project and design of this training programme is in consonance with a Caribbean wide effort.

Aside.

Hon. D. J. H. THOMPSON: I am talking now about the training programme as a whole in Barbados based on these changes is now in consonance with a structure that has been developed and devised by the Caribbean Community Ministers of Education and most recently endorsed at their 8th Meeting in Trinidad and Tobago in May 1990.

The very points which the Honourable Member was saying need harmonisation, like certification and so on, at the point at which he was saying it I was reading about the efforts at certification, accreditation and validation, the problems of clashes between territories in the way in which they carry out their local certification and the extent to which it can be relevant in other territories and a whole range of other issues which have arisen and have been addressed by CARICOM. So for anybody to ignore that this design is in keeping with what the Ministers of Education have determined as a desirable format is unreasonable. They are addressing accreditation and they are addressing a whole set of other issues.

Now, the Honourable Member for the City, as if again to pour water on something for the sake of pouring water on it and who herself is so out of touch with what is happening, even though she is a former Minister of Education and could have access to all of this information if she merely did her homework, instead of thinking that Parliament is about making statements.... All of this information is available to her. She travels at the highest levels throughout the region. I know she is aware of the initiatives that take place in CARICOM in a whole host of areas and should be aware of this. 4.35 p.m.

Aside.

Hon. D. J. H. THOMPSON: She said that this is an IMF inspired change. Foolishness of the highest order,

Mr. Speaker. The Ministers in May 1990 have endorsed a model for a national training system which is again...

Aside.

Hon. D. J. H. THOMPSON: Because he did not realize that you all would raise the kind of silly points that you have raised. I would not think that this would be an issue either. If I had introduced this Bill, I could not imagine that these things would be issues. There is a model or format for national training, Mr. Speaker, in which they set out at the top the role of the Ministry of Finance and Planning, the role of the Ministry of Labour and Employment, a Labour Market Information System and the role of the Ministry of Education. At the second tier, they have a National Training Agency which for the purposes of this legislation, we have called a Council. The role of that Council, Mr. Speaker, training standards, occupational standards, occupational certification, harmonizing educational and training system, monitors manpower, gathers occupation information and evaluates training system. That is the Agency which is akin to the Council. Then there are the various entities like the Training Board: The Polytechnic, Barbados Youth Service and the executing agencies which carry out training programmes as devised by the Council.

All that this legislation seeks to do is to establish the Council. This is a very important point because Barbados is a democracy. In my view, the more that you institutionalize decision making and require of policy-makers that they must listen to the various points of view. I heard a prospective Opposition Leader apparently yesterday or today saying...

Aside.

Mr. SPEAKER: The Honourable Member is on a point of order.

Mr. DeL. O. BRADSHAW: The Minister said that all this Bill seeks to do is to establish a Training Council. I respectfully submit that what I have before me says that it is also to establish an Employment and Training Fund. Do you see the confusion? I want to know if it is what he is saying or what the Minister got up and said.

Hon. D. J. H. THOMPSON: Mr. Speaker, I am glad to be corrected by the prospective Leader of the Opposition. I wish to apologize and say that I was only talking about the impact on the existing legislation. That in relation to the existing Occupational Training Act that it is only crossing it in relation to the Council which would have some functions which were previously carried out by the Board. The Board now becomes more of an executing agency whereas the Council becomes institutionalized

decision making where they design training programmes and are required to have the input of the private sector, from employers, from the Institute of Management and Productivity, Samuel Jackman Prescod Polytechnic and the Barbados Community College and two trade unions.

Sir, I was making the point that I heard a prospective Leader of the Opposition saying words to the effect that matters relating to public policy...I am not going to quote him. I said words to the effect...should be carried out more into the community and into the public and their reaction to these issues should be sought. Here we have an effort at institutionalized decision making in the sense that you are saying that in devising a training programme, you must have the broadest possible input from employers, employees trade unions and so on and it is being pooh-poohed by those who are short-sighted and who cannot see the virtue of building decision making institutions in Barbados with the widest possible involvement.

Aside.

Hon. D. J. H. THOMPSON: Nobody is quarreling about that. That may be a valid suggestion. Anybody would think that to say the University should be on it is a big issue. Well, we are human beings and maybe it is a good idea. I do not know. I have not thought about that. Because you thought about that, it does not mean that it is gospel. You may have seen something that I did not see or something that somebody else did not see. Those are not big points, Mr. Speaker. The point is that, if you are designing a training programme for Barbados, either this format is going to make some impact on training in Barbados or it is not. If it is not, then it means that all of the Ministers of Education in CARICOM have to be wrong, that all of the educational and training planners in Barbados would have to be wrong, and that the only people that could be right about the way training can be designed are Members of the Opposition. That is something that concerns me. Nobody is denying the contribution of the Honourable Member for St. Michael South East to training in Barbados. Nobody is denying the contribution of the former Governor-General. Nobody is denying anybody's contribution. All we are saying is that the structure that obtained before cannot deliver training in a way that is desirable, cost effective, efficient and that can impact on the majority of citizens. Therefore, a system such as the one we have designed can better do that task. This system has been expanded by the inclusion in this Bill of a Technical and Vocational Education and Training Council and certain other ancillary matters, for example, the establishment of an Employment and Training Fund.

A lot of other things have been said in the course of this debate which I suppose are specific points that do not make analysis at this point. But I want to remark, Mr.

Speaker, at the fact that every time we attempt any form of institutional change in this House that Honourable Members over there view it as a job for the boys to exercise or a waste of time or an exercise to employ yard fowls. I am very concerned because this particular Bill sets out precisely who is to be nominated to sit on the Technical and Vocational Education and Training Council.

Now let us go through it and see if this is a job for the boys to exercise or a pack of yard fowls on the Council. Let us get it straight...the Permanent Secretary of the Ministry of Labour and Consumer Affairs and the Environment (*ex officio*), the Chief Education Officer (*ex officio*). I hope the Press is making a note of who people are describing as yard fowls and jobs for the boys. You are saying he is a yard fowl. I do not know who he is myself but you are saying so even before the person is appointed. The following persons are appointed by the Minister: 3 members appointed on recommendation of the associations which represent employers. Do you mean the only 3 people the employers could come up with are yard fowls? 3 members appointed on recommendation of the boards of BIMAP, the Samuel Jackman Prescod Polytechnic and the Barbados Community College and they will all have to be yard fowls; 2 members appointed on recommendation of the trade unions and they all have to be yard fowls. What is. Barbados coming to if every time we carry out any institutional reform and start to man our social institutions with the captains of industry and with people of humble background and other Members of the Opposition - I am quoting directly from the words of wisdom that I heard on Friday night about this country starting to man its social institutions with persons of humble origin and that the captains of industry need to come to the fore. I heard that on Friday night and I said, "Would that the Opposition could take the word of their prospective leader to heart and when we are making these changes in here credit the citizens of Barbados who can make a contribution, whether they are from humble origin or otherwise, with the ability, even if they are linked to political parties, even if they have biases and viewpoints, that they can make a contribution to any area of national life. 4.45 p.m.

What the Honourable Members of that side are essentially saying about our political system is that so long as you are either a member of a political party or in any way involved that you are incapable of making a contribution. They are also saying that essentially all of the social institutions, both private and public, can only come up with persons whom they would best describe as yard fowls and people who are looking for hand-outs from a Minister. I really hope that the private sector listens carefully to the viewpoints that they are expressing. As I said, not their prospective leader, but these viewpoints are serious indictments on...

Mr. SPEAKER: Two Honourable Members are on their feet.

Mr. DeL. O. BRADSHAW: The Honourable Member is misleading the House. He continues to say that the Opposition opposes the composition and among other things is reflecting on the Opposition.

Mr. SPEAKER: A point of order would have to be your point of order and not speaking on behalf of anybody else. What is your point of order as it affects you?

Mr. DeL. O. BRADSHAW: My point of order is that there were members from that side who also joined in condemning the particular Bill and said it would not work. I think it is only fair that that be recorded.

Mr. SPEAKER: That is not a point of order.

Hon. D. J. H. THOMPSON: Mr. Speaker, obviously we are in 2 different Chambers and I would not confuse the Honourable Member for St Michael South East any further. We understand the one criticism in relation to the constitution of the Council and that is something that can be addressed. It is not a big issue.

I want to make the point that we have had the Tourism Authority branded by the Opposition, both the changes and the persons who are members of the Tourism Authority as yard fowls and people looking for jobs. We have the Barbados Investment Development Corporation. They branded the changes as a waste of time, of only nuisance value, and they said that the people who would be appointed to that Board would be yard fowls and would be people incapable of making a contribution.

I am going to show all of those board members one of these days what is being said about them. We have had changes in the agricultural sector. Well, they have not been able to address those changes because they do not understand them. Now, we have had changes in respect of training in Barbados, an important area in national development and a very critical aspect of the restructuring of the Barbadian economy for which if we wish to have our young people involved in new economic activity we have to train them.

I agree with the Honourable Member for St. Michael South East on that. It is a vital aspect of restructuring in Barbados that retraining and training takes place. The only caveat that I would add to that is this. There are a lot of young people in Barbados who are trained and, contrary to what the Honourable Member for the City was suggesting in her presentation, lack of training is not the problem because there are many young people who have been exposed to a wide range of skills. A lot of the problem...

Asides.

Hon. D. J. H. THOMPSON: Yes. That is one. It may be the lack of availability of jobs, but some of them do not have the self-confidence nor do they have some of the other qualities that are necessary. You are a lawyer in Bridgetown and I want the Honourable Member for the City to think of the many body workmen in Barbados.

Mr. SPEAKER: I can hardly hear the Honourable Member. It means there is too much noise in the Chamber.

Hon. D. J. H. THOMPSON: Joiners, body workmen. They take deposits from people and they do not even buy the paint and then the people are in Bridgetown looking for a lawyer to put them in Court. There are a lot of people who have the training but after they get the training they are unable to run their own business and they need assistance. They take that money which they get and they are unable to use it to buy the raw materials, they spend it on other things and they cannot manage the business. They cannot supervise the workers under them.

Asides.

Mr. SPEAKER: I only want to identify the Member who seems not to understand that I must hear what the Honourable Member has to say without having to try hard and suffering to hear. I only need one Member and I think that would put it right.

Hon. D. J. H. THOMPSON: Yes, Mr. Speaker. The skills that some of those young people are lacking are skills in relation to running a business, so that sometimes they are unable to supervise other people or to carry out the task. That is so in a whole range of areas - bodywork (we train a lot of bodywork people), joiners (you know the story in relation to joiners. A fellow will take a chair from you and then 4 weeks later will decide he is not a joiner anymore). The point is that very often they are not being given the kind of training through our training programme which can make them successful as small businessmen and which can help them use the techniques to build their business and make them grow in a way that is desirable.

It is not the absence of training. We can train all of those people and if they do not have the right attitude to business, if they do not come into business with the self-respect which you said is necessary, they will not be successful at all. So we need to add to the curricula of many of those training programmes some additional training in small business operations such as simple accounts, even issues relating to business morality and things like that. They have to be added to the agenda of the Training Council because they are vital.

The lack of success of many of those small artisans and trained personnel is that they themselves have an attitudinal problem and that is something that needs

addressing and would be addressed easily if the community had more harmonious relationships and if they had skills some of which the Barbados Youth Service is now imparting to young people.

I am not supportive of the viewpoints which have been expressed, particularly by the Honourable Member for the City who I think, in essence, failed to grasp the importance of the changes in relation to this Council which will be brought about in coordinating policy making for training in Barbados. I am concerned that it has not been acknowledged that this particular restructuring of the training apparatus, if you wish to call it that, is in keeping with decisions taken by the Ministers of Education in CARICOM and is therefore a desirable objective to be pursued.

I am concerned that the Honourable Member for St. Michael South East, as it appears to me, felt that this legislation was an attempt to destabilise or destroy the National Training Board when, in fact, the National Training Board by and large, except for things like certification and occupational training, preserved much of its responsibility for the actual delivery of training education in the system and would now be directed by the Council and will have inputs on those issues by the Council. That is all the change means. This is another step in restructuring and re-ordering Barbados to take us into the 21st Century. It is something, in my view, that those same young people who the Honourable Member for the City says are complaining and we on this side can be proud of, because the results will not be immediate but I am certain that as we move to the 21st Century the changes that we have carried and the restructuring of this institution will redound to the benefit of Barbadians as a whole and I am happy to give this Bill my support

Thank you.

4.55 p.m.

Mr. D. A. C. SIMMONS: Mr. Speaker, I am very glad that the Honourable Member for St. John has lent his support to this Bill. He was not too sure at the end whether it was a Bill, Resolution or what he was supporting. I hope that the Bill will pass if only because it would assist the Member who just sat down. The clearest example of an apprenticeship...

Aside.

Mr. D. A. C. SIMMONS: You can hear him or you can hear me?

Mr. SPEAKER: You are the person who has been given the authority to speak.

Mr. D. A. C. SIMMONS: But I am not talking when the Honourable Member for St. Michael West is talking.

Sir, the Honourable Minister of State, I am sure would be a worthy beneficiary of the schemes provided for in this Bill as an apprentice Minister aspiring to being a master craftsman. Being a master Minister I am sure that he will gain much from the vagueness of this Bill.

Mr. Speaker, as I understand the Bill, with the passage of this legislation we will now have two training institutions in Barbados. What about the National Training Board? Will that be abolished or is that only going to be renamed? Part of its functions is being taken over by this institution. The contribution which each of us makes to the training levy through the National Insurance Scheme will continue and this new body will be funded as the National Training Board is presently funded.

Mr. Speaker, there is nothing in this legislation that leads me to believe that the operation of this new body will be any better or more efficient than the operation presently carried out by the National Training Board. I would wish the Minister in his reply to tell this Honourable House in respect of the Training Levy Fund that is provided for in Section 13, whether he envisages undoing this new Act, that the situation which presently obtains and has obtained for some time under the Democratic Labour Party Government whereby less than half of the contributions made towards the training of young people in this country through the Fund are in fact re-invested in training opportunities, if that will continue.

Let me put it another way, Mr. Speaker. I do not have the figures to hand but if I remember correctly something about \$13 million used to be contributed by way of training levy to the Training Fund. Not more than \$5 million of that \$13 million was ever committed to training so that there was a shortfall. Even though the Fund had money, there was a shortfall of \$8 million approximately and that money was not being spent on training of young people. Now nobody has dealt with that today.

We have an Employment and Training Fund established by section 13. The deductions that come out of your salary, mine and every worker's salary when the month comes towards training goes into a fund and in my submission, the vast majority of that Fund should be spent and turned over in training and equipping young people for the world of work. Less than half of it is used so that the Government has failed to maximise its efforts, even though it has money, in developing training opportunities for the young people in Barbados. Now, we will complain that a survey shows that the young people...

Asides.

Mr. SPEAKER: I am not hearing any asides neither am I going to allow that to develop into debate. The Honourable Member continue.

Mr. D. A. C. SIMMONS: I just want to quote my own words, Sir, from the Budget debate last year, page 1831 of Hansard. I used these three words "hopelessness, frustration and despair" and this is what I said, Sir.

"My constituents have now to look forward to a long period of hopelessness, frustration and despair because the Government is broke, out of money and ideas. They have to look forward to pay cuts, more joblessness and the World Bank prediction that by the end of 1993, 10 000 Barbadians will be on the poverty line."

Now I am seeing, Sir, that the vast majority of youth interviewed in a survey are saying that they see for themselves hopelessness, frustration and despair. It is my submission that the Government has approached the question of putting in place programmes for the youth the wrong way. This side since 1987 has consistently, and especially during the Election campaign of 1990-91 said that the approach to solving the problems of the youth should be on many fronts. 5.05 p.m.

First of all there should be a positive approach made to that problem through Government's direct intervention by the provision of money for training, by the provision of money for the creation of entrepreneurial opportunities for young people. In fact, Sir, I scribbled down a couple of things. We mention a youth development foundation in this Honourable House 2 years ago, Mr. Speaker - we have called for it. We have heard nothing about it - to channel funds to youth programmes and young entrepreneurs. We feel that that is one way of directly intervening in the present situation with young people and making an attack on the state of joblessness and unemployment that there is.

If the energies of the young people could be harnessed in a productive way through programmes properly funded - and we have pointed out that there are funds - it is my view that the young people would be encouraged to work in a sense of expectation rather than hopelessness.

I do not believe that if the survey that was carried out this year had been carried out in 1984, 1985 and 1986 you would have got the same response. Because we had in place a Skills Training and a Work Experience Programme under which young people were actually paid a stipend to learn and acquire skills. That was the work of the Honourable Member for St Michael South East and the Honourable Member for Christ Church South. Gradually, under this Government, despite the problems those programmes instead of expanding have contracted when the contributions to the National Training Fund have remained at a very high level of about \$13 million. It is not fair to the young people.

Government has to accept some responsibility for the present state of affairs involving young people. They have to accept responsibility because they are not utilizing fully the funds which are contributed by the workers of this country for use for the benefit of young people. We will sit in here and will not understand what is going on outside and what is happening in people's minds.

There is a programme on tape at VOB about which there was some criticism where VOB went out into the community and interviewed young people. The responses are frightening. Do you know what they are saying? The first they are coming to deal with is the politicians. Try and get that in some of your kidneys. That response should tell us ... And I am not just talking about one person. It is not a one off situation. Call the management of VOB and try and get it. It is something that is there seething in the community because young people feel let down by the promises that have been made to them and the failure.

Do you know why they feel let down? Because in 1988 in his very first Budget Speech, the Minister of Finance came in here and said that unemployment was 18.5% and it was unacceptably high. But 2 weeks ago he could be seen on television, before he went to the Bahamas, saying it was 25% and it is unacceptably high. It has gone from 18% under him to 25% under him and he is still saying it is unacceptably high and he has been unable to do anything to reduce it. That is a serious thing, Sir. In 6 years unemployment has grown from 18% to 25%. The people in the Statistical Department would tell you today it is 27%. It has gone from 18% to 27%, 9% increase. And that Government would not accept that it has anything to do with them at all. Not one of them is prepared to say that it has anything to do with them at all. It is somebody else's problem. We have to stop fooling ourselves and fooling the people out there. Stand up as men and let us take some responsibility.

Do you believe that every case that I have done in my life that I have always been right and done it to the best of my ability? I have made mistakes. Why not? Not one of them over there is supposed to have even done anything wrong.

Aside.

Mr. D. A. C. SIMMONS: Yes. It was a serious thing, Sir. I do not want to rehash but I just want to emphasize and dramatize the point, Sir, and ask Members in this House to be serious about looking at the problems of youth and creating opportunities to reduce the problems that these young people in Barbados have today.

I do not know how I would be able to exist if I were out of school in July this year with 3 'A' Levels, 8 CXC's and I do not know when I am going to get a job. We in

our time were lucky and we have a duty to ensure that the children of the future are equally lucky. Not to feel that we were lucky and to hell with them. Pardon the language, Sir.

Aside.

Mr. D. A. C. SIMMONS: How do you mean you tried to recruit people? When you try to recruit people you get 4. You end up by getting 4. He said when he tries to recruit people we are vex. When you tried to recruit people you ended up with 4. He is not even a proper recruitment officer.

Aside.

Mr. D. A. C. SIMMONS: In 2 weeks.

Aside.

Mr. D. A. C. SIMMONS: Not 200. That is not the evidence. The evidence is 4.

Asides.

Mr. D. A. C. SIMMONS: Mr. Speaker, what we are concerned about on this side, and the Honourable...

Aside.

Mr. D. A. C. SIMMONS: I can talk through the noise.

Mr. SPEAKER: I must interrupt the Honourable Member. I am here to protect Honourable Members when they speak. I think they understand. Continue.

Mr. D. A. C. SIMMONS: Mr. Speaker, what we are concerned about on this side, what we have been concerned about with the Tourism Authority and the BIDC and all of them is that we see the response of Government to the problems created in these various areas as one of tinkering and cosmetic reconstruction. You have the IDC and the EPC. The IMF say you must streamline the operation and you must have an export thrust because the economy must be export driven and all of that. So you amalgamate the 2 and you call them by a different name. Tourism. Really, what have we seen new in tourism? You change from the Barbados Board of Tourism to the Barbados Tourism Authority. In this area it is the same thing. But, fundamentally, when you look behind the cosmetics and ask yourself: Is anything being done under the aegis of this new legislation to attack the problem, there is no substance. This is pure form.

On page 1705 of the Debates last year I said these words:

¹¹ the St. Thomas Secondary School project"

should be redone:

"as a polytechnic catering principally to persons from the North".

What I am saying is that there is a need for expanded Polytechnic services.

I am not going to get into a semantic argument with the Honourable Member for Christ Church South and the Honourable Member for the City. When I am speaking of Polytechnic for the North I have in mind what we have at Wildey being transferred...

Asides.

Mr. D. A. C. SIMMONS: Yes. That is what I have in mind, Sir.
5.15 p.m.

That is what I have in mind. I am not using polytechnic in the English sense. You call the Samuel Jackman Prescod institution a polytechnic, I would like to see the whoever polytechnic in the St. Thomas constituency. I cannot get it out of the Minister of Education what he proposes to do about that school and when he proposes to deal with it. If the young people of Barbados could be assured that by April next year that school would be finished and it would be in a place where they could go and get the skills.

Aside.

Mr. D. A. C. SIMMONS: Don't tell me you do not have money to finish the school and have to finish the foolish place there in Two Mile Hill above where the man lives? You see the priorities? His mouth gives him away all the time. They have no money to finish the school but they have money to finish Sherbourne by April next year to large off with some big foolish conference down here. And people in Barbados who have to live here all the time are to remain on the block, jacked up on the block.

I am only saying, Sir, I feel very concerned, angry and I get intense about this, Sir, because I am not getting a response at all. I get very concerned about it, Sir, because I know what is happening. They cannot go in their constituencies. Many on that side cannot go in their constituencies and feel comfortable. I can go in mine and the Honourable Member for St. Peter and we get feedback. It is frightening. And this Government does not seem to be making any effort to grapple with the problem. They are.

still pretending that problems do not exist and the way to deal with it is to paper them over as he would have us do Sherbourne to bring people here for some conference on the environment or whatever, rather than tackle the problems at home.

I am concerned about priorities. The priorities relate to dealing with the problems of youth first in Barbados. The others outside can wait. Let us try and sort out what is happening here first. I am calling again, as I did last year March, for consideration to be given to raising a trade school/vocational Centre/Polytechnic, call it what you want, where young people in this country, at least, 1 000, 1 200, I don't know how many it can hold, how many can be trained up there, out of the funds which exist by way of contributions to the training levy.

The unused part of those funds should be used. None of us on this side would quarrel if the Government decided to use part of the excess funds in the Training Levy to finish the St Thomas school with a view to opening it as a Polytechnic or whatever. Come in here with the appropriate legislation/money Resolution, whatever you like.

Now we would see that instead of all this paper about Council and friends being appointed. We know there will be yard fowls who are going to get the 3 or 4 jobs. That is no big thing. That is nonsense. Come in here, ask for permission to use training funds that are there lying down for the purpose of finishing the school with a view to opening it as a second polytechnic to which students from - they do not have to be from the North - to which students will go and get the benefit of training for future employment through the funds that we all contributed.

That is my suggestion to the Government and if that is done it will be seen as a positive step. None of us have to take any credit for this. It will be seen as a positive step aimed at the relief of unemployment and the creation of a feeling and a sense of hope and expectation rather than hopelessness, frustration and dismay.

They say we do not give them ideas. All right I made a suggestion, it is up to you all to examine it critically and see whether it can be done. I am obliged to you, Sir.

Mr. O. S. ARTHUR: I am sure this initiative is going to be saluted by the Democratic Labour Party as being a revolutionary change. Indeed, Sir, it is fairly grandiose in its conception. But we on this side are yet to hear from the other side some very important explanations as to exactly how this council is intended to work. My intervention this evening, Sir, is to focus particularly on that point.

We had a presentation from the Minister of Education in which he stuck carefully to his brief. And we also

had a presentation, Sir, from the Minister of State in the Ministry of Finance who among other things used the opportunity to depreciate all the workmen in this country as people who carry away money from people, and joiners as people who are untrustworthy. But we have not heard with clarity, Mr. Speaker, on the Government side, as to precisely how they are going to relate concept to practice in this particular matter.

My intervention, Mr. Speaker, is intended to focus on that particular matter. Now, Sir, in this legislation the Minister is described as the Minister responsible for Labour. Hitherto occupational training has been conceived of as a matter falling to the responsibility of the Minister of labour. If you read this legislation carefully, Mr. Speaker, you will see that the functions of the proposed Council go far beyond training.

Indeed if you were to read it, Sir, the Council is to coordinate technical and vocational education and training at the tertiary level. It is to advise the Minister on policy relating to technical and vocational education and training. In this instance, Sir, both education and training are arising. It is to prepare plans, Mr. Speaker, for technical and vocational education and training and so on and so forth.

What we have in this country, Mr. Speaker, is a situation in which most of the facilities for education and training are in point of fact located within the Ministry of Education and under the auspices of the Ministry of Education, whereas the Ministry of Labour is more minor in its relationship to its access to educational facilities. So that the question arises, Mr. Speaker, how is the Government going to give effect to this particular initiative • in circumstances where a council is going to be advising, not the Minister of Education but a Minister of Labour on all matters pertaining to technical and vocational education?

I need, Mr. Speaker, before I can support this particular matter to understand how is that going to work out Who is this Council going to advise? And will it not be the case that the role of the Ministry of Education in this most important matter of coordinating technical and vocational education will either be duplicated or will have to be down-played?. Is it indeed the intention of the Government of Barbados to transfer the responsibility for planning for technical and vocational education from the Ministry of Education to the Ministry of Labour? This is the precise operational issue that this legislation raises. 5.25 p.m.

Mr. Speaker, I cannot support the legislation in this form for that reason because I truly believe that the Minister of Education cannot resile from his responsibility of seeing to the planning, execution of all aspects of technical and vocational education particularly, Mr. Speaker, in circumstances where we are speaking also in

terms of technical and vocational education extending to the tertiary level. So a fundamental question, Mr. Speaker, in my view at the operational level *must be resolved. Are we really serious in this Parliament about wanting to set up a Council to advise a Minister of Labour on policies, plans and programmes falling in the realm of education. I have not heard the Government, Mr. Speaker, Sir, advert to that particular issue. I think that it is at the heart of the matter. It is at the heart of the matter, Sir, precisely because in this particular instance the legislation is. purporting to go beyond the realm of occupational training and it is going to delve into the realm of education.

I can see therefore, Sir, a lot of confusion, lack of coordination, a lot of inter-departmental duplication of effort arising from the attempt to set up a Council with powers and functions as broad as these locating them in the Ministry of Labour while having the Ministry of Education ostensibly authorized in law to give effect to the same function. I really do believe that somebody on the Government side has to speak directly to that issue.

I am never disappointed in any statements, Mr. Speaker, by the Member for St. John. The Member for St. John rushed and saw a file and told us about how this is a model that is now to be implemented in other CARICOM countries. I do not know of any other Caribbean country in which the Ministry of Labour is responsible for the execution of educational policy. If that is now to be the model in the Caribbean, that Ministers of Labour are to be responsible for educational policy, Sir, then CARICOM is going in the wrong direction.

But I believe that he has dangerously slandered the CARICOM effort by having us believe that this ill-conceived and misconceived initiative can be rationalized upon the basis of it being part of a regional effort. I feel that we are being sold a bill of goods, Sir, and that merely to say that other CARICOM countries have adopted this was intended as a way of stifling criticism in this House. But we have to understand how is this going to work when it hits the ground. Will the Ministry of Education still have the responsibility for educational policy including vocational and technical policy? We would like to hear the Government speak on this particular matter. *

I am unhappy, Mr. Speaker, with the composition of . the Council for a reason not yet advanced. This Council is only going to be an institution that will serve in recycling advice that is already available to Government. I say that, Sir, not to deprecate any particular person. But who are the people who will constitute the Council? The Permanent Secretary of the Ministry of Labour. The advice of the Permanent Secretary in the Ministry of Labour is already available to Government. If you are going to set up a Council that is supposed to represent a revolutionary change, Mr. Speaker, in my judgment there is no point in recycling advice that is already available to Government.

I submit to you, Sir, that the advice of the Chief Education Officer is already available to Government pertaining to vocational and training matters. The Council will also include the Educational Director of the proposed Council and persons drawn from private institutions. We know that as a matter of course institutions tend to send the same people to represent them on councils established by the Government. If this Council is to have any validity in effect, in my view, it should be a Council that brings to bear new thinking in the area of technical and vocational education and training. It can only bring new thinking to bear if it exposes the Government to new people and new advice. But this Council, Sir, is being set up as a new bureaucracy to institutionalize the advice and the role of the particular officers who are already in the system. To that extent, Mr. Speaker, it represents in many respects nothing new in terms of its proposed structure, so much so that if we were to look to this to be revolutionary in its impact, I rather suspect, Mr. Speaker, that we are going to be very seriously disappointed.

I believe that the experience of the other institutions which have been recently established should be a warning to us. We saw in this House, Mr. Speaker, the new IDC being represented to Parliament as a revolutionary concept; and what has happened, Sir? Thirteen management posts were created and there has not been an infusion of new talent but the reshuffling of the same people from the old institution. They called that a revolutionary approach. You had the same thing, Mr. Speaker, in the case of the Tourism Investment Corporation. Again there was reshuffling of the same people within the same function and, more to the point, the emergence of institutional bedlam resulting in the inability of the institution up until today to be able to appoint someone to head it.

Therefore, I want to suggest to the Government that the mere creation of these institutions without bringing any new talent to the institution and without defining the role of the institution can be shown upon the basis of recent experience to be a waste of time. It would perhaps better serve Barbados if the Government of Barbados would set up a small group, to inter-relate between the Ministries of Education and Labour, to do strategic planning in the area of vocational and technical education and training. I want to repeat the point, Sir. A small strategic planning group should be set up to coordinate the efforts of the Ministry of Labour and Education in the area of vocational and technical education and training. What we are looking for, Sir, is not necessarily Permanent Secretaries. We are not looking necessarily for the inputs of the Chief Education Officer. We want to get experts who are knowledgeable in training and re-training, people who are knowledgeable in the area of human resource development to form this small strategic planning group, the purpose of which will be to bring to bear a coordinated approach not only of the work

of the Ministries of Labour and Education but to national training for the country as a whole.

I really want to submit to the Government and the House, Mr. Speaker, that this small group of high-powered people with the relevant skills and technology would be a far more effective way of grappling with this matter than the creation of this new bureaucracy on which the Government has embarked. I am not happy with it, Mr. Speaker, to be honest. I am not at all satisfied that in operational terms it will work. There is no imagination, Mr. Speaker, associated with its structure nor functioning. There is an alternative that can allow proper coordination to be instituted and better expertise to be brought to bear on this particular matter.

Sir, it is for this reason that we on this side will have a great difficulty, in the absence of greater clarification by Government, in supporting this legislation as it presently stands. I would be anxious to hear the Minister of Education who introduced this legislation speak to the issues that have been raised particularly, Sir, to the question as to how it is going to work in practice. I am obliged to you, Sir.

Mr. L. R. TULL: Mr. Speaker, Sir, I am sorry that I have missed much of the debate and, therefore, I am not too sure at this point where exactly it is heading, but I have a few observations to make and it would be remiss of me to allow the debate to finish without saying a few things. I understand that earlier in the day the view was expressed on this side that the proliferation of agencies, councils and committees is something that characterizes this Government. It is a substitute for action. Here we have this Technical and Vocational Council which represents nothing more than cold soup warmed up. We understand that it has taken over much of the role of the National Training Board and maybe with good reason. But I understand generally the background on which this thing has been introduced. It is part of the World Bank project. There were 3 projects before, if I remember correctly. There was an education project back in early 1986 when the Opposition was then the Government and I understand too, Mr. Speaker, there was one on transportation. There was a third one on labour but this is a fourth one. 5.35 p.m.

There are a number of things that trouble me about these projects and one is that they seem to be the creature of the international funding agencies so that a lot of what appears in the legislation and in the action of Government in recent times seems not to be the action of a man in charge of his own house. I am troubled for that. We had already set a proper administrative structure for technical and vocational education in this country. It had been working, perhaps not perfectly, but I do not

believe, Sir, that you need now to superimpose a new agency on one that already exists to achieve the aims that are set out.

He talks about proliferation of agencies. We have a problem at the moment with the Government with its inability to know exactly where to put areas of responsibility. This matter has been put in the Ministry of Labour. It is not a major criticism but a lot of the functions of vocational education falls within the Ministry of Education. There is this overlap.

I looked through the Estimates some time earlier today and I saw a fairly solid vote in secondary education for occasional education under the Ministry of Education. Halfway through the year we realise now that vocational education, as distinct from training, because the Barbados Labour Party has always acknowledged the quintessential difference between training *per se* and formal education and with that formal education, vocational education in the educational system.

The Barbados Labour Party in Government has put training, non formal education in the Ministry of Labour as indeed we have no quarrel it should be placed. But now, Sir, the whole thing has been mixed up. Vocational training and vocational education which, in my submission, are 2 distinct things are being put together in the Ministry of Labour with a whole lot of people in the Ministry of Education - I don't mean in the Ministry *per se* but in the schools - who are technical education teachers and fall under the aegis of the Ministry of Education. Now we have this hybrid situation where the Ministry of Labour is mixed up in what is historically and currently a function of the Ministry of Education. I do not understand how they are going to work it

The National Training Board has been thoroughly emasculated. Much of what has been given to this new Council was in the purview up until now of the National Training Board. I am not quarrelling about that. If they feel that they need another agency rather than the National Training Board, well scrap the National Training Board and set up the Council. There is no significant difference, as I see it, between the old function of the National Training Board and the functions of this new Council. I get the feeling that the Government is more and more chasing the shadow and losing the bone.

Technical education in Barbados has to be seen in a wider context than this constant tinkering and all these make do schemes rather than taking a serious look at the whole concept of science and technology in Barbados. The Barbados Labour Party used to have a Minister of Science and Technology. I was searching sometime today to see if there is still one and I understand there is no Minister of Science and Technology. It is truly amazing that at this

period in our history and with a technological revolution changing everything, even from the way people behaved in their houses much less in industry and in agriculture and in all the areas of economic and social activity, that the Government has moved away from a science and technology agency in Government.

Aside.

Mr. L. R. TULL: I understand it is under Labour and that makes it a little more interesting. I would argue by analogy the Government has 4 Ministries responsible for say, Environment. You had the Ministry of Health. I believe Health is one - I wrote it down here, Sir, - of the agencies that is responsible for Environment, the Environmental Engineering Division. It is also responsible for the West Coast and the South Coast Sewerage Project. It is also responsible for the Sanitation Service Authority and the Vector Control. All of these important environmental areas in the Ministry of Health.

The Ministry of Labour, however, is the executive Ministry responsible for the environment and it has under its aegis things like the Environmental Conservation Unit. Then you have the Ministry of Public Works, Communications and Transportation responsible for water resources and then you have the Ministry of Agriculture responsible for the use and dissemination of pesticides and herbicides and the whole lot.

That analogy shows how the Government is confused in the way it has these scattered all over the place. When we get into this business of training and education again you have a number of agencies and Ministries responsible for different areas of training and education in this country. This is only going to cause a lot of confusion. Those of us who have been in Government before know that there is a lot of fighting over turf between Ministries. Everybody wants to get a bigger and bigger piece of the turf and we are going to have some problems with this.

I go back, Sir, to the substantial point about the whole question of articulating a clear and coherent science and technology policy for this country. It is important for industry. It is important for agriculture. It is important for building and it is important for most areas of national life now. The Government has no clear idea, no plan spelled out as to what its science and technology policy is but it throws out a council. In other words, Mr. Speaker, what I am suggesting is that the Government is going the wrong way around. They should be going first in articulating its science and technology policy and then secondly setting up an administrative body to deal with it. 5.45 p.m.

What I see in this piece of legislation, if I understand it, is, as I say, the other way around. Where are they

going to set up this Council? First, the Government does not spell out any policy and it is the business of Government to say what its policies are, not to set a committee of the Chief Education Officer, the Executive Director of something, the Permanent Secretary and people of this ilk to create the policy. It is not their job to come up with the annual plan of action. It is for the policy makers to come up with that and then tell this prestigious Council how to go about executing it. That is the way we are going.

It states that this Council should prepare a national policy for technical and vocational education and training to meet the needs of society and the economy. The Government seems to me, Mr. Speaker, to be passing up its responsibilities. It is a serious dereliction of duty for a Government to pass up something as important as a national policy for technical and vocational education and training to a committee of civil servants, union people and one or two employers. It is wrong.

The Council shall prepare a strategy and a plan for technical and vocational education and shall update it each year. What is the role of the Ministry of Labour and the executive Ministry of training? What is the role of the Ministry of Education as the executive Ministry for vocational education? I am troubled about these things. I would like to suggest, Sir, that the cart is going before the horse.

What the Government needs to do, in my submission, is to first of all come out with a policy for technology. They need also to make sure that this policy when they come up with it is in consonance with clearly stated national objectives. You have to know what the national objectives are and then you have to come up with a policy that is consonant with it. Also, Sir, for the first time in Barbados, because they are crying out for it, set up a serious institute - institute is just a new agency, whatever it is, set up something to involve the public and private sector in serious research and development. We have not done that. All the places in the world that have done massive take-offs like the Far Eastern countries, Singapore and these countries, have seen the importance of throwing Government funds along with private sector funds to engage some of the best and most creative people in research and development otherwise we are spinning top in mud. We are not going anywhere.

We have no policy in relation to these things except every other month the Government comes up with a new council, if not the Tourism Authority, or Industrial Development Authority or some Authority or the other, and a new council and a new committee, that is what they

throw at us but the important questions that must be addressed are not being addressed.

I believe, Sir, that there has to be a link between an education plan because the Ministry of Education, in my view, has gone to sleep. This is not to be critical of the Minister, for instance, because education in this country is something that transcends the Ministry of Education and Culture. But we have no link between a national education plan and national needs principally because we do not know what we want and that is the role of the Government to define with clarity what it is we want and where we are going.

I believe, Sir, that these things are absolutely necessary if we are to move from the present rut in which this country finds itself. There is nothing creative coming in. This Government is a patch and repair Government and they do not even patch properly but that is all they are. At this time when this country is crying out for creative new departures we are being saddled on an ongoing basis with a lot of committees.

Now, I have responsibility *pro tempore* for housing and I do not have much time usually to speak on it. But 3 things have been happening with housing within the last 3 years. Take the question of the use of solar energy for hot water and also for cooling. There is a Barbadian professor in the United States, I do not remember his name. He was in Barbados recently, who has done some work on solar refrigeration. He has been given research funds in the United States to deal with it. I understand he would be glad to do some work in Barbados but he does not know what work to do because the Government of Barbados does not seem interested in these things.

Now, Barbados and the Caribbean, Sir, have to move away from the importation of foreign technology and its usages all the time and use a lot of what is indigenous to Barbados. We made inroads into the use of solar energy for heating. We also, as you know, Sir, have developed a fledgling clay block industry that uses indigenous Barbadian materials. You would have thought that a Government that was with it would have been anxious to get into that kind of development to maximise its benefits for Barbados.

I remember a few years ago that there was an experiment on the use of sugar cane for building material. I do not know what has become of that. But maybe at the time when they abandoned the confith scheme it was because times were good, there was prosperity in the land, and therefore they did not have to continue to pay the

attention to it that would be needed today. They say necessity is the mother of invention. These are hard times and it is times like these that the Government and the people of Barbados have to be using all their creative intellect to use what is at hand to pull this country along but we are not seeing anything like that and the Government comes with these kinds of things.

I want to mention quickly, Sir, something else in relation to the question of this education linkage. I see that they are setting up a council, according to this piece of legislation, to deal with technical and vocational education. As I understand it, they are dealing with a post secondary situation. They are dealing with the Training Board, the Samuel Jackman Prescod Polytechnic and the Barbados Community College and so on. I just wonder why is it that the Government sees a need at this time to create a council that will deal with the coordination of all post secondary technical education and training, and at the same time sees no need for such a body, or group of persons, to deal with the other aspects of education. I will tell you why I say this, Sir.

Aside.

Mr. L. R. TULL: I was not in here but I am expressing my view. I will tell you, Mr. Speaker, that I do not know whether it is in place or not. I know that for years you could get credits from the Barbados Community College to the University of Pennsylvania.

Asides.

Mr. L. R. TULL: I talked about what I knew. I am hearing, Sir, and I am very glad for that knowledge that there are other American Universities that you can also get credits for.

Asides.

Mr. L. R. TULL: I hear the Minister of Education's voice and I usually do not deny anything that he says, but I do know that up to a year ago you could get credits from the Barbados Community College to Universities in the United States but you could not get credits to the University of the West Indies at Cave Hill. 5.55 p.m.

Aside.

Mr. L. R. TULL: The Minister of Education will get up and...

Asides.

Mr. L. R. TULL: But I was Minister of Education 12 years ago. Do you know what they are saying, Mr.

Speaker, Sir? Do you know what the Government's position is, Sir? It is that they believe that things today should be as they were 12 years ago. They feel that if I were Minister of Education 12 years ago and something did not happen that it should not happen in 1993, 12 years later because it did not happen in 1981.

I understand if they have now done it. They took a long time, an enormously long time to do it. These things are too high for some of them. We have additional problems.

Aside.

Mr. L. R. TULL: I am going to deal with that. We have the question of Erdiston College. Erdiston College is a teacher training college. I understand and the Minister can, if he wants at the appropriate time, or at the inappropriate time, like while I am speaking, the Deputy Prime Minister could answer as he has been doing - and can tell me whether the Erdiston Teachers' Training College has now got a mandate. I understand that all the teachers in the primary system have been trained. There is no work for the trainers at Erdiston College and they are looking for a new role or mandate for them.

But I understand that the training of teachers of technical education will reside in the Barbados Community College, not in Erdiston Teachers' Training College. I do not understand that.

Aside.

Mr. L. R. TULL: I hear there are shared resources. I am hearing from inside the teachers' organizations that the proposal is for the training of technical education teachers in the Barbados Community College and to use the words "shared resources" - fine words - means also that they would give the SJPP the Polytechnic people and the Ministry of Education a peep in but that the training is to be organized by the Barbados Community College.

I do not work in the Ministry of Education but I hear things. People in the education industry talk to me from time to time because as the Deputy Prime Minister said "I used to be Minister of Education" and people feel they can still tell me things.

Aside.

Mr. L. R. TULL: If educational policy in this country is a secret for the Government well God help us.

Aside.

Mr. L. R. TULL: I have no secrets and I do not want any of any Ministry.

But educational policy is not a matter to be discussed behind closed doors. I have here, Sir, a note that tells me that this new grant, this technical and vocational education has a component for community development and culture.

Aside.

Mr. L. R. TULL: I do not need to be advised. I thought that this technical and vocational education is a component of a fourth World Bank arrangement. I thought so. If the Minister of Education is not sure about that, he could talk to me and I could put him right on it because there seems to be a gap in his knowledge.

Aside.

Mr. L. R. TULL: Sir, could you protect me from my Parliamentary Representative? If he were as loud in St. George North as he is in here I would feel that I am getting good representation.

Sir, I am going to wind up. Others would like me to talk about education when it comes because I propose to talk on that Resolution. That Resolution is the one that really has the meat in it.

Aside.

Mr. L. R. TULL: I could talk twice. I have half an hour and half an hour. What I have to say would take more than half an hour.

I am going to wind up. I understand that this Bill also visualizes the training of retrenched workers.

Aside.

Mr. L. R. TULL: Do you mean I cannot read? I want to ask a question. I want to know, since the Minister of Finance had promised, in his last Budget, that the retrenched workers of the Barbados Transport Board would be put in some form of retraining, to what extent have they been retrained? How many have been retrained? I want the numbers. And I want to know in what areas have they been retrained. I want to go a step further. I want to know, as a result of the training that they have got, how many of them have been placed in new jobs as a result of that retraining. I will speak later on the Bill that the Minister is more anxious that I speak on.

Thank you, Sir.

Hon. C. V. WALKER: Mr. Speaker, I will address some of the points made by the Honourable Members on

the other side. First to state that it is probably due to the fact that I, as Minister of Education, introduced this Bill as opposed to any other Minister, on behalf of the substantive Minister of Labour that there was probably a tendency to deal more with education, *per se*, than labour.

However the point I want to make is the Bill points out clearly that it is a change in name. Indeed one Honourable Member on the other side said it was just a change of name and that made it a wishy washy Bill and also thought that it would destroy the National Training Board.

The fact is that it is very clear, Mr. Speaker, where it closes on the very last page, where it states that the amendment just changes the name of the National Training Board to that of the Barbados Vocational Training Board.

As far as the comments made on the penalty and a comment was made and I took a note that it was only one penalty mentioned within the Bill. It is true. The penalty is only mentioned in one particular place. But it is specific. It says:

"The penalty is for any person guilty of an offence under the Act."

My understanding is that any offence under the whole Act, anything that happens.

Another area mentioned and it was repeated was the reference to the type of training and specific training and data input and there was much talk about the technology and the new requirements of people being employed in Barbados. But we must understand, Mr. Speaker, that people can be trained to perform in a particular industry. But when you come to deal with the company which has the responsibility for that performance then there must be specific training - and the example used was in the data entry, the documents whether it be an insurance company or what have you - for the method in which that data would be entered although the people themselves might already have had training in the area. 6.05 p.m.

As far as training, and again there is the reference there, there is training and vocational training over and above the regular technical and vocational training within the school system in the same area as was referenced by a few speakers. There are numerous companies that are currently training people in the area of data entry and the whole process, not necessarily to become programmers but to be familiar with the operations of various software that goes together in the computing and analysing of data within the system, whether it be from word processing to any other data processing.

The effect and the whole question of TVET and training and regular educational systems. There is within the educational system an element of technical and vocational training which runs through to the secondary school. The technical and vocational training within the Ministry of Labour is intended to deal with those, after they would have completed or would have left, in other words, not currently in the secondary system. That is, Mr. Speaker, basically what the Training Board did before. You are always being educated so technical and vocational education, any form of direct discussion, can be an education. So let us not dwell on that particular word. Let us not dwell on the word "education". We are talking about technical and vocational training within the system.

Mr. Speaker, the Honourable Member is obviously thinking on the wording used within the Bill. All right, if you have a difficulty with that, when we get in the Committee you can make the recommended change that something should be done about that. But I have just stated to you what my understanding is of the Bill and the demarcation, as it does exist within the secondary and within the training area.

The other area, Mr. Speaker, and the question was asked if the whole question of training would get better and it was asked whether I could reply and say if it would get better. I cannot tell anybody it will get better. I cannot predict automatically if it will get better. Also the question was asked as to the distribution of the funds from the Training Levy. I can look at it but I am sure the Honourable Member is as aware as I am that I cannot decide and say to him that funds will come now from the Training Fund. That power does not lie ...

The last area which was more or less a repetition of the point that I made earlier, and this was raised by the Honourable Member for St. Peter, about the technical and vocational education, I want to stress again that technical and vocational education is done in secondary schools while children are there. There is also technical and vocational training. It is called training but I will agree that it is educational and it can be called educational but it is called training. The Training Board was not called the Education Board for over sixteens, or the National Educational Training Board, it was called the National Training Board.

However, Mr. Speaker, those are all the basic points. Most of the other discussion was irrelevant and really dealt with education as opposed to training. It was irrelevant as far as the labour and the Bill but it dealt with education and did not speak directly to the Bill and with that, Mr. Speaker, I beg to move that this Bill be now read a second time.

The question that the Bill be read a second time was put to the House and resolved in the affirmative without division.

On the motion of Hon. C. V. WALKER, seconded by Hon. B. M. TAITT, Mr. SPEAKER left the Chair and the House went into Committee on the Bill, Mr. L. L. BRATHWAITE in the Chair.

COMMITTEE

Mr. CHAIRMAN: The House is in Committee.

Clause 1 was called and passed. Clause 2 was called.

Hon. C. V. WALKER: Mr. Chairman, I beg to move that Clause 2 stand part.

Hon. M. A. KING: I beg to second that.

Mr. D. A. C. SIMMONS: I have a problem with this clause. It says, "Council" means the Technical and Vocational Education and Training Council established by section 3. In March, during the Estimates Debate we voted \$85 000 for something called the National Training - Authority. What is the National Training Authority? The Explanatory Notes, page 97 of the Estimates: "The National Training Authority will provide support for improving the quality, effectiveness and efficiency of public technical and vocational education and training (TVET) and fostering increased collaboration with private; improving employment services and labour market information."

Now, I want to know, Sir., if we had a National Training Board, a National Training Authority and now the Technical and Vocational Education and Training Council, because no provision ... I am serious. No provision is made in the Estimates for the Council so you have to come back in here now to amend this note and delete National Training Authority. Do you know, Sir, that as recently as March this Government did not even know whether it was having a National Training Authority or this long winded thing ending with the word "Council". You had to wait on the IMF to tell you what to name it and you did not realize that it was in conflict with your own Estimates. 6.15 p.m.

Mr. CHAIRMAN: Is the Honourable Member dealing with Clause 2?

Mr. D. A. C. SIMMONS: I am dealing with Clause 2 to say that I want to hear from the Minister whether "Council" as set out in the definition clause is the same thing as the National Training Authority that we voted money for 3 months ago, Sir.

Mr. CHAIRMAN: The question is...

Hon. M. A. KING: In the Third Schedule on Page 20 of the Bill, one sees that in Section 3 of the Occupational Training Act which sets up the National Training Board that the name of the National Training Board is, in fact, changed to the Barbados Vocational Training Board.

The question that Clause 2 stand part was put and resolved in the affirmative without division.

Clause 3 was called and passed.

Clause 4 was called.

Mr. L. R. TULL: Mr. Chairman, in respect of Clause 4(d). I noticed that one of the functions of the Council is to coordinate technical and vocational education and training at the tertiary level. Now two things, Sir. In winding up the second reading debate, the Minister seemed not to have grasped that in the educational field there is a difference between training and education. He does not seem to grasp that. Anybody in either the field of training or education would tell you that. But I will not even prolong that because it seems to have gone over the head of the Minister. What they are saying here is that the Council will coordinate vocational education at the tertiary level. Now tertiary level education in Barbados is primarily university education.

Aside.

Mr. L. R. TULL: I choose my words carefully - primarily. One of the areas is university education for those who want it spelled out with greater clarity, Sir. But you do want a Council that is made up of all sorts and conditions of men and women but does not include a member of the University. So what we have here in effect is that a Permanent Secretary in Labour and some people from the private sector and the Honourable Member for Christ Church East Central from the trade union and these people will be on a Council that will coordinate aspects of vocational education that fall within the purview of the University of the West Indies and the University of the West Indies is not represented.

Sir, I do not understand what this Bill is all about. When you try to make legitimate observations based on experience, you get a lot of comments to sidetrack you. I would like without belaboring the point, Sir, to ask the Minister to explain the import of Section 4(d) and to drive home the earlier point that I was making between training and education. My contention is borne out by 4(g) which specifically draws the distinction between students and trainees.

Hon. C. V. WALKER: Mr. Chairman, I will give the assurance that those two matters will be addressed.

The question that Clause 4 stand part was put and resolved in the affirmative without division.

Clauses 5 through 16 inclusive were called and passed.

Clause 17 was called.

Hon. C. V. WALKER: Mr. Chairman, I beg to move that Clause 17 stand part.

Hon. B. M. TAITT: I beg to second that, Sir.

Mr. L. R. TULL: Mr. Chairman, in respect of Clause 17(2) which reads as follows: "A term of any contract for training registered before the date of the coming into force of the scheme may not be revoked or varied by means of a scheme." - I just wondered whether this is the real intention of the Government because this is the same Government that has circulated a Paper on Incomes Policy which states that contracts entered prior to the proposed coming into force the policies will be rendered illegal. In other words, the Government has been recommended in other times and other places the breach of agreement suddenly entered will make them not only subject to civil liability but for criminal liability. 6.25 p.m.

On the one hand, they are saying that these contracts • may not be varied if they are entered in already, but in the proposals for the incomes policy it says that contracts of employment that have previously been entered shall amount to a breach of the law if they are carried out and subject to a criminal sanction.

The question that Clause 17 stand part was put and resolved in the affirmative without division.

Clauses 18-27 were called and passed. The

First Schedule was called.

Hon. C. V. WALKER: Mr. Chairman, I beg to move that the First Schedule become the First Schedule to the Bill. *

Hon. M. A. KING: I beg to second that.

The question was put and resolved in the affirmative without division.

The Second Schedule was called.

Hon. C. V. WALKER: Mr. Chairman, I beg to move that the Second Schedule become the Second Schedule to the Bill.

Hon. M. A. KING: I beg to second that.

The question was put and resolved in the affirmative without division.

The Third Schedule was called.

Hon. C. V. WALKER; Mr. Chairman, I beg to move that the Third Schedule become the Third Schedule to the Bill.

Hon. M. A. KING: I beg to second that.

The question was put and resolved in the affirmative without division.

On the motion of Hon. C. V. WALKER, Mr. CHAIRMAN reported the passing of one Bill in Committee and Mr. SPEAKER resumed the Chair and reported accordingly.

On separate motions of Hon. M. A. KING the Bill was read a third time and passed.

ORDER NO. 3 - RESOLUTION TO APPROVE THE BORROWING OF US\$7 800 000 FROM IBRD

Hon. D. J. H. THOMPSON: Mr. Speaker, this Resolution is to give effect and approval by the House to the borrowing by the Government of the equivalent in Barbados dollars of the sum of US\$7.8 million from the International Bank for Reconstruction and Development also known as the World Bank for the purpose of assisting in the financing of the Human Resources Project.

This Resolution is being brought by virtue of section 2 of the Special Loans Act, Cap. 105. In the Addendum to the Resolution the essential aims of the project are set out and also the particular programmes which would benefit from the money made available through this loan. The loan has a maturity of 15 years including a grace period of 5 years and the schedule of repayments is in equal semi-annual payments, the first payment being on October 15, 1998 and the last payment on April 15 in the year 2008.

The interest rate is the bank's cost of Qualified Borrowing Plan plus one-half of one percent and the commitment fee is three-fourths of one percent.

The total cost of the Human Resources Project is BDS\$31.2 million of which the project preparation facility is \$1 million. The World Bank proposes to provide a loan in the amount of \$15.6 million which is this loan and this is 50%. The Government of Barbados will finance the other

The allocation of this project by Ministry is as follows:

The Training Division - BDS\$1.6 million,

The Community Development and Culture Division of the Ministry of Housing, Lands and Community Development - BDS\$2.6 million,

The Ministry of Labour, Consumer Affairs and the Environment - BDS\$8.1 million, and

The Ministry of Education - BDS\$18.9 million.

As I have said, the agenda sets out the way in which those funds will be allocated. I believe it is well known that the proposed Human Resources Project of US\$7.8 million together with the possible structural adjustment loan from the World Bank would complete the graduation programme for Barbados which was devised back in the year 1985 and should have ended in 1991. So these are the last of a series of loans for which one would benefit under concessions such as this.

Part of the project relates to the creation and operation of the Technical and Vocational Education and Training Council and the Employment and Training Fund and arts and craft programmes within the Barbados Youth Training Service; expansion of the facilities of the Training Administration Division of the Ministry of the Civil Service; the establishment of an industry service unit at the Community College and the upgrading and equipping of the Language Centre at the Barbados Community College.
6.35 p.m.

I do not think any other details on the Project are necessary unless there are any specific questions that members may have on the main objectives of the Project.

I beg to move that this Resolution do now pass.

Hon. W. O. FRANKLIN: I beg to second that.

Hon. H. B. St. JOHN: Mr. Speaker, I am a little concerned, given the financial condition of Barbados as to whether the pre-conditions which to date have not been mentioned will be able to be met by the Government so as to unlock this money. Usually in these loans there are provisions with respect to counterpart funds. As I understand it, the total amount of money to be spent on this Project is somewhere in the vicinity of \$32 million odd. I think the figure was mentioned in my hearing of the speech of the Honourable Minister of State in the Ministry of Finance and Economic Affairs. That seems to me to be approximately a half of the amount that is necessary because the borrowing here is U.S. \$7.8 million.

Now, quite frankly, Sir, I fear that we will not be able to proceed with any degree of fitness with this Project unless we are able to provide the counterpart funding.

What are the preconditions, in other words, I am trying to get at? Do we have to put up our money first and then unlock this money or is it that for every dollar of borrowing we have to have a dollar of our local money? That is an important point.

The second point I want to raise is, I would have hoped that we would have been able to persuade the World Bank on this occasion to find some means within these programmes of ensuring that the buildings which are now in an advanced state of deterioration at the former Queen's College site that work could be recommenced on them. I am asking the question, Sir, because as a concerned Barbadian I am very worried that all of that money that has been spent on the Queen's College site may well be wasted if we do not restart those buildings at a very early date. Are we able within the parameters of those programmes to squeeze out a little bit to restart those buildings?

Thirdly, Sir,...

Asides.

Hon. H. B. St. JOHN: Sir, I am not one of those fools who believe that because that is a classic example of Democratic Labour Party incompetence that I would not want to see it finished? I would like to see it finished. However you do it you cannot finish it between now and the next election so it would still be there as a sight and the memory of it will still be there so do not worry about that. But I want to see it finished. When I pass there every day, Sir, 'the only thing I see is a Chinese watchman and the beans. There are growing some lovely Chinese beans, some long, long ones.

Thirdly, Sir, this is not my area but there are one or two people in my constituency who come to the constituency office and talk about what they regard as problems in relation to Erdiston. What is the position? Are you going to use the physical plant at Erdiston in any of this exercise? I do not know and I am asking these questions because I see there is a role there for the Community College and a lot of activity in relation to the Community College. I want to know whether, given the limitations of space at the Community College, despite the acquisition of the land at Morningside whether it is possible or contemplated that Erdiston College will become part and parcel of the Community College concept.

We are having here programmes done at the Community College in relation to teacher training which I thought was the preserve of the development of the cadre of teacher trainers at the Barbados Community College. I thought it was Erdiston. I am not following it, Sir, so I want these things explained. If you are going to upgrade Erdiston, are you integrating it? Those are the few questions I want to raise in relation to this. No doubt other Honourable Members on this side will be dealing with that.

Mr. L. R. TOLL: Mr. Speaker, I want to immediately follow up on the point raised by the Honourable Member for Christ Church South this question of the incomplete buildings. He mentioned the old Queen's College compound and I add to that the St. Thomas Secondary School. Those schools were in the Third World Bank Education Programme and this is the Fourth World Bank Project that has been negotiated or is being negotiated, I am not quite sure.

The practice has been in the past, however, by the Bank not to disburse funds until the previous project has been completed. That has been my experience, Sir. I am just wondering whether on this occasion the World Bank is waiving that condition and is allowing the Government of Barbados to get funds to start the fourth project without the completion of the St. Thomas Secondary School and the Queen's College Complex because I understand all the other sub-projects under that general project have been completed.

I want, however, to raise something that troubles me even more and this is the requirement that the World Bank has been imposing on a number of countries of a similar level of development in Barbados that there is being what they call euphemism - cost recovery in education. The Minister in speaking must tell us about this because we are deeply concerned about that, whether the World Bank at the end of this graduation plan is now required for this particular Project, the \$21 million, or whatever the figure is, requiring the Government of Barbados in education to do two things that trouble me deeply. One is that there will require the Government of Barbados to exact fees and other costs from Barbadian students at the University first of all and secondly what all the post secondary institution.... I do not call them tertiary, not arbitrarily but because those are the names that have been given in the past, the post secondary institutions of the Samuel Jackman Prescod Polytechnic and the Barbados Community College. What I would really like to know is whether the World Bank is requiring the Government of Barbados to give an undertaking that they will be requiring Barbadian students to pay fees in these institutions in accordance with the terms of the Agreement. 6.45 p.m.

There is another thing I am worried about, Sir, like the teaching community and this is the teacher pupil ratio. Barbados has enjoyed a manageable ratio of teachers to pupils. The World Bank has done some remarkable things. It has caused the Government of Barbados who wanted to borrow money from it to reduce the physical space per student in classrooms. In other words, although we have some big, new, bright and shiny schools like Queen's College and the school at Wotton, the Deighton Griffith Secondary School, they are big schools, they are well appointed but the physical space per child per

classroom has been reduced because of the demands of the World Bank. The World Bank has also been asking that you reduce the teacher pupil ratio.

The World Bank would have -1 was going to say to be crazy - but I think it would be the Government of Barbados would have to be crazy to accept that because what is happening today, Sir, is that a classroom is becoming more and more unmanageable for a teacher. For the World Bank to impose on Barbados the requirement that you put more children in a class with a teacher is adding to a problem that is already burdensome. I would like to hear a word on this teacher pupil ratio.

I could myself submit an argument to the other side that in cases of special education you are going to need a better teacher pupil ratio. You are going to need fewer students per teacher, in all areas of special education than you have at the moment And more particularly in primary schools where there are discovering, on a weekly basis phenomenal areas of learning disabilities, children who are not foolish but still are not absorbing the things they are taught in school for all kinds of reasons. Some are emotional, some of psychological, some are physical. There are some who suffer, for instance, from dyslexia and you will require fewer pupils per teacher if we are supposed to do the remedial work in our school system than currently obtains at the moment. But I understand that the World Bank is asking to make the ratio even more unfavourable. I would like to know if the Government is disposed to accepting that condition being laid by the Bank.

I want also, Sir, to mention quickly the question of the Erdiston Teachers' Training College. I mentioned it earlier this evening and I want to raise it again. Because the Government seems not to have a clear policy for Erdiston Teachers' Training College now that nearly all of the teachers in the primary and secondary system have been trained. I should like to urge one or two things. One is that the Government does not spread out teacher training over other institutions and although the Minister of Education, earlier today, sought to say that the training of technical teachers was not being moved from Erdiston and put in the Barbados Community College, I challenge that. That is the plan. To move it to the Barbados Community College and thereby remove whatever residual work there was for Erdiston Teachers' Training College, they have removed that now to the Barbados Community College.

I understand - and the Minister of Education would be better qualified to answer this than the Minister of State who deals only with the money - that the Government proposes to end the in-service teacher training at the University at Cave Hill and to transfer teacher training education to Erdiston College. On one hand they are taking away what is left at the moment and they are talking of

putting the in-service training for teachers at Cave Hill to Erdiston Training College. In addition to that there is talk of their starting a programme of continuing education. I really do not care which agency in Barbados is responsible for continuing education. Continuing education is critical to our development. But it must be placed in one place and be well organized. Continuing education, up to this point, Sir, has been largely in the hands of the Extra Mural Department or whatever they are called now, the Department of Continuing Studies of the University of the West Indies. These are areas where the Government has to come out and make clear statements to all the people in this country to understand what is going on. Does it mean that they are closing the Department of Continuing Studies at Cave Hill and taking that bold responsibility and giving it at Erdiston and ending the vote at the University for in-service teacher training and continuing education and putting it back in Erdiston College. These things are important and they are important because in the area of education more and more, at this time, there is a need for certainty, that people must know what is going on and there must be an opportunity for planning.

The Minister in introducing this matter said that money was being allocated for the area of learning resources or the Audio Visual Aids Department and the Language Lab, I think he mentioned at the Barbados Community College. These are important, very important. The Audio Visual Aids Department in the whole framework of the Ministry of Education has never received the full importance that should be attached to it. It is common knowledge that children learn better from visual presentation of information than they do from talking to them. All across the first world where phenomenal advances are being made in these areas, the evidence is that if we want to maximize the benefits of dissemination of information that we have to move in that area audio visual. We have a very small department. It has been a small department for a long time. I believe that if the Government really is serious now about going into that area that is one of the few things they have said all day that will find very strong support from me.

The Minister of Education has quite often talked about computers not out of any coherent policy on computer education in Barbados but because of his own expertise and predilection towards playing around with computers. Again, Sir, the Government has to work out along with any development in AV A Audio Visual and in the Language Lab a clearly stated intelligently argued and logical training programme for computers. The words that have come through to me and if I am wrong, I do not mind being corrected are that a number of children in the early days of secondary school have been turned off computers because of the way in which they are being taught computers, that it is not something that is put to them in a way that makes it exciting and interesting, that there

is a lot of theoretical talk and language that is given in a number of the schools. I speak from the knowledge of the children themselves, not from other people.

I am wondering to what extent have we trained because this whole concept of training ... This is the first World Bank Project that does not include buildings. The three previous ones all had the construction of buildings at the primary and secondary schools. This is the first one that has given all of its resources to training and human resources development to use the current expression. I should like to think that the training of teachers of computers would take a high place in the expenditure of the funds allocated to the Ministry of Education in this area.

I want also quickly, because you talk to the Government and they do not listen so sometimes you wonder why you bother. I also want to mention something in relation to the question of the organizational links between post secondary institutions. I made a reference earlier to it, Sir, that sometimes the Polytechnic, the BCC, the University and the Ministry of Education's training section get on as if they are not family at all. They are not relatives. They do not deal with each other and they go off and do many of the same things with a tremendous amount of overlap with the cost implications in it. I want to know, Sir, whether in all this we can hear that there is going to be a better co-ordination of the programmes of these post secondary institutions. Not only the programmes are going to be better co-ordinated but whether there is going to be a free system of certification and you can use your training in one institution for credit in another institution. I understand at the moment, Sir, that situation does not exist between the Polytechnic and the Community College. You can go to the Polytechnic and do a year or two years and get a diploma in auto mechanics or whatever but if you go to the Community College after, there is no credit for the time that you spent at the polytechnic. 6.55 p.m.

I also want to mention, Sir, the question of furniture was mentioned in relation to this and I want to know something about whether the Government has now finally come up with a source of furniture for the secondary schools. I am not so concerned about the primary schools. The amount of waste and vandalism in the primary schools is negligible, but there has been a lot of wastage at the secondary level in relation to furniture and a lot has to do with the quality of the furniture that was being placed in the secondary schools.

It is not a new problem, Sir. It is not something that is being dropped in the lap of the Government yesterday or the day before. It is an old problem but the Government has a duty to do something about it because hundreds of thousands of dollars are wasted as a result of the poor

quality of furniture that has been finding itself in the secondary schools. And in many secondary schools in Barbados a lot of students still have to do without furniture. There is none. They have to rotate them, Sir, like they are playing hiddy biddy or something.

I would like the Government to give some assurance to the country because they certainly are not going to give me any, that that area, since it is mentioned specifically under the general education support part of this Resolution that the Government will do something, not about buying more furniture but providing better quality furniture.

One last word, Sir, on libraries. Earlier, Sir, we heard about technical and vocational education and I am making the point that the country has to become science and technology oriented if we are going to begin to make serious development. The Public Library of Barbados, Sir - there is only one - and it is ill-equipped as a technical library. Sir, I am the least technical person in this Island, but some time recently I wanted to check out something in the technical field to assist me in something I was researching for some clients overseas. I went to the Public Library to try to find out whether they had a properly equipped technical section, where with a little guidance from the Librarian who deals with that section, I would be able to make some head or tail of what it was I was seeking. I find, Sir, that that facility is woefully lacking in any place in Barbados.

I want, Sir, to urge on the Government if it is serious about the technical and vocational education, a component and movement towards science and technology as a basis of development, that it does something about developing a library with technical services that could be made available both to the young people and older people so that they get a better grasp of what is going on and they could educate themselves as part of their continuing education.

I understand, Sir, that they have the Marcus Garvey Library up in Wilkey. I understand it is being operated by the National Conservation Commission. I do not know whether they see it as a park, a gully, a gutter, a trench or what. I understand that it is operated by the National Conservation Commission and it seems to me to be a remarkable joke for the Government to be playing on the people of Barbados to take a library of the quality and stature of the Marcus Garvey and to stick it up in Wilkey to be run by the people who are responsible for the lawnmowers, the hose, the rakes. I say no more on this. It seems to me, Sir, that if a word to the wise is enough, that something would be done about it. If there is no wisdom on the other side the books will continue to be run by the people who rake up the grass in the National Conservation Commission.

The question that the Resolution do now pass was put to the House and resolved in the affirmative without division.

ORDER NO. 7 - A RESOLUTION TO APPROVE THE VESTING IN THE NATIONAL HOUSING CORPORATION OF LAND SITUATED AT THOMAS GAP PRESIDENT KENNEDY DRIVE, ST. MICHAEL FOR HOUSING PURPOSES

Hon. E. E. GREAVES: Mr. Speaker, I do not believe that this will be a particularly controversial matter, but basically the Resolution seeks to vest land which has already been acquired and in the ownership of the Crown in the National Housing Corporation for the purpose of facilitating the national urban low income housing project. One of the areas in this project is Thomas Gap, St. Michael, that is in President Kennedy Drive. We are seeking to vest 11 747.4 square metres of land at Thomas Gap, St. Michael in the National Housing Corporation.

Sir, I think it would be of interest to Honourable Members to know that most of the work has already been completed. Really, in truth and in fact, the land cannot be now sold to the persons because it is not in the ownership of the National Housing Corporation. What we are seeking to do now is to vest the land in the National Housing Corporation, so that those persons who have the money can purchase their lots. In this way the representative for the area will stop pressurising me on a constant basis for this to be done. But of course that is the job of a good representative. We want to ensure that they get the property and at the same time to put additional money in the coffers of the National Housing Corporation. 7.05 p.m.

Sir, the amended Resolution therefore reads as follows:

To move the passing of a Resolution to approve the vesting in the National Housing Corporation of the parcel of land situate at Thomas Gap, President Kennedy Drive in the parish of Saint Michael.

I think there has been a change to the original format and Honourable Members have had it. With the approval of this change, I beg to move that this Resolution do now pass.

Hon. B. M. TAITT: Mr. Speaker, Sir, it is a great pleasure to second this Resolution. This opportunity for the people of Thomas Gap who have been so patient while waiting for the distinguished Minister who had promised them that he would deal with this expeditiously, I am very happy for them. I am very grateful to him and his

colleagues in the Ministry for expediting this matter. Actually, this low income project... /

Aside.

Hon. B. M. TAITT: No, the houses are already, in fact, on the land. This is one of those projects where they have re-arranged the house spots, put in the roads, put in water, *et cetera*. Now the persons will be able to acquire the land so that they will have a stake in the area. This is one of three projects just up from St. Leonard's Church as you go up President Kennedy Drive towards Eagle Hall. Persons who live in that area will have an improved quality of life.

Aside.

Hon. B. M. TAITT: Mr. Speaker, I think Your Honour will rejoice with me that we have been able at last to say to them definitively that they will be able to purchase the land.

Mr. L. R. TULL: I will not be very long, Mr. Speaker. I am just wondering about this piece of land.

Aside.

Mr. L. R. TULL: Do you want to stop me from what I am good at? Mr. Speaker, Sir, just a few short questions. I would like to know how many spots there are, what the Government will be selling those spots for, if they are all being sold to the existing tenants, whether the sites and services have been completed and finally, Sir, whether the Government has given the assurance to this Assembly that it will not do to the people down in the area which we are discussing what they did to the people in St. George at Lower Estates. I would like the Minister to give that assurance here.

Hon. E. E. GREAVES: Mr. Speaker, I would love to be able to answer specifically the questions by the Honourable Member. I must confess that I do not have all of the information here. I would not want to commit myself directly on the price which the land is going to be sold for nor the number of house spots there are. The fact of the matter is that it is nowhere like \$6.00 per square foot. I will undertake to get the information and pass it to the Honourable Member. But this is a project which is designed to enable those persons who are living in a low income area to own those spots on which they are presently living. As I said, I will get the information and provide it for the Honourable Member. I make him that promise.

The question that the Resolution do now pass was put and resolved in the affirmative without division.

ORDER NO. 8 - BE JT RESOLVED THAT AN HUMBLE ADDRESS BE PRESENTED TO HIS EXCELLENCY THE ACTING GOVERNOR-GENERAL APPROVING THE PROPOSED APPOINTMENT BY HIS EXCELLENCY ON THE RECOMMENDATION OF THE PRIME MINISTER AFTER THE CONSULTATION WITH THE LEADER OF THE OPPOSITION UNDER SECTION 3(1) OF THE OMBUDSMAN ACT, CAP. 8(A) OF CLIFTON CARLTON BROWNE, ESQ. TO THE OFFICE OF OMBUDSMAN ESTABLISHED BY SECTION 2 OF THE SAID ACT

Hon. P. M. GREAVES: Mr. Speaker, the office of Ombudsman, which is virtually a new office within the Establishment although the law was passed in 1980, has been held by Sir Frank Blackman, K.A., K.C., B.O. for nearly seven years. Sir Frank will be 67 years of age on July 31, in a couple of days' time. What we, as the Government, have done is to observe the kind of terms, if you like, or regime which is observed by the High Court Judges. They are required to retire at the age of 65 but may be given an extension of two years until the age of 67 years. I must say, Sir, that it is my opinion that Sir Frank has done an excellent job as Ombudsman here in Barbados, particularly as the first holder of this job.

Sir, I would like to pay tribute to Sir Frank on this occasion that he is retiring from that position. The intention is to appoint as Ombudsman in the place of Sir Frank, Mr. Clifton Carlton Browne. Mr. Browne has been an attorney-at-law of several years' standing, had reached the position of Deputy Solicitor-General before he retired from the legal service of this country. It is our opinion, Sir, that he too is a person who is eminently qualified and suitable to be appointed Ombudsman to replace Sir Frank. Following the constitutional practice and niceties, the Prime Minister has consulted with the Leader of the Opposition, who has no objection to the appointment of Mr. Browne to this particular post and His Excellency the Acting Governor-General has been so advised. 7.15 p.m.

We are now asking, in accordance with section 2 of the Ombudsman Act, Cap. 8A, to approve the appointment by His Excellency, the Acting Governor General of the said appointment of Mr. Clifton Carlton Browne to the office of Ombudsman. I now so move, Sir.

Hon. B. M. TAITT; Mr. Speaker, Sir, in rising to second this Resolution, I would like to record that this innovative excursion by the Barbados Parliament sometime ago into the area of Ombudsman was at the time regarded with some trepidation because although there had been a fairly clear indication that it had the capacity to assist in Government it was somewhat different from the

parliamentary Commissioner in the United Kingdom. It reverted rather to its area of origin and I think that the first holder of the office, Sir Frank Blackman, has done well to establish the benchmark by which the performance of all those who would hold the office will be measured.

I wish to place on record my own appreciation of the manner in which Sir Frank executed his duty. I believe that, as he has done in his previous performance in the Public Service, he proved to be an exemplary officer functioning as Ombudsman. I merely wish therefore, Sir, to place on record the thanks of many persons who benefited from his sojourn as Ombudsman and to hope that we can continue to see this office grow in stature.

I hope and expect that as we move towards the 21st century that this office will become one of the beacons in the maintenance of our democracy and something to which those officers who walk the straight and narrow in the public sector can aspire.

It is a pleasure to move the seconding of this Resolution.

Hon. P. M. GREAVES: Before we put the question, Sir, I think the House should be aware of the address proposed to be presented to His Excellency the Acting Governor-General. It reads, Sir

"This Honourable House presents our humble duty and is pleased to approve the proposed appointment by Your Excellency of Clifton Carlton Browne, Esquire, to the office of Ombudsman for Barbados established by section 2 of the Ombudsman Act, Cap. 8A."

This address is to be signed by Your Honour, the Speaker.

The question was put and resolved in the affirmative without division.

ADJOURNMENT

Hon. P. M. GREAVES: Mr. Speaker, I am proposing that the House do now adjourn until Tuesday, August 10, 1993 at 12:00 o'clock noon.

I am sure Honourable Members will be wondering when we are going to rise for the usual summer recess. I would like to state that we should like to make that sitting the last sitting before we do rise. What I have just said, Sir, is for the benefit of Members on the other side as well as Members on this side.

The question was put and agreed in the affirmative without division, and Mr. SPEAKER adjourned the House accordingly. 7.22 p.m.

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