

**DEMOCRATIC LABOUR PARTY**

# **MANIFESTO**

**1994 GENERAL ELECTION**



Barbados into the 21st century

# MANIFESTO 1994

**DLP**  
DEMOCRATIC LABOUR PARTY  
**Into the 21st Century...**

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# FOREWORD



DAVID J. H. THOMPSON

All Barbadians can agree on the following three propositions:

- (1) Our country, Barbados is a great little country which has made tremendous strides as a nation over the past three decades;
- (2) there are still many further improvements we can make to the structure and process of our national life;
- (3) we can best bring about further improvements and more fully achieve our potentials and possibilities as a nation, if we pull together, work together, and pool our resources for the common good of one for all and all for one.

The success or failure of a country, as with an individual is assessed by the way in which that country or individual utilizes available resources and opportunities to make progress. Freedom House, in its latest annual survey of freedom around the world, has consistently rated Barbados as one of the top freest independent countries in the world.



based on the rights and liberties its citizens enjoy when compared with other countries.

The Institutional Investor magazine has consistently rated Barbados as one of the top three countries in Latin America, and as one of the top fifty five countries in the world for credit-worthiness.

The United Nations Development Programme in its Human Development Report for 1994, has ranked Barbados as the No. 1 country among developing countries and No. 20 in the world. That report provides a comparison of the relative socio-economic progress which industrialized and developing countries have made. It is based on the best available socio-economic measure of human development, namely the human development index which utilizes the three basic human development components of life expectancy at birth, educational attainment, and adjusted real GDP per capita.

We in Barbados and particularly our opponents should desist from the stale, sterile and unprofitable exercise of trying to establish that Barbados is generally now worse off than it was before, or that we are worst than most other nations. That is just not true. We should not pull down our country, nor seek to discredit its leadership, simply out of jealousy or for short-term political gain. National integrity requires that we should recognize the progress we have made, and applaud the unsurpassed contribution made by the Democratic Labour Party to national advancement over the past three decades.

The party which is therefore best able to take Barbados forward during the coming decade is the Democratic Labour Party, which has not only laid the foundations for our current high standing, but which has also demonstrated the fortitude and courage to protect the value of our currency, and to adjust, restructure and rebuild our economy.

The Democratic Labour Party pledges that it will boldly, imaginatively, and realistically work for the transformation of Barbados from the status of a developing country to the status of a developed country by the end of the first decade of the twenty first century. Most of us will be alive to see the glory of our dreams fulfilled!

**We pledge** to fulfill this dream within the framework of maintaining the civil and political and human rights of all Barbadians in a parliamentary democratic framework.

**We pledge** to continue to work for the resumption of economic growth, the expansion in output of goods and services, the enhancement of Barbados' international competitiveness, the building up of our international reserves, the creation of additional jobs through gainful enterprise, the boosting of Labour productivity, the more equitable distribution of income, and the reduction of pockets of poverty.

**We pledge** to provide increasing opportunities for all including the disadvantaged and vulnerable to enjoy adequate standards of living, that will provide access to adequate and affordable food, clothing, shelter, health, education, recreation and well-being.

**We pledge** to protect our national sovereignty and independence, to improve national security, to strengthen law, order and justice, and to give to all residents and visitors alike the guarantee that Barbados is one of the safest countries in the world.

**We pledge** to foster artistic, cultural and intellectual excellence through diversity, to promote sports and wholesome recreational activities, to engender a strong Barbadian spirit, national consciousness and national identity, and to conserve our heritage.

**We pledge** to build our infrastructure, to protect and enhance our environment for sustainable living.

**We pledge**, above all, under God, to put people first, to train and develop our human resources, to preserve religious freedom and to inculcate a strong sense of values.

**We ask you, the electors of Barbados to continue to give us your support** so that we can continue the work we have begun together and which together we must, with God's help, complete by implementing the broad policy objectives which we shall now outline.



DAVID J.H. THOMPSON





*The Sir Frank Walcott Building at Culloden Farm. Inset: Sir Frank Walcott at the official opening.*



# INTRODUCTION

During the past eight years and particularly since the 1991 election campaign our opponents have preached a campaign of doom and gloom confidently predicting that the Barbados dollar would be devalued and that all sorts of calamities would befall the Barbadian society.

One segment of the print media waged a relentless campaign calculated to destroy the Democratic Labour Party Government. Today the exchange value of the Barbadian dollar remains fixed at the rate at which it was pegged in 1973 and the foreign reserves have reached a historic peak.

Barbados has a very small economy in a world of massive national economies and trading blocs. Since the early 1960's successive governments have established several statutory corporations and a limited number of enterprises many of which were unsustainable, and which over time became an unbearable burden on the national budget. In addition the BLP Administration of 1976 to 1986 entered into an arrangement for the financing of the sugar industry through the Barbados National Bank which damaged the portfolio of that institution. The same administration of 1976-1986 pursued lending policies in the Barbados Development Bank which contaminated as much as fifty per cent {50%} of its loan portfolio.

## Economic Background

Small countries can exert little influence on the course of international economic affairs; they exist at the mercy of the ebb and flow of international economic events. We need only recall the 400 percent increase in the price of crude oil in 1973. The resulting rise to an unprecedented inflation rate of 36.2% in 1974, or further 200 percent increase between 1979 and 1980, and the crisis these events created in the Barbadian economy.

This increase in prices saw a contraction in real economic activity for the first time in the post independence period. However prudent management of our fiscal affairs, and the balance of payments caused a reduction in inflation rates to 2% per annum, and a return to positive real growth by 1975. Indeed, notwithstanding these difficulties the National Debt stood at a mere Bds. \$50 million at the end of 1976.

This was criticised by the BLP administration as being too low. We all now know that this criticism was to prove very crucial in the 1980s. The Barbados economy experienced some favourable conditions- high sugar prices in 1979, and particularly 1980, the emergence of tourism and oil crisis benefits in Trinidad and Tobago's economy which assisted our manufacturing sector, but were quickly squandered by electioneering in 1981. That year marked the beginning of misery by excessive reliance on foreign borrowing a shift in philosophy under the BLP which was not surprising given the sentiments articulated in the 1976 election

campaign that the national debt was too low, and that future generations ought to pay for today's development.

The International Monetary Fund Stand-By Agreement of 1982 was yet another attempt by the BLP to paper over the real difficulties in the Barbadian economy. This period 1982-1985 saw negative growth in Gross Domestic Product. However the BLP Government missed a golden opportunity to structurally adjust the economy in the first half of the 1980's because their philosophy was **"borrow your way out of difficulties"**.

It is public knowledge that severe pressures developed on Barbados' foreign reserves during the second half of the 1980's. The Democratic Labour Party Government commenced a programme of raising foreign loans to refinance foreign loans obtained during the 1976-1985 period as they fell due. In 1991 the Government's efforts to raise a loan on the Japanese market failed because of the high degree of uncertainty affecting that market, which had become unstable because of fractures in Japan's ruling Liberal Democratic Party.

Tourism which since 1987 proved to be the main plank of the local economy suffered a serious setback in late 1989. Just when it appeared to be stabilizing it was beset with another reversal in early 1991 with the outbreak of war in Iraq. These developments led to a situation where the economy was not earning enough foreign exchange to satisfy the demands of consumption, investment and external debt servicing. Between 1986 and 1991 the Government did all in its power to raise the level of employment and to defend the currency; but the situation which developed after 1990 destabilised the Barbadian economy and forced government to concentrate its energies on implementing actions to protect the parity of the Barbados dollar.

Governments elsewhere in the Caribbean, Africa, Central and South America faced with similar problems during the past fifteen years opted for a set of corrective measures which resulted in widespread social and economic dislocation in their countries. Irresponsible organisations and misguided individuals may try to mislead you that the corrective measures taken since 1991 were unnecessary, but we urge you to reflect on what could have happened if your Democratic Labour Party Government had pretended that a fundamental problem did not exist in our economy. Ten years earlier our Government was called upon to change its policy direction and avert the difficulties which had taken deep root in the 1980's. Rather than take decisive action to deal with the problem then the Barbados Labour Party Government played the proverbial ostrich burrowing its head in the sand, and plundered the low debt service record and solid external reserves foundation laid by the Democratic Labour Party Government during 1961-1976.

The leadership of the Democratic Labour party Govern-



ment has been criticised for not pandering to the dictates of international institutions. In other words those who offer themselves as an alternative government admit to a readiness to genuflect before institutions whose first interest is not the promotion and protection of the Barbadian society and economy. Not even our most outrageous detractors deny that the Democratic Labour Party Government has been resolute in defending the interests of Barbados.

The industry and resilience of the Barbadian people are the key to explaining the relative ease and speed with which the country has been able to implement fundamental changes in policies and return the economy to positive real growth. **During the past twenty years of economic reform it is difficult to find a country which has implemented deep structural reforms as successfully as Barbados.** Our country is on the threshold of a prolonged period of self-sustaining economic prosperity founded upon the dedication, vision and courage of your Democratic Labour Party Government.

## Achievements 1991-1994

Notwithstanding the afore-mentioned difficulties there were many advances and achievements in the society and economy of Barbados.

The economy was stabilised and there are definite signs that growth has returned. **Indeed, the first truly comprehensive approach to economic management since the 1974 crisis came during the 1991 to 1994 period.** There are encouraging signs in tourism, industry and agriculture. Also, there have been positive developments in the social sector including social assistance, social security, housing, health, education and the personal social services. Significant achievements have also been made in infrastructural development and the administrative, national security and foreign service sectors.

**Hard, concrete, indisputable evidence from international, regional and domestic sources is available to attest to the veracity of the claim that notwithstanding the difficulties of 1991-1994, the Democratic Labour party Government has managed to make significant gains in economic and social policy,** and we shall hereafter systematically present the relevant evidence in every section of the manifesto to put the lie to the opposition claims that we made no social and economic gains in the 1991-1994 period.

**The most compelling independent evidence is presented in the UNDP Human Development Report 1994 which places Barbados first in terms of quality of life in the developing world and 20th among the hundred and seventy-three (173) member states of the United Nations.**

## Statement of Philosophy

The Democratic Labour Party was founded in 1955, out of a desire to build Barbados into a land of opportunity for all Barbadians irrespective of race colour, class or creed.

Our party was not named DEMOCRATIC by chance occurrence, it emerged in response to the dominant anti-democratic forces which prevailed in the governing BLP at the time. The Democratic Labour Party at all times has espoused, defended and supported humanitarian values. It has pursued justice, social equality and freedom. Equality of opportunity for all citizens was and is our foremost concern. We were always concerned that universal principles should be the bases on which citizens get their rewards.

During the last thirty-nine years, whether in Government or Opposition we have fought relentlessly to open doors for all of our citizens, and to provide them with a higher standard of living and a more wholesome quality of life.

The Democratic Labour Party first assumed the responsibility of government in 1961, and through the ensuing fifteen years transformed Barbados from a little known parish to a well respected country in the international arena. During the "Golden Era" 1961 -1973 we commenced the modernization of a sugar plantation economy to a diverse productive structure based on tourism, light manufacturing, services, sugar and non-sugar agricultural activities. Our policies were so successful that by 1976 Barbados was recognized as a model economy among the small, middle income developing countries of the world. **When we demitted office in 1976 our successors inherited a country with a foreign debt of BDS.\$50 million, an inflation rate of 2% per annum, and an economy which was rebounding rapidly from the ravages of the first oil shock of 1973-1974.** Our social sector including social security, housing, health, education and the personal social services afforded great opportunities to all. All these were savagely attacked during 1976 to 1986.

**On Deliverance Day, 28th May 1986, the Democratic Labour Party was returned to office to arrest the situation of national crisis.** Fear stalked our once fair land. Barbados was reduced to a veritable concentration camp by those who ruled between 1976 and 1986. Honest, hard-working Barbadians were dismissed from their jobs on the basis of rumour. During the era of political subjugation it was a cardinal sin to be a supporter of a political party other than the ruling party. Our opponents pushed their agenda of ideological uniformity to such extremes that an association with a known DLP supporter was an error punished by termination of employment, whether in the private or public sector.

The 1976 to 1986 administration systematically denied ordinary working class Barbadians opportunities for social and economic advancement created by the previous DLP government during 1961 to 1976. Teachers, nurses, public servants, police officers, and most categories of public workers were denied opportunities for training and advancement. The BLP government neglected the upkeep of the physical infrastructure (roads, public buildings, etc.) and placed a high priority on erection of monuments to themselves. People did not count for much during the period 1976 to 1986.

In 1986 we inherited a country crying out for freedom from tyranny and yearning for opportunities for self-development. The anti-social and bad economic policies pur-



sued by government during 1976 to 1986 resulted in a build-up of foreign debt to support consumption. The new DLP administration had the onerous task of coping with the burdensome debt at a time when the decline in our export earnings was accelerating sharply.

In late 1989 tourism was adversely affected by a steep decline in arrivals from our major market, the USA, in addition the Japanese capital market, which in spite of its high interest rates was a major source of access to bankable borrowers, became inaccessible in 1991 due to factors internal to Japan. The DLP Government was required to make fundamental choices which the previous administration when called upon to do likewise in 1982 had instead buried its head in the sand. **The center piece of our economic and social policies is a fixed exchange rate. We do not blow hot and cold on this matter as some of our opponents do, or proclaim a policy stance which is unsupported by our "other policy initiatives".**

- \* All of our economic and social policies buttress the central policy decision of a fixed exchange rate regime with the US dollar. Our programmes are informed by a level of consistency and feasibility not possessed by those articulated by our opponents.

- \* **Under a DLP government we are determined that the Barbados dollar will not be allowed to follow the path of some of our bigger and better endowed**

**countries in the CARICOM region.** In the DLP the world knows that there resides a leadership which faced the critical task of structural adjustment and responded better than any other developing country similarly placed during the last twenty years. **It is because of our commitment to developing a caring and gentle society that the DLP government will never implement policies which benefit the few at the expense of the masses.** Our philosophical commitment to the social and economic upliftment of ordinary working class people explains why those persons calling for the devaluation of the Barbados dollar cannot find solace in the bosom of the DLP.

- \* The DLP commits itself to the pursuit of sound and sustainable economic and social policies as the vehicle for providing meaningful and financially rewarding employment opportunities for our people.

- \* **Barbados is the number one developing Country in the world, and our goal is to transform it into a fully developed Country by the year 2005.**

- \* The DLP commits itself to a programme of economic democracy and will implement policies to **stimulate the growth of new enterprises and facilitate the widest ownership and control** of the country's wealth.



***Rockley Beach, Christ Church, where the DLP Government has carried out extensive work to safeguard the beach and improve bathing conditions for Barbadians and visitors alike.***



# THE ECONOMIC PROGRAMME

As we strive to take Barbados across the threshold to a highly developed economy by the first decade of the twenty first century, our central policy goal is to increase economic growth, stimulate productivity, maximise exports, earn the highest possible level of foreign exchange through higher levels of employment and greater labour market participation. At the same time we will continue to curb inflation and provide greater opportunities to facilitate the widest possible ownership and control of the wealth of our nation.

We are convinced that the Structural Adjustment Programme introduced in the 1991 - 1994 period offers us our best chance to realise these goals.

The success of the Democratic Labour Party's economic programme in the post 1991 period cannot be disputed if an objective assessment is made of the major economic indicators. The next Democratic Labour Party Government will continue to build on the successes achieved thus far.

## Achievements: 1991 - 1994

The major achievements of the DLP economic programme may be identified as follows:

### \* **Exchange rate stability**

Barbados was able to maintain its fixed exchange rate parity with such success that its stabilization programme may become a model for small island developing countries.

### \* **Improved Foreign Reserves**

The build-up of foreign reserves over the last three years is indicative of the correctness and wisdom of the government's overall economic management which emphasized an export-led strategy. The improvement in Barbados' foreign reserves position is deemed to be sustainable as its solid base is not due to foreign borrowing but rather to a comprehensive reform programme that embraces fiscal and monetary policy along with an incomes policy, productivity policy, trade, tax and sector reforms and a fixed exchange rate regime.

### \* **Declining National Debt**

The decline in the national debt typifies a basic change in philosophy in relation to the issue of foreign borrowing. Such borrowing must not be seen as an acid test for international credit worthiness. Instead, it should

be undertaken to strengthen the foreign exchange earning capacity of the economy.

### \* **Low Inflation rate**

The low inflationary regime that has persisted in Barbados over the last three years should not be taken for granted. Had the DLP administration devalued the currency, the inflationary spiral would have become uncontrollable, particularly since in economies like ours one devaluation usually leads to a series of devaluations.

### \* **Monetary Policy**

In 1988 the DLP administration liberalized foreign exchange controls by delegating authority to commercial banks to make decisions on applications for foreign currency by traders up to \$20,000 without reference to the Central Bank and increased personal ceilings from Bds. \$1,500 to \$2,000.

Policies on money and credit will be devised to support the most rapid rate of expansion in the protected sectors, particularly exports. Monetary and fiscal policy will be formulated to lend mutual support to each other. A DLP Government promises to:

- further liberalize foreign currency controls;
- further facilitate the holding of foreign currency accounts, giving priority to exporters of goods and services;
- provide for the establishment of duty free shops where resident Barbadians will be permitted to purchase duty free items paid for with foreign currency. The receipts of these businesses will be checked daily and deposited to the Central Bank of Barbados.

### \* **Interest Rates**

A policy of low interest rates is one of the critical ways of improving the competitiveness of small open economies like Barbados. This is so because the cost of doing business is reduced and the burden of debt servicing is lowered.

### \* **Fiscal Policy and Performance**

The growth of fiscal deficits was a primary source of concern of the Barbados Government for years, es-



pecially since the fiscal year 1980-81. Financing of the deficits presented a major problem for governments, particularly when sourced from the Central Bank.

Correction of the fiscal benefits required a comprehensive tax reform strategy and measures to streamline expenditure, which the DLP government has recently embarked on and remains committed to, in order as to achieve the following:

- Stimulate production of goods which can be traded on the international markets;
- Stimulate foreign exchange earnings;
- Create new productive jobs;
- Provide a more stable planning environment to both the private and public sectors;
- Minimize the cost of administering the fiscal system;
- Enhance the management of public expenditure;
- Ensure that:
  - all residential property, whether owner-occupied or not, should pay property taxes on the same basis, namely on 75 per cent of the improved value;
  - all lands with a site value of \$10,000 or under as determined by the Commissioner of Land Valuation, and which carry no improvement, will carry a tax of not more than \$30. This should benefit many small property owners.

### \* **Export Sectors**

Led by the Tourism Sector the Barbados economy has started to consolidate its opportunities for earning foreign exchange. These opportunities have arisen from better management - within both the public and private sectors.

### \* **Financial Viability**

The Private sector has enjoyed a vastly improved business environment which has translated into greater opportunities for profitability. This environment will eventually contribute to higher levels of investment and consequently more employment opportunities.

### \* **Productivity Policy**

The most effective way to improve competitiveness in

the Barbadian economy is through increased productivity which must be central to both the public and private sectors. "Prosperity through increased productivity" must become the motto of both the private and public sectors.

### \* **Incomes Policy - A Historic National Achievement** **The successful implementation of the Incomes**

**Protocol is hailed as one of the most significant achievements of co-operation between the social partners in the history of industrial relations in Barbados.** Such is the maturity of the Barbadian society that commitment to the maintenance of a fixed exchange rate parity is matched only by the understanding that other policy instruments are vital for the medium to long term survival of the Barbados economy.

In addition to the strong showings of several economic indicators, the private sector has benefitted from an environment of reform. Several areas of the economy will be affected:

- the labour market with the two primary examples of the Incomes Protocol and the establishment of the National Productivity Board;
- the financial market with the pending restructuring of the Barbados National Bank and the Barbados Development Bank;
- the agricultural sector's reorganization of the sugar industry;
- the establishment of the International Business and Financial Services Unit;
- the creation of the Barbados Investment and Development Corporation.

Notwithstanding the economic successes in the post 1990-91 period, unemployment remains a major problem. **A new DLP administration intends to continue its economic programme with particular emphasis on an employment strategy** which has its roots in the thinking of the late Sir Arthur Lewis, the Nobel Prize laureate in Economics, and one of only two Caribbean people to win the prestigious prize in any field. In 1972, this illustrious son outlined the only comprehensive framework of its kind for reducing unemployment in Caribbean type economies. The framework for his employment strategy revolves around four main pillars of -

1. An exchange rate policy
2. An incomes policy
3. A productivity policy
4. A trade policy



All of the policies enunciated by the late Nobel Prize laureate have been addressed by the current DLP administration. **As expected, this systematic assault on the unemployment level has started to yield results which are sustainable - the unemployment rate fell from 27 per cent in the first quarter of 1993 to 22 per cent in the first quarter of 1994 and further to 20 per cent in the second quarter.**

However, a DLP administration intends to go way beyond this achievement by careful analysis of the sectors identified by the engines of growth.

The engines include:

- Tourism
- Informatics
- Data Processing Services
- Off-shore Businesses
- Small Retail and Distributive Businesses
- Small Farms for Domestic and Export Markets
- Fishing
- Agri-businesses
- Manufacturing

Once these foreign exchange earning sectors perform, the other sectors are well placed to expand and create jobs without the fear of putting pressure on the foreign reserves. This is the philosophy that will inform the thinking of your next DLP administration and make the task of considerably reducing the unemployment rate an achievable goal.

## Employment:

**The Democratic Labour Party intends to introduce an employment plan which we call the 5-4-3 plan.** In the first phase of the plan, the unemployment rate will be reduced by 5 percentage points from 22 per cent to 17 per cent producing 6,000 jobs over an 18 month period. This will be accomplished because of the following:

- Tourism projects - golf courses and new hotels
- Supermarket project - which will encourage foreign exchange earnings
- Increased government capital expenditure programme which will generate economic activity in the private sector
- Aggressive marketing in the informatics sector
- Modification of the indirect tax system which will generate additional jobs as the private sector absorbs some of the responsibility of collecting taxes
- Other job generating initiatives listed elsewhere in the Manifesto.

In the second phase the unemployment is reduced by a further 4 percentage points to 13 per cent producing 4,800 jobs.

- The momentum generated in the previous phase would continue as government focuses on steering rather than of being the engine of growth
- The change in the indirect tax system will spur economic activity within the non-export sectors - retail and distribution, construction, etc.
- The new indirect tax system will provide a significant boost to the manufacturing sector as well.
- All sectors may be affected by the reduction in rates of the common external tariff.

In the third phase the unemployment rate would be reduced by a further 3 percentage points to 10 per cent, producing 3,600 jobs.

## Trade and Industry

Barbados' trade policies and strategies are geared towards the earning of foreign exchange through the sale of competitively priced goods and services, the generation of high levels of employment and the supply of quality goods and services to consumers.

These policies and strategies have to take account of important changes taking place in the conduct of international economic relations. The changes include liberalisation of world trade, which is being promoted by the efforts of the General Agreement on Tariffs and Trade (GATT), and its successor organisation the world trade organisation (WTO) the globalisation of production, the formation of regional trade blocs such as the European Union, the North American Free Trade Area (NAFTA) and more recently the Association of Caribbean States (ACS). Such developments will create new opportunities and new challenges for Barbados, since they will not only provide increased access to foreign markets, but will also require the further opening of our own limited market.

## Achievements: 1991-1994

The DLP government has done much during the 1991-1994 period to achieve this goal. For example:

- total imports declined from \$1,408 million in 1990 to \$1,154 million in 1993. Domestic exports increased from \$244.8 million in 1990 to \$272.2 million in 1993;
- imports from the CARICOM decreased from \$218.9 in 1990 to \$216.6 in 1993. Exports increased from \$105.0 in 1990 to \$122.8 in 1993;
- the number of workers in industry increased from 13,551 in March 1993 to 14,450 in March 1994.
- Small business centres have been set up at the Barbados Industrial Development Corporation and within the Ministry of Labour;



- The Barbados Industrial Development Corporation Small Business Center, in its nine months of operation, has provided service to 429 clients, and assisted in the establishment of 20 new small businesses providing jobs for over 100 persons.
- Mandatory standards have been implemented for certain products.
- CARICOM standards have been implemented for some products.
- Six new cooperatives were registered between 1991 and 1994.
- Cooperative Societies Regulations 1993 were approved by Parliament and the new Cooperative Societies Act 1990-23 came into operation in March 1993.
- Gross assets of the Credit Union movement increased from \$173 million in 1991 to \$178 million in 1994.
- The National Council for Science and Technology continued and expanded work on its food science and biotechnology programme and its pesticide residue and water quality programme.
- The Council commenced work on a survey of science and technology institutions in Barbados aimed at facilitating effective utilization of science and technology resources; and a mini-orchid/heliconia project.
- A National Informatics Advisory Committee has been established to advise the Minister on the path of development of the information services sector.
- Over 2,200 persons have been employed and some 40 companies are operating in the sector.
- Reduced communications rates have been negotiated and secured for leased circuit lines for data transmission for qualifying informatics companies.
- Incentives have been provided for the upgrading of shops and for establishment of new duty free facilities.
- A Management Committee has been established consisting of public and private sector representatives to administer the New Duty Free Scheme.
- An Export Development Project has been completed for marketing and brand name development of Barbados rum in the UK and Europe.
- A Design Center has been established.
- strong government support for the development of small enterprises by providing training, in-factory consultancy, the establishment of an incubator centre, a Small Business Department, and a Venture Capital Fund.
- Providing adequate and attractive financial services, i.e., sound arrangements for mobilising capital and credit, the establishment and maintenance of an appropriate interest rate policy, and the development of partnerships in the private organisations to invest in small enterprises.
- Improving the access by small enterprises to local and regional markets.
- The establishment of a co-ordinating mechanism to foster the development of small enterprises.
- Participating in trade shows and investment promotion with emphasis on Canada, the Far East and Europe.
- Establishing a clearing house for joint ventures, licensing and franchising arrangements and other forms of business associations.
- Promoting Barbados as a domicile for financial services.
- Establishing a Teleport for the offshore informatics center.
- Promoting informatics services as well as engineering, architectural and other technical services.
- Providing appropriate infrastructure for the development of a services sector, including competitive telecommunications rates.
- Redeveloping Pelican Village to permit wider participation by Barbadians in the duty free sector and to upgrade facilities for national handicraft marketing.
- Continuing the market development programme begun by the Barbados Investment and Development Corporation aimed at selling more goods and services in export markets.
- Continuing to utilize the services of trade commissioners to facilitate co-operation between the private sector and the government.

## Proposals:

- A DLP administration will continue to promote the development of trade and industry by:
  - further developing Barbados' image as a leading off-shore information processing location;
  - establishing free trade zones;
  - promoting the development of the small business sector by way of:

Providing assistance to the manufacturing sector, including:

- Retooling market access, and shipment financing.
- supply of information to facilitate greater market penetration.



- legislation to protect companies in financial difficulties.
- providing research on export opportunities in new products.
- creation of an information data base of local and foreign manufacturers, information sources.
- establishment of an Investment Fund and Export Incentive Scheme.
- implementation of an Enterprise development Programme.
- review of the fiscal incentives policy to improve competitiveness
- granting of duty free inputs on raw materials and machinery.
- provision of design assistance to businesses to assist in upgrading their image, corporate identity and marketing.
- establishment of a Technology and Innovation Centre.
- The following priority areas will be targeted within the manufacturing sector:

Garments

Furniture

Micro-electronics

Agro-Industry

Promoting the growth of domestic exports and foreign exchange earnings by:

- exploiting all opportunities under CBI, CARIBCAN, Lome, and the NAFTA arrangement.
- continued strengthening of the regional integration movement.
- creation of a more liberal trade policy in keeping with global trends towards freer trade.
- revision of anti-dumping legislation.

Further development of the Co-operative Movement to emphasise the role of co-operatives in industrial and agricultural marketing, agro-industry and insurance by:

- promoting co-operative education in major learning institutions;
- training persons involved in the Movement;
- facilitating the development of Co-operatives by persons of similar skills e.g. handicraft, farming;
- provision of incentives for persons to save with cooperatives.

Promoting the widespread use of standards by:

- the formulation of suitable standards for all products;
- increased mandatory standards for consumer products in particular;

- testing, inspection and certification to ensure that all products meet appropriate standards;
- promotion of the Caricom Standards Mark;
- revision of legislation to include quality assurance, and registration and certification of companies to meet the requirements of the International Organisation for the Standardisation (the ISO 9000 Series of Quality Management Standards;

These include:

- The provision of export subsidies based on the value of exports as promised in the 1991 manifesto;
- Establishing the Small Business and New Enterprise Development Centre which is now offering technical and advisory service to small businessmen as promised in our small industrial development plan in 1991;
- Establishing the Technology Development Centre in collaboration with the Commonwealth Consultative Group on Technology Management (CCGTM);
- Forging a growth in the information industry in Barbados in terms of employment (2500 persons) an increase in the number of companies and diversifying the industry beyond the traditional data industry type operation;
- Establishing, as admitted by the private sector itself, good relations between Government and the private sector and clarifying the respective roles of each;
- Establishing a National Advisory Committee in 1991. The Committee has now set forward proposals on a policy and administrative framework and draft legislation;
- Establishing INFOTEC 2000 to help local companies sell their informatics services overseas;

All of these gains were made in conditions of stabilisation and restructuring, and now that growth has returned to the economy the Democratic Labour Party will reactivate and consolidate the imaginative programme for industrial development which was advanced in 1991.

Accordingly the Democratic Labour Party will:

- Expand duty free shopping facilities with specific intention of including non traditional participants and non- traditional products;
- Establish an industrial processing Free Trade Zone;
- Facilitate and stimulate the emergence and growth of a dynamic packaging industry.



- Implement a phased programme of upgrading existing industrial estates;
- Place increasing emphasis on innovation and technology development by:
  - further developing and consolidating the Technology Development Centre with special emphasis on earning foreign exchange and developing cottage industries and product development;
  - Establishing an innovation centre to acquire existing technology, upgrade and adapt the same, and help to turn ideas into productivity;
  - Continuing to offer technical and financial support to production in the export market with special emphasis on up market garments, micro electronics, furniture, food and medical supplies;
  - Constructing an Informatics Park to enhance Barbados' image as the Caribbean hub of the Informatics highway;
  - Encouraging and facilitating the development of co-operative enterprises;
  - Upgrading training facilities in the education system to assure improved input in the industrial sector of the labour market.

## Business Services:

Service oriented economies are increasingly providing the main source of growth in modern economies. Barbados with its taxpayer funded education, high quality human resources, and competitive wage rates is well placed to provide services to the rest of the world.

Service industries therefore provide Barbados with an opportunity to expand the economy, and provide much needed jobs.

## Achievements 1991-1994

The DLP government took significant steps during the 1991-94 period including the following:

- The establishment of the International Business and Financial Services Unit;
- The establishment of a separate Corporate Affairs Unit;
- Enacting the Business Companies Act;
- Enacting the Financial Intermediaries Regulatory Act;
- Concluding tax treaties and bilateral investment agreements with Norway and Sweden;
- Achieving a 150% growth in the offshore sector

with the number of companies increasing from 966 in 1988 to 2,414 in 1993;

- Earning an estimated Bds\$120 million annually through the offshore sector.

## Proposals:

The Democratic Labour Party will therefore:

- Provide additional funding specifically for promoting Barbados as a base for more companies providing information technology services to foreign companies. Such services would include:
  - data entry
  - programming
  - printing
  - processing of transaction documents such as insurance claims
  - documentation
  - proofreading
- Provide an identical regime of fiscal incentives for local entrepreneurs providing information technology for foreign businesses as those provided to foreign entrepreneurs locating here.
- Remove all imposts on importation of information technology, equipment and software.
- Resolve difficulties with the net foreign currency earnings credit and continuation of the credit in favour of encouraging businesses to increase their international service revenues.
- Permit businesses to take a tax credit for costs incurred to promote services in order to earn foreign exchange revenues.
- Support efforts to promote Barbados' Business Services and Tourism Sectors using computer multi-media technology applied in Barbados.
- Introduce computer networks and training in information technology in every school in Barbados.
- Train all teachers in information technology.
- Support the establishment and the maintenance of a state of the art information technology resource center for training of Barbadians in all aspects of information technology.
- Computerise the Corporate Affairs Office to speed up the processing of Corporate Registration Business.
- Computerise the International Business and Financial Services Unit.
- Increase the promotion budget for the International Business and Financial Services Unit.
- Increase the focus of the promotion of this unit to include South America and the Pacific Rim countries.
- Increase the resources for both the office of Cor-



porate Affairs and the International Business and Financial Services Unit.

- Increase the research capacity of the International Business and Financial Services Unit so that Barbados stays fully abreast of developments in competing jurisdictions and of emerging opportunities.
- Improve Barbados' capacity to develop and implement effective legislation on a timely basis in the area of international business.
- Increase Barbados' lobbying effort to keep double taxation and other taxation arrangements in the major markets for Barbados' international business services supportive of Barbados' efforts in this field.
- Encourage more Barbadian participation in the management of international business.
- Increase the availability of foreign language training for Barbadians with emphasis on those targeting international business services and tourism.
- Support the development of more guided tours and craft markets at heritage and environmental attraction sites.
- Develop greater marketing opportunities for Barbadian handicraft.
- Support the further development and promotion of local consulting services to Government, the local business sector and to international businesses and institutions.

## Tourism

The Democratic Labour Party recognises that the travel and tourism sector is among the world's fastest growing industry. The Democratic Labour Party also recognises that tourism, both land-based and cruise tourism, has become the most significant economic sector in the Barbados economy, expanding job opportunities, earning substantial foreign exchange receipts, reducing balance of payments deficits, helping with structural adjustments and debt management conditions, as well as cushioning declines in other sectors.

### Achievements 1991-1994

In 1991, the Prime Minister identified the Tourism Industry as the sector to lead in the revitalization of the economy, following upon recession and the downturn in the Manufacturing and the Agricultural Sectors. It was agreed that the Tourism Sector could offer the quickest turnaround, not only in generating foreign exchange but also in creating jobs through the expansion of industry. Following declines in arrivals recorded in 1990 and 1991, government pro-

vided a special grant of \$9 million to institute a special marketing programme.

The Special Marketing initiative was directed mainly at North America and consisted of a revamped advertising campaign, focussing mainly on consumer television advertisements, cooperative advertising and tour operators and travel agents, increased charter activities and the formulation and launch of the Barbados Extra Inclusive Package in January, 1992.

The market responded favourably to the entire programme and the Island began to see increases from as early as October 1992 through to July 1994. Although the package experienced difficulties, the island gained significantly from the marketing and promotion that was centered around it. Some extra marketing activity was also undertaken in Europe which assisted in achieving a 12% increase in arrivals from the United Kingdom and 49% from Germany. The overall result was a 2.7% increase in tourist arrivals in 1993 with earnings increasing to BDS\$940 million from BDS\$924 million.

The encouraging 1993 performance was followed by a very strong winter programme in 1994 with an overall 14% increase in traffic for the 1993/94 winter season. The overall trend is continuing with results between January to July 1994, showing an 12.2% increase in longstay arrivals and an 8.5% increase for cruise tourism.

July 1994 shows an increase of 16.9% over July 1993, and the 46,799 visitors coming to Barbados in July 1994 is the highest on record for any July month.

Under the Democratic Labour Party major private sector employment generating investments are being undertaken in the Tourism Sector. For example, there is:

- the multi-million dollar Westmoreland Golf Project,
- the major extension to the Sandy Lane Golf Course,
- the proposal to construct a major tourism facility and Golf Course at Bushy Park in St. Philip,
- the Kingsland Golf Course Project,
- the proposed Screw Dock Project in Bridgetown,
- the Eco Tourism Project at Cane Garden in St. Thomas,
- the major renovations and extension to Paradise Beach Hotel by Sandals Resort,
- refurbishment of several hotels throughout Barbados
- major investment in refurbishment of Duty Free Shopping Facilities and Properties such as the Cruise Terminal Facility, new shops on Broad Street and the proposed Pelican Village Shopping Facility

### Product Improvement Areas

There is need to review and refine the entire tourism product of Barbados in order to maintain and increase market share in an expanding world travel and tourism market.



Currently, there are some obstacles such as aging hotel plant, visitor harassment, low levels of innovativeness in marketing, deficiencies in training, and low productivity which must be overcome.

These obstacles can be surmounted through the reorganisation and strengthening of the entire sector. The government's policy of assisting the Hotel Sub-Sector in upgrading its facilities through the Hotel Aids Act will help. In addition, the government will set up a Special Fund from the proceeds of the privatization of public assets to further assist this sub-sector especially, in the area of small hotels. The extension of assistance to areas within the ancillary tourism sector will also be undertaken by the Government.

To further improve Barbados' product offering, the government has established the Tourism Development Unit within the Ministry of Tourism, which will have responsibility for ensuring that Barbados' tourism product offers a rewarding and memorable experience to our visitors. The Unit will also be responsible for undertaking a greater amount of the Marketing research needed for the Tourism Industry.

To obtain increased productivity and earnings from the industry, government proposes to:

- (1) Aid the reorganisation and strengthening of the complementary services to improve the quality of service offered;
- (2) Open a new Hospitality Institute and Training hotel to increase productivity and the levels of services in the tourism industry, to set standards and provide a high level of training so that Barbados will develop a reputation for high levels of service and competitiveness;
- (3) Publish a Classification of Properties;
- (4) Develop an enhanced visitor security programme through increased cooperation between law enforcement authorities and tourist establishments;
- (5) Provide better avenues for local entertainers to work in the industry;
- (6) Educate Barbadians on the importance of tourism through an improved public awareness programme. Barbados must refurbish its image as a country that welcomes visitors and that goes out of its way to please, providing service without servility.
- (7) Devote substantial resources from the Public Enterprise Investment Fund to a major programme of refurbishment of small and medium sized hotel properties.
- (8) Review carefully the impact of arrears of the Hotel and Restaurant Sales Tax on the ability of small hotels to access capital resources and loans and establish a programme for retirement or write-off of such arrears in conjunction with the introduction of the Value Added Tax.

## Cruise Tourism

It is anticipated that the cruise tourism industry will increase by approximately 7% per annum. To obtain the maximum benefits from this sub-sector, government will undertake a survey aimed at further tapping into the cruise market and allowing Barbados to be used as a homeport for up-market cruise liners. Barbados can offer very attractive facilities for this venture. Passengers will be encouraged to spend seven days on land and cruise for a further seven days. Homeporting will also provide a market for businesses such as the Pine Hill Dairy, Bakeries, Banks Brewery and soft drink manufacturers to sell their products to the cruise liners. It will also encourage improvement of tours and cultural attractions geared to cruise passengers, leading to increased spending.

## Marketing

North America, United States and Canada have traditionally provided the bulk of visitors to the island but during the past three years, the United Kingdom and German markets have shown considerable buoyancy.

Renewed efforts will be made to stimulate the United States market. Marketing planning will therefore seek to anticipate cycles and a proactive approach will be adopted, and new projects will be identified to replace those currently in use.

The Barbados Tourism Authority will be directed to devise and implement a more efficient, co-ordinated and clearly focussed marketing plan to enhance Barbados' image in the market place.

Accelerated training will be facilitated to improve the level of marketing skills and expertise both at Headquarters and in the overseas offices.

Greater emphasis will be placed on marketing research, and the refinement of marketing programmes through the development of an adequate database will be pursued.

The full potential of the U.K. and Continental European markets will be exploited and efforts will be made to optimise production from those markets to improve overall hotel occupancy, increase average length of stay, further reduce seasonality and improve overall earnings from the sector.

The transformation of the overseas sales and marketing apparatus of the Barbados Tourism Authority will be pursued with the reorientation of sales staff to be more involved in actual business development, and the recruitment of a range of auxiliary sales agents in strategic city locations in the major markets of North America and Europe.

Greater emphasis will be placed on niche marketing with particular focus on the meeting, incentive and convention market, health tourism, the promotion of event attractions in Barbados, sports tourism, religious tourism and eco-tourism.

New Market opportunities will be pursued in South America, Japan and Asia, while defending market share in additional markets such as the USA, Canada, Europe and



the Caribbean where the focus will be on improving the yield and carefully targeting middle and up market segments.

The Barbados Tourism Investment Corporation has been assigned responsibility for the management and marketing of the Sherebourne Centre, in addition to the Dover Convention Centre. That corporation will be directed to run these two centres as international class facilities to service an important segment of the world travel market.

## Air routes and seat availability

Increased air services are critical to the expansion of the industry and government will therefore continue efforts to attract additional scheduled services from the main markets in North America, Europe and South America. Specific airlines will be targeted and studies undertaken to establish the viability of services from particular gateways currently serviced by targeted carriers.

Charter services will be pursued, particularly for areas not currently served by scheduled services as a means of developing those markets. Where appropriate, joint arrangements using Caribbean Airways route availability will be facilitated.

## Projections next five years

It is projected that with improved marketing, the revitalization of the product, and the refurbishment of the hotel sector, all indicators show that tourist arrivals should increase to 447,479 in 1994, 474,267 in 1995 and 501,843 in 1996 with corresponding increases in revenue of BDS\$1,079.9 in 1994 BDS\$1,145.1 in 1995 and BDS\$1,211.7 in 1996.

## The Distributive Sector

In terms of employment, and economic growth. The distributive sector is one of our vital areas of economic activity.

### Achievements: 1991-1994

The Democratic Labour Party Government has taken a number of steps since 1991 to facilitate activity in this sector. These steps include:

- Expansion of Duty free shopping at the sea Port, the air Port, and in Bridgetown. As a result duty free shopping facilities in Barbados are now on par with most competitive destinations in the Caribbean;
- The removal of credit restrictions and the liberalisation of access to foreign exchange;
- Instituted reforms which have brought foreign reserves to record levels and facilitated commercial transactions.

## Proposals:

A DLP administration will:

- continue to expand duty free shopping with emphasis on non-traditional products and non-traditional partners.
- Expand the duty free shopping zone.
- Reduce licensing requirements on a gradual and phased basis.

## Agriculture

Cropping agriculture has not performed satisfactorily since the 1970's. The sugar subsector has become a burden on the economy and had to be restructured. Several heavily indebted plantations threatened the continued viability of the Barbados National Bank and the stability of government finances. The first stage of a carefully crafted plan to rehabilitate the sugar industry was implemented early in 1993. The restructuring of management at field and factory levels has produced encouraging results as reflected in the production out-turn of the 1994 sugar crop.

## Proposals:

A Democratic Labour Party Government intends to consolidate the reform of the sugar industry initiated in 1993 to achieve the following goals:

- substantial reduction of the cost of production;
- increase in the output to 75,000 tons of sugar;
- increase the foreign exchange earnings of the industry;
- protect the environment;
- provide support for the rum, beverage and other local industries;
- stimulate non-sugar agricultural output to reduce the indebtedness of the industry.

A Democratic Labour Party Government will honour its commitment to provide financial support to aid the restructuring of plantations not indebted to the Barbados Agricultural Credit Trust.

The trial and error approach to agricultural diversification which has been an unfortunate feature of past strategy has been relegated to history under a Democratic Labour Party Government. During the last seven years the DLP Government developed a crop diversification model centered around the production of cotton, cut flowers and foliage, sweet potato, yam, hot pepper, melon, bread fruit, golden apples and pumpkin/squash for export to the United Kingdom and North American markets.

A Democratic Labour Party Government recommits itself to this strategy. In order to accelerate the process of diversification, a thorough review of the effectiveness of fiscal incentives to diversification will be undertaken as a matter of the highest priority.



## Idle lands Programme

Many good agricultural properties large and small have been going out of cultivation for a variety of reasons. In order to arrest and reverse this trend a Democratic Labour Party Government proposes to lease idle agricultural lands in excess of five acres from owners and on-lease these properties to individuals and organisations for farming. It is envisaged that the programme will be extended to include persons presently engaged in farming and desirous of increasing operations. **The programme will be voluntary.**

## Landless farmers programme

Landless farmers make a substantial contribution to the agricultural economy, but their circumstances create problems for themselves, neighbouring farms, the Scotland District and the travelling public especially motorists and the State.

A Democratic Labour Party Government intends to solve the problems attendant on landless farming by creating designated AGRICULTURAL COMMONS for pasturing of cattle. Where the state does not own suitable lands in areas of need every effort will be made to lease or purchase property for this purpose.

A Democratic Labour Party Government proposes to encourage the establishment of farmers cooperative organisations to manage the "commons" facility.

## Livestock

The performance of the livestock subsector has been generally strong. In order to further strengthen livestock production a Democratic Labour party Government will implement the following policy initiatives:

- **FEEDING STUFF:** Provide financial assistance to a cooperative farmer organisation to establish facilities for manufacturing feeds with a 60% or more weight of locally produced ingredients;
- **ABATTOIR:** A modern abattoir facility is vital to the growth and development of the meat industry, and a Democratic Labour Party Government will construct such a facility as a matter of urgency. Farmer organisations will be invited to participate in the equity financing of the project, and it will be established as a company run on strictly commercial lines;
- **PRESERVATION OF FEMALE ANIMALS:** The slaughter of good quality female animals for whatever reasons harms the development of the livestock industry and must be checked. A Democratic Labour Party Government will es-

tablish a REVOLVING FUND to purchase good quality animals which are being offered for slaughter for resale for reproductive purposes.

## Land use policy in agriculture

The specific goals outlined with respect to the sugar sector reform, and "idle lands" policy are expected to contribute substantially in arresting the alienation of arable lands from agricultural production. However a Democratic Labour Party Government intends to implement the following policy guidelines to protect the nation's arable land resources.

- Zone 1 - Plantation/Agricultural: no subdivision
- Zone 2 - Intensive farming: farm size in excess of 18 acres
- Zone 3 - Small farm irrigated zone: farm size in excess of 11 acres
- Zone 4 - Small farmer/part-time: 3 acres or more
- Zone 5 - Zones of transitional use: varied uses.

## Markets Development

A Democratic Labour Party Government will implement its plan to refurbish and upgrade the market facilities at the Cheapside, Fairchild Street, and Eagle Hall Markets as a matter of urgency.

An area has already been chosen to locate a facility in Bridgetown to permit vendors access to first class accommodation, and provide for easy access between clients and vendors without causing traffic congestion and breaches of the law.

## National Agricultural Exhibition

The national agricultural exhibition has served the industry well in the past, and a Democratic Labour Party Government proposes to assist the farmers' organisation in re-starting an annual exhibition.

## Plant Propagation

At present a single propagation station exists at Haggatts in St Andrew. A Democratic Labour Party Government considers it necessary to establish a second propagation station at Bullens in order to better serve the needs of the Northern parishes.

## Fisheries

Fisheries continues to be an important and vibrant part of the Barbadian economy. Not only is it a source of food but it provides employment, saves and earns foreign exchange and provides income.



This is why the Democratic Labour Party is committed to modernising the industry. We seek to make it more efficient and improve the environment in which it functions to provide better working conditions for all persons in the industry.

In this regard, the Democratic Labour Party Government took a large number of initiatives during the 1991-1994 period.

## **Achievements in Fisheries 1991-1994**

These included:

- Continuing efforts to reach a mutually acceptable set of fishing agreements with Trinidad and Tobago.
- Enacted a new Fisheries Act in 1993 which is directed at regulating safety at sea and the general management of an industry.
- Acquired land at Consett Bay for the construction of access road and a jetty.
- Removed and replaced the controversial Jetty at Tent Bay which was done by the last BLP administration.
- Carried out renovation including installation of a chill room, freezer, repair of the ice machine, lighting and repairing the jetty fendering at Oistins.
- Trained a large number of persons in the industry in fish handling techniques.

## **Proposals:**

The DLP intends to continue its effort to maintain, and upgrade all aspects of the fishing industry and proposes the following:

- To continue to seek a mutually satisfactory fishing agreement with the government of Trinidad and Tobago;
- To formulate and implement new regulations to the Fisheries Act in order to improve regulations and safety at sea, conservation and protection of marine reserves, and fish handling practices.
- Effect the improvement of facilities at Consett Bay, Skeete Bay, Tent Bay, Six Mens, Speightstown and Reads Bay.
- Improve and expand training and training facilities. Specific emphasis will be placed on fishing gear technology, new techniques, boat and engine maintenance, navigational techniques and safety practices, proper fish handling techniques, conservation of the marine resource.

- Institute research directed at improving catches, and diversifying techniques
- Encourage persons in this industry to develop co-operatives and provide management assistance.

## **Economic Democracy**

Barbados is a wage earning society. Domestic productive assets are owned and controlled by a relatively small portion of the population. This pattern of ownership and control of the means of production places enormous power in the hands of a small group of persons to determine the destiny of all Barbadians. During the last thirty years the ownership class has grown, but not rapidly enough to diffuse the high concentration of ownership of productive assets.

## **Achievement 1991-1994**

Over the period 1991-1994 a number of initiatives were undertaken to foster economic enfranchisement through the development of the overall business sector. These include:

- The establishment of the small business and new enterprise development centre at the BIDC which offers a number of technical and advisory services to small business persons;
- established the Youth in Business Project under the auspices of the Community Development Division
- A US\$580,000 agreement reached with IDB to strengthen the training capacity of the Bureau of women's affairs. Under this programme a number of small business women have now been trained;
- Establishment of a vendors mall at Palmetto and High Streets;
- Encouraging private ownership of transport activities in relation to ZR vans.

## **Proposals:**

In order to impart greater meaning to our political independence a Democratic Labour Party Government commits itself to a programme of ECONOMIC ENFRANCHISEMENT. The enfranchisement programme will encourage and assist workers and their organisations to combine their financial and other resources to develop and manage new enterprises, and acquire control of existing businesses with good potential. In order to give effect to the enfranchisement programme the new Democratic Labour Party Government will:

- **Provide technical and financial support for the establishment of a Peoples' Cooperative Bank**



- **Encourage the development of Cooperative Insurance Businesses**
- **Develop Training programmes specifically tailored to cater to the needs of workers in co-operative organisations**
- **Encourage and support the development of co-operative activities in all spheres of economic activities, particularly in the production of tradable commodities.**

More specific programmes outlined elsewhere in the manifesto propose to:

- encourage the development of cooperatives among farmers, persons in fishing, and in the ZR transport sector;
- establish an entrepreneurial programme in liaison with the Barbados Industrial Development Corporation, Barbados Youth Service and the Community Development Division;
- encourage Credit Unions to make access to start-up capital more available to members;
- commercialise sport and culture;
- develop vendors malls along the ABC Highway, and improve existing plans in relation to already identified sites.

## The Right to Information

Access to information in a timely manner is the best bulwark of **DEMOCRACY**. A DLP Government commits itself to establishing in consultation with media houses, media workers, and other broad-based organizations a mechanism to ensure that debates of the **HOUSE OF ASSEMBLY AND SENATE** are broadcast live.

A DLP Government commits itself to enhanced competition in media ownership and control as the most effective means to protect peoples' right to know, and upgrade the quality of service provided to the public. In this regard a DLP Government is unswervingly committed to issuing a license for a privately owned and controlled television station, as well as other radio stations. In order to ensure that the new facilities do not increase concentration of ownership of media facilities, a DLP government will attach conditions to the issue of a license which will ensure that any additional facilities will be owned and controlled by broad-based organizations, such as cooperatives, trade unions, church organizations etc.

## Privatisation

In 1991 the Democratic Labour party articulated a model of privatisation and the Democratic Labour party reiterates its philosophy of economic development. In our view economic development should accord the highest priority to enhancing the standard of living and quality of life of the

broad masses of people. We believe that any program of privatisation should seek to expand the ownership and control of the nation's wealth.

**A Democratic Labour Party Government is committed to the development of a mixed economy in which the private and public sector concentrate their resources on the things they do best.**

**Government has an inescapable responsibility to establish the macroeconomic policy framework, and assume responsibility for regulation. At times, the State should intervene in directly productive activities to act as a catalyst for activities which are highly desirable on social and economic grounds but lack adequate levels of private sector support.**

The Democratic Labour Party recognises that Barbados suffers from a dire shortage of venture capital, and from time to time has participated in strategic investments such as the Pine Hill Dairy, Barbados Feeds Ltd., Hilton Hotel and Shrimp Fishing.

A Democratic Labour Party Government laid the groundwork of the Heywoods Hotel and Arawak Cement Plant, but these two projects were emasculated during 1976-1986 by another Government.

The justification for state participation in an economic activity can change over time, thereby reducing the priority attached to continued allocation of state resources to that particular activity. Because of this dynamic, a Democratic Labour Party Government is committed to a continuing review of state involvement in economic activities.

Accordingly a Democratic Labour Party Government will institutionalise its strategy through the PRIVATISATION UNIT and this will be informed by the principle of wider ownership and control of the nation's wealth as a key ingredient of national development.

A Democratic Labour Party Government will divest State assets along the following lines:

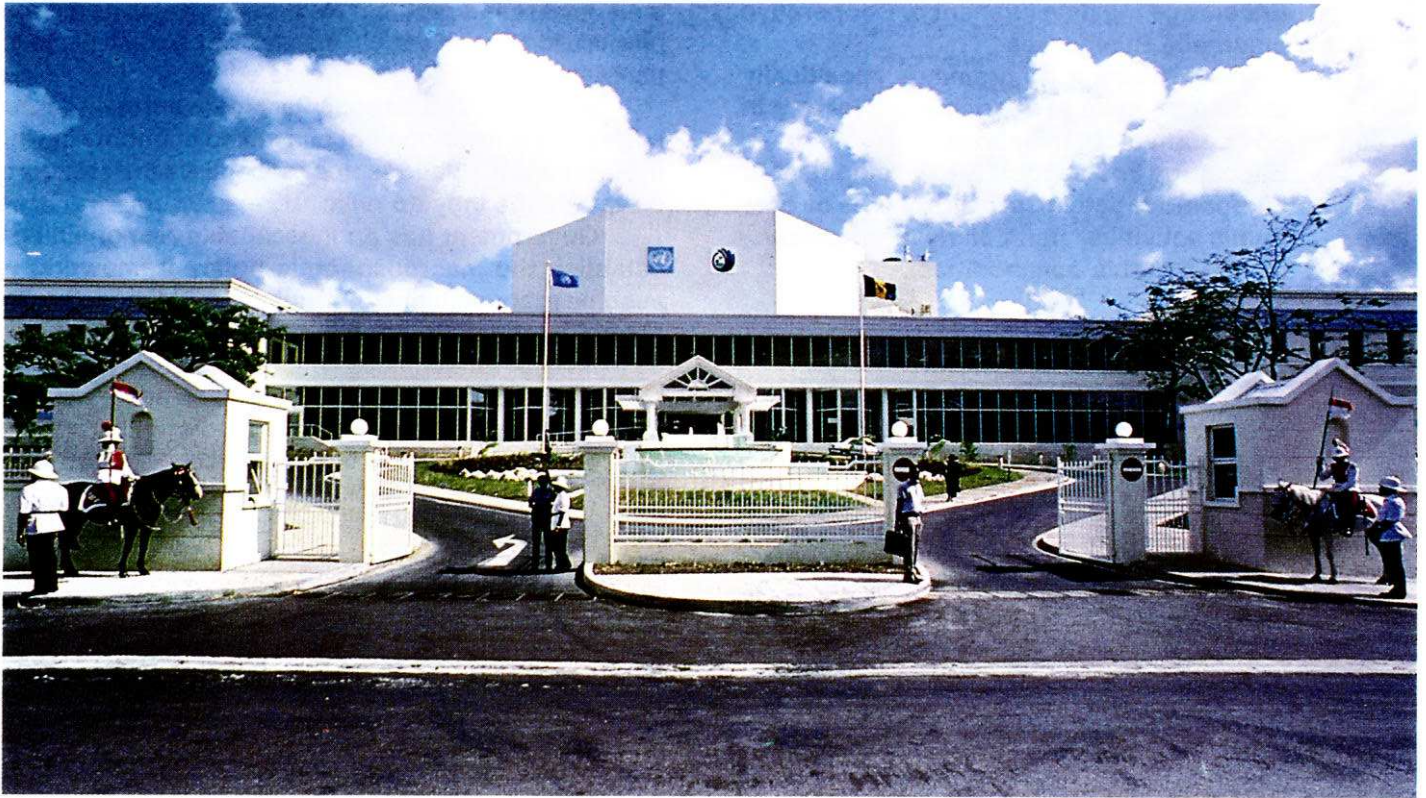
- \* Twenty percent to the National Insurance Board
- \* Twenty percent to the Cooperatives sector
- \* Twenty percent to workers organisations
- \* Twenty percent to other broad-based local organisations
- \* Twenty percent to the public, with any individual or group limited to a maximum of two percent
- \* Resale of shares must conform to the divestment policy set out by government

A Democratic Labour Party Government will continue to deploy funds accruing from the disposal of state assets to augment the supply of venture capital available to small entrepreneurs and by intervening directly to stimulate critical areas of production.

## Nurturing Young Businesses

For too long the corporate community has been controlled by a narrow elite as evidenced by interlocking directorates of major businesses. In 1991 we announced our in-

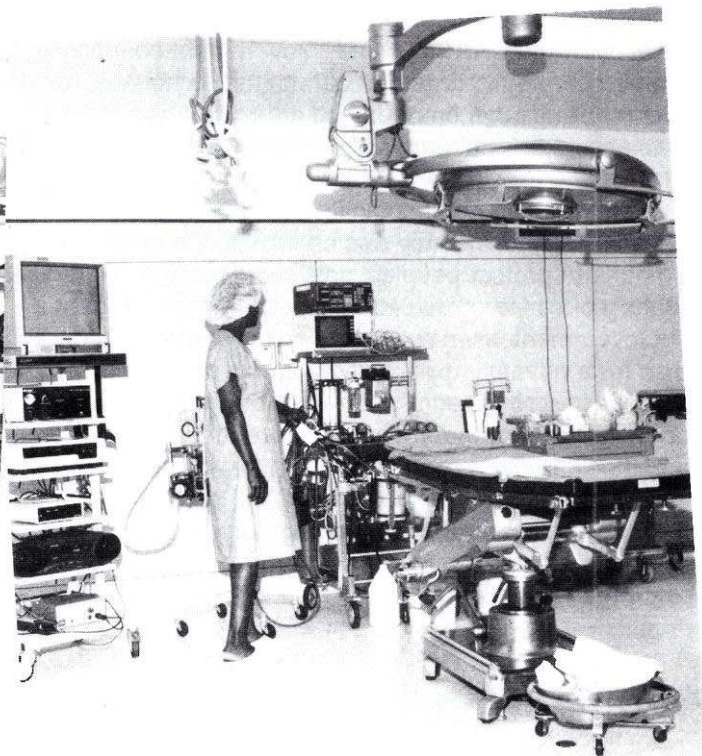




*Sherbourne Complex*



*A Small Business Enterprise operation.*



*A Section of a well equipped Surgical Unit at the St. Joseph Hospital.*





*Holetown Complex.*



*Black Rock Polyclinic.*

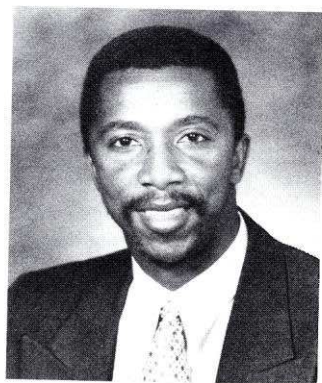


*Part of the new Highway 2A.*



*Housing Estate, St. Philip.*

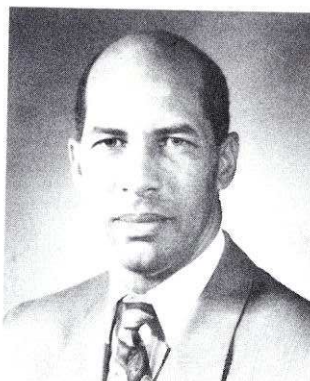




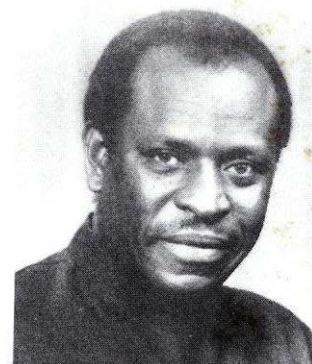
**RALPH THORNE**  
(St. Michael North)



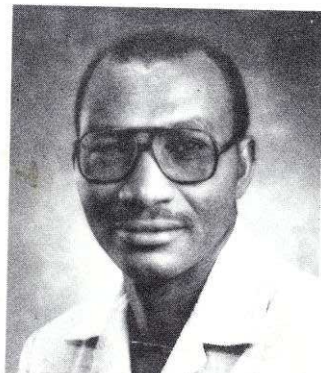
**ERSKINE SANDIFORD**  
(St. Michael South)



**JOSEPH TUDOR**  
(St. Michael East)



**BRANFORD TAITT**  
(St. Michael West)



**DEREK ALLEYNE**  
(St. Michael West Central)



**LAWSON WEEKES**  
(St. Michael North West)



**ANTHONY CARTER**  
(City of Bridgetown)



**HENRY BARROW**  
(Christ Church West)



**DAVID THOMPSON**  
(St. John)



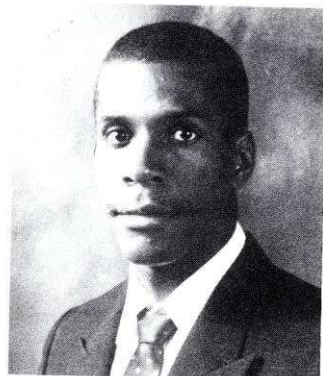
**KAY ROBERTSON**  
(St. Joseph)



**ANTOINETTE THOMPSON**  
(St. George North)



**JOHN DANIEL**  
(St. George South)



**GEORGE PILGRIM**  
(St. Thomas)



**YVONNE WALKES**  
(St. Peter)

**VOTE**  
**Into the 21**





**CHRIS SINCKLER**  
(St. Michael Central)



**DAVID BOWEN**  
(St. Michael South Central)



**HAMILTON LASHLEY**  
(St. Michael South East)



**LEROY McCLEAN**  
(St. Michael North East)



**RUDY GRANT**  
(Christ Church W. Central)



**TYRONE ESTWICK**  
(Christ Church East)



**ROBERT MORRIS**  
(Christ Church East Central)



**JOHN BOYCE**  
(Christ Church South)



**WARWICK FRANKLIN**  
(St. Philip North)



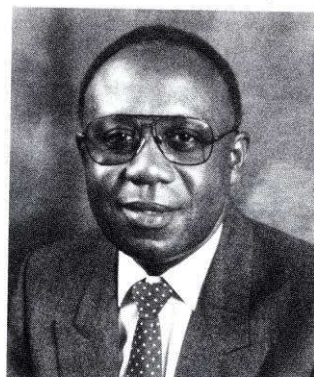
**FREUNDEL STUART**  
(St. Philip South)



**CLYDE MASCOLL**  
(St. James South)



**TENNYSON BECKLES**  
(St. James North)



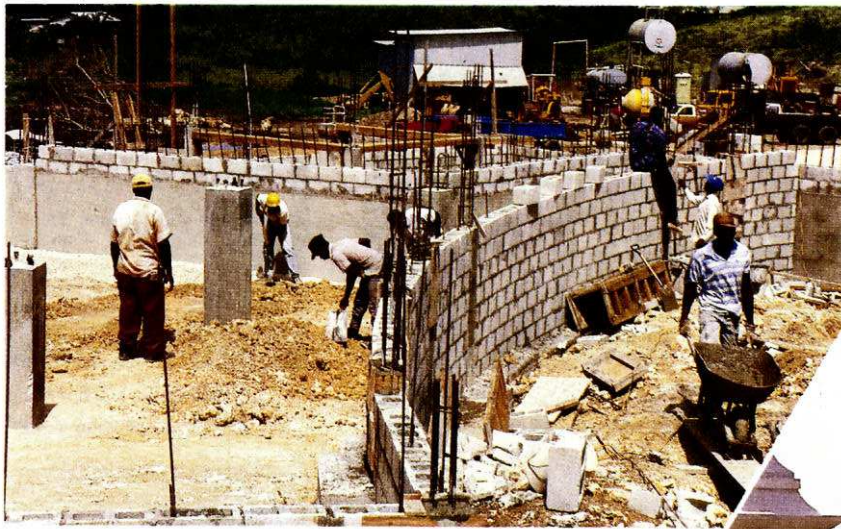
**LAURENCE CLARKE**  
(St. Andrew)



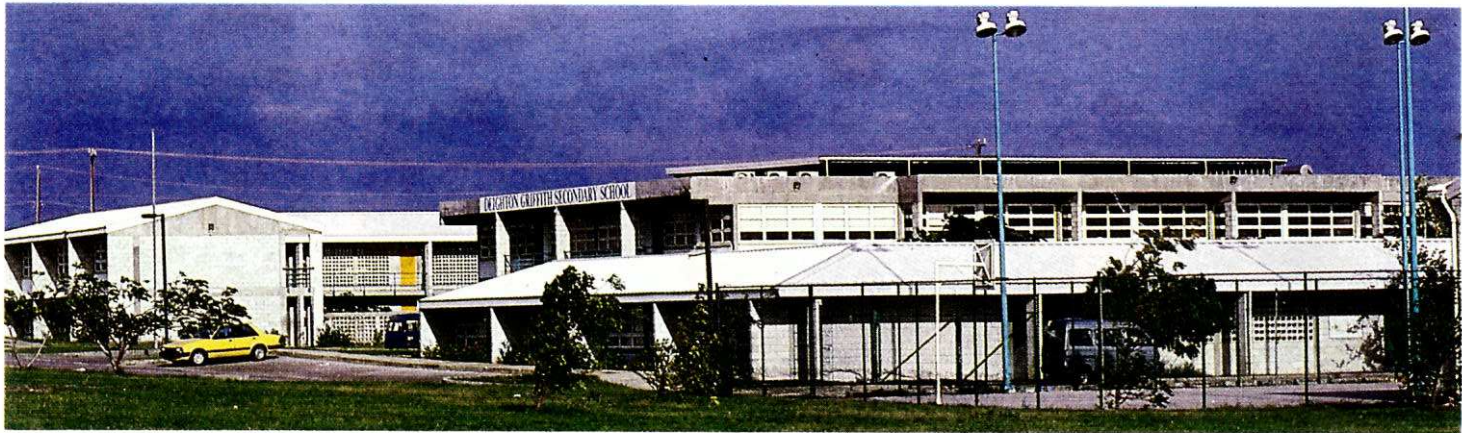
**DENIS KELLMAN**  
(St. Lucy)

**DLP**  
DEMOCRATIC LABOUR PARTY  
**21st Century...**





*Westmoreland Golf Course.*



*Deighton Griffith Secondary School.*



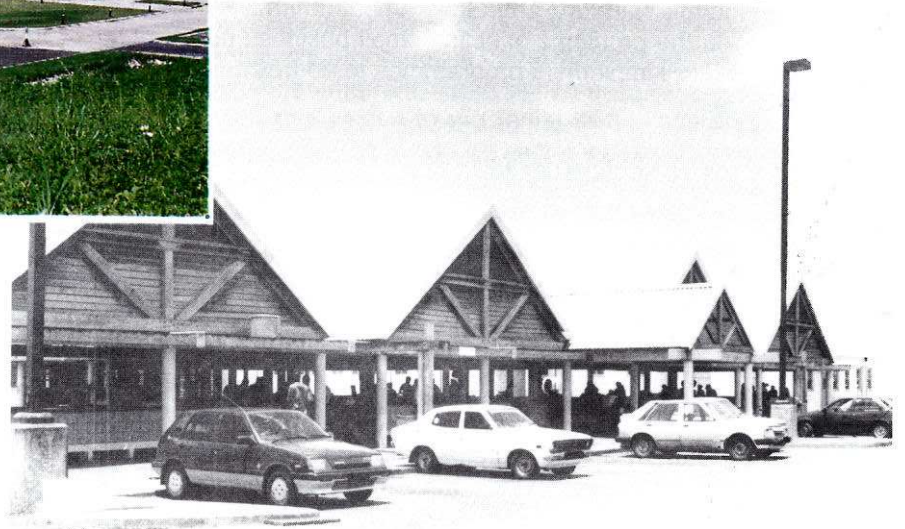
*A section of the workforce in the rapidly expanding Informatics Industry.*





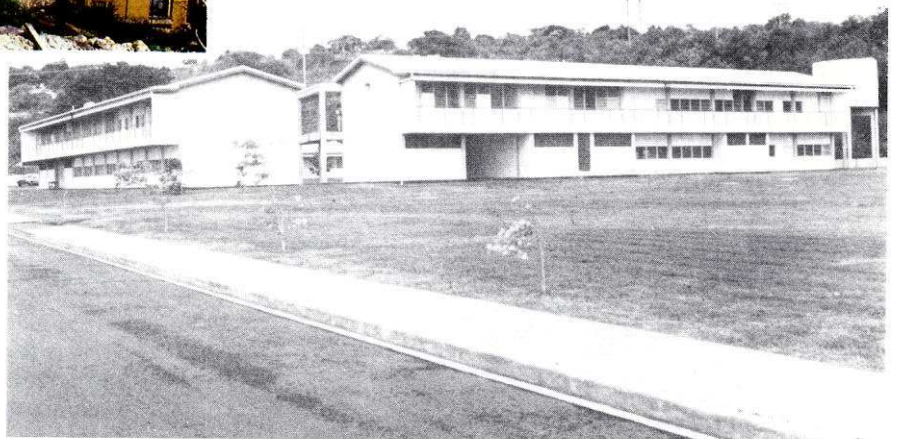
*Wildey Gymnasium*

*New modern facilities like the Bridgetown Fisheries Complex built by the DLP, make life a lot easier for our hardworking fishing community.*



*Northern Highway*

*St. Stephen's Primary School is one of the new Primary Schools built by the DLP Government.*





tention to establish a New Enterprise Administration (N.E.A) to ensure that a larger number of persons participated in the decision making process as it pertains to the economy.

A Democratic Labour Party Government reaffirms its commitment to this idea. The structural reforms of the last three years have delayed the implementation of the N.E.A, but they have strengthened the foundation for its development, and it is more urgently needed now than when it was first conceived.

A Democratic Labour Party Government is firmly resolved to tackle the problems affecting small business development, and will implement programmes to address the following issues:

- scarce venture capital
- deficient management
- technological obsolescence
- resource fragmentation
- exorbitant cost of capital

A restructured Barbados Development Bank will go a long way in solving some of the capital needs of small business, but a revolving venture capital fund is essential to complement the contribution of the commercial banking system, and the cooperatives financial sector.

A Democratic Labour Party Government will implement schemes which will generate mutually beneficial results for business cooperatives in the areas of purchasing; marketing; production; financing; technological upgrading and training; risk bearing.

## Energy

A new Democratic Labour Party administration will pay urgent attention to the implementation of an Energy Conservation Programme. This Programme will be carried out in cooperation with the local Utility company and will apply the principles of Demand Side Management to effect savings in the National Energy Bill. These savings will be reflected as savings in foreign exchange and redound to the benefit of the national economy.

A Democratic Labour Party Government will :

- Provide incentives including daily rebate and income tax relief for the use of energy conservation equipment where savings can be proven;
- Establish a department of energy charged with the administration of this programme.
- Pursue a rigorous education programme in energy conservation.

# THE SOCIAL PROGRAMME

The social policy of the Democratic Labour Party continues to be firmly grounded in the principles of social justice, social equality and the creation of opportunities to help all of our citizens to raise their potential.

In keeping with this philosophy we strongly support the view that social security, housing, health, education and the personal social services are fundamental human entitlements. We therefore do not accept the view that these should be dismantled.

However we do recognise that there are areas of abuse and areas of wastage, and that the financing of the social sector is of crucial importance. In this context we recognise the need to eliminate wastage and abuse, to carefully monitor the use of resources and to rationalise the operational aspect of programmes in the social sector.

## Social Security

During the past seven years the social security system has been restructured to protect its viability. As projected during the early 1990's contribution revenue fell short of benefits paid out of the National Insurance Fund. **A social security scheme cannot be allowed to become a source of insecurity to persons who have paid their contributions**, therefore corrective action has to be instituted to protect the interests of current and future beneficiaries. A DLP Government has an inescapable responsibility to protect and develop the Social Security System of Barbados. After all is said and done, it is a Democratic Labour Party Government which in the face of opposition implemented, expanded and improved schemes of, national insurance and social security, severance payments and a variety of pensions in both the public and private sectors over a span of nearly thirty years. The protection of social security is therefore dear to the heart of the DLP.

As a result of the adjustments made to the system the Scheme is presently in a better position to meet its current and future liabilities without compromising its assets base. The Severance Payments Scheme which was insolvent in 1985 has turned around slowly because of the corrective measures taken, and is now able to meet its current liabilities out of current revenue.

Approved applicants for severance payments no longer have to wait in a long queue until the Fund has accumulated enough funds to make a payment.

## Proposals:

A Democratic Labour Party Government intends to strengthen the Social Security Scheme to ensure prompt payments of benefits and full compliance by employers and self-employed by instituting the following actions:



- Continue to support an intensive ongoing training programme for all levels of staff;
- Provide the technical resources necessary to complete the full computerisation of all aspects of the National Insurance operations no later than December 1995;
- Upgrade the minimum qualifications and status of persons recruited to work in the inspectorate and the management of compliance;
- **Introduce regulations to make it mandatory that all self employed persons be required to produce certificates of clearance from the Director of National Insurance prior to re-registration.**
- **Amend the Companies Act to require that directors of companies be made personally liable for arrears of contributions to the National Insurance Office which were accumulated during their term/terms of office.**
- **Institute speedy remedial measures to stamp out the odious practice of employers circumventing the Social Security Act by hiring employed persons on a so -called contract for service.**
- **Make provision for the investment of a larger portion of the assets of the National Insurance Fund in foreign securities;**
- **Review the workings of the National Insurance Office with a view to converting it into a statutory corporation;**
- **Extend the number of Reciprocal Agreements to protect our workers' interests in which ever country they may work;**
- **Review the severance payments scheme to protect the worker's right to severance when he/she changes jobs;**
- **Enact legislation to require that business persons leaving the country provide the relevant agencies(National Insurance, Inland Revenue, Land Tax and other government departments) with proof that they are not indebted to those departments before permission to leave the country is granted.**
- **Set up mechanisms so that employees will be able to monitor on a regular basis whether or not contributions deducted by their employers have actually been paid to the National Insurance Board.**

## HOUSING

The Democratic Labour Party holds the view that all Barbadians should have a satisfactory standard of housing. We recognise and strongly support the Barbadian Cultural ideal of home ownership.

The Democratic Labour Party has always supported and promoted the use of a mixed economy approach in housing by facilitating private sector provision on the one hand,

and on the other by pursuing a policy of direct involvement by the state as facilitator, regulator and direct provider of housing and lands for sale and rent.

The Democratic Labour Party has a proud record in housing policy and housing development . We streamlined building and planning regulations, focussing on standards, health and sanitation. We forged and facilitated the development and expansion of the private housing market going so far as becoming directly involved by establishing the Barbados Mortgage Finance Company and expanding the regulatory role of Central Bank. We established the Urban Development Corporation, extended the role of the National Housing Corporation in home building and sale of land and expanded the NHC Loan Scheme.

Our record in the rental sector has been especially impressive. In the public sector we have built thousands of units and made lots available for rent, and regularised the Tenantry Legislation. Our record in welfare housing is unparalleled. We transformed the programmes at the National Assistance Board into a fair, just and efficient operation.

## Achievements 1991- 1994

The sector experienced some decline between 1991/ 1994 but we made significant achievements during the period including

- satisfying between 70% and 80% of need in the sector between 1988 and 1993;
- An increase in the quality of housing with masonry constructions increasing;
- The mortgage interest rates which showed an initial increase now stands at 8 per cent;
- A creditable performance by the National Housing Corporation which completed 44 relocations, 164 new rental units, 38 houses through joint ventures, sale of 681 lots through the sites and services programme, the sale of 411 properties, developed 480 lots, the rental accommodation of 482 families and 82 general workers loans.
- Rationalization of the operations of the National Housing Corporation with a notable increase in the sale of single units.
- Completion of infrastructural development work on the Glebe Development Project.
- Conveyed 2,786 lots to tenants under the Plantation Tenancies Programme.
- Disbursed Bds\$4.8 million under the Housing Credit Fund.

The above is further evidence of the very effective DLP performance during 1991/1994, and with the return of growth to the economy, and a decline in the mortgage interest rate we are committed to substantial renewed growth in the housing sector.



## Proposals

To facilitate this, a Democratic Labour Party Government will: encourage and facilitate increased private sector output in housing by:

- **maintaining controls on mortgage interest rates at a level which is equitable to both potential home owners and mortgage companies;**
- **encouraging the introduction of extended mortgages;**
- **encouraging and facilitating more active involvement by the co-operatives and workers union movement in housing development;**
- **rationalising the economic rental system at the NHC to ensure its viability, and a more equitable system of allocation among lower income groups;**
- **completing all those projects which are currently on stream, including: regularising tenancies for persons squatting on lands at Thyme Bottom and Parish Land; and consolidating the National Low Income Housing Project, Venezuelan Housing Project, Cane Garden and housing relocation in the Scotland District.**
- **providing more public sector rental units; in addition, a DLP administration will:**
  - **institute joint venture programme of house building.**
  - **speed up expansion of the Sites and Services programme.**
  - **encourage and facilitate NHC tenants to purchase their rental units. Recognising that in the long run, the aim of the NHC must be to facilitate home ownership among the lower income groups.**

## HEALTH

Philosophically the Democratic Labour party is committed to the principle that health care is a fundamental human right. In this regard we view access to efficient, effective quality health care services as a number one priority in our nation. We believe that there must be a redoubling of our effort on primary and preventative Health Care in which the importance and role of health education as a method of information and ultimately prevention must be increased many times over.

We believe that access to efficient, quality health care is essential not only because it provides a healthy work force, and improves our productive potential, but also, and perhaps more importantly because healthy individuals are more likely to realise their full human potential.

It is this philosophy which has guided the health policy

of the Democratic Labour Party from earliest times and which has lead us inevitably to place emphasis on such things as maximising the use of the services and improving the entire health care system, from primary to tertiary care, including specialised services.

This philosophy guided our drive to rescue the Health sector from near collapse which had characterised it between 1976 and 1986. The Democratic Labour Party Government restarted training programmes, made long overdue appointments and promotions, provided student nurses stipends to facilitate training and modernised the Geriatric Hospital to mention only a few of the achievements of the period.

## Achievements 1991-1994

In the period since 1991 the Health Care System has, notwithstanding structural adjustment, and false alarms by the opposition about deteriorating standards made significant strides including:

- impressive performance on morbidity and mortality data;
- rationalisation of certain sections of the health care system;
- opened the **St. Joseph Hospital** and a new **Black Rock Polyclinic;**
- upgraded buildings at the Queen Elizabeth Hospital
- acquired new machinery and started an extended programme at the St. Joseph Hospital in:
  - the Drug rehabilitation Centre
  - the comprehensive Joint Replacement Centre, the first in the Eastern Caribbean;
  - Laproscopic abdominal surgery;
  - arthroscopic surgery.
- A whole range of programmes and equipment were expanded or introduced at the Queen Elizabeth Hospital including:
  - Construction of a \$5 million Caribbean Eye Care Centre to improve the quality of ophthalmological services to Barbadians especially the elderly. For the first time in the Caribbean postgraduate training in highly specialised areas of ophthalmology will become available.
  - The Open Heart Surgery Programme in which so far over 50 cardiac catheterizations and 14 open heart surgical procedures have been performed with 100% success rate. Already more than Bds.\$1million have been saved by the introduction of this programme, to say nothing of the Barbadians lives that have been and will be saved.



- The Angiographic Suite
- Ultra Modern Cobalt Machine for Cancer Treatment
- A \$40 million programme including construction of two Obstetric and Gynecological theatres
- Surgical Intensive Care Unit
- Neonatal Intensive Care Unit
- Delivery Suite
- Renovation and expansion of six Main theatres
- Modernisation of the Recovery Room
- Construction of a \$5 million Accident and Emergency Department
- There has been a dramatic increase in the number of doctors in training.
- There has been selective waiver of duties on imported medical equipment by private doctors.
- A systematic attempt has been made to monitor, upgrade and consolidate every single health care programme in this country.
- We have developed Community and Home visit outreach programmes at the polyclinics. There were 15,771 visits in 1993.
- We have continued renovation at the Geriatric Hospital and introduced a programme in respite care and rehabilitation
- We have expanded the HIV/AIDS education programme
- A Special programme on cholera monitoring and Hepatitis B Vaccine was launched during this period, Barbados became the first country to provide full free coverage for its at-risk health care professionals.

In the area of **mental health** the Democratic Labour Party Government took several new initiatives including:

- Legislation for Approved Homes, to facilitate development of Half Way Houses.
- New Mental Health Act
- Opened a Psychiatric Ward at QEH
- The expanded community mental health service offered at the Polyclinics
- Renovations of the Psychiatric Hospital including:
  - New Kitchen
  - New laundry system
  - Solar Water Heating System
  - New lighting system
- Opened a special facility for the mentally sub-normal at the Old Quarantine Station
- Established a sports complex and a new recreational programme

#### **Environmental Health:**

- Initiated the South Coast Sewerage Project
- Provided for West Coast Sewerage Project
- Increased vector control

- Removed derelict buildings and vehicles
- Provided for modern solid waste disposal at the Mangrove Landfill

## **PROPOSALS**

The Democratic Labour Party administration will continue to pursue the objectives of efficient, effective quality health care for all. In this regard we will;

- consolidate the strategy of decentralising primary health care service with an emphasis on community participation in the promotion of health and the prevention of disease;
- consolidate the management and operational structure of health services through greater sectoral co-ordination, and the development of District Health Management Teams in the polyclinics;
- **construct polyclinics at Gall Hill, St. John, Belleplaine, St. Andrew and Horse Hill, St. Joseph;**
- **strengthen Maternal and Child Health Services with special emphasis on high risk groups, the early commencement of anti-natal care and promotion of breast feeding;**
- pursue the goal of total immunization against diphtheria, Petussis, tetanus and polio;
- introduce comprehensive Family Life Development programmes in ALL Polyclinics with specific focus on reducing divorce and separation, teenage pregnancies, child abuse, crime among teenagers, drug and alcohol abuse and care of the aged.
- \* consolidate and expand the Food and Nutrition Service with greater emphasis on nutrition educational programmes;
- review and consolidate services for the disabled with special focus on prevention, early identification, rehabilitation and education of both the disabled and their teachers;
- maintain and expand Dental health Services with a greater emphasis placed on dental health education;
- consolidate the provision and operations of the Barbados Drug Service;
- maintain the existing programmes in AIDS education directed at prevention, the control of transmission, and medical, social and psychological care of the affected.
- maintain and consolidate a programme of prevention, care and monitoring chronic non-communicable diseases;
- maintain and expand Environmental Health Programmes directed at food protection, vector control and waste management;
- **strengthen the Environmental Engineering Division, complete the South Coast Sewer-**



- age Project, and initiate the West Coast Sewerage Project;
- establish a Health Promotion Advisory Committee as a matter of urgency. This is intended to help in our drive to make Health Promotion and Health Education an even more dynamic force in our approach to Health Care;
- complete the Mental Health Rehabilitation Project and pursue a more community centered approach to our care of the mentally ill in the Polyclinics.
- continue the Health rationalization project for the elderly including refurbishment of the St. Philip District Hospital, establishment of a Geriatric Service at the QEH, consolidation of related service at the Polyclinics, and a renewed focus on health care of the elderly in the community;
- Improve health management with specific focus on reducing waiting time, improvement in the quality of care, and on-going monitoring and evaluation of the service.

## EDUCATION

The commitment of the Democratic Labour Party to the principles of universal access to education within a framework of equality of educational opportunity, and education welfare are legendary and unequalled in the social and political history of Barbados.

**The Democratic Labour party is the party which introduced programmes of nursery and pre-school education, rebuilt primary schools and modernised primary education, universalised access to free secondary education, expanded tertiary education in such areas as the Barbados Community College, Samuel Jackman Prescod Polytechnic, introduced free university level education, and developed and maintained a whole range of education welfare services including the Textbook Loan Scheme, the school Meals Service and the Student Revolving Loan Fund to name a few.**

### Achievements, 1991-1994

This trend in educational development continued through 1991-1994 with some attempts being made to rationalise some education welfare programmes in order to ensure efficiency and effectiveness.

The notable gains by the Democratic Labour Party during this period included:

- A massive programme of school building expansion and refurbishment including new primary schools at St. Mary's, Bayleys, Mount Tabor, Gordon Greenidge, Hillaby, St. Stephen's Primary and secondary schools at Queen's Col-

- lege and Deighton Griffith;
- Expansion of the Centre for Pre-vocational Training at Eagle Hall for children with special needs and at the Barbados Community College;
- \* Refurbishment of St. Stephen's Nursery, Ebenezer Primary, St. Martin's Mangrove Schools;
- Commencement of construction of Hospitality Institute at the Barbados Community College;
- Establishment of a special education unit at St. George Primary;
- Expanded facilities for nursery education in primary schools, e.g. South District, Ellerton, St. Catherine, St. Mary, Boscobel and St. Joseph;
- Consolidated the Family Life Education programme by training teachers, holding workshops and producing "curriculum guidelines" for Family Life Education in the Caribbean.
- Amended the 1982 Education Regulations to expand the responsibility of Boards of Management;
- Reactivated The National Advisory Committee on Education (NACE) in 1991;
- Started to develop a programme for children at risk which included counselling, parental involvement and skill;
- Expanded Business education by establishing the first Business Educational Centre, training teachers in both primary and secondary schools and conducting workshops;
- Provided education awards to private schools with remedial programmes and assisted them with relocation and training of teachers.
- Carried out general update in curricula and expanded training opportunities.

### Proposals:

The Democratic Labour Party maintains that the educational system must respond creatively if we are to face the challenges which confront us as we approach the year 2000. It proposes to pursue the following programme of action in order to:-

- Develop a new and vigorous thrust in **EARLY CHILDHOOD EDUCATION** by providing more places, improving diagnostic services, providing appropriate training for teachers, and providing instructional material.
- Maintain and consolidate present programme developments in Primary Level Education. At the same time we propose to consolidate the moral and religious education component of the curriculum and pay special attention to instruction and teacher training.
- Examine very thoroughly the issue of cost effectiveness in primary education with a view to amalgamating small uneconomic schools.



- Upgrade physical plant, complete the new schools now under construction.
- Establish library and Media Resource Centre at approximately 15 schools.
- Expand computer studies and computer based education.
- Complete the phasing out of senior schools and senior departments of composite schools.
- Place greater emphasis on Special Education by expanding the diagnostic services, developing specially designed syllabuses and expansion of pre-vocational skills training for young people in the 15-18 age group.
- Consolidate existing Secondary Education programme. More fundamentally we propose to reform this sector of education to make students more prepared for developmental roles. In this regard we propose to:
  - **make technical and vocational education more responsive to the needs of the national economy;**
  - **provide more training for foreign language teachers and equip language laboratories at all secondary schools as a means of broadening language teaching;**
  - **make wider use of diagnostic testing to facilitate the correction of teaching and learning difficulties;**
  - **implement a national certification system;**
  - **introduce a new system of transfer from primary to secondary school;**
  - **continue to upgrade the school plant, complete the St. Thomas Secondary School, and explore the feasibility of relocating the two St. Leonards Secondary Schools;**
  - **undertake a study of discipline and behaviour in secondary schools with a view to identifying possible solutions.**
- In Adult Education we propose to rationalise the delivery of these programmes with a specific focus on their quality, efficiency, and cost effectiveness, the ultimate objective being institutionalisation of the view of life long education and provision of post school training and employment opportunities.
- We propose to conduct an assessment of the School Meals Service to get a more accurate picture of consumption patterns, food preferences etc. to facilitate future planning.
- We propose to upgrade and refurbish the physical facilities in the programme, and upgrade the system of storage and delivery.
- We will expand the Guidance and Counselling Programme to help students in their development. Special attention will be paid to in-service

workshops and expanding the programme to primary schools.

- Expand the psychological Services offered by increasing the number of psychologists, and conducting workshops.
- Expand the Drug Education Programme using the media and disseminating learning material.
- Extend the Curriculum offerings at the Barbados Community College, and the Samuel Jackman Prescod Polytechnic, with an increased focus in each case on developing a Technical Vocational Education Programme.

## PERSONAL SOCIAL SERVICES

Personal Social Services are intended to provide support to vulnerable individuals and groups including the elderly, the poor, the disabled, women, children and youth to name a few.

**The Democratic Labour Party's commitment to support for vulnerable groups is grounded in its humanitarian philosophy that all persons (including the vulnerable) have an inalienable right to opportunities to realise their full potential, and play a meaningful part in national development.**

The record of the Democratic Labour Party in relation to the elderly, women, children, youth, the disabled and the poor which is outlined in this document is ample evidence of this commitment.

The Democratic Labour Party seeks to continue this initiative by putting a set of programmes in place to ensure that these vulnerable groups are empowered to be self-reliant.

The following basic principles will guide the DLP's personal policy approach:

- Rationalise the existing services to eliminate waste and abuse, increase the quality, the efficiency, and the effectiveness of services;
- Upgrade the skills of those who provide care for these vulnerable groups;
- Encourage the development of the informal care sector by expanding the caring role of families, neighbours and voluntary groups by exploring, encouraging, and facilitating the development of volunteer services to assist in the delivery of personal services care.
- Provide training for the volunteers.
- Review the Charities Act in a way which would minimise abuse, and encourage the more rapid development of voluntary groups, and volunteering as a social care delivery strategy;
- Of special note the DLP believes that there is a need for a comprehensive counselling service



to deal in a coordinated way with the increasing need for counselling emerging out of the growth in personal and social problems confronting the society.

- **As a long term strategy the Democratic Labour party intends to restructure the operations of Personal Social Services in Barbados with a view to amalgamating some of these. This will be done in the interest of providing clients with a more efficiently co-ordinated and cost effective service, and because we believe the concept and principle of community development must be in the forefront of development in the personal social services.**
- It is anticipated that an essential element of any re-organisation would be the establishment of a Monitoring, Research and Evaluation Unit to assess the implementation and effectiveness of programmes on an ongoing basis.

## THE ELDERLY

The elderly population is growing at a rapid pace, and as a group with specific social, psychological and economic needs. We recognise that these must be responsive and adaptable.

**The Democratic Labour Party has historically been in the forefront of making provisions for the elderly. The universalisation of old age retirement pensions through the NIS Scheme, the facilitation of private sector pensions through Legislation, the provision of specific health care facilities, the introduction of the free bus pass schemes, the consolidation of some Assistance programmes through the National Assistance Board and Welfare Departments, welfare housing provisions and a host of other specific benefits are some notable examples of the DLP's contribution to social provision for the elderly. Those who attack our record on pensions are distorting the historical record.**

### Achievements 1991-1994

This commitment to the elderly has resulted in a number of significant gains during the 1991 to 1994 period including:

- expansion of community based care for the elderly;
- An increase in the number of social and recreational programmes at the National Assistance Board, including day centres, drama groups and day trips.
- Opening of the Sir Clyde Gollop Night Shelter for the Homeless at Hindsbury Road, St. Michael.

- Carrying out infrastructural work at Vauxhall, Christ Church for a planned 26 unit senior citizens village.
- Establishment of a Community Meals on Wheels Service in conjunction with the Seventh Day Adventist Church;
- The National Assistance Board has played a major advocacy role on behalf of the elderly and has introduced the Senior Citizen Awards Scheme, built a relationship with the Hotel Sector and devised rehabilitation and agricultural schemes for the elderly.
- A monthly church service for senior citizens is held at varied denominations. This we see as another way of mobilising public support for the elderly.
- The Home Help Service has been further extended in the rural areas.

## Proposals:

The Democratic Labour party proposes to consolidate these gains by :

- Expanding the social and recreational services of the National Assistance Board;
- Continuing to build linkages with voluntary organisations, and by introducing an experimental project directed at fostering informal care services;
- Completing the Senior Citizens Village at Vauxhall, Christ Church and exploring the possibility of developing a similar project in one of the Eastern parishes such as St. Philip, St. John or St. Joseph;

## DISABLED

Like any other group in society the physically and mentally disabled have specific needs. In particular they have a need for opportunities to realise their full potential, for a sympathetic public which treats them not in terms of stereotypes and stigma, but in terms of their fundamental human qualities, and a need to be empowered to be self reliant.

Analysis of Democratic Labour Party policies and programmes confirms that these have been the very objectives which have informed our approach .

This has been the case whether in the area of social security, health service, social assistance, education, the Child Care Board programmes, the educational services, including training, the employment counselling and placement services and liaison with and support to the voluntary agencies.

Indeed it was the Democratic Labour Party which in 1990 mobilised through the Census arrangements to have



data collected which is now used to give us a comprehensive profile of the disabled in Barbados.

## Achievements 1991-1994

With this clearer picture in mind we advanced a number of proposals in relation to the disabled. We are happy to report that since 1991 we have made a number of significant achievements including:

- Maintenance of support for relevant voluntary organisations;
- The preparation of the long overdue national building code which requires that new buildings be adapted to facilitate access by the disabled;
- Maintenance and consolidation of Child Care Board programmes for the disabled;
- New initiatives at the National Assistance Board by way of housing provision, and opening up of the Home Help Service to this group;
- Maintenance of Welfare Department cash and in-kind programmes for the disabled in Barbados.

## Proposals:

The Democratic Labour Party proposes to maintain and develop new policies and programmes to enable the disabled to realize their full potential. Included in these are:

- Amendment of all legislation which discriminates against the disabled;
- Implementation of the national building code which has already been prepared.
- Development and promotion of a programme of public education which is intended to inform the public about the disabled, their needs and concerns and to eradicate some of the myths about the disabled in our society.
- Review and reorganise the employment registration, counselling and placement seminars for disabled persons at the National Employment Bureau.
- Consolidation of the recently introduced provisions for the disabled in the National Assistance Board Programme for the Disabled, and exploration of the viability of providing day care facilities for the mentally disabled.
- Creation of an atmosphere conducive to generating employment opportunities for the disabled unemployed through:
  - Incentives to the private sector
  - Job training and placement including entrepreneurship programmes
- Giving assistance (e.g. subsidies for training for employment) to facilitate employment of the disabled.
- **Promoting measures to assist with the implementation of vocational and rehabilitational programmes for the disabled.**

- **Taking steps to encourage the employment of disabled in the public sector.**
- **Giving top priority to transportation facilities for the disabled including:**
  - bus passes irrespective of age
  - improvement of road and sidewalks networks
  - purchase of specially equipped buses for public sector agencies who service the disabled
- **Paying special attention to employment, rehabilitation and placement in the appropriate public sector agencies.**
- **Allocation of a specific percentage of National Assistance Board and National Housing Corporation Units for the disabled, and modifying existing structures for accessibility.**
- **Consolidation of all programmes which deliver services to the disabled, whether they be at the Child Care Board, the Labour Department, the Welfare Department or the National Assistance Board.**
- **And finally, provide a sheltered workshop for the disabled.**

## CHILDREN

The survival, protection and development of our children should be the concern of all Barbadians. It is our responsibility as a nation to ensure that they enjoy basic human rights. This is the principle on which the Democratic Labour Party has always located its social policy in relation to children. It is therefore no surprise that **as a follow up to the ratification of the UN Convention on the Rights of the Child, that the Democratic Labour Party in 1991 prepared a detailed and extensive plan of action for the survival, protection and development of children in Barbados.** This plan, it is intended, will serve as the basis for the formulation of our child care policy in relation to:

- the rights of the child;
- health and nutrition;
- the role of women;
- maternal health and education;
- family planning and the role of children;
- children in difficult circumstances;
- basic education and literacy;
- the alleviation of poverty.

## Achievements 1991-1994

In pursuit of this general philosophy of protecting the rights of the child, the Democratic Labour Party maintained and consolidated all of the on-going programmes in child care, and since 1991 has recorded among its achievements the following:



- Passed legislation to protect children against pornography and sexual offences;
- Pursued a policy of deinstitutionalization of children in care in homes at the Child Care Board by increasing the proportion of children in community based care;
- Expanded the foster care programme;
- Increased the surveillance and processing of cases of child abuse;
- Produced the study on juvenile justice policy in Barbados which lists several proposals for reform;
- Maintained the basic education programme;
- Increased resources and activities directed at promoting the role of women, maternal health, maternal education and the role of the family;
- In an effort to protect children in especially difficult circumstances, consolidated Child Care Board Programmes, repaired and refurbished several Child Care Board homes, expanded the programme of counselling, especially with respect to the disabled child.

## Proposals:

The Democratic labour Party will continue to **generate a children sensitive policy as well as emphasize the role of women and the importance of family life for children.** It will also pursue its policy of deinstitutionalized care, and pay particular attention to the needs of the disabled child, and children in especially difficult circumstances. More specifically, we propose to:

- Place more emphasis on the role and importance of family life especially in this International Year Of the Family. In this regard a more **deliberate effort will be placed on co-ordinating all those services in welfare, education, child care etc which would be directed at promoting family life.**
- consolidate the presently scattered legislation which relates to the care and protection of children into one Children's Act;
- develop a uniform definition of Children;
- increase the age of presumption from 7 to 12 years of age;
- intensify health education, prevention and health care in relation to children to reduce mortality rates, low birth weight, rates of accidents, incidents of deficiency anaemia, and increase immunization coverage;
- review and consolidate all programmes directed at improving maternal education and health;
- maintain Child Care Board Programmes with specific emphasis on deinstitutionalization, child abuse, drug abuse and the disabled child;
- develop more community oriented social care programmes such as group homes, half way houses and foster care.

## YOUTH

The problems and concerns of our youth have always been high on the policy agenda of the Democratic Labour Party. Consequently, the DLP has developed and promoted programmes to address the needs of youth.

The role of the DLP is profound and need not be detailed here, but in broadest terms our contributions cut across all fields. The provision of free secondary and university education, Barbados Community College, Samuel Jackman Prescod Polytechnic, School Meals, Text Books, School Health Service, Scholarships, Special Youth Affairs Division, sporting facilities including the national stadium, the National Sports Council, community centres, youth service, youth in business project, are but a few of the many, initiatives taken by the DLP over a 30 year period to accord youth opportunities to develop their talents and release their potential.

## Achievements 1991-1994

Our achievements since 1991 have been equally impressive. They include:

- The establishment of the National Commission of Youth as promised in the 1991 Manifesto. The Commission has now reported and sets a detailed framework for policy developments in relation to youth.
  - The introduction of a Youth and Business Project in the Community Development Division.
  - The institution of the Barbados Youth Service.
  - The establishment of the Technical Vocational Education Council.
  - The introduction of National Youth Week as an advocacy instrument.
  - The establishment of the National Youth Orchestra.
  - Improvement of inter-agency linkages between the Barbados Youth Service, the Youth Forum, Probation Department and other youth and social agencies.
  - Vesting the old naval facility at St. Lucy in the Barbados Youth Service.
  - Commissioning and completing a study in juvenile justice in Barbados.
- It is unbelievable that anyone would legitimately claim given the above that the Democratic Labour Party has neglected our youth.

## Proposals

The future of Barbados is inextricably limited to the future of its youth. A Democratic Labour Party administration intends to continue to implement progressive policies and programmes as it seeks solutions to the ever-changing needs of our youth, to enable youth to realise the full potential and to participate more fully in the process of national development. **The importance of the family in the life of young**



**people will be an central plank in our approach to youth.**

In this vein the Democratic Labour Party will:

- give top priority to job creation to reduce the unacceptably high levels of unemployment among young people;
- give special emphasis to self-employment and employment in the informal sector for young people;
- create a larger entrepreneurship programme involving co-ordination between the Barbados Youth Service, the Youth in Business Project and the Barbados Investment and Development Corporation; which programme will consist of an attachment, a period of training, during which time the persons would be paid a stipend from the Barbados Youth Service, and the preparation of a business proposal as part of this training programme. The project will be ELIGIBLE for an interest free \$10,000 loan from Youth and Business. It will be arranged from BIDC's Small Business Section.
- work with the credit unions to develop a system which would allow young people through the Youth and Business Project access to start-up capital;
- undertake a phased implementation of the main recommendations of the National Commission on Youth - Justice for Youth - focussing especially on issues such as:
  - streamlining data on youth;
  - establishing a National Advisory Commission for Youth and Children;
  - the facilitation of self-employment;
  - the implementation of relevant sections of the unemployment task Force Report;
  - regulating the granting of work permits;
  - consolidating guidance counselling and placement service through the National Employment Board;
  - providing fiscal incentives for the maintenance of unemployed youth by their parents;
  - explore the use of hotels as a working location
  - since accidents are a major health problem among youth, develop special health education programmes;
  - review and consolidate drug abuse programmes;
  - establish greater relations between various socialising agencies of home, church and school
  - institute a system of national youth awards to be presented on an annual basis in a variety of age ranges and categories during National Youth Week as a means of fostering greater youth enterprise and social integration;
  - investigate the problem of sexual harassment, and explore ways of controlling it;
  - further investigate the problem of crime, deviance among youth and implement relevant proposals of this study on Juvenile Justice policies;
  - encourage the development of a more balanced media image of our youth.

## **WOMEN**

Guided as it is by humanitarian ideals, the status of women in Barbadian society has naturally always been a major concern of the Democratic Labour Party. The history of our policy initiatives in this area demonstrates that we have always endorsed and supported the view that women should have equal access to resources and should be treated with dignity.

**Our commitment is demonstrated by the fact that we have among other things, implemented equal pay for equal work in the public service, introduced maternity and sickness benefits under the National Insurance Scheme, passed the Succession Act enabling partners and children in common law relationships to inherit property, introduced a Domestic Violence Act, passed a Sexual Offences Act, provided paid leave passages for female employees in the public service.**

### **Achievement 1991-1994**

This drive by the DLP to promote legislative programmes and policies to protect and enhance the status of women continued during the 1991-1994 period in which several notable achievements were made. These included:

- the establishment of a National Advisory Council on Women to monitor and review progress and to recommend appropriate action;
- the production of a national policy statement by the Bureau of Women's Affairs and the National Advisory Council on Women
- conclusion of an agreement with the Inter-American Development Bank (IDB) for assistance of US\$580,000 to strengthen the training capacity of the Bureau of Women's Affairs
- provision of leadership training on an annual basis to approximately 80 persons
- provision of entrepreneurial training workshops to facilitate self employment

### **Proposals:**

The DLP is committed to the development and implementation of policies, programmes and strategies which would enhance further integration of women within the opportunity structure and reduce remaining disadvantages, problems of sexual harassment and provide for fuller participation in the decision making process by:

- using the media and communications effectively as a means of fostering a more effective use of existing legislation;
- promoting economic ventures by women to promote self-help and employment;
- increasing the participation of women in decision making at the national level;
- implementing the main proposals of the report of the



National Commission of Youth on young women on a phased basis;

- implementing the main proposals of the plan of action for the survival, protection and development of children in maternal health and maternal education on a phased basis;
- making provisions for rape cases to be heard in camera and/or make provisions to protect the identity of the victims;
- providing strengthened counselling services for victims of sexual and physical abuse;
- encouraging and facilitating the development of a shelter for battered women;

## COMMUNITY DEVELOPMENT

Defined in broadest terms our objective of community development is to identify and mobilise the resources (financial, labour, expertise, ideas and time) of a community to enable the community to improve its quality of life and achieve its goals.

The aim is to help the community to help itself to develop a spirit of co-operation, to create a moral bond among people. The community development worker who is seen essentially as a mobiliser has multiple roles including that of teacher, counsellor, liaison officer, initiator, facilitator and enabler.

In Barbados the significance of the community development process has long been recognised as is evidenced in the establishment of the Community Development Department, numerous community centres and community development programmes in youth recreation, sports and training.

### Achievements 1991-1994

The record shows that the DLP has been in the forefront of all the above developments, and our efforts continued apace in the 1991-1994 period during which time some of our most notable achievements included:

- The continuation and consolidation of the ongoing programmes and activities;
- the maintenance of community centres;
- an upgraded programme of training;
- the loan of community centres to the NAB to facilitate its day care centres for the elderly;
- the establishment of the much heralded Youth in Business programme.

### Proposals

We are pleased with the achievements which we have made in community development over the years, but we are firmly of the view that it is time to fully modernise the community development agency as we meet new challenges, as we approach the year 2000

Accordingly a DLP administration will:

- Maintain and consolidate all ongoing programmes in the short term;
- In the long run restructure the organisation, administration and programming in community development;
- more fully involve communities in their development by establishing community councils in each community, with the Community Council becoming the base unit of mobilisation and change;

The Councils which will liaise with the redirected Community Development Division and with the assistance of the Community Development workers be responsible for identifying community problems, needs and issues and help develop and implement solutions;

It will also be concerned with the management and implementation of ongoing programmes and new programmes in environmental protection, consumer watch, the needs of the youth and elderly, small business development, the establishment of cooperatives, crime watch and cultural development;

The Community Development Council will also play a major role in referral of problems to the appropriate agency and liaising with agencies such as BYC, NCF, schools, churches, welfare, health etc;

It will promote latent development and competitiveness within and across communities; as well as organise community days and participate in a National Community Development Week.

## SPORT

The Democratic Labour Party recognises Sport as a multi-faceted activity which plays an important role, not only in physical, but in social and psychological development as well. We see sport in this role as being ultimately concerned with spiritual development, with offering opportunities for competitiveness and co-operation, as well as opportunities for individual self pursuit within a team context for pulling local, national and regional communities together. It is also concerned with helping people to develop goal directedness, and discipline as individuals.

The Democratic Labour Party also recognises, notwithstanding the limited opportunities except in cricket, that if properly organised, financed and managed, many sports which are now seen exclusively as leisure-time pursuits could be converted into avenues for employment (e.g. as with the professional cricketers) of persons with talents in these various areas.

Historically, the Democratic Labour Party has played a most significant role in the development and organisation of sport in modern Barbados. The major approach to the development in sport has been to facilitate the efforts of voluntary organisations, and provide some financing and promotion along with the state funded programmes in coaching and training through the National Sports Council.



## Achievements

Our contribution in the area of sport has been extensive: we have

- Established a National Sports Council;
- Constructed the National Stadium and the Sir Garfield Sobers Sporting Complex otherwise known as the Gymnasium;
- Integrated sport with tourism;
- Joined with the private sector in the promotion of tournaments such as the Sir Garfield Sobers Schools International Circuit Tournament, the Hockey Festival, the International Cricket Festival;
- Through the National Sports Council paid particular interest in sport among youths by providing coaching in a variety of fields including track and field, badminton, basketball, body building, boxing, cricket, football, lawn tennis, swimming, table tennis and volley ball;
- Recognised and honoured many of our sports heroes who serve as role models for our national youth.

## Proposals

The DLP proposes to continue its effort to promote the development of sport and to ensure that sport continues to play a major role in development. More specifically we propose to:

- maintain and consolidate all existing programmes and strategies, including sports tourism;
- undertake an indepth study to explore the ways in which sporting activities can become more and more an area of employment for the talented persons in their respective areas.
- explore the feasibility and seek funds to develop a community sports complex on a 20 acre site at Wildey which would include the development of a sports academy;
- reform the National Sports Council and develop a sports secretariat to give administrative and other assistance, and establish a planning unit within a restructured sports council;
- reduce the duty on sports gear and equipment;
- establish a national Hall of Fame where outstanding national sports persons would be inducted.

## CULTURE

The culture of any society is characterised by uniformity and diversity at one and the same time. However, it is that element of social life around which the people of a nation interact, and it is ultimately the basis of our identity and our development.

It is necessary, therefore, that the development of culture, its revitalization, its protection and its promotion as

a central factor in national development should be at the forefront of any political agenda.

It is in this context that the Democratic Labour Party can legitimately claim that historically it has more than any other political party in Barbados assigned culture a pivotal significance in the national development.

## Achievements 1991-1994

The DLP's achievements in this regard have been far-reaching. Of particular note are our achievements during the period 1991 to 1994 and these include the following:

- completion of the gymnasium or the Sir Garfield Sobers Sporting Complex and its utilisation as an entertainment venue.
- completion of the east and west wings of the Sherbourne Centre which is now available as a multi-purpose venue which can host temporary art exhibitions, music, and dance concerts, theatrical performances, etc.
- the Task Force for the Export of the Arts has now prepared a comprehensive report to serve as a guide to aspects of our cultural policy;
- initiation of a programme of restructuring of the National Cultural Foundation to improve the administration, marketing, programming and relevance of NCF programmes so that it may play an even larger role in the cultural development of Barbados;
- creation of opportunities for private sector entrepreneurship in services related to cultural production, for example, the recording industry, the calypso tents, radio and TV, advertising agencies, costume band designers, etc.
- expansion of the area of festivals whether through the state or the private sector - e.g. Gospelfest, Jazz Festival, Performing Arts Festival;
- creation of an atmosphere through seminars, workshops, the provision of venues, etc. which has nurtured cultural development - e.g. Caribbean Song Festival, Richard Stoute Teen Talent Show, popular music, the growth of Barbadian Music on the international scene.

## Proposals

The Democratic Labour Party is committed to pursue the goal of developing culture in Barbados, and putting it in the mainstream of our national development. Accordingly a DLP Administration will do the following:

- Forge and develop policies directed at promoting an even more positive Barbadian and Caribbean self-image.
- Take deliberate steps to ensure that the educational curriculum at all levels, and the media are used at all times to develop and promote our culture.
- Promote family life, self respect, , commitment to national growth, quality service, and productivity and



religious and moral values as central aspects of our culture.

Encourage and facilitate the development of the National Youth Orchestra, the National Symphony, the National Dance Complex so that the arts will flourish.

Promote the use of the Sherbourne complex with a 2000 seat state of the art theatre.

Encourage and facilitate the development of Farley Hill National Park, King George V Memorial park, community centres in the outlying areas to pave the way for the spread of the arts into all communities, thus making the whole of Barbados a stage.

Organise cultural tourism as a development strategy, creating employment, providing income, earning foreign exchange and giving tourism an aesthetic thrust.

Implement the proposals of the Task Force for the export of the arts, so that the artistic talent could be placed on the international scene even more extensively than it is now, exposing Barbados and the Caribbean, creating employment and earning income and foreign exchange.

Promote facilitating mechanisms e.g. removal of duties, offer incentives, tax credits for foreign exchange earnings, develop copy-right legislation.

Review the Film Censorship Legislation to further regulate much of what is undesirable in films and home videos.

Pursue a policy of more air play for local music.

Encourage, facilitate and participate in the establishment of a School of Performing Arts with emphasis on music, dance, stage-craft, and sound.

Conduct an investigative study on how the schools, the Barbados Community College, the University of the West Indies, the National Cultural Foundation, the Barbados Youth Service and other relevant institutions can be brought together to foster the above objectives.

A nation needs to draw strength from its history. Successive generations of Barbadians should be made aware of those persons whose lives have significantly influenced the course of national development. **The next Democratic Labour Party Government will within the first six months of office establish a national broad based commission to recommend criteria for determining those persons on whom the status of national hero will be conferred.**

**A DLP government proposes to establish a National Heroes Square where the busts of national heroes/heroines will be displayed permanently.**

Barbados needs to confer national honours on its citizens who have toiled beyond the call of duty in their several endeavours, and those who have brought distinction to their country, we also need to strengthen our ties with the African diaspora.

Many people across a wide range of cultures are agreed that President Nelson Mandela is the most outstanding leader of this century, and several countries have honoured this legendary hero. **The next Democratic Labour Party Government proposes to develop the Farley Hill Park into a major recreation and cultural centre and rename it the Nelson Mandela Park.**

## HUMAN RESOURCE DEVELOPMENT

**The DLP remains committed to a policy that places human resource development at the centre of our national endeavour, and therefore reaffirms its continued support to the training and development of workers and working conditions, the maintenance of fair industrial relations practices, including workers' participation.**

The DLP is committed to a judicious mix of education and training to improve the human resource potential, the application of technology where appropriate, emphasis on research and development, the provision of a safe and healthy working environment in the interest of both worker satisfaction and well-being and national productivity.

The DLP historical record in the promotion of good human resource development is there for all to see.

### Industrial Relations

The DLP recognises that the very difficult, but very necessary stabilization and structural adjustment programme impacted negatively in some areas of our traditional labour management relations. For example, circumstances and the determination to protect the exchange rate necessitated the short-term need to reduce public sector salaries by 8 per cent.

### Achievements: 1991-1994

The reality is, however, that there have been many achievements and many positives in industrial relations in the past four years. For example the DLP:

**established a National Consultative Council and through discussions based on mutual respect and national need with social partners - the Trade Union organizations, the private sector organizations and government - were able to build a national consensus;**

**was able to reach accord on a non-legislated protocol on a prices and incomes policy;**

**passed the National Productivity Board Act. The Board comprising representatives from the**



**Trade Unions the public and private sectors has several responsibilities including the measurement and monitoring of productivity;**

except for minor changes, the DLP has managed to maintain major legislation.

Notwithstanding recent difficulties the DLP government has not ceased to place human resource development at the centre nor have we ceased to respect the social partners and to encourage free collective bargaining. For the trade unions this would not have been an easy task and the private sector organisation must be also congratulated for working to contribute to the larger national interest.

## Proposals

The DLP intends to continue its historical role of building good industrial relations and proposes that as we approach the year 2000 to:

**maintain an environment for free collective bargaining and will consolidate the process of tripartism;**

**meet with the social partners to reach agreement on the parameters of collective bargaining which will replace the protocol of prices and incomes;**

**seek to strengthen productivity bargaining;**

**restore increments in the public service;**

**ratify ILO conventions after full discussion with the social partners;**

**maintain financial support for the trade unions educational programmes;**

**enhance and implement legislation on occupational health and safety;**

**encourage and support the representation of trade unions at the highest level of national decision making;**

**enact an Unfair Dismissal Act to protect workers;**

**establish a tribunal to adjudicate on industrial disputes in the private sector;**

**review the Severance Payments Act to give greater protection to employees and to simplify this Act;**

**institutionalise provisions for an employee stop option in the private sector as one way of promoting greater economic enfranchisement of workers;**

**discuss with the social partners the idea of worker participation with a view to institutionalising the practice of shop floor participation on the Board of Directors of companies under the umbrella of trade union representation;**

**spearhead a co-ordinated policy to train and retrain workers for areas of growth, and retrain retrenched workers through the TVET Council;**

**extend and improve the training of officers in the Labour Department for extended roles in national human resource development;**

**emphasize the development of entrepreneurial skills**

as a matter of policy;

extend the areas offered in the Skills Training Programme and the Apprenticeship Scheme to include all areas of economic activity;

conduct more extensive labour market surveys to identify specific areas of need;

seek through a new thrust in public sector training to increase productivity, using not only the traditional strategies, but including internships, attachments, rotation and cadet schemes;

## Technological Development

The DLP recognises that technological development is critical to the improvement of a country. It has therefore encouraged the widespread education in the use and application of computers from the level of the primary school.

## Proposals

**The DLP is committed to negotiating a national policy on technological development with the social partners that will treat issues relative to the impact of technology, unemployment, working conditions and other industrial relations matters.**

In particular, the DLP recognises that the introduction of new technology increases the demand for work place restructuring, for the multi skilling and cross training of employees and for ergonomic considerations. The Labour Department will be supplied with the required skills to facilitate such programmes.

## THE PUBLIC SERVICE

The Democratic Labour Party believes that the public service consisting of officials in the civil service, the military service, and the statutory corporations and paid out of publicly appropriated funds, is central to the growth and development of Barbados, and crucial for the administration and implementation of the proposals and plans of the next Democratic Labour Party administration.

The Party will over the coming years call upon the public service, consisting of some 23,000 officials performing various administrative professional, technical, executive, clerical and ancillary duties, to advise on, and implement the policies of the government.

Many changes have taken place in the world since Barbados became independent in 1966. Many more changes are taking place as the world looks towards the twenty first century and beyond. Barbados must respond to those changes. The national society and economy must emphasise the goals of increased output, stability, low inflation, increased export earnings, productivity, competitive-



ness, adjustment, and national cohesion in a framework of law and order.

The Democratic Labour Party will continue to empower the public service to perform its focal role in the further transformation of Barbados. In this regard the Party pledges to:

- **strengthen the main organs of civil service organisation and management, namely the Ministry of the Civil Service, the Personnel Administration Division and the Training Division to enable them to assist more effectively in the implementation of the goals and objectives of government;**
- **develop a dynamic, highly motivated public service which seeks to find new ways of co-operating with the private sector with the objective of framing the new economic and social policies for Barbados' development;**
- **improve further the speed and efficiency of the Personnel Administration Division in the selection, promotion, transfer and discipline of civil servants, and in both the grant of leave to such officials and the processing of their retiring benefits;**
- **computerize all personnel records;**
- **bring into being the Teaching Service Commission to deal with personnel arrangements in the teaching service more expeditiously;**
- **continue to review, revamp and provide in-service, local and overseas training opportunities to improve the skills and performance of public officials;**
- **adopt a pragmatic and realistic approach to the issue of public sector reform and the more effective management of human resources in the public sector through:**
  - better manpower planning;
  - more efficient and effective recruitment;
  - career and succession planning;
  - reward systems which take productivity into account ;
  - proper performance appraisal procedures;
  - better financial, human resource, information systems and supplies management as well as an improved legal and development planning framework;
  - improved systems of accountability and responsibility in the service;
  - inspired work ethic to reduce wastage, and deliver public services of high quality on a more timely, and courteous basis;
  - continuing to meet the needs of the public officials for improved pay and conditions of service, including safety at the work place in accordance with ability to pay criteria;

- supporting the training efforts of public service unions in respect of the training and retraining requirements of the public service;
- emphasizing the need for a public service of high quality which exhibits the tried and tested characteristics of security, impartiality, anonymity and neutrality.

## THE INFRASTRUCTURE

The DLP recognises that a well defined infrastructural network is both a prerequisite for and a catalyst for social and economic development. In this regard, successive DLP Governments have sought to expand, upgrade and maintain the system of roads, bridges, drainage, water, public transport and public buildings.

### ROADS

#### Achievements 1991-1994

The Democratic Labour Party government in keeping with its commitment to rehabilitate and improve the road system has undertaken a significant amount of work in the three year period 1991-94 including:

- started and/or completed tenantry roads at Train Line Road, Drax Hall, Boarded Hall, Lower Carlton, Belleplaine, Indian Ground, St. Martins, Drakes Court, Fortesque under the Venezuelan Tenantry Road Project
- repavement of highway 1 - Spring Garden to Speightstown
- started Lodge Road, Maxwell, Oistin, Enterprise, Chancery Lane, Wilcox
- completed two culverts at Paynes Bay and Highway improvement at Highway 7/Rendezvous junction
- completion of several tenantry roads
- completed 64 kms of road maintenance on highway 7, highway 5, Lower Greys and Dayrells Hill areas
- started road restoration study which is to be completed by September 1994
- completed dozens of other asphalt overlay projects
- started a road maintenance and equipment study directed at strengthening the Ministry's capacity. This is to be completed by January 1996
- started reconstruction of Highway 2A phase 2 - Westmoreland, St. James to Warrens, St. Michael.



## Proposals

The DLP promises to continue this programme of road rehabilitation and maintenance under the five year World Bank rehabilitation programme, including:

- asphalt overlay of 160 kms of highway in four packages of 40 kms. One contract has already been awarded.

- junction improvements at Codrington Hill, Cave Hill, Pine East-West, Pine North-South, Thornbury Hill - Highway 7, Golf Club Road to Dayrells Road.

- reconstruction of culverts with contracts having been already awarded for those at Hothersal Turning, St. Michael and Farm Road, St. Peter

- construct a roundabout at Six Cross Roads and rehabilitate the highway from Six Cross Roads to Newton in 1995-96

- complete the reconstruction of Highway 2A phase 2 from Westmoreland, St. James to Warrens, St. Michael and start the Clermont Road/Canewood Project in 1995

- start construction work around March 1995 of the IADB financed inner and outer Bridgetown by-pass roads, sidewalks, traffic lights

## DRAINAGE

### Achievements 1991-1994

Our performance in the area of drainage over the past three and a half years is equally impressive. Over this period we have:

- undertaken drainage work to avoid flooding at Halls Village, Porters, Turners Hall, Westridge, Cave Hill, Chimborazo, Upper Parks

- concluded a loan with CDB to undertake a study to help improve rain water run off for direct recharge of underground water.

### Proposals

The DLP proposes to:

- continue and complete similar drainage programmes
- continue the rehabilitation of bridges island-wide
- continue to sink suckwells and to continue the suckwell clearing programme

## WATER RESOURCES

Water resource development is one of the biggest infrastructural problems facing the country. The problem has been exacerbated by the extremely low rainfall during 1993 and 1994 which has adversely effected the recharge of underground aquifers and consequently we now have severe water shortages in some parts of the country.

## Proposals

The DLP programme proposes to meet these challenges by:

- intensifying public education on water conservation and elimination of wastage

- introduce island wide metering

- intensify leak detection, pipe repair and pipe replacement programme

- provide incentives for the use of water tanks for domestic and irrigation purposes

- undertake capital works and expansions at Harrison, Cave Hill, Applewhaite, Rock Hall, Belle/Bridgetown, Sturges, Hampton, Alleyndale, Scotland District, West Coast, Christ Church, Warleigh/Lambert, Lodge Hill, Ellerton Central and Valley.

- investigate new source of water supply including desalination

## TRANSPORT

The Democratic Labour Party knows that an adequate source of transportation is essential to development. To this end, the DLP government has always assigned top priority to its maintenance and renewal.

### Achievement 1991-1994

In a continuing effort to ensure maximum efficiency in the transport system, the current DLP administration

- started the IDB funded national transport plan study in June 1994 and will focus on all modes of transportation (surface, air and sea) and aims to ultimately develop a range of policies for the transport sector. The study should be completed in May 1995.
- commissioned the Barbados Public Transport Study in September 1993. This study has now been completed and sets forth a comprehensive framework for the rationalization of the public transport system. Its main recommendations include proposals for:
  - the most appropriate mix of public and private transport;
  - the establishment of a Barbados Public Transport Authority as a regulatory body;
  - more efficient management of the transport system;
- rationalised operation of the Transport Board;
- increased by means of ZR vans system private sector input into the transport system;
- improved the operations of the Licensing Authority.

### Proposal:

The DLP administration will continue the thrust towards an improved transport system and proposes the following: a phased implementation of the appropriate proposals in the



Transport Plan Study and the Barbados Public Transport Study including the proposal for a Barbados Public Transport Authority to regulate public transport

**to encourage and facilitate as an act of economic enfranchisement the development of co-operatives in public transport, to restructure and preserve the Transport Board as a body with a very important role to play in national development**

## **PUBLIC BUILDINGS**

### **Achievements 1991-1994**

Since 1991 DLP government has continued its programme of development, maintenance and renovations of public buildings. Some of the several projects completed since 1991 include

- the Hometown Centre
- the Ultra modern Sir Frank Walcott Building
- Considerable extensions and renovations done as indicated under the section dealing with Health
- considerable extensions and renovations done as indicated under the section dealing with Education and Culture

### **Proposals**

A DLP administration will continue its programme on public buildings and intends to renovate, maintain and/or complete such buildings as Government House, the Treasury Building, the old National Insurance Building, Police stations, schools, health facilities, hospitals and polyclinics start and/or continue work on the following;

- a three-storey office block at Marine House
- the west wing of Parliament
- new Oistins Post Office
- New Fisheries Complex
- Magistrates Court at St. Matthias

## **LAND USE**

As a small country with limited land resources, but with a high standard of living, it is imperative that a well-thought out, effective land use strategy is put in place. As a modern society, Barbados must provide adequate land space for all sectors, including housing, agriculture, industry, services, tourism and recreation. The Democratic Labour Party has therefore formulated a policy which identifies priorities and balances the needs of competing land uses, while at the same time preserving the country's land assets for posterity. These priorities are identified in the sectoral policies and proposals elaborated in Government's National Development Plan. Effective land use planning must therefore be regarded as the vehicle for achieving sus-

tainable development. the overall objectives of the policy will centre around the following:

- retaining an adequate land bank for agricultural development**
- allowing for new land uses such as golf resort tourism, and other needs in keeping with the changing goals of the national strategy;**
- continuing protection of ground water through land use control;**
- conservation of the built heritage as well as the natural environment;**
- urban redevelopment for the revitalization of Bridgetown and Speightstown;**
- the provision of adequate sites for vendors, craft persons and other small business activities at appropriate locations throughout the island**

### **Achievements 1991-1994**

In order to achieve the above objectives government has already

- approved golf resorts at Sandy Lane, Westmoreland, Bushy Park and Kingsland, one of which is well on the way
- enunciated a sectoral land use policy for agriculture in which it proposes to have 45 thousand acres designated as agricultural heritage lands. Government has also identified those estates to be preserved as arable farm land
- identified house spots for the relocation of houses from the Belle, Millionaire Road and other areas to ensure that the ground water supply is not threatened
- started the process of urban renewal, to ensure the vitality of our existing towns. In the case of Bridgetown, proposals include the redevelopment of existing buildings, new uses for warehouses and government owned buildings, (e.g. Old Marshal Hall and Schooner Pool), and improved traffic management with funding already approved by the Inter-American Development Bank
- initiated the process of integrating the area from the new passenger terminal at the port with a redesigned Pelican Village, which also links with Bridgetown, creating a modern, attractive shopping and recreational area, with significant duty free provisions. Restoration of buildings would at the same time facilitate our heritage tourism thrust, as in the case of the time walk proposed for the old Screwdock.
- determined that micro-business and so-called informal sector must become part of the overall national process of enfranchising the masses and incorporating them into the main stream of the economy. This is being achieved partly through financial support from the National Development Foundation and other agencies.
- embarked on plans for the refurbishment of the markets at Cheapside and Fairchild Streets and will soon be focussing attention on the Eagle Hall Market



- identified four additional sites off the ABC Highway for vending, and plans are already in place to make this a reality
- prepared a national building code and the necessary administrative and legislative provisions for its implementation are being finalised.

## NATIONAL SECURITY

The Democratic Labour Party will seek to preserve the national security of the people of Barbados at all times. This involves the preservation of national independence and sovereignty, the inculcation of a strong sense of national values, protection of the national territory, and the maintenance of a strong regime of internal law and order.

The party believes that in order to build a sound, strong and secure nation, we must build a sound, strong and secure citizen. People act upon their thoughts and values. We will seek to inculcate the following concepts in all our citizens, through the formal school system as well as through the informal educational channels:

- **a belief and acknowledgement of God as the Supreme Being;**
- **Belief in the values of democracy, freedom, peace, respect for human dignity and human rights;**
- **A belief in the values of honesty, courage, serenity, self-esteem, self-reliance, self-discipline, moderation, tolerance, a sense of responsibility, loyalty, kindness, respect, humility, sensitivity, justice, mercy and love.**

The Democratic Labour Party recognises that law and order is a necessary prerequisite for the orderly development of Barbados. We will therefore continue to guarantee to all residential visitors, equality before the law without discrimination, an effective right of defence, a fair and expeditious disposition of trial, and the independence of the judiciary. We will also continue to guarantee the effective functioning of the police, prison and probation services untrammelled by political or other outside interference.

### We pledge to:

- continue the process of law reform;
- expand the legal aid service;
- seek to simplify the process for enabling victims of crime to get restitution, compensation or other assistance from the appropriate source;
- provide a conventional centre for young offenders with emphasis on discipline, self-esteem, decent value system and respect for law and order;

- permit alternative sentencing for offenders, including young offenders, by means of suspended sentencing, night custody only, community based service, orders for training education, restitution or compensation and by other means, so as to give them another chance to become good citizens;
- build a new Judicial Centre to house the Appeal Court, the Registry, the Central Magistrates Court and allied offices.

### We further pledge to:

- increase the size of the Royal Barbados Police Force to One thousand five hundred available persons in a phased expansion of the regular and special constabulary, further civilianization of the force and appropriate overtime arrangements for police officers.
- secure improved deployment of force personnel
- deploy more policemen on the streets and in the neighbourhoods to combat lawlessness, violence and drugs, make Barbados the most crime free country in the world.
- introduce a strong anti\_drug education programme in the schools aimed at sensitizing the youth about the dangers of drug abuse and preventing persons from adopting a lifestyle based on drug dependency;
- setting up effective drug treatment centres to help persons who have become addicted to drugs;
- reduce the number of guns in the hands of unauthorised persons in communities across Barbados;
- introduce programmes that emphasise the crucial and responsible role of parents in raising disciplined, well-motivated and law abiding children;
- insist on strict and rigorous enforcement of the laws relating to public places, the beaches, the streets and traffic;
- continue to upgrade resources of the Force including the provision of vehicles, computers, and the equipment;
- establish an independent Police complaints body to hear serious complaints from aggrieved members of the public concerning alleged wrong doing on the part of a police officer. The procedure will be that the complainant would first make the complaint to the police through the customary channels. If the matter is not settled satisfactorily and there is residual dissatisfaction, the complainant may take the matter to the complaints body for further investigation;
- continue the programme of replacement, refurbishment or renovation of police stations and facilities;



- upgrade and diversify the training provided at the regional Police Centre.

### **We also pledge to:**

- continue to improve the physical structure of the prison to accommodate improved staff and inmate facilities, as well as to enhance prison security;
- provide more individual supervision, counselling and rehabilitation services;
- revamp the probation services in order to strengthen its effectiveness;

### **The Democratic Labour Party will:**

- **Maintain an adequate defence force with increased strength, capability and resources to carry out its mission and operations;**
- **implement a programme of military reform to upgrade the co-ordination and efficiency of the Barbados Defence Force as a single service;**
- **expand the career prospects, training opportunities and counselling and welfare services available to all ranks;**
- **improve the intelligence and security information gathering capabilities of the Barbados Defence Force;**
- **continue to upgrade the services and facilities of the Coast Guard;**
- **maintain and strengthen the sports development programme of the Barbados Defence Force, by increasing resources, numbers and facilities allocated to the programme.**
- **continue to stress the role of the Barbados Defence Force as an important social and community agency.**

## **THE ENVIRONMENTAL PROGRAMME**

The DLP Government has never wavered in its commitment to the principles of prudent natural resources and environmental management. This party is firmly of the view that optimal economic social and human development can only be achieved by integrating environmental considerations into the process.

The development strategies of the DLP will therefore continue to be informed by the philosophy of sustainable development, a principle that will ensure maximum economic

and social benefits, without jeopardising the island's natural resources. Indeed, it is for this reason that following **the successful hosting of the recent United Nations Global Conference on the Sustainable Development of Small Island Developing States, government launched a National Commission on Sustainable Development on July 26, 1994.** The Commission is broad based, reflecting the interest of all groups and includes the private business, commercial and manufacturing sectors, non-governmental organisations and environmental groups, women, youth, the church and the university.

### **Achievements 1991-1994**

The major of achievements of the DLP since 1991 have been:

completion of phase 1 of the National Conservation strategy, setting out broad guidelines for the wise use of the island's natural assets without degrading the resource base

completion of the South Coast Sewerage Feasibility Study, and initiation of implementation phase. Consultants have already been selected to supervise the installation of the system

completion of institutional strengthening components of coastal conservation feasibility and pre-investment project. Already a Coastal Zone Management Bill and the new Marine Pollution Control Bill have been drafted for submission to the new Parliament

an Establishments Order which will establish the Department of Coastal Zone Management is also ready for Parliamentary approval

pilot projects for beach and shoreline restoration and management have been implemented at such locations as:

- Rockley - offshore submerged breakwater and beach nourishment costing \$1.9 million
- Paynes Bay - Berm revetment to protect highway 1 costing \$278,000
- Heywoods - Beachrock removal to improve beach amenity at a cost of \$389,000
- Hometown - experimental aeration system to eliminate odours and improve water quality in lagoon costing \$6,500
- Lower Carlton - two submerged breakwaters to reduce wave energy and beach erosion totaling \$542,000

the upgrading and refurbishment of Folkstone Marine Park with a new interpretive centre

continued beautification of the island's public parks, beaches, public places and highways by a reorganised National Conservation Commission

installation of the state-of-the-art smokeless incinerator at the Bridgetown Port, as part of a wider programme for the provision of Port reception facilities, in keeping with international protocols



## SIDS Conference

Barbados successfully hosted the first major follow-up to the Rio Conference from April 25 to May 6, 1994. This was the first time that a full major United Nations Conference was held in a small island developing state. Moreover, it was the first such conference of that scale, that focussed specifically on issues relating to small island states.

The DLP government is in the process of

- selecting consultants for a feasibility study for sewerage system along the entire west coast. Funding from the Inter American Development Bank is already in place.
- continuing negotiations with the IADB to execute a shoreline management study for the north, east and south-east coasts. It is anticipated that this programme will commence mid to late 1995. Investment phase coastal conservation works for the west and south coast will also form part of the package.
- developing plans for initiation of the next phase of the national conservation strategy, in which it is expected that a number of pilot demonstration projects will be implemented
- setting up a network of protected dive sites and their management programme is now at an advance stage of planning.
- establishing a comprehensive set of procedural guidelines for the conduct of environmental impact assessments.

## Proposals

A new DLP administration will continue to:

- upgrade public parks and gardens, and identify additional sites for such amenities, based on natural and historical attraction, population density and community need.
- vigorously pursue the implementation of the proposed East Coast National Park, employing a management strategy that will ensure minimum dislocation of user groups presently operating within the boundaries of the proposed park
- encourage establishment of a nature based tourism task force to co-ordinate a number of Tourism related projects. The proposed Carlisle Bay Marine Reserve and Graeme Hall have already been targeted in this initiative
- actively encourage the use of environment-friendly products and recycling in all sectors, wherever feasible. Serious consideration will also be given to providing some level of concessions to companies which make a sustained and meaningful effort to incorporate these strategies into the production process
- co-ordinate ongoing education programmes for the environment to sensitise and inculcate within the public, a clear understanding of its role in en-

vironmental protection and sustainable development

- **the new DLP administration, cognizant of the need for effective regulatory and legal instruments, will continue its task of re-examining and redrafting, where necessary, relevant environmental legislation, as an integral part of achieving sustainable development. Indeed, a draft Environmental Management and Conservation Act has already been prepared for Government, by the Caribbean law Institute, and is now being reviewed by relevant agencies.**

## THE REGIONAL AND INTERNATIONAL PROGRAMME

The overriding objectives of the government's foreign policy is to promote the social, economic and political security and development of the people of Barbados, to protect and advance the interest of Barbadians living abroad, and to improve its standing and relations in the regional and international communities.

## Achievements 1991-1994

In the context of our stated philosophy, the Democratic Labour Party has historically sought to promote the interest of Barbados within a framework of mutually respectful relations. This is particularly evident in the steps taken, and the achievements made during the 1991 -1994 period. These include the following:

- upgraded the Honorary Consulate in Miami to full Consulate General;
- revised the Barbados National Organisation in Canada;
- strengthened the capacity of our office to interact with nationals in London;
- appointed Honorary Consular representative in Antigua and Barbuda;
- appointed Attaches in Brussels and Washington;
- Had a Cuban Embassy opened here. Signed new agreements with UNISEF and PAHO.
- Signed the Treaty of the Association of Caribbean States (ACS) the third largest trading bloc in this hemisphere;
- established diplomatic relations with South Africa;



- \* established contact with Malaysia with a view to broadening relationships with that country;
- Barbados was part of a special Commonwealth Delegation to sensitise key international players on the Uruguay round;
- \* Canvassed for the appointment of Sir George Alleyne to the post of Director to PAHO 1994;
- Hon. Oliver Jackman was elected to the Inter-American court on Human Rights in May 1994;
- Barbados successfully hosted the UN Global Conference on Small Island Developing States;

## Proposals:

In pursuing its foreign policy objectives the next DLP government proposes the following actions:—

- Take practical steps to ensure that all of Barbados' diplomatic and consulate missions provide a consistently high quality of service to Barbadian Nationals;
- Develop specific programmes to facilitate the participation by nationals abroad in the economic and social development of Barbados;
- Introduce legislation to provide a comprehensive basis for the provision of consular services with appropriate fees. This should generate considerable additional revenue;
- Widen and deepen Barbados' Honorary Consular representation abroad to ensure a greater level of service to Barbadians living or travelling abroad.
- Make practical arrangements to ensure that Barbados' diplomatic and consular missions have the capacity to facilitate and service Barbadian business persons doing business abroad;
- creating the environment in Barbados to attract foreign embassies and international organisations to set up here.

## Regional and International

A new DLP government will arrange to

- Work in conjunction with others to prepare for Barbados' accession to NAFTA;
- take specific steps to strengthen Barbados' relations with the USA, Canada and Latin America. The Network of Honorary Consuls in these regions will also be expanded in order to promote the economic interest of the country, and to negotiate and conclude bilateral investment treaties and double taxation agreements
- work towards greater integration within CARICOM, especially the creation of a Single Market
- work towards the widening of Caribbean Integration through participation in the Association of Caribbean States
- contribute to the resolution of the Haitian crisis by initiatives in CARICOM, the OAS and the UN, and by participating in appropriate UN activities in Haiti
- take specific steps to strengthen the relations with selected African countries including the appointment of Honorary Consuls, the development of air and sea links, the promotion of cultural exchanges and tourism, financial and other services and trade
- take specific steps to strengthen relations with selected Asian countries with a view to the more effective promotion of Barbados' economic interest
- work through the LOME arrangements as well as bilaterally to strengthen the relations with Europe especially for the promotion of Tourism, International Financial Services and Trade
- strengthen relations with Israel and selective Arab countries; continue to participate in the work of the Commonwealth, the UN, the OAS and other Inter-American Institutions, in order to enhance Barbados' profile internationally and to secure benefits for the development of Barbados.

**VOTE DLP**  
 DEMOCRATIC LABOUR PARTY  
*Into the 21st Century...*



A close-up portrait of a man with short, dark, curly hair, wearing round-rimmed glasses and a mustache. He is dressed in a dark blue suit jacket over a light-colored shirt with thin pink and white vertical stripes and a dark blue tie. He is looking directly at the camera with a slight smile. The background is dark and out of focus.

**WE ARE READY,  
WILLING AND ABLE  
TO SERVE AS YOUR GOVERNMENT.**

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