

ABSTRACTS

Volume 44, No. 1, April 2019

Unemployment Duration and Green Jobs in Barbados by *Mahalia Jackman, Jade Kirton and Winston Moore*

In many countries, green jobs are one of the fastest growing segments of the labor market. As a result, many firms, governments and individuals are making human capital investments in these areas. However, very little is known about the labor market characteristics of green jobs. This paper therefore investigates one aspect of green jobs: unemployment duration. It attempts to identify some key descriptive characteristics of these jobs relative to the rest of the labor market, as well as the key determinations of unemployment duration of individuals that would have worked in these jobs. This analysis would be important for policymakers as these industries become a larger part of greener economies in the future.

Key words: green jobs; unemployment; unemployment duration; green economy

Pages: 1-23.

An Investigation into Caribbean Hotel Employees' Personality, Work Engagement, Job Satisfaction and Turnover Intentions by *Riann Singh, Narendra Ramgulam, Roxanne Lewis and Shalini Ramdeo*

Employee engagement has become an emerging topic given its positive association with several work outcomes. This study evaluates employee engagement within the Caribbean hotel industry, suggesting that each dimension of the Big Five Personality Model can predict work engagement. The relationships between engagement, job satisfaction, and voluntary turnover intentions are also validated.

Data was collected from three hundred and ninety-five front-line hotel employees in five Caribbean islands: Jamaica, Barbados, Bahamas, St. Lucia and Tobago. Findings suggest that (1) employees were fairly engaged; (2) the personality dimensions of conscientiousness, extraversion, and agreeableness predicted engagement; (3) higher job satisfaction and reduced turnover intentions as outcomes of engagement as mediated by these dimensions.

Key words: Caribbean, employee engagement, Big Five Personality Model, job satisfaction turnover intentions

Pages: 23-48.

Can Millennials Afford Higher Education? by *Delroy Chevers, Damian Cunningham, Rory Frankson, Keisha Samuels and Sonya Stevens,*

Over the past five years, the Students' Loan Bureau (SLB) in Jamaica has been struggling to fulfil its mandate of disbursing loans to qualified students. The established government funded SLB was not equipped to handle the 153% increase in loan applications over the period 2007 to 2012. With this crisis and little change to the SLB's funding policy, many students had, and continue to seek alternative funding options. In response to this crisis, commercial banks have expanded their loan offerings. However, many commercial banks have found offering student loans, to be challenging due to the regulations that are required. Hence, the research question seeks to ascertain whether students can afford the funding options offered by commercial banks in Jamaica. Three top tier tertiary institutions that have a bachelor degree in business administration program and five major commercial banks were selected for the study. It was discovered that all the funding options provided by the commercial banks were affordable when students chose University A; two of the five options were affordable when students chose University B and none when University C was chosen. The study highlights the need for policy changes to strengthen the viability and sustainability of the SLB.

Key Words: Commercial banks; higher education; student loan; tertiary institution; tuition

Pages: 49-78.

Citizenship by Investment Program in the OECS, A Necessary Lifeline? by *Imran Williams and Roger Hosein*

The seemingly uncharted territory of the Citizenship by Investment Programs (CIP) among the Organisation of Eastern Caribbean States (OECS), in recent times have come to the fore as the most viable means of attracting Foreign Direct Investment (FDI). This paper seeks to make a case for the CIPs in the OECS, as they offer a lucrative additional revenue stream to governments. It delves into the structure of the CIP in the OECS, paying particular attention to the programs' management and receipts utilisation. Additionally, the limitations of the CIP are discussed and recommendations postulated to improve the functioning and perception.

Key words: Citizenship by Investment Program, Foreign Direct Investment, National Development Fund, Organisation of Eastern Caribbean States.

Pages: 79-114.

PUBLIC LECTURE

Barbados under the International Monetary Extended Fund Facility Programme by *Owen S. Arthur*

This presentation is intended to support enlightened public discussion of the objectives being sought, the design and the likely impact of the International Monetary Fund (IMF) programme that forms an essential component of the Barbados Economic Recovery Programme.

Pages: 115-123.

A RESEARCH NOTE

Determinants of Saint Lucian Unemployment – by Janai Leonce and Raijeanne Preville

A logit based model was used to assess the degree to which the demise of the banana industry, the introduction of Universal Secondary Education (USE) and labour participants' characteristics such as age, gender and educational attainment were significant predictors of unemployment in Saint Lucia. The results show that age, educational attainment and proxies for labour participants' access to the labour market were negative predictors of unemployment while being female was a positive predictor. Proxies for spill-over effects associated with the transition from agriculture to services were not significant while the introduction of USE was marginally insignificant. With respect to unemployment the most vulnerable cohort of the labour market were females between the ages of 20 - 25 with minimal access to the labour market and below primary schooling.

Key words: unemployment, education, labour force, Saint Lucia, universal secondary education

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COMMENTARY

Reviewing the Caribbean's Contemporary Participation in Global Value Chains by Jodie Keane and Hilary Enos-Edu

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PUBLIC INFORMATION

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Special Issue – Volume 44, No. 2 August 2019

Gender, Sexuality and Feminism in the Caribbean: Transdisciplinary Engagements Part 2

Guest Editor's Note by Halimah A. F. DeShong

Pages: 1-11.

Debating Sex Education: The Politics and Discursive Framing of Comprehensive Sexuality Education in Barbados by Latoya Lazarus

Serious dialogue about sexual and reproductive health (SRH) rights remains pertinent today in the Caribbean, as elsewhere in the world. This is due to the direct and indirect impact that notion of rights and their implementations, or not, continues to have on people's everyday lived experiences. Moreover, rights talk also have the potential of uniting and dividing people along deep-seated ideological lines. This is repeatedly demonstrated in global debates around what ought to be considered as SRH rights as well as who should access such rights and in what form. In contributing to this broader dialogue, this article examines the construction and contestation of Comprehensive Sexual Education (CSE) in public dialogues in Barbados, which, I argue, reproduce and contribute to transnational discourses on the subject. The article specifically highlights the ways in which CSE is both imagined and contested as a legitimate tool for enhancing and safeguarding the sexual and reproductive health rights and well-being of young people by a number of interest groups: from rights activists to conservative religious players. This research focuses on the presence and influence of religion in both setting the discursive and emotional terms of the public debate on the implementation of CSE. The arguments in this paper are based primarily on the critical reading of visual, oral and written text.

Key Words: sexual and reproductive health; discursive formations, comprehensive sexual education

Pages: 12-37.

Tracing Race and Gender in Domestic Violence Social Support Work in Trinidad and Tobago by Kendra-Ann Pitt

This paper examines how race and gender are integrally linked in domestic violence social support services in the Caribbean. This analysis is drawn from twenty-eight (28) semi-structured interviews with domestic violence social support workers from

Trinidad and Tobago. I argue that domestic violence social support work is a site of racialisation, illustrating how praxis draws on interlocking ideas about gender and race embedded in Trinidad and Tobago's postcolonial context. I suggest that race can be traced in support workers' narratives in three key ways: through the dichotomisation of Indian and African gendered experience and performance, the significance of the domestic sphere as a site of this dichotomisation, and the culturalisation of domestic violence.

Key Words: domestic violence, race, gender, support work, social work, Caribbean

Pages: 38-64.

What Caribbean Feminist Political Anthropology does with Blind Men and an Elephant by Gabrielle Hosein

This article challenges androcentrism in Caribbean political anthropology and political science, highlighting how it invisibilises masculinist hetero-patriarchal resilience in Anglophone Caribbean statehood. It argues for regendering both Caribbean political science and political anthropology to a greater extent than undertaken to date in order to counter the misrecognition, of what politics is and how it is constituted, that comes from gender blindness. Drawing on approaches foundational to both feminist political anthropology and Caribbean feminist scholarship on politics, it highlights the themes and analytical intersections as well as key critiques of the state and citizenship that become visible through such a regendered lens. The article then outlines an example of Caribbean feminist political anthropology thematically defined by transnational Caribbean feminist struggles in relation to elections and campaigning, policy-making and implementation, constitutional law, state bureaucracy, and civic and political leadership. Methodologically, these themes were treated, not as 'different parts of the elephant', but as connected instantiations of contemporary masculinism governing the multi-issue lives of Caribbean women. Drawing on the study, *Negotiating Gender, Policy and Politics in the Caribbean: Feminist Strategies, Masculinist Resistance and Transformational Possibilities*, the article therefore presents both a critique of and an alternative to the paucity of approaches which are blind to the elephant in the room in Caribbean politics and therefore fail to regender the androcentrism and masculinism in thought and power to which Caribbean feminists have been pointing all along.

Key Words: Caribbean feminist political anthropology, ethnography, elections, policy making, constitutional law, state bureaucracy, women's leadership, women's movements, masculinist resistance

Pages: 65-90.

Participation in Organised Sports and Delinquent/Problem Behaviour among High School Boys in Jamaica and Barbados: A Socio-Historical Analysis of Prevalence and Associated Factors by Corin Bailey, Julian Cresser and Charlene Coore-Desai

The continued involvement of the young in delinquent activity means that a major challenge facing Caribbean criminologists, is the identification of factors that may facilitate, or deter such behaviour, so as to propose suitable avenues for intervention. Although it is generally assumed that involvement in sports acts as a deterrent to delinquent behaviour, empirical evidence to support this claim in the case of the Caribbean is completely absent. Using a quantitative methodology, this study examines this issue among a sample of Jamaican and Barbadian high school boys. Contrary to a number of empirical findings, we found increased levels of sports participation to be a significant predictor of delinquency. This has significant policy implications for Jamaica and Barbados since to date, the push towards increased participation in sports among high school children has been undertaken without empirical knowledge of its short and long-term effects.

Key Words: delinquency, sport, Caribbean, policy

Pages: 91-114.

'Unbearable Knowledge': Sexual Citizenship, Homophobia and the Taxonomy of Ignorance in the Caribbean by Charmaine Crawford

While discussions on sexual citizenship have been framed through the fight for rights and fair treatment for sexual minorities, in this paper, however, I will consider how sexual citizenship is imbued with epistemological meaning and significance based on how knowledge (*what is known*) is produced and how ignorance (*lack or gap in knowledge*) is used within the matrices of power to disadvantage homosexuals in the Caribbean. This needs to be addressed because too often homophobia and transphobia are viewed as monolithic occurrences which limits any hermeneutical interrogation or inquiry about behaviours or practices that reproduce and justify inequality in the first place. From a critical queer feminist perspective in the first section of the paper, I will interrogate sexual citizenship and the role that hegemonic political power plays in legitimatising and delegitimatising sexual citizens within a nation based on race, gender and sexuality. In the second section of the paper, I problematise the relationship between *unbearable knowledge*, as introduced by M. Jacqui Alexander, and the *taxonomy of ignorance*, as theorised by Nancy Tuana (2006), in order to uncover how prejudice and discrimination arise in complex ways to devalue same-sex intimacy and to promote heterosexual citizenship in the Caribbean. In the third section of the paper, I will draw on the experiences of lesbian, bisexual and transgender (LBT) women based on qualitative interviews conducted from focus groups in order to explore the challenges these women face in exercising their sexual rights as a result of discrimination and wilful ignorance operationalised through the state, religion, law and in wider society. LBT women are constantly negotiating their right to self-determination and desire to freely express themselves amidst dominant ideologies and structures that sustain heteropatriarchy. These women's acts of resistance are complicated by the ways in which their knowledge and experiences are invalidated or silenced by untruths produced on both an individual and institutional level through the taxonomy of ignorance. Thus, homophobic and transphobic acts should not simply be seen as intolerance to queer existence, but instead they are a part of a heterosexist logic that informs how intimate life is intertwined with state power in determining who belongs or does not belong to the nation.

Key Words: sexual citizenship, gender, sexuality, homophobia, transphobia, LGBTQ, Caribbean, taxonomy of ignorance, unbearable knowledge

Pages: 115-144.

Exploring Ethics and Gender in Corporate Organisations in a Caribbean Context: Does Gender Truly Matter? by *Philmore Alleyne and Cheryl Cadogan-McClean*

Business ethics is the branch of ethics which is concerned with the determination of right and wrong behaviour in a commercial context (Cowell 2007). In the Caribbean, the need to be ethical in business is just as important as in any other setting. This article is primarily concerned with reviewing the state of the literature addressing the influence of gender on ethical decision-making within the Caribbean context with the intent of proposing a direction for future work on the area within corporate settings. This paper discusses ethical decision-making theories, reviews the research literature on the influence of gender on ethical decision-making, and explores the ethical decision-making of leaders and employees in cases of failure in Caribbean organisations. It concludes with the recognition that the absence of gender analysis in ethics research especially in corporate settings is a limitation which needs to be addressed given the far-reaching consequences of such behaviour for the proper functioning of work organisations, the economy and the society as a whole.

Key Words: ethics, gender, Caribbean

Pages: 145-172.

Sampling LGBTQ Discrimination in Trinidad and Tobago – Perception or Reality? by *Jacqueline Stephenson and Paul Balwant*

Discussions about the rights of lesbian, gay, bisexual, transgender and queer (LGBTQ) persons have been ubiquitous in the 21st century. Trinidad and Tobago is one of the few jurisdictions in the English-speaking Caribbean region where efforts have been taken to decriminalise homosexuality. Notwithstanding this, disparate treatment persists for those who identify as LGBTQ, hence, the objectives of this study are to investigate attitudes of a select group of Trinidadians towards (1) homosexuality, (2) discrimination against sexual minorities, and (3) legislation prohibiting disparate treatment against members of LGBTQ communities. Using a sample of 277 undergraduate students, the findings show that participants generally did not perceive themselves to be homophobic, further the belief that sexual minorities need greater legislative protection was positively related to acceptance of homosexuals, the acknowledgement of the negative impact of homophobia, and the entitlement of equal rights for all citizens. Religion, race and culture were also important factors as it relates to attitudes towards sexual minorities and related legislation. This study contributes to a growing body of research relating to factors affecting discrimination against members of LGBTQ communities. This exploratory study unearths challenges faced by LGBTQ persons in Trinidad. Further, it lays the foundation for future studies on LGBTQ communities in Trinidad. Limitations, suggestions for future research and practical implications are also outlined.

Key Words: LGBTQ, attitudes, discrimination, legislation, Trinidad and Tobago.

Pages: 173-201.

COMMENTARY

Gender in Caribbean Fisheries: It's the Women's Turn by *Patrick McConney, Vernel Nicholls and Bertha Simmons*

Fisheries and gender scholars, as well as fisheries managers, overlook gender as a research and operational issue in Caribbean fisheries. Yet, gender in small-scale fisheries is of critical importance to Caribbean development; marine resource sustainability; food security and nutrition; and human well-being. We briefly review gender in the global fisheries literature and in Barbados fisheries data before reporting on a pilot test of fieldwork methods among female fish vendors at the Oistins fish market in Barbados. Women play important roles in the harvest, postharvest and supporting services in the Barbados fishing industry.

Pages: 202-224.

Special Issue: Volume 44, No. 3 December 2019
Demystifying Caribbean Civil Society

Guest Editors' Note by *Kristina Hinds and Annita Montoute*

Pages: 1-8

Beyond The Hashtag: Can Digital Activism Impact On Governance In The Caribbean? (The Case of #Lifeinleggings)

by *Sandra Ochieng'-Springer and Jason Francis*

Cyberspace is seen as presenting a vast landscape of imagined potential for social and political transformation. It has allowed for the creation of platforms for individuals and groups to organise for different causes. In the Caribbean, new organisations such as #Lifeinleggings, which started in an online space, attest to this reality. They have been able to organise around shared goals and can be considered positive proponents of the helpful impact of Information and Communication Technologies on social activism. The degree to which they have highlighted their cause and the reach which social media has allowed them beyond national boundaries and into regional and international spaces cannot be denied. However, the extent to which this has translated into meaningful impact on policy is questionable. This is compounded by the lack of participatory channels of governance prevalent in the region. This paper seeks to analyse the impact of digital activism as a catalyst for change beyond the online space.

Key Words: civil society, ICTs, digital activism, participatory governance #Lifeinleggings

Pages: 9-34.

Exploring Caribbean CSOs' Web Presences by *Louise Alison Armstrong and Kristina Hinds*

The internet and related social media have altered the ways in which many social interactions occur. Caribbean Civil Society Organisations (CSOs) have not been immune from these changes, yet little attention has been paid to how these tools have affected their work. This article probes the ways Caribbean CSOs have used the internet and social media to move elements of their work online. The paper provides what we call a "mapping" of the online presences of CSOs that we could find listed online from select Eastern Caribbean states (Barbados, Dominica, Grenada and Saint Lucia). The mapping illustrates the incompleteness of internet listings and of CSOs' online presences in representing the CSO landscape across the region. The paper also contends that, even while online presences offer possibilities for CSOs, CSOs' abilities to maintain web presences are fraught with contradictions.

Key Words: Caribbean, civil society organisations, information and communication technologies, internet, small island developing states, social media

Pages: 35-53.

Towards a Framework for Caribbean Reparations by *Chevy R. J. Eugene*

In this paper, I examine the Caribbean reparations movement using an intersectional framework that is located within the Black radical tradition. In order to engage civil society in the discourse of reparations, I argue for the movement to have a strong youth-led component. In addition, I use Frantz Fanon's notion of "new humanism," Sylvia Wynter's concept of the "Third Event" and Walter Rodney's "groundings" pedagogy as entry points for the Black radical imagination to develop and implement its own ideologies of liberation through a collective struggle towards Caribbean reparations. As such, the paper explores philosophies of Rastafari livity and traces how the social movement influenced the "consciousness shift" in individuals across working and middle classes in Jamaica in the 1960s to 1970s. The paper argues that Rastafari philosophies embody Fanon and Wynter's notions of the human in thinking through Caribbean reparations.

Key Words: Caribbean reparations; groundings; Rastafari; creative arts; youth mobilisation; New humanism

Pages: 54-77.

Civil Society Responses to Trade Liberalisation: The Case of the Banana Industry in St. Lucia by *Annita Montoute*

St. Lucia's small banana farmers' livelihoods were destroyed when the United States (US) and Latin American countries challenged the European Union's preferential arrangements for Windward Islands' bananas in the General Agreement on Tariffs and Trade (GATT) and the World Trade Organisation (WTO) in the 1990s. Despite the adverse impact on farmers' livelihoods, there was no progressive action aimed at global actors and structures. Instead, resistance via farmer protest group, the Banana Salvation Committee (BSC), targeted local actors. The paper argues that this approach placed the responsibility on the state to adjust to the dictates of neo-liberal globalising forces and hindered the agency of both the state and civil society to contest the unjust nature of neo-liberal globalisation and pursue alternatives to the prevailing model. The paper concludes that the Caribbean academy needs to play a key role in this regard.

Key Words: Caribbean Civil Society; Banana Salvation Committee; trade liberalisation; St. Lucia; banana industry; World Trade Organisation

Pages: 78-114.

COMMENTARY

Citizen Journalism and Civil Society: Attitudes of Mainstream Journalists to User-Generated Content (UGC) On Social Media by *Shamelia Thomas and Prahalad Sooknanan*

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INTERVIEW

“I Want to Disturb My Neighbour”: An Interview with Henry Charles on Youth Movements, Empowerment and the Role of National Youth Councils in Caribbean Development by *Amilcar Sanatan*

Pages: 140-152.