



**CAYMAN ISLANDS
LEGISLATIVE ASSEMBLY**

**OFFICIAL HANSARD REPORT
ELECTRONIC VERSION**

2015/16 SESSION

23 November 2015
*Fourth Sitting of the Fourth
Meeting*
(Pages 821-884)

**Hon Juliana Y O'Connor-Connolly, JP, MLA,
Speaker**

PRESENT WERE:

SPEAKER

Hon Juliana Y O'Connor- Connolly, JP, MLA
Speaker of the Legislative Assembly

MINISTERS OF THE CABINET

Hon Alden McLaughlin, MBE, JP, MLA	<i>Premier</i> , Minister of Home Affairs, Health and Culture
Hon D Kurt Tibbetts, OBE, JP, MLA	Minister of Planning, Lands, Agriculture, Housing and Infrastructure
Hon G Wayne Panton, JP, MLA	Financial Services, Commerce and Environment
Hon Osbourne V Bodden, JP, MLA	Minister of Community Affairs, Youth and Sports
Hon Tara A Rivers, JP, MLA	Minister of Education, Employment and Gender Affairs

EX OFFICIO MEMBERS OF THE CABINET

Hon Stran Ashton Bodden	Temporary <i>Deputy Governor</i> , ex officio Member responsible for the Civil Service
Hon Jacqueline Wilson	Temporary Attorney General, ex officio Member responsible for Legal Affairs

ELECTED MEMBERS

GOVERNMENT BACKBENCHERS

Mr Anthony S Eden, OBE, MLA	<i>Deputy Speaker</i> , First Elected Member for Bodden Town
Mr Roy McTaggart, MLA	Second Elected Member for George Town
Mr Winston C Connolly, Jr, MLA	Fifth Elected Member for George Town
Mr Joseph X Hew, MLA	Sixth Elected Member for George Town
Mr Alva H Suckoo, MLA	Fourth Elected Member for Bodden Town

OPPOSITION MEMBERS

Mr Bernie A Bush, MLA	<i>Deputy Leader of the Opposition</i> , Third Elected Member for West Bay
Capt A Eugene Ebanks, JP, MLA	Fourth Elected Member for West Bay

INDEPENDENT MEMBERS

Mr D Ezzard Miller, MLA	Elected Member for North Side
Mr V Arden McLean, JP, MLA	Elected Member for East End

APOLOGIES

Hon Moses I Kirkconnell, JP, MLA	<i>Deputy Premier</i> , Minister of District Administration, Tourism and Transport
Hon Marco S Archer, JP, MLA	Minister of Finance and Economic Development
Hon. W. McKeever Bush, OBE, JP, MLA	<i>Leader of the Opposition</i> , First Elected Member for West Bay

OFFICIAL HANSARD REPORT
FOURTH MEETING OF THE 2015/16 SESSION
MONDAY
23 NOVEMBER 2015
10.47 AM
Fourth Sitting

[Hon. Juliana Y. O'Connor-Connolly, Speaker, presiding]:

The Speaker: I will invite the Second Elected Member for the district of George Town to say prayers this morning.

PRAYERS

Mr. Roy M. McTaggart, Second Elected Member for George Town: Thank you, Madam Speaker, and good morning colleagues. Let us bow our heads and pray.

Almighty God, from whom all wisdom and power are derived: We beseech Thee so to direct and prosper the deliberations of the Legislative Assembly now assembled, that all things may be ordered upon the best and surest foundations for the glory of Thy Name and for the safety, honour and welfare of the people of these Islands.

Bless our Sovereign Lady, Queen Elizabeth II; Philip, Duke of Edinburgh; Charles, Prince of Wales; and all the Royal Family. Give grace to all who exercise authority in our Commonwealth, that peace and happiness, truth and justice, religion and piety may be established among us. Especially we pray for the Governor of our Islands, the Premier, the Speaker of the Legislative Assembly, the Leader of the Opposition, Ministers of the Cabinet, Ex-officio Members, and Members of the Legislative Assembly, that we may be enabled faithfully to perform the responsible duties of our high office. All this we ask for Thy great Name's sake.

Let us say The Lord's Prayer together: *Our Father, who art in Heaven, Hallowed be Thy Name. Thy Kingdom come, Thy will be done on earth as it is in Heaven. Give us this day our daily bread, and forgive us our trespasses, as we forgive those who trespass against us. Lead us not into temptation, but deliver us from evil. For Thine is the Kingdom, the power and the glory, forever and ever. Amen.*

The Lord bless us and keep us. The Lord make His face shine upon us and be gracious unto us. The Lord lift up the light of His countenance upon us and give us peace, now and always. Amen.

The Speaker: Please be seated.

I will invite the Honourable Acting Deputy Governor to come to the Clerk's dais.

**ADMINISTRATION OF OATHS
OR AFFIRMATIONS**

OATH OF AFFIRMATION

[Temporary Ex-Officio Member]

Hon. Stran Ashton Bodden, Acting Deputy Governor: I, Stran Ashton Bodden, do solemnly and sincerely affirm and declare that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, her heirs and successors, according to law.

OATH OF DUE EXECUTION

[Temporary Ex-Officio Member]

Hon. Stran Ashton Bodden, Acting Deputy Governor: I, Stran Ashton Bodden, do solemnly and sincerely affirm and declare that I will well and truly serve Her Majesty Queen Elizabeth II, her heirs and successors, and the people of the Cayman Islands, in the Office of Ex-officio Member of the Legislative Assembly.

The Speaker: On behalf of this honourable House, I welcome the Honourable Acting Deputy Governor to these Chambers, once again. You may take your seat.

OATH OF ALLEGIENCE

[Temporary Ex-Officio Member]

Hon. Jacqueline Wilson, Acting Attorney General: I, Jacqueline Wilson, do swear that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, her heirs and successors, according to law, so help me God.

OATH OF DUE EXECUTION

[Temporary Ex-Officio Member]

Hon. Jacqueline Wilson, Acting Attorney General: I, Jacqueline Wilson, do swear that I will well and truly serve Her Majesty Queen Elizabeth II, her heirs and successors, and the people of the Cayman Islands, in the Office of Ex-officio Member of the Legislative Assembly, so help me God.

The Speaker: On behalf of this honourable House, I would also like to welcome the Honourable Acting Attorney General to these Chambers.

Please be seated.

READING BY THE HONOURABLE SPEAKER OF MESSAGES AND ANNOUNCEMENTS

APOLOGIES

The Speaker: I have received apologies for the late arrival of the Honourable Leader of the Opposition, and for absence from the Honourable Deputy Premier and apologies from the Honourable Minister responsible for Finance, who is unwell today.

PRESENTATION OF PETITIONS

The Speaker: None.

QUESTIONS TO HONOURABLE MINISTERS AND MEMBERS OF THE CABINET

The Speaker: The Elected Member for North Side

QUESTION 31: EDNA MOYLE PRIMARY SCHOOL INSPECTION SURVEY

Mr. D. Ezzard Miller, Elected Member for North Side: I beg to ask the Honourable Minister of Education, Employment and Gender Affairs: Can the Honourable Minister state if the unsatisfactory result in the baseline inspection survey for the Edna Moyle Primary School will lead to an increase of resources to the school and how much will be added to this year 2015/2016 budget?

The Speaker: Honourable Minister responsible for Education.

Hon. Tara A. Rivers, Minister of Education, Employment and Gender Affairs: Thank you, Madam Speaker.

The answer: The baseline school inspections and the education governance review identified areas of strengths as well as areas of improvements in all schools inspected, including the Edna Moyle Primary School. The Ministry, along with the Department of Education Services, and the lead inspector, developed a plan of action to maximise these strengths and address the areas of weakness. The plan of action was designed to primarily utilise current resources more effectively. However, it was recognised that some additional resources were needed in the schools.

Additional resources provided to Edna Moyle Primary School specifically related to the plan of action in the 2015/16 school year include:

- Provision of a non-teaching special education needs coordinator [SENCO] to strengthen the

leadership team and provide support for the special education needs students;

- Formal institution of head of infants and head of junior roles in the school which, in addition to the SENCO form part of, and strengthens the leadership team;
- Assignment of two additional support assistants to support SEN students.

Additional resources provided in the 2015/16 schools year to the Edna Moyle Primary School generally to support instruction and operations include, but are not limited to:

- Construction of two additional classrooms.
- Addition of a staff room for instructional planning and staff meetings.
- Installment of play equipment for the infant department.
- Installment of soft floor under the play equipment for the junior department.
- Addition of a new mechanical and electrical room.
- Renovation of the hall, including stage and new lighting.
- Installation of new projector in the hall.
- Installation of an additional exit door in every classroom.
- Installation of smart boards in every classroom.

The Speaker: Honourable Member for North Side.

Mr. D. Ezzard Miller: Madam Speaker, I have a couple of supplementaries, but am I entitled to get a copy of the written answer? I do not have a copy.

The Speaker: The Serjeant is coming now.

Mr. D. Ezzard Miller: Oh, okay.

The Speaker: Now that you have the written answer, are there any supplementaries?

If not, we will move on to the next question.

Mr. D. Ezzard Miller: This is all incorrect information, Madam Speaker.

The Speaker: Are you challenging it, Member for North Side?

Mr. D. Ezzard Miller: No, no, it's not worth it.

The Speaker: Madam Clerk.

QUESTION 32: CXC SECOND CHANCE PROGRAMME

The Speaker: Elected Member for North Side.

Mr. D. Ezzard Miller: I beg to ask the Honourable Minister of Education, Employment and Gender Affairs: Can the Honourable Minister say if the Ministry is giving any consideration to the introduction of the CXC second chance programme as an after school programme for adults?

The Speaker: Honourable Minister of Education.

Hon. Tara A. Rivers: Thank you, Madam Speaker.

The answer: The Ministry of Education is currently considering the introduction of a Caribbean Examination Council CXC Second Chance Education Programme. The programme would provide opportunities for persons who are unable or unsuccessful at completing their formal education with another opportunity to access appropriate educational opportunities and to have a second chance to get their CXC certification in the Caribbean Certificate in Secondary Level Competence and/or the Caribbean Vocational Qualification Levels 1 and 2. The feasibility and method of delivering the courses will be discussed in greater detail with CXC.

It is important to note, however, that there are adult learning opportunities that currently exist in both Grand Cayman and in Cayman Brac. UCCI currently offers continuing education programmes in Cayman Brac for adults. They offer CXC examinations or their equivalent in English, mathematics, chemistry, and biology. Pursuant to their purchase agreement, UCCI has also been charged with the responsibility to develop and deliver a bridge, or a foundation programme which would enable adult learners to access further UCCI courses of study upon successful completion of the foundation course. The Ministry of Education is waiting to receive the proposal from UCCI.

There is also a longstanding arrangement in place with the Seventh Day Adventist Church on Grand Cayman where government school facilities are offered at no cost to facilitate a programme which incorporates a range of CXC courses offered to the public by the Seventh Day Adventist teachers outside of normal school hours.

The Speaker: If there are no supplementaries, we will move on to the next item of business.

STATEMENTS BY HONOURABLE MEMBERS AND MINISTERS OF THE CABINET

The Speaker: I have given approval to the Honourable Minister of Education to make a statement today.

LIGHTHOUSE SCHOOL AS A CENTRE OF EXCELLENCE FOR INCLUSIVE CURRICULUM

Hon. Tara A. Rivers: Thank you, Madam Speaker.

I am pleased to present this statement to this honourable House informing Members of a recent accomplishment of the Lighthouse School.

The Lighthouse School has recently been designated as a centre of excellence for inclusive curriculum by the Award Scheme Development and Accreditation Network, otherwise known as ASDAN. According to its website, ASDAN is a curriculum development organisation and awarding body, offering programmes, and qualifications that explicitly grow skills for learning, skills for employment and skills for life. ASDAN specialises in innovative curriculum development in the areas of personal and social development and work related learning for a wide range of learners, including several programmes and qualifications to meet the needs of special education needs learners and those with disabilities.

In 2008, the Lighthouse School began offering courses through ASDAN. The ASDAN programme provides a framework through which our Lighthouse students can receive a recognised and established qualification from an accredited board for work they complete in the areas of personal, social and independent living skills. ASDAN programmes are offered globally, and are moderated through its headquarters in the United Kingdom.

Certain core elements form the basis of all ASDAN programmes and qualifications, which are designed to:

- encourage student-centred learning;
- challenge students to achieve;
- enable students to learn through experience;
- encourage a wide range of skill development; and
- reward success.

Madam Speaker, these elements have been embedded in all ASDAN "Preparing for Adulthood" programmes. The Preparing for Adulthood programmes are activity-based curriculum resources. They provide a real-life context to promote the development of personal, social, independent, ICT and work-related skills, and prepare children and young people for adulthood and employment. The programmes have been developed for learners with moderate, severe, complex, profound, or multiple learning difficulties.

The Lighthouse School currently offers two modules from the Preparing for Adulthood Programme: the "Transition Challenge" module for students in years 7-9; and the "Towards Independence" module for students in years 10-12, which were deemed by LHS to be the most relevant parts of the Programme for their students. A third module of the Preparing for Adulthood Programme is "Workright", which is offered at the Sunrise Adult Training Centre, where many of our Lighthouse students transition to when they are no longer of compulsory school age.

The Preparing for Adulthood Programme requires that all students undertaking the programme produce a Portfolio of Evidence for each module which is first moderated internally, and then sent off to ASDAN headquarters in the United Kingdom for external moderation. Student participants are awarded with certificates of completion after each module, thereby promoting a culture of success.

This past summer an international ASDAN representative visited the Lighthouse School and completed the external moderation process locally, taking the opportunity to review student work in the context of the local facilities. The representative was noticeably impressed, and shared her experience with the regional managers of ASDAN.

Madam Speaker, on Friday, November 13th, the Lighthouse School received notification from ASDAN that it had been awarded the recognition of Centre of Excellence in Inclusive Curriculum, which speaks to the holistic and personalised learning opportunities that our students experience. The Lighthouse School was recommended for recognition by the Regional Managers of ASDAN, and the certificate of excellence was duly awarded based on the student work produced during the 2014/15 academic year and the positive educational environment found to be in place.

I would like to specifically recognise Ms. Olga Gourzong and Ms. Carolyn Powell who were the ASDAN coordinators at LHS during the 2014/15 school year. I would also like to mention the Lighthouse School Principal, Mrs. Carla MacVicar, for her leadership during that time.

I have been informed that the Lighthouse School team has also been contacted by ASDAN recently, and advised that the Turks and Caicos Islands are also beginning to offer the ASDAN Preparing for Adulthood Programme through their facility for adults with special needs, and that ASDAN have advised the TCI representatives to liaise with the Lighthouse School representatives for guidance and support in implementing the programme. This, Madam Speaker, is a testament to the successes of this programme in our country.

On behalf of the Government, I congratulate the leadership, staff and students of the Lighthouse School who have worked hard to earn this prestigious recognition as being an ASDAN Centre of Excellence for Inclusive Curriculum. Thank you, Madam Speaker.

PERSONAL EXPLANATIONS

The Speaker: None.

OBITUARY AND OTHER CEREMONIAL SPEECHES

The Speaker: None.

RAISING OF MATTERS OF PRIVILEGES

The Speaker: None.

OTHER BUSINESS

PRIVATE MEMBERS' MOTIONS:

Amended Private Member's Motion No. 14/2015-16—Career Pathways, Ownership Opportunities

The Speaker: The next item of business is the Motion by the Fifth Elected Member for the district of George Town.

I recognise the Councillor, being the Fifth Elected Member for the district of George Town.

Mr. Winston C. Connolly, Jr., Fifth Elected Member for George Town: Thank you, Madam Speaker.

With your permission I rise to propose the amended Private Member's Motion No. 14/2015-16, entitled "Career Pathways, Ownership Opportunities."

WHEREAS it should be the goal and obligation of every government to: (a) empower its citizens by creating economic opportunities; (b) design, enact and review legislation that seeks to create and preserve wealth amongst its citizens; and (c) ensure that a significant portion of the proceeds of such opportunities are invested and re-circulated in the local economy for the benefit of Cayman and Caymanians.

AND WHEREAS past governments of the Cayman Islands implemented successful laws, regulations and policies which encouraged inward investment and employment opportunities for Caymanians; a second phase is now required to ensure proper training, promotion, skills transfer and a greater stake in businesses by Caymanians in order to have a more prosperous economy which predominantly benefits Caymanians.

BE IT NOW THEREFORE RESOLVED that Government considers amendments to business licensing laws with a view to removing restrictions to employment, training, development and ownership opportunities for Caymanians.

AND BE IT FURTHER RESOLVED that Government considers enforcing existing laws, regulations and policies and utilizes the Immigration Accreditation Programme more fully to hold businesses more accountable as well as to reward and acknowledge those businesses that hire, train and promote Caymanians through various levels including to ownership positions.

The Speaker: Is there a seconder to the Motion?

Hon. Anthony S. Eden, First Elected Member for Bodden Town: Madam Speaker, I beg to second the Motion.

The Speaker: The Motion has been duly moved and is open for debate.

Does the Honourable Fifth Elected Member for George Town wish to expound upon his Motion?

Mr. Winston C. Connolly, Jr.: Thank you, Madam Speaker.

Madam Speaker, I would like to thank the First Elected Member for Bodden Town for agreeing to second this Motion. Without him, I dare say it might not have been presented.

Madam Speaker, this Motion is about equality of opportunity for all Caymanians—not just a few, all Caymanians. Our Immigration Law has mechanics to ensure that Caymanians are hired, trained and promoted to the highest positions in business in the Cayman Islands if they are willing, able and capable; all Caymanians, Madam Speaker.

Our role, as legislators is to pass good, fair laws which protect citizens and which positively impact the vast majority of the country's people. The question that we should all ask in this honourable House anytime we seek to pass legislation, Madam Speaker, is: *Will it benefit Caymanians? Will it benefit Cayman?*

Madam Speaker, our laws are very clear. They are pretty simple. They say that there is a preference for Caymanians; they say that Caymanians should be given jobs, opportunities for training and advancement, and, ultimately, they should take the top roles in every business in Cayman where they are capable of taking them. For far too long I have observed and spoken about the letter and intent of the Immigration Law of these Islands (which used to be called the Cayman Protection and Immigration Law). And having sat on the Immigration [Board], I said it then as well. It is not enough for us to wait until people become Caymanians to start enforcing, respecting and following our laws, Madam Speaker.

Those laws were not intended to primarily benefit *future* Caymanians; they were there to protect, empower, and push our *existing* Caymanians to the fore. That is not meaning that once people become Caymanians they cannot have all the rights, privileges and the benefits of being Caymanian, but absolutely, it should not to the detriment of Caymanians who already exist.

Madam Speaker, while I sat on the Immigration Board, there was this thing called Regulation 6, or as we like to colloquially call them, "reg sixes." What that regulation says is that you need to have a Caymanian understudy where they do not have the skill set or the experience yet, and you have to ensure that they get those skills. And when they do, in that seven year period that we also put into the Immigration Law, then, they are supposed to advance to those lofty, more privileged, better paying positions. Madam Speaker, in my entire time on the Immigration Board I did not see one "reg six" come to fruition.

We, as legislators, have the awesome task of creating good laws. But we must also enforce those laws, Madam Speaker, for the benefit of the people who elected us to these roles. I do not know if it is because of how our revenue base is derived why we turn such a blind eye. I guess if you are looking at it, people at the top of their game generate greater work permit fees, thus there is an unintended give-away, (i.e., we want more people at the top ends of businesses so we can get more income).

I think it is time, Madam Speaker, that, we look at our revenue base, because if that comes at a cost of putting an additional layer on top of our existing Caymanians, we should have no part in that, and find some other way. The absurdity in that, Madam Speaker, is that if we put layers on top of our best and brightest, and we wait until people become Caymanian and then have them say that we need to enforce the rules for Caymanians, then shame on us all, Madam Speaker, because we know that the letter and the intent of the law is. We also know that we are not enforcing it as intended or as written.

Madam Speaker, people cannot choose to ignore laws for any period of time and invoke them when convenient. General laws, if not adhered to, will result in specific laws in respect of Caymanian advancement. There will come a time when people say, *enough!* They will come and petition people like us to put in more specific measures, Madam Speaker, because the laws are not working in their favour.

Madam Speaker, recently, there was a debate about the experience of politicians and that experience trumps all. There were these so-called experienced politicians that put into place some of the laws that now put ceilings over our people. The people put us here, Madam Speaker, to ensure that we looked out for their benefits, for the benefit of their children, for future generations of Caymanians, that we are here to positively impact their lives and their legacy. All Caymanians, Madam Speaker, not just the ones who can reach us by telephone or email—all Caymanians, at every corner, from every part; poor, rich, black, white, even some of those with names that we do not traditionally associate with being Caymanian. But again, Madam Speaker, there should not be any class of Caymanians put before, and especially not the ones in the upper echelons.

What that does, Madam Speaker, if allowed to continue, is to kill hope and drive. We must look out for especially the vulnerable, the ones whose parents do not know any better. They did not come from silver spoons, did not come from professional backgrounds, that do not know or cannot send their children to the right schools, or have colleagues who can assist with their children's advancement—all Caymanians, Madam Speaker. We need to build the conduit that allows anyone, no matter how humble the means, to get proper education, to get proper training, and, if they

are capable, Madam Speaker, to get to the top of any job within these Islands.

I often hear the rhetoric of some of those in charge; that Caymanians lack worldly experience, they do not know the bigger picture, and they do not want to work as hard as people coming here. The Immigration Law clearly sets out what those in charge should do with those Caymanians that do not have experience. It is to get them the experience, it is to train them, not sit back and wait 7, 10, 15 years and say, *Oh, they simply don't have the experience, so we couldn't possibly promote them to the upper echelons.* It is the law, Madam Speaker! How can we sit here, as legislators, and allow that to just go on, and on, and on and nobody call it out?

Madam Speaker, there are people in this society who can take care of themselves. What about those people with the parents who cannot? Those same parents who had a dream for their children, who (as we like to say) begged, borrowed and stole to ensure that they had better opportunities than they did? If it is not our role to ensure that those people, if capable, get as far ahead as possible, then, what are we doing here, Madam Speaker? Somebody please tell me what our role is as legislators, because somehow I must have missed that day when they told us.

Madam Speaker, those that came before us had the foresight, the fortitude and the belief that Caymanians could be anything they put their mind to, if given proper opportunities. We have to ensure that that legacy they established, not only continues, but it is fulfilled, Madam Speaker. They saw a day when those laws would become necessary—not at that time, Madam Speaker, because I dare say that we did not have the numbers able to take up those higher echelon roles in society, be it for lack of formal education, degrees and professional designations. But, Madam Speaker, we cannot use those arguments today.

If not now, when? If not us, who?

Madam Speaker, we can sit on the fence and say it's the system. And we can say that trickle-down economics work, and that at least people have jobs. But, Madam Speaker, would it not be a great world if all of our people could reach their maximum potential that we, as legislators, ensure that the laws, which we and our forefathers designed, are enforced and things set in motion the way they were thought out? Madam Speaker, my vision for these Islands, having travelled extensively all over the world in my past roles, is that our people can take the top spots in society knowing that they deserve them, but knowing that their country, their Government has provided and put in place opportunities for them to get there.

We are no longer "the Islands that time forgot." Let us get rid of that argument right now. We have willing, capable Caymanians and they should be at the top of society. That is my vision for this country,

because I know our people can, but some of them will need help.

Madam Speaker, we are a very inclusive society. I have no fear of competition. In fact, I have competed all of my life just against the odds. But I had opportunities. I was this little boy from North Side who had a teacher as a mother and a security guard as a father who did not have enough money to put one boy through school, much less three! But they instilled a work ethic. They instilled a belief in one's self. And they told us that we could be anything that we wanted to be if we put our minds, hearts and souls in it, and that we relied on the Good Man upstairs. What they also did not say, but I think they must have felt empowered by, were the policies, laws and regulations of the day. And we have not changed those, really, in 40 years. The interpretations may have changed, but the law, the intent, the letter of the law, is the same.

Madam Speaker, what I am saying may not be very popular or something that is digested easily. But I owe it to my children and to their children to say it. No parent wants to tell their children that they can get great jobs and roles reserved for Caymanians, that they can get halfway up the ladder, but they do not have the worldly experience, they do not have the proper educational background, they do not speak in the right way for that top echelon.

Madam Speaker, this is Cayman (the last time I checked). We speak with a dialect. We should be very proud of that, Madam Speaker. We should also not feel embarrassed that we did not go to boarding schools at eight, going to the right schools and the right universities. Who sets that out, Madam Speaker? What happened to, *If I can do the job, if I roll my sleeves up and I get the opportunities to advance and I take them, that I can get to the top of that ladder, no matter where I began?* Who is setting those rules, Madam Speaker? The last time I checked, it should have been the legislators—us, Madam Speaker!—the people right here in this hallowed House.

I, for one, Madam Speaker, do not have any real power. I am just one person. I have a voice. And when I look at my kids, my boy, who is three and a half, and my girl who is nine months old, I want to look them in the eye and say that when I was here, I might not have changed anything because I did not have the numbers backing me, but I sure said it and I raised it and I fought for them. I need to be able to tell them if they cannot get there, that I fought for them.

Madam Speaker, my role is not just for this generation of Caymanians or the ones who came before; it is for the ones coming after. And, as a father, I need to sleep well at night and look my children in the eyes and tell them that if they work hard, if they are willing to put in the blood, sweat and tears and the effort, then they should be able to get to the top of any profession in these Islands and that none, intentionally or unintentionally, will be closed to them because somebody else is making the rules.

Madam Speaker, I welcome people to these shores. I have benefitted from people coming to these shores. They created opportunities. They created scholarships, et cetera. But when does that translate into Caymanians being able to do that *en masse*, and not just the one or two or three of four of us allowed to get to the top? That inward investment, those opportunities were not there to perpetually just give Caymanians entry level or middle management roles in organisations. They were there to provide opportunities both for those coming here, but especially for those already here. That is what past Governments wanted, that is what they set in motion. Subsequent Governments have not fulfilled what the intent and letter of those laws were. So shame on us, because we collectively have that power and anybody listening or watching should put the blame squarely on us, Madam Speaker, because we were elected to stand up for them, for their children, and their children's children.

Madam Speaker, what is going to happen in the future if we do not address some of these things now, is that everyone is going to become Caymanian and those that have, have dictated that for those who have not, will not get to those upper echelons. And, Madam Speaker, they use the same laws that we put in place to shield any kind of criticism because they say, *How can you, Mr. Legislator, say that I have any fewer rights than those who came before me? How can you, Lady Legislator, cry foul, when we are all giving Caymanians jobs, we are all giving them great salaries for Caymanians?* Madam Speaker, my answer to that is that it is not the law; it is not the intent of the law.

For the first time in our history, Madam Speaker, we have nine lawyers in this hallowed House. We should know a thing about the rule of law and following the letter and intention of the law, because if we cannot and we do not, then I dare say that no other Government with fewer lawyers will ever do so.

Madam Speaker, the only way we can grow our population is through immigration. And long may the policy live that we welcome people to these shores. People can come here. They can set up shop. They can prosper, Madam Speaker. And they can become Caymanian. But it cannot be by stepping on the shoulders of existing Caymanians. It cannot be that those of us whose parents built this country cannot benefit, advance, and prosper to those highest rungs on that ladder, Madam Speaker. Because, if that is the case, I think we all have forgotten some of that equation.

We can all prosper in this society. We can all share that economic miracle that is the Cayman Islands. Madam Speaker, we need to stop and take notice, because pretty soon we will not have a voice. It is going to be drowned out.

Madam Speaker, we have laws that say that you can come here and set up shop, but you have to have 60 per cent Caymanian ownership, or, in special circumstances where Caymanian ownership is not forthcoming because of finances or some other specialty, you can get a licence under the Local Companies (Control) Law [LCCL]. When we look at our laws, over time we have seen these carve outs. And we have a carve-out for certain professions that previously did not have enough Caymanians to fill. These entities, these businesses, these trades, these partnerships, Madam Speaker, are exempted from that 60/40 rule.

Madam Speaker, the irony in all of this, and the absurdity in all of this, is that we heavily regulate the lower paying jobs and opportunities. The average Caymanian thinks \$100,000 a year is huge money. And to some people it is. But, Madam Speaker, we all know that there are lots of jobs in the Cayman Islands that pay a lot more than \$100,000 a year. So, why is it that intentionally or unintentionally those jobs are the ones that are usually exempted from the 60/40 Caymanian rule or even the LCCL? What are we saying to our people, Madam Speaker? That you can stay right around this level, \$0.00 to \$100,000 a year, and we will heavily regulate that, but the jobs that are paying, sometimes up to multiple of millions [of dollars] are all exempt from the laws that bind the rest of us?

Madam Speaker, again, how many own goals do we have to score before we feel that we have lost?

Madam Speaker, when I was preparing my Motion, and I guess after it was sent down to the House and put on the [Order] Paper, I got a lot of calls from the private sector asking me to explain what my Motion was. Madam Speaker, I refused to actually answer that, because if people have to ask, if the people cannot see, then I really do not have the time of day to sit down and explain it to them. I fear that those points that I espoused so far would go over their heads. Yes, on paper we are all Caymanians. Yes, on paper we should be treated just the same. But, Madam Speaker, that does not conveniently start after you become Caymanian. There is a lot of time that goes in before that, and the laws give you certain responsibilities.

Madam Speaker, how can we as a Government . . . and I use that term generally—I am not talking about *this* Government; I am not talking about past Governments, I am not talking about future Governments specifically, I am talking generally. But how can we as a Government exempt the highest-paying jobs in the land and say we do not need Caymanian participation for those jobs when, especially nowadays, Madam Speaker, we have a plethora of highly educated, technically trained Caymanians that should be taking those rightful spots, in many instances, side by side with those who came here? And, yes, opportunity provided, but, again, not sitting at some preordained level of attainment and waiting until people become

Caymanian so that people can say, *Oh, well I have 60 per cent Caymanian ownership.*

The question has to be asked, Madam Speaker. When did those Caymanians become Caymanians? Because if it is weighted only in the newly minted Caymanians at the top, and the existing ones of us at bottom to middle, then that is definitely a problem, Madam Speaker. Give the people the opportunities, yes, for jobs. Let us check that box out. That is what should be done once they show up in these Islands. So that is not something that you need a medal for, or a pat on the back for. That is what you are supposed to do.

Once we have given them education, because that is the other things that we like to say, *Oh, well, we give scholarships, and we give job opportunities.* That is just a first step on the ladder, Madam Speaker. It is what comes after that that counts. It is the exposure, it is the training, and let us not forget that third step—the promotion to ownership, Madam Speaker. If we have not done that, then we have not fulfilled our contract to the Cayman Islands and we have generally excluded the most important part of the laws set out in these Islands to empower Caymanians.

Nobody, Madam Speaker, in this room or otherwise, can tell me to back down because we are getting there. This is 50 years in, Madam Speaker. If not now when?

Madam Speaker, like I said, I am a simple man, and although I understand the world we live in, understand the powers at play, I am a proud Caymanian. I never wanted anything that I did not deserve, that I was not willing to work for and work hard for. But, Madam Speaker, in this stage of my life, none of that matters to me more than that I am a father of Caymanian children. I will never apologise for looking out for them and their generation or the ones coming after that. I will sleep well at night, Madam Speaker, knowing that while I was in this role I fought for them and I fought for Caymanians who could not speak for themselves because that, to me, is the most important part about this role that I have in this honourable House.

It is not to say, Madam Speaker, that I am somebody who espouses or believes in “Caymanian” being a qualification. If you do not do all the necessary things to get there, there is no one that should be put there because they are Caymanian. That is also a lesson that we need to teach our children and our peers. But, Madam Speaker, once they do their part, then, the laws of these Islands must kick in.

Madam Speaker, I guess when you look at human psychology and the makeup of people, there was an error on the side of those who made some of these rules and laws. What we said is, *You can self-police basically, here are the rules. You come to Cayman, you go into business with a Caymanian, or, if you can't find one, petition and we will give you an alternative type of licensing that allows you to stay*

here. You have to hire a Caymanian. But then you have to train them for your role. Then, when you have finished training them, thank you very much, you need to leave.

Madam Speaker, I do not think they found buried treasure in Cayman from days gone by. But do not think for one minute that people coming here, have not found the treasure that has alluded all those treasure hunters, because, Madam Speaker, we have almost a perfect setting here. You can come to Cayman. You can have a better quality of life, and you do not pay income taxes. In many instances you come here on special packages where you get higher salaries than from where you came, because you are moving your families and coming in to add expertise and other things not in the country that you are emigrating to, and you get special things like school paid for, travel back home at least once a year, and all these other things that, on top of the salary, make you a lot better off, for just showing up on these shores, than Caymanians at equal training.

Madam Speaker, who in their right mind, would willingly give that up? I wouldn't! So why should we expect others to uproot their families, uproot their lives and come and establish something just to give it away and say, *You've got seven years of good money-making and then you need to give it to someone you have trained and move back to where you come from?* Madam Speaker, I think that one has played its course. We see that it has not worked. So, we need to come up with something else that does.

Madam Speaker, I dare say that that message should be—‘You can prosper in the Cayman Islands and you can become Caymanian, but it starts with you taking on Caymanian partnership and both parties moving at equal paces.’ And if the Caymanian does not have the financial wherewithal, or the skills, that's what you transfer, so that at some point in time you are on closer footing, and that the Caymanians and Cayman benefit.

Madam Speaker, imagine that. Imagine Caymanians prospering at those rare levels as they are now. Imagine the role of Government. Imagine how little we would have to spend on our own that simply cannot get up that ladder when we are paying for their health as indigents, when they cannot afford to live on the pensions that they have. All of these things, Madam Speaker, we should be trying to work ourselves out of a job as legislators. We should be trying to lessen our load and the loads of future representatives. The way to do that, Madam Speaker, is to ensure that our people get to sit at the head table.

Madam Speaker, I can only talk from experience. When you give a Caymanian means and a salary that covers all the necessities, some of the wants, and then there is a little left over, the probability of that Caymanian investing that extra cash in the Cayman Islands is going to be a lot higher than someone who

is not from here and who does not have the roots and the longevity, in some instances.

Madam Speaker, when we speak about our fears and our observations of this \$198 million that leaves the country every year by way of money services and the transfer of the Filipinos, the Jamaicans, the Hondurans and all that, Madam Speaker, that is a drop in the bucket for what leaves this country at the upper echelon. Those people are not buying vineyards, racehorses, chateaus and Ferraris, and Lamborghinis and this that and the other. That is what we should be really concentrating on, Madam Speaker. Imagine if some of that money that is going to prop up other country's economies got spent and circulated in this economy, we would not have to be up at night trying to figure out how to put people to work on the roads so they can get a little bit of Christmas money. That is the absurdity in all of this, Madam Speaker.

The more we empower our people, the greater opportunities we give them, the less, we, as legislators, need to battle. And the money is here. We need to make sure they have the skills. And once they have the skills, we need to enforce the laws of this country and ensure that people get up as far on that ladder as they are capable of, because if somebody else is setting the tone and the rules and the laws, history shows us that they will never get there, Madam Speaker. That is our role!

I ask again, Madam Speaker, why are the top jobs in this country predominately occupied by those Caymanians who first came here as visitors? If you were to write this down as a mathematical equation, it does not add up, Madam Speaker. I am just a lawyer, Madam Speaker. I am not an accountant. But I can do napkin arithmetic. I do not need a spreadsheet to know that if this continues, we are in for a world of hurt, Madam Speaker. History should be our greatest teacher. When you have a bottleneck of intelligent, but frustrated, people, Madam Speaker, history—and especially Caribbean history—tells us what comes next. So I need not further dilate on that.

But, again, Madam Speaker, if we know this, and we saw what happened around us, and we have seen what has happened for hundreds and hundreds of years, why would we not try to stop it? Why would we not have that dialogue in saying, *You can come here and prosper, but, again, not to the detriment of those who were existing here before you came?*

Should we not have dreams, Madam Speaker, as a country? Should we not want the best for our children?

Madam Speaker, I also hear the argument that those people who made those laws did not really understand the way of the world. Madam Speaker, I dare say they were more and better travelled than any generation of Caymanians after them, so they knew how it was to be someplace else where they were second-class citizens. They wanted to ensure that on these grounds that we call the Cayman Islands, that

they reserve those positions for their own. Not in some xenophobic way of saying, *Let's close society and not allow anyone to come in.* But to say, *If you come in, it has to be that you are bringing something that those here do not have that they can learn and grow from. And if you advance, we advance.*

It is not enough, Madam Speaker, to say it is all based on merit when the gap is so wide. Just on the balance of probabilities there should be more Caymanians after 50 years of economic development at those higher levels. We cannot buy the argument that, *now that we are here and now that we are Caymanian, let market forces prevail,* because that gap will never close if we do.

The Speaker: Member, you have 58 minutes remaining.

Mr. Winston C. Connolly, Jr.: Thank you, Madam Speaker.

Madam Speaker, I ask the question, What are these 18 Members of Government doing about progressing Caymanians' senior positions in firms, businesses, and opportunities in Cayman? And it is not something that I need an answer for; it's rhetorical. But, I want all 18 of us Members of this Legislative Assembly to ask ourselves that question. What are those political and public policy considerations? Where is that nation building?

[Inaudible interjection]

Mr. Winston C. Connolly, Jr.: Not that type of nation building.

Madam Speaker, the voting public, the people who put us here, the people whose seat I occupy until they no longer deem it appropriate, or I choose to give up, those multi-generational Caymanians must be preferred, not just treated equally. Why? Because they started off at a deficit. Why? Because that is what the law says, Madam Speaker. All parents, no matter where they come from in terms of the social register, Madam Speaker, deserve the best for their children. Their efforts cannot go to waste. They must have their dreams, their hopes and their aspirations, and we must help them fulfill them through their offspring.

I cannot go back to my constituents, Madam Speaker, those parents, those young Caymanians professionals who cannot advance because they are running in one place and afraid to come out and say anything to the wider public because they are afraid it will stunt their growth in their particular profession and their particular firms. Madam Speaker, I get texts, I get emails, I go to lunches, I go to peoples' homes and I hear a common theme—*We are frustrated, but we are afraid.*

Madam Speaker, how can a Caymanian be afraid in their own country? Because they feel people are not going to protect them when they come out.

[Inaudible interjection]

Mr. Winston C. Connolly, Jr.: Madam Speaker, maybe I wish we had come from the Caribe and not the Arawak at some points in time, because we have bent over and taken it, and turned every cheek. That is how we are. We are God fearing, kindly people. We are not quick to anger. But, Madam Speaker, as a Caymanian who was brought up by that type of parents, I also understand passive aggressiveness. And I say it in these hallowed halls, record it in the Hansard, that if we do not acknowledge what exists, we are all going to pay the price down the road.

It is these same lessons in other areas that we ignored in the past by those experienced politicians who said that these young boys who were forming together were just letting off steam; they were just bad in nature. Now we have organised crime to a degree that we cannot even control in our own shores. Madam Speaker, we need to acknowledge what is possible, even if it is an ugly possibility. And we cannot wait until the horse is out of the stables and too far down the road to rein it back in. And that is going to mean, Madam Speaker, taking some very drastic sounding action, but in reality it is just redressing what has come before and trying to prevent what is going to come down the road if we do not act now. We cannot wait for history to repeat itself. We, as a Government, must lead with vision, with empathy, and with steadfastness, Madam Speaker.

What is that vision that our forefathers had for us? Can we honestly say that it has come to fruition and that we have achieved that Caymanian dream? Madam Speaker, I say it often, and I say it as much as people are willing, and sometimes not willing, to hear. The Cayman dream is very much alive; the Caymanian dream is almost dead.

Are we ensuring the empowerment of our people and upholding our role as protectors of those who cannot help themselves? Some people will say, *If they do not want to help themselves, why should we?* Madam Speaker, the honest answer is that they are afraid. It is that simple. If they go out on a limb on their own, that limb will break off. And then what they have will be no more. Not just for a few days, a few months, but no more.

Madam Speaker, we live in a country that boasts some of the highest per capita income in the world. Yet every day I get Caymanian professionals coming to me saying that they have not had a job in one year, two years, three years. How can that be, Madam Speaker, in such an affluent society? How can it be your own Caymanians with degrees and sometimes professional designations?

Madam Speaker, I am not making any of this up. I have seen people a lot smarter than I am, people a lot more motivated than I am, simply not have opportunities to get in the door, opportunities to prove themselves against anyone else, opportunities to ad-

vance. We need to look deep within ourselves and say if one Caymanian is in that situation, that is one too many. And, Madam Speaker, like I said, my vision for my people is that they are not a minority in the upper echelons of this society, that when we have events it is an equal mix, if not predominately Caymanian. Because, when we have gotten to that point, Madam Speaker, I dare say we will have addressed the prayers and the dreams of our forefathers and we will have seen the complete cycle of what it is we try to instill in our children that they can be anything that they want to be if they study hard, if they work hard, and if they take the opportunities that are presented to them. Would that not be a great day, colleagues and Madam Speaker?

Our children represent our vision of the future. It is our role, our obligation to set them on that track, not just halfway up the ladder, not just on the first rung of that ladder, Madam Speaker. They have to know that they can get to the top. They have to see people like them at the top that they can aspire to be, and know, coming from the same humble backgrounds, they too can get there.

Madam Speaker, I will not go too far down that road because I will probably be accused again of being inexperienced as a politician, or naïve for what the best interests of my people are.

I hope, Madam Speaker, that this is a bipartisan view for our people. And that we, as legislators, do not get in each other's way because we are from the wrong side or the wrong group. Every government's primary obligation should be the same thing. And everybody in these hallowed halls should be fighting tooth and nail for the same thing. I hope we can all agree that Cayman would be a better place if more Caymanians were prospering under the excellent conditions previous, current and future Governments are tasked with creating; if only from a selfless position, Madam Speaker, which would make all of our jobs a bit easier.

The hard part for us, Madam Speaker, is how do we pause, reset and press play to ensure that all Caymanians ride that wave of prosperity?

Madam Speaker, I want to reiterate a point that I raised, just in case it went over our heads. If the majority of the wealth made in this country, the wealth created by policies, laws and regulations goes predominately to those people who have other options of domicile, that majority of the wealth that is created here leaves by these golf courses, vineyards, racehorses, castles, et cetera, et cetera, what happens when the bottom drops out, Madam Speaker? God forbid! What happens if something like another [Hurricane] Ivan comes or something catastrophic and those people chose to leave because they had acquired enough, they had enough, and they had options? What is going to happen to the ones that remain here without the wealth and without the options?

It does not take a genius, Madam Speaker, to figure that one out.

If only for that, Madam Speaker, we legislators should be worried and should try to ensure that more Caymanians partake on those upper echelons so that some will remain here, be reinvested and re-circulated here. Madam Speaker, we are grateful for the amounts that are. We are grateful for the opportunities and the charity and everything else. But I, for one, would be more grateful if our people were participating at those levels. It would give me some surety that in the future, if it all goes pear shaped, the ones who are left here will have the means and the wherewithal to help rebuild it and re-emerge from those ashes, Madam Speaker.

My Motion talks about successful policies. It also talks about evolution because we cannot just keep going back to the same well and saying that it is okay for Caymanians to get jobs, it is okay for them to get scholarships, but not insist on that evolving so that they need to get the training, the proper exposure, and the ability, or at least the opportunity to advance to those highest levels and, be given priority when those opportunities are given out, because it is not about equality in terms of after we build it, then you can have equal treatment. It's, we have preferential treatment until you get it, and then we are all equal. I think somehow, Madam Speaker, the definition of equality needs to be redefined. We have to have those policies in mind. Those policies that were done 30, 40 years ago have actually regressed, because at the time they were put in place, we did not have Caymanians at the numbers we have now. Now that we have trained, qualified Caymanians, they have to get those opportunities.

We cannot just say, *Oh well, we need the revenue from the work permits*. Madam Speaker, I am not a proponent of long waits for people to get PR and other rights. If the system is working the way it should, we should not fear them. But what the average Caymanian on the street fears, and this sentiment is now becoming prevalent in society—which there would be no need for, if this was going according to those plans. They feel they are being drowned out in their own country. They feel they are being inundated and supplanted and oppressed in their own country. And, again, Madam Speaker, I am not going to apologise for any of those statements, because those are the statements of my constituents. And if it is not reality, it is perception. And we all know that perception can become reality.

Madam Speaker, we sometimes hear that Caymanians do not want it enough, and that they do not work as hard. Madam Speaker, let me just flip that coin for a minute. When we look at some of the professions and we see Caymanians leaving in droves, we sometimes like to say, *Oh, it's lazy Caymanians*, or, *They didn't want to work*. Madam Speaker, imagine that young Caymanian professional who really

does not believe there is a path, and does not see a lot of people like them in those hallowed halls at the top of the food chain. Imagine going in day to day, every day, for work, and saying, *I'm taking a gamble on my future, because it seems that no matter how hard I work, what I put in, sometimes doing twice as much to get half as much, I can't get ahead*. Madam Speaker, what do you think that does to the psyche of that young Caymanian?

Some of them become self-fulfilling prophecies, Madam Speaker. And they succumb to the stereotype, because they simply cannot see themselves at the top position, or sometimes not even near the top position. Madam Speaker, that touches on the next part of my Motion.

Madam Speaker, when we allow the exemptions to exist as they are, those people that have advanced to a certain stage in their chosen career (and I am talking to the professions in this country), I am just going to set out a little story, Madam Speaker. I will withhold the names for fear of incrimination.

Madam Speaker, you are a young Caymanian professional trained and have gone off and gotten your professional designation and sometimes at better universities than you see some of the people that are before you at. You've come back, gotten a job, sometimes because of a scholarship and you want to give back, and excel, and do all of the things that you had the drive all through your scholastic career and post that pushed you to be the best person, the best student, the best employee that you could be. And there are no opportunities in your chosen profession because of what you have seen historically, or just how you feel while you are in that institution. And then you say, *You know what? What are my options? Let me start considering them because I, too, want a quality of life and I want to have opportunities that may not be afforded to me in my current situation*.

Madam Speaker, when you look left and you look right, as it currently stands, you may not have those opportunities. Here is why. We have exempted some of those opportunities from having Caymanian ownership. Madam Speaker, I will pause here. I have been told that some of these things are being addressed in certain proposed legislation. I cannot say whether or not that is the case because drafts have been circulating for some time and I have not been privy to seeing them. So now I am just going to talk from experience.

I am going to put that caveat in, though, Madam Speaker, because I am that lawyer. If it turns out to be that the Legal Practitioners draft does include some of these things, I will say that I was wrong, and be man enough to say it. But right now, I am talking about what exists now, and what I see. I think my colleague in the House from East End says it best—“trust, but verify”.

Madam Speaker, right now, as it exists in the Legal Practitioners Law, a law firm with less than five

attorneys is not required to be licensed by the Grand Court. Law firms with less than five attorneys have been able to come here and operate without any licensing whatsoever. Madam Speaker, this is an exemption in the trade and business licence regime. If it were not, and somebody came here and said they would set up shop and compete with Caymanian firms and there were Caymanians who could not get articulated clerks or advancement to partnership, if it went through that board, I would dare say, I would hope, that that licence would be denied because of the required Caymanian participation.

Madam Speaker, I am not going to go further into how this system operates and how these loopholes exist, but it is time, if not contemplated in these drafts, for this to end. We are giving away our birthright to those willing, able, capable Caymanians. We are putting a concrete reinforced ceiling on their advancement in these Islands. Again, Madam Speaker, I will not go into some of the intents of those experienced politicians when they made some of these policies.

Madam Speaker, it is not only law, it is company management, fiduciary services (otherwise known as directorship services), it is some of the financial institutions, including those that are conduits for money going out of the Island. These are very lucrative jobs and roles that we have Caymanians to fill, that easily, Caymanian lawyers, accountants, bankers could go into. But here is what we have, again, Madam Speaker: we allow people to come in. We allow them to stake claim on those professions, and then they say, when the Caymanians are coming through, *You don't have the relevant experience. You don't have the relevant exposure.*

Madam Speaker, I may not be an experienced politician. But I dare say I am experienced in the financial sector of this country. When investment managers chose me to sit on their boards, some of them with assets on the management in the billions of dollars, Madam Speaker, I had the fiduciary obligations that came with that role. I dare say that I am experienced enough to know what the opportunities, salaries, lifestyle and just the security for you and yours, for your children coming, I know exactly what that is. And nobody in here can tell me that I lack experience or that I am naïve in that. Again, Madam Speaker, it goes back to how are we holding the birthright that was handed down by our forefathers for this and future generations.

Guess what, Madam Speaker. Those people will soon be, or they are now, becoming Caymanians. Those are the same people that will say to me, you, and anybody else in this honourable House, *You can't discriminate, because we are all Caymanians.* Madam Speaker, what were we saying during the interim period when they were becoming Caymanian? What are we going to say to the people that are now excluded from those high-paying, high society roles because

they are not deemed sophisticated enough, worthy enough?

Madam Speaker, I say again, I want somebody to call me inexperienced in this arena.

The Speaker: Honourable Councillor, is this a convenient time for the luncheon break?

Mr. Winston C. Connolly, Jr.: Yes, Madam Speaker. I need to gather some more sustenance as well.

The Speaker: We will now take the luncheon break and reconvene at 2:30 pm.

Proceedings suspended at 12.50 pm

Proceedings resumed at 3.04 pm

The Speaker: Please be seated.

Proceedings are resumed. I recognise the Fifth Elected Member for the district of George Town to continue with his debate.

Mr. Winston C. Connolly, Jr.: Thank you, Madam Speaker. How much time do I have, Madam Speaker?

[Inaudible interjection]

Mr. Winston C. Connolly, Jr.: The Deputy Speaker said I have 14 minutes.

Madam Speaker, I will continue until you tell me to stop, with your indulgence.

Madam Speaker, when we left off—

The Speaker: Member, you have 13 minutes . . . you started 13 minutes past.

Mr. Winston C. Connolly, Jr.: Okay. Thank you.

The Speaker: Madam Clerk will send you a note before the expiration of time.

OTHER BUSINESS

PRIVATE MEMBERS' MOTIONS

Amended Private Member's Motion No. 14/2015-16—Career Pathways, Ownership Opportunities

[Continuation of debate thereon]

Mr. Winston C. Connolly, Jr.: Okay. Thank you.

Madam Speaker, when we left off, I was talking about the roles Caymanians can do, because they are now educated to a certain level, and they have been called to various professional designations that can parley into some of the more lucrative roles in our society. And I was talking about the socioeconomic benefits for having Caymanians pick up these roles.

Madam Speaker, when I began, I also spoke about equality of opportunity for all Caymanians. We cannot have Caymanians furiously running in place and not progressing. Some families, as we know, are desperately working hard to move forward and still just making ends meet and getting nowhere fast. Any politician in this country seeking to address poverty and strengthen economic opportunity needs to connect the dots between the working poor and those of the middle class. This is about empowerment of our people. I am not asking to put them in places that they have not earned, but simply affording them every opportunity as is stated in law that puts them in a position to realise the aspirations and dreams of their parents, to be better able to pay their own way and to give back to their country by investing that money within these Islands, and also it is a matter of national pride. If we stagnate, upward social mobility, we increase inequality.

We also need to provide the ability for one to dream and to aspire, to escape the station of birth and be able to, in true meritocracy, advance. If we do not, Madam Speaker, the majority of our people will be susceptible to financial shocks and job loss which we see all too often, unexpected medical expenses, predatory mortgages, and the inability to adequately prepare for the future, especially financially.

Madam Speaker, if we do not enforce equality of opportunity, no amount of individual effort, self-improvement or thrift can guarantee a secure middleclass lifestyle. And if current circumstances continue, Madam Speaker, we are going towards a situation where we are going to have the haves and the have-nots. I campaigned on a fiscally conservative platform. I also campaigned on ensuring and shoring up the middleclass of this country. What I am proposing here not only ensures that, it is the law. And we need, as a collective group, to enforce the law.

Madam Speaker, my aim and hope is that no Caymanian job applicant receives any less favourable treatment on grounds that they do not have world experience. It is not their obligation to acquire that experience; it is for the employers to provide that. Again, that is the law. Other countries have taken a stand, First World countries that recognise that there needs to be a comprehensive policy and equal opportunities in employment where people are treated and selected on the basis of their relevant merits and abilities. We have a very diverse society, Madam Speaker. That top echelon needs to match the diversity.

Madam Speaker, if we do not plan for how we want our society to become, it will surely fail. If we just rely on work permit revenue, our society will fail. I believe in my heart of hearts that given proper opportunities, Caymanians can become anything that they put their minds to. That is what they did when they were at sea. That is what they can do now with the proper framework behind them. I also believe that our economic sustainability relies on education and training. It

is only with that, that, Caymanians are going to take up economic and decision-making roles in all the areas of our society. I also believe that Caymanian parents should know that their sacrifices to educate their children will be fully realised in their children's success, should they do their part.

Madam Speaker, I am not naïve enough to think that even with all of that . . . even with hard work it takes a bit of luck. And it also takes, sometimes, mentorship and someone pulling you along. But Caymanian children must be able to aspire to any role in Cayman society and must know that they can get there. Madam Speaker, what do I know? I am just an inexperienced and naïve politician.

Madam Speaker, as I begin to wrap up, I will say again that this Motion is about empowering every citizen of these Islands. We have to find a way to balance the equation. Firms have to do more than say, *We hire them*; or *We educate them*. In this second phase of our national advancement we now need to require businesses to fully train them and to fully promote them to ownership, because only then will those original thoughts, hopes and dreams of our forefathers be realised. And, Madam Speaker, in some of the professions in the Cayman Islands this is practiced and is very successful. In others, there is definite lag.

Greater opportunities allow people to rise past their station, that is, the circumstances into which they were born. We have to ensure the Caymanian dream is very much alive, not just the Cayman dream. Everyone has to do their part.

Madam Speaker, just to be clear, I've said it before and will say it again, I am not here advocating "Caymanian" as a qualification. If you do not do your part, then you have no space at the table. But for those who cannot navigate their way through the water, because they do not know better, or their parents do not know better, we in this House have to stand up for them and ensure the dialogue happens with the businesses in the country and that they get their fair share. There should never be a case in Cayman where people do not even have to be considered as Caymanians, especially, for those more lucrative jobs. If we come up with a plan and we build our nation and we reduce drains on future Governments for the ageing, the poor, and those who cannot do better, then we will have given a strong legacy and a very powerful gift to politicians coming after us, Madam Speaker.

We have to encourage circulation of wealth within the country by its nationals in order to lesson future liabilities of this country and to ensure a strong nation. In doing so, we will have done what is good for Caymanians, and what is good for Cayman. We will provide hope and build drive in our people. We have to be smart and courageous, even when the odds seem formidable. We have to remove the restrictions on employment, training, development and ownership for Caymanians. Most of all, Madam Speaker, we

need to believe in our people and their ability, if given the opportunities.

Madam Speaker, this Motion will probably go nowhere because of some of the positions taken prior to my bringing it. But, Madam Speaker, I am going to sleep with a clear conscience that I fought tirelessly and fearlessly for the benefit of this generation of Caymanians and all future generations. Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak? [pause] Does any other Member wish to speak? [pause] Final call, does any other Member wish to speak? [pause]

I recognise the Honourable Minister responsible for Financial Services.

Hon. G. Wayne Panton, Minister of Financial Services, Commerce and Environment: Thank you, very much, Madam Speaker.

Madam Speaker, I rise on behalf of the Government to indicate that the Government's position is to accept the Motion brought by our colleague, the Fifth Elected Member for George Town.

I was hoping that the Member would, in his contribution, get back to the point that he made a few minutes ago, which is that while he initially said (I think it was before the break) that the Caymanian dream was dead, I think he stepped back from that and acknowledged in the last few minutes that that is not the case. And I do not think there is any one of us that really has a different perspective.

That is not to say there are not some issues. But we cannot be here, Madam Speaker, and I am sure the Member will agree, to say that the Caymanian dream, the dream for Caymanians is dead because we are investing in Caymanians. We are helping our own Caymanians. We are seeking the promotion of our own Caymanians. And for us to tell them now that the Caymanian dream was not available to them, and is dead, is for us to destroy hope and the same drive and ambition that the Member spoke about in his contribution. So, I am happy that we do not have to address that, because that would not be a good place to start.

Madam Speaker, whether it is for our children or for the children of others in this country, every one of us seeks the same thing. That is one of the things that motivated us to be involved with politics, to seek to become people who helped to steer policy for the betterment of our country. So there cannot be any disagreement that we want the same opportunities, we want the same prospects, not just for our children but for all of the children of this country, those today and those to come.

Madam Speaker, the Motion talks about considering enforcing existing laws, regulations and policies. That is something that has taken considerable time within our discussions as to how best to move

existing laws forward, implement new policies to ensure that we create the best possible situation, the best possible circumstances and the best possible opportunity for our people within the country. It is certainly the case that we can do better. I think Cayman has some very good examples of success. There is no doubt about that. But we have more examples of success for others that come here, than we have for our own. And that is something we feel in our hearts that we have to seek to address.

Madam Speaker, I came through a system which started me at the bottom as an articled clerk in a law firm, beginning training at a time when there was very little in the way of structure to the training programme as it is today. I retired as the chairman of the Walker's group. But along the way there was a lot of frustration, there was a lot of hard work, there were a lot of tears, and yes, there was a lot of fighting, because I do not care who we are, we have to fight our own battles and fight our own territory and fight for our own ground to get anywhere. That is just the way it is.

All along the way, Madam Speaker, I thought that one of the things I had to make sure of was that the system was better for Caymanians who came behind me. I had to make sure that the training was better. I had to make sure that the opportunities were better. And, like anything else in this world, Madam Speaker, it cannot be done overnight. But when I look back over nearly 30 years, I see a sea change which occurred. I see opportunities for Caymanians today in vastly great numbers than those that existed at that time. And I was one of the lucky ones.

Ironically, Madam Speaker, I was not even interested in law at the time. But I was lucky to have someone who perhaps saw something in me that I did not appreciate at the time. And that is what I want to see others in this country emulating, those same people who existed back then, people like Mr. Bill Walker, who saw something in me that I was not even conscious of at the time. I want to see those people who are in positions of control, positions of decision-making, to assist.

Do not get me wrong, Madam Speaker, a lot has been done. There are many Caymanians, as I said, who we can point to that are really good examples of overachieving, strong professionals who have done fantastically well, who have taken their place. But there are others that continue, and will continue, to need our guidance and support and insight to identify and give people opportunities.

Madam Speaker, under the Trade and Business Licensing Law there are certainly provisions which exempt certain types of businesses. And they have been there from the inception, I suspect. They are designed to have or facilitate businesses setting up in the Cayman Islands outside of the normal rule which exists under the Trade and Business Licensing Law of 60 per cent Caymanian ownership and control. Those exemptions apply to businesses that are li-

censed, for example, under the Banks and Trust Companies Law. Generally, those that are licensed are regulated by the Cayman Islands Monetary Authority. But it goes beyond that. As my colleague, the Fifth Elected Member for George Town noted, it applies to law firms, general partnerships that are conducting the practice of law in the Cayman Islands. It applies to fiduciary services companies. It applies to company management companies.

Madam Speaker, some of those businesses would be very difficult to operate and have them set up in the Cayman Islands if those exemptions were not in place. Some of them are international entities. Some of them are publicly owned. But there are some that have, historically, been a cause for some concern, and they have been at the root of some of the complaints and issues that we know have existed.

Madam Speaker, in my discussions with the Fifth Elected Member for George Town on his Motion, I noted and reminded him that the Government has, for some time (and I think I have stated in this honourable House previously when dealing with the Trade and Business Licensing Law), once the Trade and Business Licensing Law was dealt with, was moving forward with a continuation of the work of the committee that was working with respect to the Trade and Business Licensing Law to deal with issues in relation to the Local Companies (Control) Law (LCCL), with a view to effectively bring the two pieces of legislation together.

The way the structure is at the moment, Madam Speaker, is, that under the Trade and Business Licensing Law, if you have a company that is 60 per cent owned and controlled by Caymanians, you can get a Trade and Business Licensing Law licence. If you do not have 60 per cent Caymanian ownership and control, you can apply for a Local Companies (Control) Law licence. Of course, that requires the board to consider the circumstances of the business, to consider whether there are opportunities for Caymanian participation, both in terms of ownership and control.

Normally, LCCLs [Local Companies (Control) Law] licences are only granted where there are businesses which require significant amounts of capital, which are beyond the reach, typically, of the average person, or, for example, where there is proprietary knowledge or information, which is an inherent part of the business and essential for the business or products.

So, while that is usually the case, it is reflected in the Trade and Business Licensing Law that there are also these exemptions for these other businesses. What the committee wants to do, and from a policy perspective what the Government is seeking to do, is to bring together the two laws to look at the exemptions that exist under the current Trade and Business Licensing Law, look at the operation of the Local Companies (Control) Law, and the way it has tradi-

tionally worked and been implemented, particularly in light of Cayman's current state of economic development and its life to see whether some of these things remain appropriate, or whether any changes are required in order to ensure that Caymanians are not disenfranchised and that opportunities that they could legitimately be involved with are not taken away from them.

So the committee is looking at this now, Madam Speaker, and that is something that we will continue into the New Year. I suspect during the course of next year we will have the results of those deliberations and recommendations which come from that.

From a policy perspective, Madam Speaker, the recommendations that will be accepted are those which reflect the perspectives I outlined earlier, that the law and the structure is fit for purpose and suits the needs of Cayman as a country as it is today. While we want to do everything we can to ensure that our own people have the opportunities, whether it is training, whether it is promotion, whether it is ownership, while we want to do all of that, we have to recognise a few things. One is that they are an important part of that equation too. Our own people are an important part of that equation. As the Member said, they have to work hard. They have to prove themselves as well. The last thing we should be wanting as politicians and leaders in the country is to have people that are promoted because they are Caymanian and not because they can stand beside anyone else on the world's stage and put their hand up and be recognised as being equally capable.

We have to ensure that a proper balance is struck as well. What we cannot do, in our desire to push, to demand, to cajole, however you want to phrase it, for our people to get as many benefits as possible, we have to have a balanced perspective in which businesses are also enabled to operate successfully and to have the staff that they need. If businesses cannot succeed in this country, in this economy, Madam Speaker, then the country fails. So, everybody has to be doing their part.

The Government has to create the right environment, it has to have a balance where, as far as possible, we have an environment where our people are trained, developed, promoted, whether it ends there or goes through to ownership, but certainly we would like to see examples of ownership more than we have today. That is what we would like to see. And as somebody who has come from the financial services industry, I can certainly tell you that I would like to see more examples of it. I think it would serve our interests as a country better.

We have got to have the balance right. We have to enable businesses to succeed through having the resources they need. But while they are succeeding, Madam Speaker, and while we are enabling them to succeed, our country must succeed as well. And that includes our citizens. That includes the young

people in our country. That includes those with aspirations to be professionals at whatever level, whatever level they choose. Not everybody is going to be a partner in an accounting firm or a law firm, Madam Speaker. Not everybody wants to. My wife is a CPA. Her choice, back in the mid-1990s was not to seek to become a partner in an accounting firm. She loves accounting. But it is not everybody's choice to do that because it has sacrifices. It has its own costs.

I can tell every Member of this House what the cost is. And it is not low. It is a high cost. We are not just serving expectations in the Cayman Islands, Madam Speaker, we are serving expectations globally. One of the reasons Cayman is as successful as it is, is because we learned a long time ago that "soon come" was not good enough, that we had to emulate the highest professional standards, the highest dedication to quality of work, the highest dedication to quality of service, that was expected of any service provider to any major client anywhere in the world. I think we have learned that better than many of our colleagues, many of our fellow-financial services jurisdictions, both in the Caribbean and elsewhere.

Somewhat ironically, Madam Speaker, the lighter touch in terms of immigration controls that Cayman has had historically, has actually served our interest in that respect. It has enabled us to have better growth to have people here who were moving from other jurisdictions who took a more nationalistic approach, who took a more controlling approach, all to the benefit of Cayman, ultimately. So we certainly do not want to repeat the mistakes made by many of those jurisdictions, Madam Speaker, which we benefited from.

We also have many other examples of countries in which the local citizen was left out of the equation too. And while I am standing here today to say that I do not believe that it is correct to say that everybody has been left out, or that the majority of people have been left out, the fact is, there are people who I think we can all point to, who we feel, having known them, that they could have achieved more, they had equal potential to achieve more, and we certainly hope that they would be able to achieve more. There are some who have given up entirely. In some of those situations, Madam Speaker, it may be the case that for all of the efforts in the world, for all the encouragement in the world, nothing was going to happen, nothing was going to change it. But we believe that for some of those, that was not the case.

So, Madam Speaker, I am standing here today talking to my ex-colleagues in the financial services industry, many of whom I have known for a very long time, many of whom I am friends with, and I am asking them to see what they can do. At the same time, as the Government is taking a balanced look at these issues to see how we can best address needs and expectations and the desires that we have for our own people, I am asking them, sitting in their board-

rooms, sitting in their offices, to do the same thing, to have a look at the people that they have and see where they can do more.

As I said earlier, there has been a sea change over the last 30 years. I know the work that has been done in a number of these places. I know the value that is put on training and development. But I think, if I had to criticise anything, one of the things they have done exceptionally well is sponsoring and training young professionals. One of the things they have not done so well at is developing them, moving them forward, because there is a view that once you are two or three years qualified it is time for you to sink or swim. And while that is largely true (exactly what was told to me), we have to make sure that the environment is right and fair and that there are no restrictions, there are no roadblocks, there are no ceilings put in their way compared to others.

We all know that human nature does not change wherever you are in the world. If you have one group that happens to be the majority in a position of control; they will naturally be looking for others that are of similar social and cultural persuasion. For the most part, that is who we are as human beings. Those are things we have to consciously try to change, consciously reject.

I remember, Madam Speaker, when I was a young partner, there was a young man from a well-known family in Lower Valley who came in for an interview. After the interview was over (I think he was about 15 at the time) I walked out in the company of a few other partners into another office, and the first comment that was made was in respect of his accent, his dialect. That is just the kind of thing I am talking about, Madam Speaker. Many of us have to go a bit far and fight too hard to get respect and credibility. I am just asking people to be conscious of that. Be conscious of that normal human condition.

I was in Ireland recently and I rather enjoyed their country accent, dialect. They were proud of it. But guess what? It sounded very similar to many of the pronunciations that we have! Now, that is not something new to me; I knew that all along. But being out there and talking . . . I had never had the opportunity to spend any time in the countryside, per se. And, having done that and having seen the pride and determination they had, I do not see why we cannot have the same pride in the way we speak, the same pride in our dialect, and get the same respect for it. It does not take away one bit from our intelligence, our value, our ability to contribute, to make a difference. It does not do that at all. But for some people it is perceived that way.

Back to that young man: He was given an opportunity somewhere else with another well-known firm, and he is now someone who has spent time in overseas offices, someone who is recognised as a talented, capable young Caymanian, irrespective of where he started off or how he spoke. It is nothing that

we should be ashamed of, and it is nothing that should be held against us. Opportunities for all of us as Caymanians should reflect the law. As my friend the Fifth Elected Member for George Town said, it is the law. Even those companies that have certain exemptions, the Immigration Law is the structure we have chosen, the implement that we have chosen to try to ensure that the people who do business here and are successful, also enable and contribute to our society by helping to train develop and promote young Caymanians, by giving them opportunities as well. The same opportunity that I was given, and many of my colleagues were given, that has to continue, Madam Speaker. And, as our population grows, as the success of our jurisdiction enlarges, then, so must those opportunities. That is what we need to see more of.

Unfortunately, there are some of us who will point to some Caymanians—and I certainly hope that if there is any Caymanian over the next two years, or year and eight months, that becomes an equity partner, I certainly hope there are not Caymanians who look at them and say, *You were given that as a token Caymanian*, because every one of them should have to earn it and are more than capable of earning it. If they have not earned it, then they should not have it. If they do not have the ability, then they should not have it. If they have not put in the effort and the time, they should not have it. But let us not cry down our own. Let us not point fingers and suggest that somebody is a token Caymanian, because I know that the Caymanians that I proposed as a partner in my firm, at the time I was there, were no token Caymanians. They were people who earned it, people who had the ability to stand with anybody, whether it was a court room or whether it was a board room, Madam Speaker. They could stand and deliver what was necessary to pursue the interests of the firm and to pursue and to protect the hard earned reputation that this jurisdiction has. Not a single one of them could be regarded as anything token.

I do not want to see that. I want people with the ability, the desire and the drive to have those opportunities to be there, to sit in those high-back chairs around the board room as long as they have earned it, and when they do, let us celebrate them, Madam Speaker. Those are a reflection of the success of our society, of us as a people. And when they do, I hope they still talk like a Caymanian and have the thickest Caymanian accent around! We got plenty of them dialects, Madam Speaker. You know too. We have at least five in Cayman; probably two in Cayman Brac. Let's celebrate that; that is part of who we are. Exactly what we are and it takes nothing away from us.

Madam Speaker, there are many, many people in this country, many expats. Whether they have now become Caymanian or not, there are many of them that I know feel as we do, as I do—and I'm not saying it is all of them; but there are many that do, and

there are many who are mentors to young Caymanians that are more than willing to put in the time and effort to guide them and counsel them and help them as they probably received guidance and counselling over the years from others, because we never get anywhere on our own, Madam Speaker. Whether it is the lecturer at the law school who teaches us, the lecturer or professor at university that teaches us accounting and takes an interest in us, talks to us, guides us, we never get anywhere on our own. And that is why it is even more important for our own fellow Caymanians who have succeeded, who are in a position to help to guide. Even to provide scholarships, it is incumbent on them, it was incumbent on me, and it is incumbent on all of us to give that guidance to whatever extent we can, because nobody gets there on their own.

Madam Speaker, I do not want to belabour the point, but it is an important point, and that is that we cannot send the wrong messages to the business community and the outside world. Having said all of that, we cannot send the wrong message. We have to be viewed as a jurisdiction that has a very high rating as a business-friendly jurisdiction, because we are a service economy. We do not manufacture anything here. Apologies to my colleague Minister for Agriculture, but we do not grow a huge amount either, at least not enough to sustain all of us. But it is very important, nevertheless. We are a service economy. And the implication of that is that we must be viewed as a jurisdiction in which people can do business effectively, in which businesses can come to the Cayman Islands and set up, establish, serve their global clients, even those who wish to come and build hotels put blocks in the ground, those are the things we see more frequently in terms of what is prominent.

We have to have a very high, good perception of the Cayman Islands in respect of business and doing business. Many countries understand that, Madam Speaker. They understand that implicitly, and they understand that there is huge competition for foreign, direct investment for businesses being set up in any place to serve international clients, for even something as fundamental as when you create jobs, because today, Madam Speaker, people do not have to go to work; the work can go to people. And any jurisdiction can serve people and take away business that could have been done in the Cayman Islands. So, we see many countries trying to find ways to improve their rankings in these foreign direct investment indices that some people do, which is the same thing as saying, *How friendly are you as a business environment?*

Madam Speaker, while we are doing that we have to do all of the things that I talked about earlier as well. So, when you are an individual politician, you can get up . . . and I am not suggesting that my colleague did this, because I think his approach was fairly well balanced. But I am sure there are others who

may; certainly others who think it. You cannot get up and breathe fire and expect that kind of approach to be viewed as a balanced approach which is going to be conducive to success both in terms of getting people to set up in the Cayman Islands, getting people to grow opportunities and jobs in the Cayman Islands and to ensure that all the range of Caymanians with all the range of aspirations and all the range of ambitions can participate successfully in the same equation. It is not an easy thing to do to get the balance right, Madam Speaker.

Many, many countries have found out, probably too late, that they had the balance wrong. That is, unfortunately, just the way things are. If we were a big economy with lots of manufacturing and other types of industry, perhaps you would have greater flexibility, you would have greater leeway to get up and say these things. But even that is a question of time, because if you look at the US, for example, the biggest and best example that we have next to us, there are many industries that have left the United States because the balance was not right. Perhaps there were contributing factors as well. But they have lost significant industries to other countries and those other countries have benefitted from that, just as the Cayman Islands benefitted back in the early and mid-1970s when the Bahamas took a very nationalistic approach to immigration and to doing business in the Bahamas. Cayman benefitted greatly.

Those Caymanian politicians who were serving their country around that time, and those expats who have been Caymanian (some of them are not here anymore) who served this country well in recognising the opportunities and helping Cayman take advantage of those opportunities, those people did the country a great service. Our job is to try to continue the success story while juggling all of these issues, Madam Speaker, to try to get the best for our country, try to make sure the environment is conducive for our children to succeed and have the opportunities we had; perhaps even better opportunities. Why are we here if we are not here to create better opportunities for our own people? But it has to be done in a balanced way. We have to make sure that everybody can succeed because if the businesses do not succeed, nobody else is going to succeed.

There is an old joke in the arguments about somebody going to college versus dropping out. The joke is . . . it is a good thing some people dropped out, because who else would have hired the college graduates? We have got to recognise that there are key components to a complex equation that is called business and society. And we have got to make it work. One of our jobs in addition to making sure that the environment is right and the opportunities remain, as far as possible, or are much better than what we had, is to ensure that our children, our people, can take advantage of those opportunities. So, our job in that respect is to make sure that the education system in

the Cayman Islands is second to none, to make sure that the foundation is prepared in each child to be able to participate in what is a global economy today.

They do not deserve to be shortchanged. We all know what is necessary today and we must make sure that they are properly prepared. Unfortunately, the view that Cayman can somehow stand out and be completely different from everywhere else and not recognise the inherent things that are going to make us successful is wrong. We have to embrace what is required or we will be left behind by the rest of the world. If we do not prepare our children for the global environment we will lose, they will lose, our country will lose.

This is not new, Madam Speaker. I remember when the Premier was the Minister of Education in, I think, around 2007, delivering a graduation speech at UCCI (at that time). He referred to . . . Premier, I do not know if you can hear me, but there is a book called "The World is Flat." I think it is Milton Friedman. That discussion then, even prior to that—

[Inaudible interjection]

Hon. G. Wayne Panton: Thomas Friedman. Sorry. Not Milton. I'm thinking of the great economist.

Those issues existed prior to that, certainly from back then. They exist even more today because we all know . . . we were discussing IT infrastructure recently here. That has contributed greatly to the concept of work going to people, rather than people having to go to work. That is an inherent part of the global business environment that we must be able to serve as a service economy, financial services economy, primarily. It is no different from the service economy in relation to tourism. We have to and are seeking to cater to tourists from all over the world. And we have got to be able to meet their expectations in the same way that we are catering to clients from all over the world and we are seeking to cater to their expectations.

Madam Speaker, there are many young Caymanians today, young aspiring professionals, trainee lawyers, trainee accountants, that I know we can have the greatest pride in. Some of them have two, three degrees. They have achieved the highest grades possible, distinctions, first class, or whatever-high-grade you want to call it, they have achieved it. And we need to make sure that those opportunities exist for them and that the "Caymanian dream" is very much alive and well and strong for them. I am not saying that everything is going to be perfect for everybody. We know that there are some who have multiple degrees, yet seem to have some difficulties getting training or getting employment. In some cases, there are genuine matters, but in others it is hard to see exactly what the issue is, Madam Speaker, certainly from the outside.

If there is nothing compelling, Madam Speaker, then, we are asking people to see the potential to give them opportunities. At least give them the opportunity to prove that they cannot do it. Now, that is not what you would want to do normally, because that creates expectations that are, sometimes, more problematic than not. But if you are not certain that there is a compelling reason why you should not do it, then give them the opportunity and let us see what they make of it. Encourage them as far as you can. Let us see what they make of it.

So, Madam Speaker, it is against that background that we are agreeing and accepting the Motion as a Government, because we want, as far as possible, to see how we can get the balance right. We want to look at the existing laws. And this business licensing platform has not been changed significantly before this Government took office. So what we are trying to do is rationalise it, make sure it is fit for purpose, make sure the efficiencies are there, and make sure it delivers not just for businesses, but also for the average Caymanian, for those who are interested in careers, interested in opportunities. We are seeking to make sure that the environment is appropriate for them, for all of those things.

Madam Speaker, we can talk very strongly about the training and the opportunities provided. And, yes, in some cases we can probably breathe some fire. But as you move along it becomes a little bit more difficult to say that somebody must, for example, be made up to the ultimate level of equity participation. It becomes more difficult. But what we need is a system, most of which is within the firms, within the businesses. And it is not something that is outside of what is good for them. The best firms, the best businesses, the most successful ones, are those that recognise the value, those that recognise the work, recognise the effort and have something along the lines of a meritocracy to reward those people who put in the effort because they have the ability. So it is in the interest of businesses and firms to do that. But it is not necessarily our role as Government to say, *You two or you ten have to get married*. That is where it becomes a little difficult, Madam Speaker.

I know, having been there, that it is not that easy. But if firms do what is in their own best interests, in terms of the right culture, the right process, the right procedures that recognise values, viable contributions, assesses abilities appropriately, creates the right expectations in those people that represent their staff, those firms are going to be more successful and they are going to be able to manage people and their expectations easier, whether that is to whatever level the employee is short of equity partnership or some equity interest, whatever level they are interested in. Or, ultimately, through to the pot of gold at the end of the rainbow or the buried treasure, whatever it is that they . . . I think it was buried treasure, my colleague, the Fifth Elected Member for George Town used as

an analogy. But, Madam Speaker, it has to be because people have put in their effort and their time. Their success is inherently linked to the success of the firm. It is not just a case of . . . and perhaps a weakness in using the analogy of buried treasure might suggest that it is not linked. But the success of a professional firm, whether it is accounting or a law firm, is linked to the quality of the individuals involved, the quality of the service they deliver, and how well they meet client's expectations.

There is no reason why . . . and Cayman is replete with examples of young, as well as older people who have those abilities, who have either chosen not to continue, or have, in fact, continued, and are examples of people who have succeeded and who have been through that process, or young people who aspire with the Caymanian dream to go through the same process who want to work hard, who want to contribute, who want to have a valuable career, a meaningful career, and a meaningful life. We have many examples.

As a Government, and as any government from time to time, we have to make sure that the environment is correct and anything that could be done in the way of persuasion or through policy levers, and in some cases legislative levers if necessary, to create that environment to make things happen. And the same things that should happen for Caymanians should happen for anybody else who is here putting in those efforts to. But our Immigration Law here says that Caymanians have to be preferred. *Caymanians have to be preferred*. So that is what it is.

While we are talking about everything else working, we also have the Immigration Law which says it has to work for us too. And as politicians, that is our position. It has to work for Cayman and Caymanians.

So, Madam Speaker, I will just conclude by saying that this is an issue that we will continue to look at. We will, in the context of assessing specifically in relation to the business licensing environment, see what is working today, what is not working so well, try to rationalise those to create the right environment and to strike the right balance.

[Hon. Anthony Eden, Deputy Speaker, presiding]

Hon. G. Wayne Panton: At the same time, as a Government, Mr. Speaker, seeking to ensure that those opportunities that we want for our own people are available to them. And we will do nothing less. Certainly, I do not believe this Government is willing to do less than that.

Thank you, Mr. Speaker. I wish that I had more to continue with, but I think the afternoon has been long enough for us. Thank you.

The Deputy Speaker: Does any other Member wish to speak? [pause]

I call on the honourable Member for North Side.

Mr. D. Ezzard Miller: Thank you, Mr. Speaker.

I rise to give my contribution to Private Member's Motion No. 14, Career Pathways and Ownership Opportunities and to support and congratulate the mover, the Fifth Elected Member for George Town, for bringing this Motion forward.

Mr. Speaker, I have stood in these hallowed Chambers for years, going back to my first term between 1984 and 1992, and talked about the things that were happening, particularly in the financial industry and professionals in Cayman. And everybody, including the professionals that I was talking about, the people in Government, they just write off anything Ezzard says because he knows nothing about the financial services. So, it is particularly heartening for me today to hear it from one who has been in it for many years, and is as qualified to be in it, as the Fifth Elected Member for George Town, and to hear him talk about the lack of opportunities, the victimisation, the prejudices.

We just heard the Minister of Financial Services lamenting the fact that he was a witness to a Caymanian being rejected because he was from Lower Valley and he spoke kind of funny. You know, Mr. Speaker, they have been dumping this stuff on us for longer than I care to remember.

I can remember when I was a member of the Kiwanis Club and you would hear these people come here from England and Scotland that could hardly be understood, complaining about the way a Caymanian spoke on Radio Cayman—not Radio Scotland, you know; Radio Cayman! And that they needed to speak *proper*. I think that is the word they like to use—*proper English*. And they use all kinds of excuses against qualified, ambitious, deserving Caymanians who, Mr. Speaker, far too often—I just heard the Minister of Financial Services repeating it again—put in the effort and the time.

Mr. Speaker, I am not talking about anybody who does not want to put in the effort or the time. I have never gotten up here and advocated that somebody who is sitting on the sidewalk be made a bank manager. But you cannot tell me that Harry Chisholm and Leonard Ebanks are the only two people who could possibly manage a bank in Cayman and who had less opportunity to get academic qualifications than any Caymanian today, or for the last 20 years. We have people that have the Institute of Bankers qualifications with distinctions, 25, 30 years of experience in middle management, and the Government is still giving work permits for them to bring in foreign managers.

Part of the reason that Caymanians are getting discouraged is because they have no heroes to look up to in these industries any more. In the 1970s every single hotel on Seven Mile Beach was managed

by a Caymanian. Today, not a single one is. And when qualified, experienced Caymanians apply for the position, they drag them on until the Business Staffing Plan stamps their passport. Then they tell them they do not need them anymore. What does the Government do? It starts an entry level course into the tourism industry. And that is just another piece of paper that Caymanians will have to get, to get started.

We allow these people to come here and tell us that cleaning a hotel room, for instance, is such a difficult thing to do, and that you need all this training to clean a hotel room, or serve a drink, or mix a drink at the bar. Some of the best bartenders this country has ever had, learned it on the job. And I can tell you this, Mr. Speaker, you can start on the Seven Mile Beach when you leave here today and stop at every bar and order the same drink, and everyone is going to be different! Don't order anything unusual, like yellow bird, you know, or screwdriver, or Tom Collins. They never heard about those things. If it does not come out of that mixing machine, you cannot get it. Mudslide comes out of a machine with ice in it. And, the person who invented the mudslide in the Cayman Islands can't get a job as a bartender. What they are serving you is not a mudslide; it is a mix of alcohol and milk. They have no idea what is supposed to be it.

We constantly, constantly allow these people to come here and set standards that are not applicable to us. And they tell us, *Oh, we are catering to a global world*.

The greatest growth in tourism in this country was during the 1970s and early 1980s. It was built on relationships that Caymanians developed with tourists, and they came back every year. Today, if they come here and they do not see a Caymanian they don't want to come back. I do not blame um.

I go to most of these restaurants on Seven Mile Beach and the way they treat you there, first of all, *he's Caymanian and he shouldn't* . . . they look at you like, *You should not be there. What are you doing here?* And they do not know whether to serve you from the left side or the right side, where they take it from or where they put it back. But they have short skirts and everybody thinks that that is important, so they give them the job. And they do not have any qualifications. The last time I FOI'd [Freedom of Information] from Immigration, the qualifications of people in the tourism industry working as barmaids and bartenders for one of the largest hotels on Seven Mile Beach, not a single person had any qualifications as a bartender who was given a permit. And very few, if any, had any experience.

Moment of interruption—4:30 pm

The Deputy Speaker: We have reached the hour [of interruption]. I will call on the Honourable Premier to move a motion to suspend Standing Order 10(2).

SUSPENSION OF STANDING ORDER 10(2)

The Premier, Hon. Alden McLaughlin: Thank you, Mr. Speaker.

If I can just indicate to Members what is my objective, Mr. Speaker: We have this Motion yet to complete. There is a Government Motion and there is the Strategic Policy Statement and a number of questions left to be completed during this Meeting. I reckon that the presentation of the SPS statement and then the Motion and the debate thereon will take some little time. In recent years the practice has developed that some Members, particularly the Leader of the Opposition, generally debates the Motion. So, I wish to conclude this Meeting of the House by Friday evening when a number of us have to travel to London.

I am endeavouring to get this Motion completed this evening to hopefully ensure that there is sufficient time for the SPS to be properly debated and the motion voted upon before I and others have to depart on Friday evening.

So, against that background, Mr. Speaker, I move the suspension of Standing Order 10(2) in order that the business of the House may continue beyond the hour of interruption and until the conclusion of the debate and vote on the Motion before the House.

The Deputy Speaker: The question is that this honourable House continue proceedings beyond the [hour of interruption].

All those in favour please say Aye. Those against, No.

AYES and one audible NO.

The Deputy Speaker: I think the Ayes have it.

Agreed: Standing Order 10(2) suspended.

The Deputy Speaker: Honourable Member for North Side, would you please continue your deliberation?

Mr. D. Ezzard Miller: We should have worked from 10:00 this morning. I have been down here all day.

Mr. Speaker, the two speakers so far, the mover of the Motion and the Minister of Financial Services, have dealt almost extensively with the financial industry. But I think it is very important, Mr. Speaker, that we all recognise that this, and these concerns, are not unique to the financial industry. It is in all industries. It is completely decapitated in the construction industry which was where Caymanians figured they could always get a job and grow.

You know, Mr. Speaker, it was this year we passed the new Trade and Business Licensing Bill into Law. And now the Minister tells us today that they have some committee reviewing that and the LCCL to look at these exemptions, because we put all the exemptions back into the Bill for these people. We have

the same problem in the medical fraternity. Anybody can come here and hang up a shingle. And we have somewhere in the region of 25, 30 Caymanians qualifying in medicine over the next couple of years. What are they going to do? Where are they going to work?

Mr. Speaker, the Government and the Acting Deputy Governor are as guilty as anybody else. They no longer, for the last 20 years, are training Caymanians to take over specific positions in government. And every time the opportunity comes up, they find some excuse. A good example is the helicopter pilot. We spent millions to buy a helicopter. We sent it all over the world to get it fixed up. One Caymanian goes off and gets qualified as a helicopter pilot. When he comes back they put every stumbling block that ever came out of High Rock in his way. When other people help them and organise it, they don't stop until the people they are getting advice from, mess the whole thing up by continuing to demand more and more of the Jamaica Government who would train them, until they expected him to go buy a helicopter to train him. He went and got accepted to school, would not help him.

We have it in hotel management. We have five or six Caymanians who have gone off on government scholarships, Mr. Speaker. Not a single one of them is into hotel management today. Why? And the greatest disruption, the greatest destruction to the Cayman Islands hotel and tourism product has been the advent of corporate America coming in here and dismantling the system we have, and every time we get a new manager for a big hotel we change the government policy and invent something else.

They destroyed the whole relationship on which Cayman tourism was built on. It's all numerical, now, you have to clean 10 rooms for the day, don't talk to anybody. That is not how Cayman tourism was built. Cayman tourism was built that when the maid was cleaning the room . . . and, Mr. Speaker, they cleaned it as good as anybody from Timbuktu. Better! And the guest would say, *I hear Cayman is famous for turtle meat or fish and fritters. Can you tell me the best place to go? They said, don't worry, Johnny is going fishing tonight. Tomorrow I'll bring you some fish and fritters. And she would bring um and give um to him. Try that today and they will fire you!*

When I was Chairman of the Immigration Board I had to summon a manager to the Immigration Board for chastising an employee for offering assistance to a guest, because she was a *maid* and she should not be talking to the guests.

Mr. Speaker, I tabled an opinion here Friday evening from the Attorney General's Chambers on section 50 of the Law. Now we know why they get the permits. The Minister of Financial Services talked just now at length about how we have to allow these people to come here on work permits who work in the industry. They should be promoted the same as Cay-

manians. The Immigration Law does not say that. That is not what the Immigration Law says.

Section 51 of the Immigration Law says, **“During the currency of a work permit, the holder of that permit may not be promoted or re-designated without having applied for and received the approval of the Board or the Chief Immigration Officer, and the Board or the Chief Immigration Officer in considering the application-(a) shall be satisfied that the employer has complied with the requirements of the Business Staffing Plan, . . .”** We know that’s a joke because the chairman tells me and the Member for East End that scholarships are not required for a Business Staffing Plan; that was not in the Law. When we read it for him he said, *Oh, I didn’t know that.* That is how much monitoring is going on.

They got a letter from two sitting Members of this Legislative Assembly hand delivered to every member. They did not even have the respect or the decency to record in the Minutes that we wrote them a letter, much less do anything about it. When foreigners tell us it is Caymanians doing it; that is true, you know. It is the boards that are doing this kind of thing.

And when people like me complain, they say, *Oh, that’s just Ezzard sounding off. He’s anti-business, anti-expat. He’s afraid of them.* I’m not afraid of anyone; I am afraid for my people because what they come here and we allow them to do to our people. That’s what I am scared of. And we are scared to stand up to them because they might go somewhere else. If there was anywhere else for them to go, they would not come here in the first place. And certainly, after they come here invest and set up shop, they are not going to leave in a hurry.

Mr. Speaker, here is the basic problem we have. The Immigration Law says that every job in the Cayman Islands belongs to a Caymanian. That is what it says. It says that you cannot have employment in the Cayman Islands unless you are a Caymanian. Otherwise, you must have a work permit. And the law goes on at length to insist on the requirements that they have to go through, such as advertising, et cetera, to prove that they cannot find a Caymanian.

We amended the law here in October 2013, the famous TLEP [Term Limit Exemption Permit] amendment. And the Government told people like me we did not have to worry because if a Caymanian applied and they did not report it, they would be fined \$20,000. Has anybody been fined \$20,000 since? I don’t think so. I know of at least one instance where I believe the evidence I have, says they should have been. When I reported it to the enforcement arm of Immigration, they called the Caymanian that applied for the job and told him that he would have to identify to the employer that he had complained. He never complained; it was me who complained on his behalf. But that is what they do.

I wrote a letter against somebody being granted Cayman status; nothing has been done. I haven’t heard anything about it. I got a call two weeks ago saying, *We are considering this application. Do you have a problem if we tell the person that you complained about him?* I said, *No. I don’t have a problem. I announced that on the radio.* I told him I was going to do it. I wrote the Chief Immigration Officer, nothing was done. I wrote the Chairman of the Board, nothing was done. I wrote the Chief Officer in the Ministry and he did nothing. I took it to the Governor and the Deputy Governor. They did nothing. Now the board is considering the application and they are going to call me. Because when they call most Caymanians we tell them, *No, no, no, don’t get me involved in this.* But that is what they and the police cannot get support from the community because they do the same thing. I am not asking anybody. I know what they did me.

It says in [section] 41, **“(1) Subject to subsection (2), no person shall carry on gainful occupation in the Islands unless- (a) he is Caymanian.”**

Go back to the 1971 Caymanian Protection Law, it says the same thing! But this has been watered down by every Government since 1972, and we put anything in here to accommodate anybody except our people. And then we are wondering why Caymanians are getting disenfranchised. We do not have any problem giving the exemptions to the law that we create now though, you know. For years we have had trouble with Caymanians getting articulated. The Attorney General told us down here last week that Cabinet, since 2006 to 2015 have given 19 exemptions. We have 19 of them articulated while Caymanians could not get articulated.

Well, they are going say they had better grades, or the Caymanians did not have this. Well, I know at least three Caymanians, one in particular, who has unquestionable grades, and the law degree is a second degree, not a first degree, but they had to leave the country because they could not get articulated—had to migrate.

The Minister of Financial Services talked about what I call the CUFs, Caymanians Up Front. And that anybody who gets promoted we should not consider that they are just put up to look good so they can get more work permits. But that is what they do. Of course, the Caymanian is deserving of; he earned it.

[Hon. Juliana Y. O’Connor-Connolly, Speaker, presiding]

Mr. D. Ezzard Miller: Madam Speaker, I am not asking anybody that. That is how I got a Caymanian promoted in the firm. More than deserving!

If we look at today’s *Cayman Compass*, there is a beautiful colour picture there of hedge funds. I see two Caymanians whom I recognise. But that is what

we do. Somehow that must be satisfactory to the people coming out of high school, that somewhere along the road something will change.

I keep hearing about the Legal Practitioners Bill. Now, Madam Speaker, I support a new Legal Practitioners Bill, but the Bill should be about the practice of law in the Cayman Islands and how we discipline them and how they cannot get licensed overseas by the Internet, and have to come here and do a bar exam and put in a couple of years before they can do the bar exam. You cannot legislate in a professional Bill, requirements for ownership and promotion and all that. There are other laws on the books that we must enforce to do that. We cannot tell them they have to promote Caymanian A, B, C or D. But we can tell them they cannot promote the one on the work permit. The law allows us to tell them that! And if we tell them that, they will find one of the four Caymanians to promote. But what we do is promote them and then they qualify under the point system to get residency and status, and then we call them Caymanian. The most famous one of that was the medical profession in this country where everybody got it so we could have Caymanian doctors. And the Caymanians went overseas and trained and struggled, came back here and cannot get any assistance to specialise while the HSA spends hundreds of thousands of dollars to buy apartments to house locums from other countries, rather than train the Caymanians. Half of the money they pay for the apartment could train the 10 Caymanians to be specialists. And we say nothing. We do nothing.

Madam Speaker, I am so tired of hearing this old record. *We have to think globally.* But we are bringing people here out of the Northern Territories of Canada and the only thing we got out of them is snow and moose. They have never seen a mutual fund! But they come here. Two years after they get here they are made manager in accounting firms, and the Caymanian who has been there four years with all the qualifications, doing all the work, cannot get promoted, because the Caymanian has extended social environments he has to attend to.

He cannot be playing on the Internet all day long, and come 5 o'clock they look to see who is leaving first. He has to go and pick up his children from school at 3 o'clock. They force them to take their lunch time for that, you know. And at 5 o'clock they have to go home to look after the children, and if they have an aunt or an uncle or somebody who is sick, they have to look after them and don't have time to go to Sunset House and drink beer and eat finger foods with partners. But that is what gets you promoted! And they talk about good merit?

You have no idea how many times they took their exams to pass them, you know. They do not have to take the exam when they come here. They look at their CV, their audited Walmart, they audited shops, stores, a little bit of some of them that did oil or

something, and they come here, we roll out all the training. The Caymanian has to train them or that's insubordination, to audit mutual funds, et cetera. And then while the Caymanian has to go home and look after his family, they go Sunset House and undermine him with the partners, and the senior managers get the promotion over him.

Caymanians need to remember one little thing, that thing that looks like tamarind pod called cow itch. Madam Speaker, I am tired of hearing these excuses about Caymanians. A Caymanian given equal opportunity, equal reward, equal motivation, outworks anybody in the world. But you cannot give him half of what you are giving everybody else. Why do you think they went to court to stop the FOI from Immigration that unveiled the salaries that they were paying each other? It was because they do not want the Caymanians to know!

If you look at it, Madam Speaker, you will see that even the salary for people on permits depends on what country they come from. Of course, they will tell you it has nothing to do with the country they come from. People from certain countries are always better accountants than people from other countries. But, somehow Caymanians are always getting the short end of the stick.

You cannot justify to me today that with all the Caymanians that are trained in hotel management, that there is no Caymanian in hotel management today at the top. Somebody went to be interviewed by one the other day from the Bahamas. He looked at the Caymanian and said, *I will tell you one thing, if you were in my country you would have my job; I wouldn't have your job.* But the Minister of Financial Services says that is a bad thing—*we cannot do what the Bahamas did, because, after all, Cayman would not exist as well as the Bahamas;* time to put that record away now too. That's like all the Government excuses about Hurricane Ivan. Put them away! Ten years is long enough to overcome anything.

If you go to a hotel in the Bahamas today, it is Bahamians who are going to serve you. If you go to a law firm, it is Bahamians who are going to talk to you. If you go to a bank, it is managed by Bahamians. Part of the problem here . . .

Madam Speaker, I do not believe that Royal Bank can decide to print my chequebooks unless they call Bahamas, you know, since Harry left.

One of the biggest injustices that happened in this country was when he left there and they allowed them to bring in somebody to replace him and with all the Caymanians that he trained in all those years. I am not talking about people who do not have academic qualifications, you know; it's people with MBAs, 25, 30 years of experience. But we are afraid to say something. We are afraid to enforce the Immigration Law that we have. I admit, we cannot tell company A they must hire Caymanian B, but we can tell them

they cannot hire foreigner C. But somehow we cannot do that anymore.

These global standards that Caymanians cannot reach, what are they? We leave here from a little village in North Side, we go overseas (for some of us it is our first trip on a plane), had to find our way to university. It is not like these days today when the parents go with them, Madam Speaker. We had to find your way, and your parents expected you to use your intelligence to do that. You go there, they call you all kind of names, intimidate you in all kinds of ways; from the professors down, you know.

I will never forget (but it was the best thing to happen to me in my life) when I went to class on a government scholarship. And I went in as my mama told me—*You must be respectful to people*. I went into the office of the Head of the science department and introduced myself as the student from Cayman. The man did not even look up, Madam Speaker. He just kept writing. He said, *Oh, you're the student from Cayman. You should not be here. A Jamaican should be in your place*.

I said, *I am sorry to hear that. My government is paying for me, and I am not leaving until I get my qualification*.

What that did, Madam Speaker, was motivate me. And they used to use my answers to the questions to explain to the Jamaicans how they should answer the question. When you come back here, you had Caymanians running around here about Ezzard hadn't passed his exam, because I refused to be registered in Jamaica. I think all I had to do was pay \$20. But we registered in Cayman.

I have always been pushing the envelope, Madam Speaker. I wrote the 1974 Health Practice Law that allowed Caymanians to be registered in this country. And I made sure that everybody who was in the healthcare was grandfathered in from their experience level.

Madam Speaker, when, when, when are we Caymanians going to recognise that nobody comes to the Cayman Islands for our benefit? Nobody! Anybody who migrates from a better set of circumstances than Cayman to the Cayman Islands on his own volition is an idiot! If you see me leave Cayman to go and work in another country, it has to be for Ezzard's benefit. There is no question that Cayman has enjoyed a certain amount of economic growth and we Caymanians have fought to take advantage of it and got some of the jobs. But not a single one of them comes here for Cayman. If they come here for a Caymanian when they are leaving, why aren't they leaving everything behind? They have to go through the airport. Give their chequebook to one of these homeless people. They came for Cayman, right? No! They came for themselves. And we need to recognise that.

I do not say that that is wrong, Madam Speaker. I do not hold that against them. But we have to stop bending over and giving them the storefront,

because they do not deserve it. They deserve an opportunity *IF* they are not keeping an opportunity from a Caymanian. And we have the laws on the books. But we do not enforce them. Why?

Madam Speaker, the other thing is this: Anytime people like me get up and advocate for Caymanians, *It is difficult to do that now, Ezzard. You have to be careful. You don't want to step on anybody's toes. We can't offend anybody*. But anything they want us to do we do it freely. We're even changing to daylight savings time now. A couple of them need to come to work early in the morning? Get up early and come work. Don't force my people in North Side to get up an hour earlier and burn more electricity and everything else to send up their cost of living just because a couple of lawyers in town and a couple of bankers want to be on the [same] time as New York.

The Speaker: Member, I would encourage you not to anticipate, as I am sure you appreciate that Standing Order better than most of us.

[Inaudible interjection]

Mr. D. Ezzard Miller: Madam Speaker, I am not anticipating. But that is an example. I can give you 10 more examples.

We say before, Cayman experience—that has no value, you know. That is worth nothing.

How is it we can bring somebody from a South American country, for instance, not the greatest country in the world for tourism, can hardly speak English, but we bring them here and make them manager of one of the biggest hotels on Seven Mile Beach? The first thing he did was to go and run Caymanians off the beach, but he ran the wrong person. And when you report that to the authorities, *Oh, well, he would not know that*. Instead of giving him a proper chastisement, they tell him don't make that happen again because that is public. And if you have a liquor licence you cannot stop the police from coming through the doors.

Anything to help Caymanians is super complicated, very difficult to do, and we have to be so careful when we are doing it. Anything for them! *We want to change the Planning laws*. No problem. *I need 30 per cent concessions of the value of this development from the poor people of the country*. No problem. Give it to you right now with duties and everything else. You are going to hire Caymanians? *Oh yes, oh yes*. When they finish they hire one. Or they hire CUFs [Caymanian Up Front], one or two, so they can hire 600 more other people.

Madam Speaker, I have stood here before and I warned the country. Caymanians are getting fed up. All that happens is, I said, Listen, there is a revolution coming. *Oh no, no, no; you shouldn't use that word*. Any time you get educated people in a country

who do not feel they can enjoy the same benefits, particularly in our set of circumstances, where you have more of them than us, and they are getting all the brotha, things are not going to settle down well.

I said before, people in the Cayman Islands are crying out for one or two things: A Martin Luther King [Jr.], so that that revolution ensures that we keep the status quo, but Caymanians get a part of it; or a Malcolm X. Caymanians ain't getting anything out of it and are going to mash it up anyway. We want the former, not the latter. But we are running out of time. We are running out of time.

These people that we have allowed to take charge of this whole employment situation are not going to give it up lightly. Madam Speaker, I know they think it is a joke when I say that when they recruit somebody, it depends on whether they need a person for their hockey team or their rugby team. Madam Speaker, I have sat down and listened to these people planning this. *If we bring in our friend, John, he was good at hockey in high school and he is almost professional, we could win the hockey league in Cayman.* And they apply to the board and they get a permit.

They tell us that Caymanians are lazy, Caymanians don't want to work, that is a post-1990 phenomenon in this country, you know. Caymanians were always considered hard workers and industrious people. They faced some of the most difficult odds in terms of getting higher education. And we go and we succeed. The young people tell me, *I do not understand, I'm at the top of my class. All the people who are getting Cs and Ds are being head-hunted by big corporations in the United States. When they come to talk to them, because the professor tells them I am top of the class, I cannot work because I do not have a green card.* They come to Cayman and they go around to these firms and they put their CVs down and they are treated like they are criminals. There is no effort to recruit them.

When last has a partner from a law firm or a bank or an accounting firm visited their scholarship students overseas and took them to dinner? You know what it is for college students who are eating hamburger and fried chicken all year long to get invited to a nice restaurant and get a good 15 ounce steak?

Mr. V. Arden McLean, Elected Member for East End: And the Government doing that; don't invite half of the students up there because of politics.

Mr. D. Ezzard Miller: Yes.

And, Madam Speaker, these are the little things that we can do, that we do not do.

When you suggest this to some of the partners, they look at you like, *Hmm, what are you talking about?*

Madam Speaker, this Motion is timely, this Motion is important. To me what is most important

about it is that it is not coming from that North Side radical. It is coming from one who grew up amongst them, who went overseas, in spite of them, got his academic qualifications, came back here, worked his way through law school, became qualified and that is how they treat people like him.

I have a very good friend who has top academic qualifications, worked in the government financial services for 10, 15 years, maybe longer. He has now been out in the private sector for another 15 years. She keeps saying to me, *How can these people get work permits? They come into the office. They hire them as VP. They do not know anything about the work.* The Caymanians are training them, and then they get promoted above them.

I tell Caymanians to remember three little words, Madam Speaker. "I don't know." That is not insubordination. You come above me, you are supposed to know. Because that is the other thing the Immigration Law says, you know. You have to be qualified for the position to get the permit. But too often, far too often, people in the position to make the decision in this country about employment, do what I call negative interviews about Caymanians. They do not stop until they find that one little thing not to hire them. But if they come from Timbuktu they will turn over every stone, use every political ploy you can to get them a permit.

Government after Government sits down here and does nothing. We talk about it. When was the last time a Government issued a directive to the Immigration Board? It used to be a common thing. Jobs that I know were prohibited from being considered work permit were condo managers, because I was in Cabinet when we did that one. The only time that one down in West Bay who made all that money building condos, Brian Butler, the one time in my life that he spoke to me was the morning after we issued that directive. He was lined up down here wanting to talk to everybody in the Legislative Assembly about how we were going to ruin the industry. It did not ruin the industry.

We used to prevent cleaning agencies and companies from going into these condos and cleaning the place because that was left for the little Caymanians to get the job. It's common practice now. Why? Why are we allowing these things to erode opportunities for Caymanians? All we have to do is enforce the law.

The Government could issue a directive tomorrow in Cabinet. No more construction work permits issued or renewed until Caymanians get full employment. Madam Speaker, people in my community, like the Dises, the developers of Cayman Kai in the late 1970s and early 1980s were paying \$18.00, \$19.00 to carpenters and masons. Today they are being offered jobs for \$8.00 per hour. Why? Because the Government issued permits to these people who can come in here and work for these figures.

We just passed a Builders Bill. Anything changed? No. Permits are just as easy to get as ever. We have a situation now where the architects are basically taking over the construction industry because they are telling the client that they are the best ones to manage the project. Then they hire subcontractors. And if you ask them how to cut a hip rafter, they don't know what a hip rafter is. But they are construction managers, quality assurance.

The problem that I have in my constituency, Madam Speaker, is that up until about 10 years ago Caymanians could always get employment in the Cayman Kai area as gardeners and little maintenance work and all of that. Some gardening and maintenance company started going up there offering them, if they can get three or four they would do it for little or nothing. So, my people cannot get work anymore for gardening and maintenance in these areas. We have all these people—all on work permits—coming up there doing all of the yard cleaning.

Madam Speaker, in my view, some of them are doing nothing but scoping the place up to come back and rob it the next night, you know. But we never had that problem up in Cayman Kai when they were hiring North Side people to do their gardening and their maintenance work, you know. But if I say that, I am anti-foreigner again.

Mr. V. Arden McLean: Oh yeah; anti-business.

Mr. D. Ezzard Miller: Madam Speaker, I must tell you that after listening to the Minister of Financial Services I am really depressed. He never offered me one glimmer of hope that they were going to do anything about any of this, other than we must make sure it is fair and square. Must make sure it is fair.

Mr. V. Arden McLean: Talk, talk, talk.

Mr. D. Ezzard Miller: Everything is for somebody else other than Caymanians that we have to do things for.

This is Cayman, you know, Madam Speaker. This is supposed to be Cayman. Caymanians vote us in here. Those other ones might have provided campaign finance. I don't know, because I never dealt in that. And some of them I know tried to influence elections by telling their employees not to vote for people like me.

We had an opportunity earlier this year when we passed the new Trade and Business Licensing Law to have removed these exemptions for doctors and lawyers and all of that. We wouldn't do it. Now we are going to set up a committee to study the law we just passed to find out if we can do anything about it? And we have this, which I find very troubling, that the LCCLs now can do anything which is not prohibited in their licence. It used to be that you could only do what you were authorised to do. The Government's interpretation of that now is that as long as it is not prohib-

ited they can do it. So look out small business Cayman, because none of those licenses that I know about carry a long list of prohibitions. All that I have ever seen say you can do A, B, C, and D. Does not say anything about what you cannot do.

I assumed all along that the only things you could do was what was specifically authorised could be done under that licence. Does it mean that if I have a pharmacy licence and it does not say I cannot operate a medical clinic, I can operate a medical clinic next week too? That's a local business licence. Does it extend to that?

If I open a pharmacy next week and I get a pharmacists licence and, I need somebody to write prescriptions for me, can I go and hire a doctor and his job will be only to write prescriptions for me? They wouldn't want that, but they allow the doctors to do exactly that now, you know. Almost every one of these doctors in the private sector have their own pharmacy. It's prohibited under the 1990 Pharmacy Law I passed in this country that the 1992 Government repealed and has not replaced. You hear about conflict of interests, and opportunities for professional misconduct? Think about it. What can be more dangerous than that?

When I say it, Lord, you will hear it next week now that Ezzard is getting ready to open another pharmacy, and I am trying now to fix it up so that I can make plenty money. Those days are done for people like me. But the problem we have now, Madam Speaker, is that, yes, we have to consider "globally," but not for the preparation of Caymanians, you know. The problem we have is that a lot of these institutions now have satellites open all over the place to send them business. Madam Speaker, did you hear what I said? To send *them* business; not send Cayman business, you know.

The same thing is happening in the tourism industry. They are opening up hotels under big chain numbers to send their clients here. They are not promoting Cayman.

I was privileged to hear Mr. Paget Brown deliver a speech a couple of years ago at the opening of the Grand Court. He talked about when he came to the Cayman Islands and he and Mr. Walker, the guy from Maples, Mr. Maples himself, and Calder, how they went overseas they promoted Cayman. And when they came back they would compete for the business. That is what built us; we promoted Cayman, not individual firms.

When you ask them, *How can you do this?* And we see that that is another threat for people like the Elected Member for George Town, [we hear]—*You know, we will close our law firm in Cayman and open somewhere else, because we already have a satellite issue over there sending us business.*

Mr. V. Arden McLean: That's what they are trying to do in the Legal Practitioners Bill.

Mr. D. Ezzard Miller: Madam Speaker, I hope that the Government . . . I know they are not going to listen to me. I do not expect them to listen to me, right? But I hope that they have listened to what the Fifth Elected Member for George Town said, because that is from the horse's mouth. He's been there, done that. And there might be a tendency to say, *Well, yeah, he just couldn't get all he wanted so he decided to go into politics.* That is not the situation, Madam Speaker.

The joy in my heart here, the only hope that I have here today did not come from the Minister of Financial Services, it came from him, because he is getting up here and is saying it. Up until this point, with people like me saying it, they quickly dismiss me in the media and everywhere else because I have never worked in the industry and I do not know it.

Mr. V. Arden McLean: Worsa me!

Mr. D. Ezzard Miller: So, Madam Speaker, I say to the Government, take heed. No Member here is asking the Government to upset the applecart at this stage. But if we do not do something about it, the applecart is going to get turned up and the apples are going to be all over the street and they are going to be crushed and there will be no juice in them for anybody. None of us want that for our children. But when these people come here they accept our generosity and then they take it for stupidity because we are stupid! We allow them to take advantage of us; will not put our foot down. And it is happening, Madam Speaker, in all—in all—areas of life in Cayman today, from gardening to law firm partner, to accounting firm partner, to bank manager and everything in between. In the real estate industry, it's the same thing. In the retail stores downtown, same thing. Caymanians go in and apply for a job and they do not have any jobs. But there are five of those straight-hair people up in there. And I'm not talking about people with retail experience.

Madam Speaker, I am not asking. It is not something I hear; it is something I experienced. Too close to home to talk about it. But that is what they do. They don't care what you have, it's not good enough. And, Madam Speaker, everybody in here knows how I feel. I used to be the sore thumb sticking up, you know. But I have at least five fingers up now and it is growing. It is growing. And if this Government loses the next election, it's this they are going to lose it on.

Mr. V. Arden McLean: If they lose it? Don't come with that.

Mr. D. Ezzard Miller: I don't have a crystal ball, but I am telling them, Caymanians elected you young, educated people who, they know, know what is going on out there, who the Caymanians, who voted for you, know that you know, because you have experienced

it. And they expect you to clear the path for them by doing something about it.

Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak?

I recognise the Fourth Elected Member for the district of Bodden Town.

Mr. Alva H. Suckoo, Jr., Fourth Elected Member for Bodden Town: Thank you, Madam Speaker.

Madam Speaker, I have not come to breathe fire, as my colleague from Bodden Town said earlier. But I am going to do what my Jamaican brethren tell me. I am going to rough up my voice a little bit.

I am also standing in support of this Motion brought by the Fifth Elected Member for George Town, and I consider myself another one of those casualties of our financial services. And while I am a Government backbencher, and I know what work the Government is doing to address the issues raised by this Motion, I also know the reality that many of our, especially our young, Caymanians currently are forced to live in. As an MLA I do spend a lot of time talking to Caymanians. And I do spend a lot of time listening to Caymanians.

For the two and a half years I have been an MLA, Madam Speaker, I have seen this Government make attempts, take great pains to address the issue facing many of our people, the issue of unemployment. I have seen the hard work that the Minister of Education has done in trying to ensure that our people get the best education possible. And she has made efforts to address the strategy, address deficiencies, and ensure that our young people are equipped and prepared to take their place in our society. But, despite all the great efforts I have seen this Government make since I have been an elected representative, I am still quite disheartened, Madam Speaker, when I see that the situation is not improving at the pace it should be.

A lot of the problems, I know what the root of the problem is, and it is attitude. It is the attitude that Caymanians are not fit to take leadership positions in certain industries, in certain businesses. It is the attitude that we are not capable. Madam Speaker, I have travelled to many . . . I think I have worked in at least seven countries throughout this world in my career in the private sector. I said recently in this honourable House that I have yet to find an individual who could better a member of my team that I managed. They may have had a little more experience or a little more learning, but for ability, there is no question that Caymanians have built this country and that we are more than capable of taking this country forward into the future.

Madam Speaker, I do not know how many times I have stood up here and talked about this system that we operate under where we import labour

and how we have developed an appetite for cheap labour. And I have talked so many times about the ill effects of that. I am so pleased to see that the Minister of Labour is moving forward with our minimum wage, which I think will go a long way towards addressing that concern. But when I, as an MLA, start to get contacted and approached with concerns [raised] by members of the very Immigration boards that we have appointed, that is where I have to draw the line, because something is not right here. Something is wrong when our own Immigration Board members are having difficulty with some of the decisions being made and some of the things that are happening with regard to the Immigration Law.

Madam Speaker, we do rely on Immigration to control the flow of expatriate labour in to this country. I believe that the current system, as it is, leaves a huge void that has to be addressed, because it seems that as we continue to import labour . . . and I have recently seen some statistics indicating that there are no issues with getting work permits in this country.

Mr. D. Ezzard Miller: That's for sure.

Mr. Alva H. Suckoo, Jr.: We obviously need to attack that problem at the root. I have said it before, and I will say it again: decisions on work permits are being made in the absence of labour information. Until we can either move the work permit process from Immigration to Labour, or find a way to have those two components working together seamlessly, we are going to continue to have this issue.

Madam Speaker, cheap labour is an issue. I have talked about it before. We have to find ways to stem the flow of cheap labour into this country. It is bringing a host of problems that this Government then has to turn around and deal with. We are importing poverty. We are forcing our young people to compete with cheap labour. I have seen numerous examples, Madam Speaker, where we have granted work permits for individuals who have no more training, no more education, no more experience than our young Caymanians. Yet, they continue to flow in here and we continue to disenfranchise our young people. This cheap labour is competing with Caymanians who, in the past, have not been upskilled and not been given opportunities to keep abreast with labour changes, the labour requirements in our market. As I said earlier, I am pleased to see that this Government has recognised that issue and we are taking steps in the near future to deal with that.

We need a plan to look after our Caymanians from the cradle to the grave. We are walking down that slippery slope of losing our middle class. And when we do that, we might as well pack up and go home. The middle class is what keeps this country growing and thriving and surviving. And if the middle class is under threat and under attack by some of the attitudes that I have seen imported here, it makes no

sense for me to get up in here and represent my people if I do not speak about it. I would be ineffective as a representative. So, I am going to speak about it today, Madam Speaker. And I said I am going to have to rough up my voice a little bit.

[Inaudible interjection]

Mr. Alva H. Suckoo, Jr.: I am speaking to everybody within the sound of my voice, Madam Speaker.

[Inaudible interjection]

Mr. Alva H. Suckoo, Jr.: Madam Speaker, this Government has recognised the need for technical and vocational training. Quite recently, caucus had the pleasure of discussing some other issues with Dr. Marc Lockhart. I think everyone knows him. He is now practicing as a psychiatrist here in the Cayman Islands. The conversation got around to the concern that we have failed to introduce technical and vocational training from an earlier age and earlier on in our history. He drew the correlation between the lack of technical and vocational training to the issue we have that the Fifth Elected Member for George Town discussed earlier, which was, we have gangs. We have criminality. We have young people turning to criminality for whatever reasons. But I know that when I speak to some of these young people they tell me what the reasons are. They are losing hope, and they are losing faith. And they believe it is up to them to take charge and become masters of their own destiny. Unfortunately, they are taking the wrong road.

Madam Speaker, we have too many young Caymanians locked up in Northward. And we have too many young people involved in violence, criminality, robberies, even murder. Dr. Lockhart diverted from his main agenda when he met with us to discuss that concern with us. And it stuck with me because I had not really thought about it up until that point. But that is the cure—training and education.

There are those of us who have left high school who have become members of society who were holding down middle class jobs. But as these jobs evolved, and as times changed, these individuals do not receive training, they do not receive any upskilling. And pretty soon you hear that word “redundancy” and they are out in the job market again. And they are viewed as unemployable. And where do they end up? They end up at NWDA [National Workforce Development Agency], they end up at Family Services, and they end up at the offices of the MLAs.

Madam Speaker, I am a patient individual. I am a caring individual. I will do whatever I can to help my people. That is why I am here as a representative. But it becomes extremely frustrating for me and my colleagues when we constantly get approached, and we hear the complaints, and as a Government we try to work with the business community. We are offering

concessions, offering support for the businesses. We are not taking a heavy-handed approach. We are saying, *Work with us; we will work with you*, and yet I continue to see so many of my people come back months later and say, *I thought you were going to help me get a job*.

Madam Speaker, I do not want my four-years plus (God willing) to be termed a failure. And there are times when good people do nothing, evil will persevere. And this is one of those times.

I continue to hear about the complaints and see examples of our Immigration system somehow allowing work permits to get approved when there are Caymanians who are capable, willing and available to work. I am not going to stand here, Madam Speaker, and say to anyone that every Caymanian is perfect, that every Caymanian is work ready and able to get out there and take all the jobs that are available in our economy. But I am (and have been for quite some time) very concerned when I see the same individuals come back and come back. I know, because I spend time talking to them. I look at their resumes, I interview them myself. I make recommendations. There are some who disappoint me, because I know they could get the job, but they do not put in the effort. But there are a great many, Madam Speaker, who deserve the jobs and do not get them.

Madam Speaker, I do not need to look very far to give examples to this honourable House of individuals who are capable and able and who have suffered from the discrimination and those same attitudes that have kept so many of us out of these jobs. I am using myself as an example, Madam Speaker, and I try not to become too personal with my experience. But in this particular instance, in this particular Motion and this particular topic, I do not have any qualms about saying what happened to me when I was looking for a job in this country for three years. I made over 50 job applications for jobs I know I was qualified for, only to be told "No," or, more often, I did not hear a word. You do not even get a response to your applications.

Madam Speaker, it was a few months into this term that an individual who interviewed me, actually came to visit me. He was working at one of the firms that I applied to where I was subjected to (I don't want to say exactly how many hours, because memory fades now, but it was in excess of) four hours of interview for a job that I used to supervise at my previous job as a manager, a job that I knew I was more than qualified for. And this individual told me that he was told by the managing partner of his firm that under no circumstances were they to hire me. And this was long before I showed up for the interview.

So, I wasted my time and my energy showing up for those interviews, putting my best foot forward, trying to just simply get employment in my own country. This individual then lost his job. And for his participation in my demise, I guess he wanted some pay-

back, so he came and told me what happened. So I was technically blacklisted, Madam Speaker, in my own country.

Madam Speaker, I have an undergraduate degree from DePaul University. At the time, I think DePaul was in the top 20 universities in the United States. I now have an MBA from Syracuse University. I am certified by Microsoft as a system engineer. I am certified by Check Point as a security analyst. Not to mention over 10 years of executive management experience. And the only job, apparently, that I could get, was this one. But I am satisfied with this one. And I plan to keep this one for quite some time.

Madam Speaker, that situation I think describes what happens to our people when we let our guard down. There are certain individuals in this country (I will not say that everyone is bad); there are many, many foreigners who have come here who have lived and worked among us, who have helped educate and promote Caymanians. My mother just retired from a career that I think was in excess of 20 years at one individual organisation. She worked with good people. Those people looked after her, and she looked after them. It was not perfect. But she was able to raise four children and put them through university working at that bank. And it was not hard for them to work with her and recognise her talents and her contribution. I do not see why it is so hard, why it has become so difficult for Caymanians to be recognised as the hard working, dedicated, intelligent people that we are.

Madam Speaker, nobody on the Government side is anti-business. We recognise that the businesses create the jobs. They create employment. We just want a level playing field for our people. And that is not too much to ask. But I cannot forget, Madam Speaker, that I was elected by Caymanians. I got up and I put my hand on my heart and I campaigned. I promised this country jobs. I promised our people opportunities. And I believed what I was saying. I believed every word. And I continue to do so. I did not tell anybody any fables just to get a vote, because I know that one day I will be called to account for it. And I am not one of those people who can mislead and lie to people and sleep well at night.

I am very concerned about the plight of our young people, Madam Speaker. I have two young men in Newlands who contact me on a regular basis. And I try to get back to them as much as possible. These young men are trying to grow a small business that they created and they are so frustrated. It pains me sometimes to talk to them because I wish that I could assure them that things are getting better. And it is not for any lack of effort on this side of the House. I know we are putting in the effort and I know we are trying. But there are those out there that just do not want things to change.

Madam Speaker, for the past 30, 40, 50 years we have grown two industries that we should be proud

of—our tourism industry and our financial services. One Member mentioned earlier that we do not manufacture very much. Our agriculture is just at the infancy stage. And that is what we have developed here for our people. It is now time, Madam Speaker—it is 2015—for us to guarantee any Caymanian out there who is willing to put in the work and the effort that they can have leadership positions in these industries.

Madam Speaker, I was in Trinidad recently. I was in the BVI recently. I was so taken aback to see, especially in Trinidad, how everywhere I went every person I talked to, every person working in industry there, is primarily from that country and they are proud to hold those jobs. It is obvious what is taking place in those countries. BVI is the same way. They take pride in building their homegrown talent. I know BVI especially; you better not go there with any funny attitude about pushing their people out of jobs.

An Hon. Member: They're not a Belonger.

Mr. Alva H. Suckoo, Jr.: Yeah, I learned that word "Belonger" very quickly.

But, Madam Speaker, I look at the law firms here in particular, and after all these years of development and growth and huge sums of money that these firms have amassed and expanded their firms overseas, and I really have to wonder because I do not see that many equity partners in these local firms. And it cannot be that we are not producing lawyers, because we have enough lawyers over this side of the House. I know the Member for East End is married to a lawyer. My sister is a lawyer.

Mr. V. Arden McLean: Leave my wife out of it.

Mr. Alva H. Suckoo, Jr.: No disrespect intended to the Member for East End.

Mr. V. Arden McLean: [INAUDIBLE]

[Inaudible interjection]

Mr. Alva H. Suckoo, Jr.: But we have some of the brightest minds in the country—born and raised here!

I notice that the accountants seem to somehow gotten it right. I see a lot of Caymanians in leadership positions in accounting firms, and working. But it seems to be this never-ending struggle to get Caymanians established with some longevity in the legal industry. And I am looking forward to the Legal Practitioners Bill. I will not anticipate, Madam Speaker, but I am looking forward to it.

[Inaudible interjection]

Mr. Alva H. Suckoo, Jr.: Madam Speaker, our Premier quite recently made a public comment. I know it is difficult being in the position he is in. I am not making

excuses for anyone. But he is the leader of the country. He does have a certain responsibility through the business community as much as to the people of this country as well. He has to make sure that we find that balance and he has to make sure that things work. So when you see the Premier become so concerned that he has to make a public comment, you know that things are not 100 per cent as they should be.

Mr. V. Arden McLean: But he has the power in his hands.

Mr. Alva H. Suckoo, Jr.: He has the power, and I believe, collectively, we all can fix this issue.

Mr. V. Arden McLean: Oh? We shouldn't be here talking about it.

Mr. Alva H. Suckoo, Jr.: Madam Speaker, businesses have to understand that they can continue to be profitable and earn a good living, make a lot of money here, and they can do it by investing in our local talent. We have to develop our local people, and they have to be partners in this. The Government cannot do it all.

If you think about the cost incurred by a company in renewing work permits, bringing people here from overseas, if we put that much effort into developing our own people, there would be less turnover, there would be less cost. The business will actually profit more. So why do we have this addiction, especially to cheap labour, is beyond me. But I dare say I understand a little bit about why there is a preference for cheap labour over bringing a Caymanian in and training them. And it is about control.

We have to consider the social problems created by continuing this addiction for cheap labour. We are importing poverty. We are creating what I consider to be slumlords in some cases, where the accommodations these people are living in are not fit for human habitation in some cases. It would surprise you to see who owns these establishments. I have seen examples, not personally, but I have heard of examples of prostitution amongst certain nationalities here, that have created these little communities they live in. I have seen and heard of illegal gambling, unlicensed bars, and I have even seen retail operations that are operating off of stolen property. Is this the type of country we want to build at the expense of our young people?

Madam Speaker, we must step up our protection of Caymanians. We have to strengthen our efforts to educate and train, and we have to start enforcing the law. And in some cases, as the Member for George Town stated, we must strengthen the law. As I said earlier, Madam Speaker, it is 2015. And it is time to insist that our Caymanians receive the same treatment—or better—as the expatriate labour that is coming into this country. We need to stamp out the dis-

crimination against Caymanians, and we need to insist that the business community put our people first.

Mr. V. Arden McLean: Insist? Where is that Immigration Law? That is a requirement, my son.

Mr. Alva H. Suckoo, Jr.: I am not making excuses for anyone. We need to get past this stigma and this feeling that it is tantamount to a sin to talk about these problems, because they exist. And if we do not start talking about them and doing something about them it is only going to get worse. I do not want my first term as a representative to be checkered with these issues. I want to go into the next election, Madam Speaker, having made a difference and having made a change.

I think this Motion encapsulates a lot of the concerns that have been raised by my constituents. I think it is well thought out by the Fifth Elected Member for George Town, and I think he captured the concerns that we have all been hearing about. And, Madam Speaker, I am not afraid to stand up. I am not afraid to open my mouth, I am not afraid to talk about these issues, and I am not afraid to deal with them. It will be a cold day down below when anyone sees me back down from this issue, because having experienced the discrimination myself personally, I know someone with my education and my experience, if I have had to endure it, what about those who have not had the opportunities I have had?

Madam Speaker, my Caymanians put me here in this honourable House and I am going to fight to my last to ensure that something is done about this situation. When I leave here . . . and I know that the Fifth Elected Member for George Town asked the question: Why are we here? What is it that the 18 of us want? I want to leave this country better than I found it. I have two young daughters. And I would hate to think that their father spent four years as a legislator and did nothing to protect their future and the future of their friends.

We have a mandate, Madam Speaker, to build a nation based on the manifesto promises that we made. And every last one of us got up on the platform and promised that we would do that. So, I have no reservations, and no concerns about talking about it here today.

Another little trick, Madam Speaker, that I just want certain individuals to know that I am on to, is this way they have of getting rid of Caymanians in some of these firms, where they call them into a room, they put a big cheque in front of them, and next to that cheque is a non-disclosure agreement and a resignation. And they say, *Sign that resignation, take that cheque, sign that non-disclosure and you can go about your business. We will even give you a reference. Just keep your mouth shut.*

[Inaudible interjections]

Mr. Alva H. Suckoo, Jr.: Then they turn around and call everybody that will take their call and tell them, *Don't touch that person.*

Mr. V. Arden McLean: That is what they did you! And they close to you. Very close to you.

Mr. Alva H. Suckoo, Jr.: I am hearing, Madam Speaker, of redundancies (as I mentioned in a previous debate) in the telecom sector. I know that the Government Members are looking into this concern. But we keep hearing about these buy-outs and mergers, and every last one seems to result in some wave of redundancies.

Mr. V. Arden McLean: [INAUDIBLE]

Mr. Alva H. Suckoo, Jr.: Sorry, Madam Speaker, I am getting some pointers from my colleague from East End.

Madam Speaker, the absence of labour unions in this country, some may say that is a good thing; some may say it is a bad thing. But when we do not have labour properly represented in this country, we have a problem. In my opinion, our laws must then be geared more towards the employee than the employer, because the employers have all the protections they need. They have their associations, they have their memberships. But the little employees, what do they have? At the end of the day some of them only have us. But I have big shoulders and I do not mind taking on that responsibility.

I come from a strong family in this country, Madam Speaker. As a matter of fact, we are East Enders.

Mr. V. Arden McLean: Yeah! You better know your place.

Mr. Alva H. Suckoo, Jr.: My uncle, Captain Andrew Pearson, and the likes of him, are who I learned from, and who I get my strength from. People like Captain Andrew Pearson went away and helped to build this country. There are so many other ones I could mention, but he stands out because he has had such an influence on my life and the directions I have gone in. But he is an example. And there are many others like him of the type of Caymanians we have here who are more than capable, more than able to continue building this country. And I am proud to call his name here today and give him credit for his hard work and what he has done for this country, and all the other seamen who have done similarly.

But they are all shining examples of what motivated Caymanians can do. Many of them did not finish high school, Madam Speaker. They left home at an early age and they went out into the world and made the Cayman Islands become known. We have

produced the best seamen, the best engineers, the best first mates, the best captains. Times have changed. We do not go to sea anymore. But the individuals have not changed. We are still a strong, proud people.

I hate to see when our young Caymanians go out into the world in a similar fashion, get educated and get excited to return home, and come home to no opportunities. We have to insist that our young people are given the opportunities now, Madam Speaker. I am not advocating for any sort of affirmative action programme, I am simply saying to give us what is due to us. Many of us struggle economically to get our children educated, pay for university. I know that the Government's finances are restrained. I understand the implications of the FFR [Framework for Fiscal Responsibility]. And I understand why it is that we cannot spend as much as we would like in certain areas. But, Madam Speaker, parents have been keeping up their end of the bargain. I know many, many parents who have sacrificed and worked two jobs to make sure that their children got a good education. So, we need to keep up our end of the bargain. And when I say "we" I mean collectively, the Government, the businesses.

Those Caymanians, who get the opportunities, Madam Speaker, some of them need to stop this crab-in-a-barrel mentality. They make it and make sure that no more of us make it. I do not know many other nationalities that treat their own people that way. My father came here from Jamaica and I see how Jamaicans work together, how Jamaicans fight together, and how they struggle together and ensure that they make it as a nation, under much more difficult circumstances. We need to change our attitudes. We need to start loving each other more and respecting each other more.

Madam Speaker, I know that if I breathe too much fire today, if my voice gets too rough, I will face certain criticisms. They may not say it publicly, but they will whisper it. They will say, *Oh, you have to watch him. He's dangerous.*

Mr. V. Arden McLean: Must be your colleagues, it wasn't me.

Mr. Alva H. Suckoo, Jr.: But as long as I have breath in my body, Madam Speaker, I do not care if it is one term that I serve, I am going to do the job that I promised to do and I am going to walk away from this proud, because I know that I am going to deliver what I came to deliver.

I really do not have any fear, Madam Speaker, of retribution, be it politically or otherwise. When you survive some of the hurdles that have been thrown at me, it does not faze you anymore. You can draw strength from it and you can continue to fight.

I do not want to sound like a stuck record, Madam Speaker, because I know we have been talking about this issue from 2013 and before. But we re-

ally do need to see a change in this country. The Members on this backbench here have talked about these issues. We have talked about the crime, we talked about employment, we have talked about jobs, and we have talked about education. And we are not as patient as some of the veterans that are here with us, guiding us. I know sometimes we sort of get a little impatient and have to be reminded that we have to take the right approach. We are learning. But, Madam Speaker, some of that enthusiasm and anger that you hear coming from this backbench is because we have seen the reality that our people are being forced to live in. And some of us are a little bit younger and less experienced in politics. But also, some of us have been burned.

I am not making threats, Madam Speaker. I am making promises. We must curb this problem. I draw my strength from the people who put me here and from the support that they give me. And I am disappointed sometimes that I cannot deliver everything that I have said I want to. And when they come to me and talk about the issues they are facing, I get a little frustrated because I cannot always fix the problem. But one thing I can guarantee them is a good fight. And I am going to continue to do that.

Madam Speaker, I know there are others who wish to speak to this Motion, and it is getting late. But without hesitation I will support this Motion, and I want to thank the Fifth Elected Member for George Town and the First Elected Member for Bodden Town for bringing this Motion. And I want to thank those who have supported it and those who will. And I look forward at the end of the day to voting in favour of this Motion. Thank you, very much.

The Speaker: Does any other Member wish to speak?

I recognise the First Elected Member for the district of Bodden Town.

Hon. Anthony S. Eden: Thank you, Madam Speaker. I really did not plan to speak on this very important Motion, after listening to the impassionate pleas of what Governor Gore used to talk about, these "Young Turks" when I hear what they have experienced in another world. As you know, chickens shouldn't have any business in rooster fight.

[Inaudible interjection]

Hon. Anthony S. Eden: A cockroach—they get picked quickly.

Madam Speaker, as you know, I have no financial background. I just want to thank my colleague, the Fifth Elected Member for George Town for bringing this forward and having it looked at from so many angles, from different perspectives within this Legislative Assembly by those who have experienced from the Minister of Financial Services, down to my col-

league from Bodden Town who seems to have had an awkward situation and experienced difficulties after leaving a firm he was working with.

Madam Speaker, I know and understand, having been in this business for over 23 years now, the importance of the financial industry to these Islands. Madam Speaker, my plea is for fairness, for conscience for our people here in Cayman. When I am here, understanding the difference in how our people benefit individually, compared to literally millions to billions of dollars the heads of these massive companies benefit from, I just wish they would throw a few crumbs to our Caymanian people.

We are in such great need in so many ways, especially at this time of year when I see the people with the houses, children struggling to get lunch money, parents trying to make their mortgage payments, people losing their houses. Madam Speaker, I do not know what we expect. Do we remember another Government in 2003, when over 3,000 people were given status? What do we expect, Madam Speaker? It was heart wrenching for our Caymanians who were in a position to soon climb to a position where they could have really made a difference in their living. Lo and behold, 10 years later, the tulips came along.

What really bothered me, Madam Speaker, was when it was pointed out that we did not need to do this, to give this great gift and assurance to people working amongst us. Once again the rug was pulled out [from under] our Caymanians' great aspirations. No more need for those work permits. Eventually we will now become permanent residents, and then on to Cayman Status.

Madam Speaker, we need to deal with this in a delicate manner. But we need to plead with these people who are in the position to help our Caymanians. For the life of me, Madam Speaker, I do not understand the thought process. Share some of this with our people. Give our people a chance!

What can I say? It is about the people. If we do not do it right, Madam Speaker, you heard what the honourable Member for North Side said his fears are. We are all human beings. The maturity that he and I have had in this House, the younger ones may not have. Once again, in the bravery of the Fifth Elected Member for George Town used in bringing this forward, let us look at it. And whatever we need to do, Madam Speaker, without causing any serious damage to our financial industry, [let us do], because, as you know, that, along with the tourism industry, is one of the two pillars on which Cayman survives.

Just give us Caymanians a break. Give us a fair share, and have a conscience. Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak?

I recognise the Honourable Minister responsible for Community Affairs.

Hon. Osbourne V. Bodden, Minister of Community Affairs, Youth and Sports: Thank you, Madam Speaker. I promise the Member for East End I will not be that long. I just wanted something to lean up on.

Madam Speaker, first of all let me commend the Fifth Elected Member for George Town for bringing this Motion which I know he feels very strongly about. It is one that is extremely timely, as has been said before.

Madam Speaker, this topic . . . the reason I got up to speak is because I think it is probably the reason why I ended up in politics. Some 25 or 30 years ago (and I still have those letters), I came back from college and I wrote letter after letter to *the Caymanian Compass* (as it was then). It largely spoke to the whole issue of our people and their being left out and the development that was taking place and the large developers and the unfairness, because of their size. I spoke and wrote about all of that. As I said, I have those letters on my computer, Madam Speaker. I wish I had one of them with me today.

At that time, as a young person and a young accountant in the financial industry, I was seeing then what we are now dealing with. The chickens have come home to roost. I thought it was bad then. But it was not bad at all, because the truth was that a young man from college like me could get a job quite easily. I could get off that job and find another one quite easily. Upward mobility was hardly a problem, because there were senior people in the financial industry at the time who genuinely cared, who came here at a time when there were not a whole lot of us, and there were not that many of us who were college graduates.

So, Madam Speaker, there is a paradigm shift. I think this is what is missing now. We are operating under the same structure as we did back then, but now we have hundreds of college students and nothing really, with the exception of a tweak here and there, has been done to facilitate the numbers and to allow us to proceed up the ladder.

When you look at it and think about all the Caymanians that we know across the industry, banking, insurance, accountants, lawyers, those who really made it to the top, made it, way back then. Yes, there are some who are moving along now, in particular in the accounting industry. We see a number of young accountants making it to partner. But they are making partners in those firms that had those long term partners who looked out for them.

So, we have to really stop and study what is going on in this country. I said back then, and I keep saying every time this topic comes up, that . . . and the Member for North Side spoke to this as well. When people come here, they come here to look out for themselves. They do not come here out of the generosity of their hearts. They come here to make a living and they make a doggone good one! It is not in their interest. Think about it! It is not in their interest to look out for us. Not if they are looking short term.

Now, if they are looking long term, they should look out for us because if you do not take care of us, we are going to eat you! And I say that, but I use those words to say that when those people are feeling left out and the social decay sets in, then those people are going to cause trouble in the country.

Madam Speaker, those are the people who are looking long term. But those who are coming here for a short term contract or maybe two, they are in and out of here. They get their money. They have a good time. They go on a world tour. They buy their fancy home. They buy their nice rides, whatever. And they go off and take up a contract somewhere else. So, these are the people who tend to be at the level that blocks the upward mobility, as the Fifth Elected Member for George Town is alluding to.

For some reason the cement ceiling is put in, and, as much as we try, all we can do is burst our heads on it. We cannot break it; we cannot get through it. And as the Minister of Financial Services begged and pleaded today to people in the industry, to really look beyond this and to give Caymanians a real chance. Take a chance on them.

Often times just because they are not one of the lads and not hanging with you at happy hour or wherever it is, they do not fit in. They talk different and they eat different and they think different. So you know what, they are not really in the network. And this is what happens. We have to be really smart.

Cayman always has gone out of its way to facilitate the business people, the investors who come here. We do everything it takes to make them happy, and rightly so, because we are a business-friendly environment. We market ourselves as a tourism and financial destination. So, naturally, we would be foolhardy not to. But when these folks come here and they are doing well, they have to look at this country and say, *But hang on, this country has done really well for me. I need to put something back.* And the best way to put something back is investing in the people of this country. So, my plea to them as someone who worked in the financial industry for 20-plus years is to really be forward thinking and not be short-sighted in their approach.

Madam Speaker, as I said, oftentimes they come and they get into their group and their clique. And the thing that is also so different from when I was a young man in the industry is that there is so much more people on permits working here. Therefore, as we know, there is safety in numbers. They get to where they look down on us, rather than feeling as it was then, that they wanted to be a part of us. They came and . . . back then it was . . . I mean, I can give you my personal example, Madam Speaker.

I played football. I played dominoes. I played pool, all with those guys who worked in industry. Rugby, whatever it was. We worked as one. We felt a part of them and they felt a part of us. They did things Caymanian, we learned from them various cultural

exchanges. But now, Madam Speaker, it is not like that. I go out these days and sit and observe. My wife and I will go out and sit and observe. There is nary a Caymanian in sight. They are there having a good time, can't begrudge them for that. But when I look around at industry . . . I went to a Cayman Finance event last week and when I looked around the room I said, *Well, really the only ones that I know are the grey-haired ones* (like myself), and it's largely a lot of other people from other countries. And they get along with one another and they look out for each other. So, when we talk about these roadblocks and ceilings and everything that is put in, it is almost a natural, human reaction for them to conduct themselves in such a manner. But, like I said, if they are thinking long term, they should really not think like that, because you do not want to send this country to Hell in a basket!

Right now, as the Minister in charge of Social Services, I see day in and day out and I deal with the pain of our people without jobs, without food on their table, cannot pay their bills, day in and day out. I am not blaming this on all the people who come here. Do not get me wrong. But I am saying that there is hurt in this country and there are people who need jobs. And there are people who are willing to work. Not everyone who is unemployed is what you would call the natural unemployable people. There are people now who genuinely need work, who are willing to work, who were good employees for 20, 30 years with an organisation, have been made redundant and cannot get back in the door. Why is this?

They have done nothing wrong besides work hard for their families all these years. And they have given good service. Yet, no one knows them now in the new folks that have come know them now, and, therefore, no one wants to take a chance on these Caymanians because they are "not one of us." In other words, the Caymanian, now, is the stranger. The Caymanian is a stranger in his own country. Madam Speaker, that is a dangerous road to go down. It is a very dangerous road to go down, because the Caymanians are here to stay and they need to be given an opportunity where they have the wherewithal academically, they have the ambition and they have the obligations under which they live. They need to have a means to make that living, Madam Speaker.

We need to see more people at the table. I have talked about it over and over and over. It is not good enough for you to say that I should sit under the table and get crumbs. I do not believe in that. I have always said that we are as good as any, that when the opportunity arises, we have proven it.

I will throw out some examples: Look at CUC, the Cable and Wireless that used to be, Cayman Airways, further back than that to the seamen days. Look at the new Dart organisation, and look at the natural Caymanian talent that they have gobbled up and are gobbling up—cannot blame them! They are a very smart organisation. They have taken some of our

brightest minds. And these are Caymanians, and they are going to rise to the top in their respective areas in the Dart organisation. I can promise you that. They have taken them across the sectors, and they are doing extremely well.

My daughter has done a couple of summers with them, and every time she lands on this Island they immediately want her. And that young lady is a high flyer. She is doing criminology and sociology and going on to specialise in law after she graduates next year. These people have a vision to take in our bright talent and nurture and develop it and hire them on their team. That means Caymanians are capable, Madam Speaker! We are capable. We just have to be given the opportunity. Why is that so hard to see? If the Dart organisation can see that, the largest organisation on this Island, why can we not see it? Why can all of the other companies not see it? Why do they want to live behind bars? Why do they want to live behind alarm systems and have our people robbing and burglarising the place down, when they could be given opportunity?

And the more of us that make it up the upper echelons of those firms (and this is across sectors, I am not just talking about the financial industry), the better off all of us should be. We know that some of us have the crab-in-the-barrel mentality (as my colleague from Bodden Town spoke of), but generally, by the laws of nature, if that many more Caymanians are successful, that many more should benefit.

Madam Speaker, we have more and more of our young people in university. Next July, God willing, I will go to the graduation of two of my children in the UK. Those young people have to know that they have a chance to come back here and not just be employed, but make it to the top of their chosen profession. Why, then? Just today, when I was here communicating with my daughter, she asked what we were discussing, I told her. She said, *Mm, interesting*. I said, *Yes, fighting for you again!*

If we look around the world, changes that have come about in countries have not come about from the ignorant, loud people. It has come from the educated college graduates who come back, feel disenfranchised and say, *No way José. We are not going to accept this. We deserve better*. And you cannot blame them, Madam Speaker. They have that right. They went off and paid their dues. If anybody thinks going to college in the UK is any picnic, you tell them to think again. I did it for a lot of years. That is a long-suffering, hard job. You are away from family, you are away from friends. Well, these days they have a lot more Caymanians there. When I was there we had one or two. And you had food you did not like, you had weather you hated. And, trust me, all to get an education to come back to your country to be told that you are no good, you're second class, you do not deserve a job—no, Madam Speaker. We have to be smart.

We, as Caymanians, have to do what we have to do. We have to work hard, have ambition and burn the midnight oil. But God knows that once we do that and we hold our hands up and say we are honest people of integrity, nobody should shoot us down. And our laws say clearly—*they state clearly*—what it is—Caymanians first! I do not know if we need to change the name back to the Caymanian Protection Board. Would that make a difference? Since we made it the Immigration Board, it is like everything went upside down. And I said here the other day, we are not a Government that should be balancing our budget on the backs of our children. And I mean that. And I am going to keep saying it. Do not use Immigration to balance our budget. We have to look at what is going on at the Immigration front. We have to ensure . . . Yes, I run a business and I have permits. But there are times when you need them. But do not tell me that every time you put up your hand for a permit that it should be granted. You have to make that extra effort with your Caymanians because a lot of them cannot work for what you can pay a foreigner.

Sometimes you have to pay them a little more because they have obligations. They are not going anywhere. They have their mortgage and their utilities and everything else. Most of the foreigners that come here really do not have those expenses in terms of, at least, the significance of a mortgage. Yes, they pay rent. But a lot of times that is paid for by the company. They get all the perks that go along with coming here, and they live a cushy life.

Now, you have those on the other end who were brought here for the cheap labour side and they are taken advantage of, and they are living like sardines to make it. Of course, being here is still better than being at home, because they come from very poor environments. I have always maintained (and my mother was the first person I heard to say this) that we are importing poverty to these Islands and it needs to stop.

My colleague, the Member for Bodden Town spoke to that a while ago. We cannot build a society on the backs of poverty. Yes, you have to have people at all levels of society co-exist. But you cannot have it to where Social Services, which falls under my portfolio, is bursting at the seams because you simply have too much poverty in the country. Madam Speaker, it is at bursting point. Right now we have to do everything we can to reduce the volume of money we are spending in this area. And this Motion in its entirety speaks to all of that. It speaks to the social conditions that we are experiencing in this country.

Madam Speaker, we have been lucky. We built this Island with a financial and tourism base. That means we depend largely on people coming here. If we do not have tourism, then we do not have a tourist industry if we do not have people coming into the country to enjoy themselves. If we do not have people coming here to work in the various industries, then we

do not have that and we do not have a financial industry as we have had. We have had a lot of good people come here. We have had a lot of good moves made. We have put good legislation in place. So good that islands developing after us copied. I know for a fact that BVI copied a number of our laws, with our consent; no harm, no fault. They are developing, we are developed, and they came and got our Insurance Law, our Banking Law, our Trust Law, and they pretty much tailor made it to fit them.

But Cayman had led in a number of areas. I am speaking as someone who knows this firsthand. I was in the financial industry in the early 1980s. I promoted Cayman around the world when we went around and did things through the insurance industry. I remember we had two big canisters with the booth. I purchased that booth through government. There was a 10 by 10 booth and eventually we bought another 10 by 10, so we had a nice 20 by 20 booth. I was in charge of taking that around on the road, as it were, to roadshows, whether it was New Orleans or Orlando, wherever RIMS was at the time—RIMS [Risk and Insurance Management Services] is the biggest insurance conference in the world.

I promoted these Islands, put that thing up, took it down and brought it back to Cayman. In these days I don't even think they take a booth around anymore. All of that is done now for them when they get there. But that is where I am coming from. So, nobody needs to tell me about this financial industry because I was there in the early days and I know the people who were there then meant Cayman well and went out there and sold Cayman and took care of young people like me coming up in the industry and made sure that I was guided and offered the right advice and the right opportunities.

As I said, Madam Speaker, I did not see a lot of what is being referred to now by those who have come later on, because those days the ceilings were not there, really. It was not that bad. I left the financial industry as a vice president of the company I worked for. The only position higher than that was the owner of the company. I couldn't take him out. So, I went off and started a family business and ended up in politics from there. But I know, 20 years working first in the Treasury Department, went on to become the Islands' first insurance analyst, went on to work in accounting firms and ended up, then, in captive insurance and as a manager of captive insurance, I know. I did it all. I played golf, I played football, I drank the beer, I did it all with those who came here to work and who meant Cayman well. I did it, and I know. I am speaking from experience.

It takes us working together. And one of the things we always boast about when we travelled and promoted Cayman, was the stability and all that stuff, but the main component of one of the things we boasted about was the partnership between government and the private sector. That is what a lot of

countries did not have. And what really makes a difference when people are looking at domicile for a company, is a stable environment, a good Government, no corruption, good weather, and they are looking for that partnership with Government and the private sector. But when Government bends over backwards to create that environment for you, when you come here to do business it is incumbent upon you to look at this country and say, *I need to help put something back in this country. I need to look after at least one or two Caymanians and make sure that they succeed and do well. I cannot be putting blocks in their way and proving over and over just to get another permit to say they are no good and Caymanians are this and that.*

Madam Speaker, we cannot let that happen anymore! All of us, we come from good people. We come from hardy people. We come from people who built this country from the ground up. My friend, the Member for East End, always says that they see our glory, but they don't know our story. And if there is one thing that he says which is true, it is that. That is so true. People who come here these days do not have a clue where the Cayman Islands came from, except what they read in literature that is history. They do not have a clue. But those who were here in the early days and watched us develop it, and helped us develop it, had a different outlook and they meant us well.

There are people who come here now purely for selfish reasons and they could really care less. They are here for the buck. They are here for what this domicile offers them. And when they feel that that time is up, poof, gone with the wind! And they do not have Cayman, Caymanians, in that plan. They do not have Caymanians on that compass at all because they want to work in their comfort zone. They want to work around people that they know, that they gel with. They don't want you because you sound different, or you think different. And things that others will accept we will not. But that does not make us bad people; it does not mean that we should not have a job. It does not mean that we should not progress up the ladder. Learn from us, and we learn from you. That is how it used to be back in the day. Now it is a much more us-and-them approach. And because they have the numbers now, when you go out, remember, now, the Caymanians who socialise are in the minority compared to them. And you go out and you find yourself feeling that you are the stranger and the foreigner.

Madam Speaker, we have to look at this country carefully, you know. I am going to give you an example of something that happened recently. It is not to do with employment, but it is to do with the way these people think. And the Member for East End is going to know what I am talking about.

We have three very good, young Caymanian men. Great young men, well known to him and I. These young men went to an establishment to wait on

some friends to come. Now, they are our complexion or darker. So they went to the establishment, which is predominately Caucasian and [it was] packed. And they were standing there waiting for their friends. They were not drinking. They were not buying anything yet because they were waiting for their friends to join them.

The manager of that business took it upon himself to kick them out. Told them they had no right in there because they were not buying anything. They tried to explain what was happening and he booted them out of that place. It got to the point where police had to be involved, and, Madam Speaker, this is what . . . I do not understand the mentality of some of the people who come here. I do not get it.

Now, I can promise you. Oh my. Now, if that had been me and the Premier back in the day and they had tried that, well that business probably would not be open now, because there would be some rolling around—plenty rolling around. And those young men, because they are decent and have been raised so well, and so mannerly, they took it on the chin and they sucked it up. And because one of them dared to open his mouth, well, man, it was a big thing; had to get the police and everything else. And he was just asking what was the problem, and why were they doing that to them.

Madam Speaker, that is a little sidebar to illustrate the mentality of some of the people who are coming here, and these same people are working in the financial industry and across the board. And they have no respect or time for us. This is the God's honest truth. And, Madam Speaker, something is wrong when you come to another man's country and you behave that way. I could not dream to go to another man's country and disrespect him like that.

[Inaudible interjection]

Hon. Osbourne V. Bodden: Madam Speaker, we have to just pause, because I think that Cayman has developed at a rapid pace. No doubt about it. I have said this before as well; we have developed so quickly that we have left our people behind. We have a chance to get it right. I do not think we are at a point where it is too late, but we have to get it right. We have to drill it home. And as a Government, which I am part of, we have a responsibility to our people, to the people who put us here, to fight for them. We are here to voice their concerns. We are here to express their trials and tribulations. And that is what we are doing. I know we will be beaten to death over today's debates, because you are going to hear the homophobic, and the xenophobic and whatever other phobic they can find against us because we are defending what we see as our position and our people.

Madam Speaker, why is it that every time we speak up and try to defend our only yard, that we have to get beat up? If we cannot defend our yard,

what else can we defend? We have nothing else, Madam Speaker. All we have is this little 2 by 4 Island, these three Islands that make up the Cayman Islands. And we, the indigenous people of this country, the people who have ancestors going way back, those who have come since that and have joined us in a very inclusive way, and have made up these Islands—because we certainly could not develop from the few handfuls that we had. We had to have immigration, and we had to have the right people come here and help us build these Islands—we are grateful for that.

Madam Speaker, we have to be able also to croon our own roost. We have to be able to say when things are wrong. We have to speak out and we have to call people out when they are wrong, and call out situations that are wrong. As a Government, certainly, we have the obligation to fix that. I am trying to drive home the point that we want a good Cayman Islands. We want a harmonious society. We want a partnership. This is about . . . you heard about the Partnership for Prosperity that the UK talked about, which was only lip service? That was very one sided. But we want a genuine partnership, Madam Speaker. We need you and you need us. You need a society where you and your wife can walk down the road and feel safe. Your kids can go to the park and play and not get mugged. No one is getting kidnapped. You can sleep at night and wake up in the morning and no one is inside your house that should not be there.

We want that kind of society. We want an educated society. We want our young people all growing up with proper education and with proper opportunities. And if we work together in this country we have the ability to do this. It should not be that every time we open our mouths to defend our people that the foreign press comes down on us (and I mean the foreign local press) and tells us that we are bad, bad children, and we shouldn't say that and we shouldn't do this and we are against foreigners and we are against this one. That is not the case, Madam Speaker.

[Inaudible interjection]

Hon. Osbourne V. Bodden: Well, you know the editorials will be running hot.

Madam Speaker, I want to again commend the Fifth Elected Member for George Town on this Motion. I know he feels extremely strongly about it because he has seen firsthand and has experienced from whence he cometh, and that is the legal profession, some of what has gone on there. And for some reason, as the Member for Bodden Town said, we do not understand quite where the legal profession is at in terms of why they have struggled to put Caymanians into, not just equity positions, but at the forefront period. The accounting firms have done a much better job. Look around at the other industries and we will

see our doctors and our bankers. Again, the banks have not done a good job in terms of coming to the very top. They have gotten to middle management, and that is about it. Why do we only have a few Caymanian heads of banks is another question. But we have to understand that our people who sailed the Seven Seas and became some of the best captains and chief engineers in the world, are renown and sought after, are as good a people as anybody when given the opportunity.

We have pilots that are going overseas and flying for other airlines all over the world now. Caymanians! Why is it that we are being told we are not good enough? I refuse to accept that, Madam Speaker! Our children do not want to hear that. And they should not be hearing it because they are out there battling in the cold weather and in the rain of foreign countries and in the foreign elements, eating the foreign food and coming back here with the same degree and many times we are teaching the foreigner the job when he gets here! Often, over and over the Caymanian sits there and teaches that person who comes in and the next thing you know, that is his boss! Something wrong, Madam Speaker!

Something wrong! Do not tell me something is not wrong, man! Something is wrong. And it is something that really lights up the fires in you. If you are Caymanian you must feel it, because we know, we hear the suffering, we feel it. These people talk to us. We have to change the way we are going about it and if they do not want to do it voluntarily, then we, as a Government, have to mandate certain things. It is as simple as that, because it cannot continue like this. We are on a slippery slope and every time you open your mouth, *Oh, this one is going to take off, and that one is going to take off.* Well for every one that leaves, two come, because this must be the best place in the world. Nobody really wants to leave, Madam Speaker.

Up to last weekend I had a talk with a new manager who just came to the Island (I will not say who it is). My wife and I were talking with him and I said to him, *Sir, how is it going?* He looked at us and said, *Oh, it's very hard, you know.* And he put his head down. I was, like, *Oh-oh.* I really thought he was having some difficulty. And then he lifted up his head and said, *It's very hard not to like Cayman.* The man had just come; been here about a month.

Madam Speaker, we have a good product. But we will not have a good product if we do not take care of the people, because they are going to mash up the product. So, do not be shortsighted. Folks in the corporate community, I am asking you not to be shortsighted. Wake up. Take care of the Caymanians, those that are willing and able to work. Take care of them. Pay them well. Promote them and we will have a better society.

Madam Speaker, with that, I end my debate, and I once again commend this Motion to this honourable House. Thank you.

The Speaker: Does any other Member wish to speak?

I recognise the Member for East End.

Mr. V. Arden McLean: Thank you, Madam Speaker.

It really was not my intention to speak to this Motion, as much as my colleagues will not believe that. But as time went on, I had to leave the Chamber to seek some medical attention, so I was watching the debate as it unfolded outside. I heard much. And I thought I really should speak. I hope I can be as short as some of the others.

Madam Speaker, I have always had a healthy respect for those who turn to their faith when things happen and try to pray for things to get better. I have always believed that prayers are healthy—a self-satisfaction, a belief in the unknown. But I have also understood that some of God's greatest gifts are unanswered prayers. I know I am glad He did not answer some of those from me. But I also understand the concept of unanswered prayers. It may be that they are being answered, but we do not see it. And it may be that it will soon come. But I also understand that one has to help one's self too.

Madam Speaker, I will start my contribution. The time for prayers is over. The time for begging is over. I heard a number of my colleagues in here appeal to those who can do changes, to please do them. In my view, that is over.

Madam Speaker, I rather enjoy some of the Young Turks that are here now. They are intelligent. Many of them are much more educated in their field than I am. I did a little engineering. So, I am going to give them the benefit of the doubt, that their lack of experience when they came here, and their understanding of what they had fallen into, was a little overwhelming for them. But, Madam Speaker, I should commend them. Now they are getting up without even paper to debate two and a half years later. That is pretty good. They have seen the light. And I think that is commendable.

Madam Speaker, my years of experience advocating on behalf of people gives me a few notches up on them. So when they all came here I gave them some sage advice. I said to them—*Do not allow anyone or any entity to define your political career.* Shortly after that, we had the full Finance Committee, which was August 2013, I believe (somewhere in that region). Those are the times when in May we do the interim budget, and then the full one, which, I think is August or September. Anyway, Madam Speaker, upon completion of the public deliberation in Finance Committee we retired in camera the following day to review the report to be reported to the House. During that meeting I asked the Chairman if I could make a statement and he agreed to that, to be made after the staff had left. And it was only the 18 of us in there, Madam Speaker, behind closed doors.

I knew the time was going to come that this would become important, you know. One thing I have learned is to keep your powder dry in this thing called politics, because it comes to full circle, and many times, real quickly.

Madam Speaker, I moved amongst us that we, the 18 of us, look into what is required to promote Caymanians, whether it means changing laws, or sending directives out, or the like. I further stated that we could have a press conference and the Premier lead that press conference and we stand up behind him letting the world know that we were in one accord for Caymanians and their promotion and their betterment. Most of you will remember that. It was proposed that we set up a subcommittee, chaired by the Deputy Premier. Everybody thought it was a good idea. And this is where I give the benefit of the doubt to the Young Turks, to the people who were new, because they couldn't see that at that time. I think some of them just accepted that that would be something good to do.

Madam Speaker, I do not know why, the Government in their infinite wisdom decided not to follow what we had agreed on. I can assume that it was because it would have made me look good, or I would have gotten credit for it. Madam Speaker, I do not need credit at this stage in my life, you know. I really do not. All the credit that I was going to get out of life I have already gotten. The only thing left for me now is to finish schooling my last child and spend the rest of my life like a soldier—never die, just fade away.

Madam Speaker, this is not the first time this subject has come up during this session. I proposed it in August of 2013. And here we are, a Young Turk having to bring this to the attention of *his* Government. This is a matter that should have been discussed behind closed doors. There is no need for a backbencher to bring such motions. None! Unless, of course, he can't get help. And, Madam Speaker, knowing where he comes from, having known him now for two and a half years in this arena, I am sure this is not the first time he has talked about it, Madam Speaker. I can assure you of that.

Nevertheless, he had to bring them in here, dragging them to accept this. But, more importantly, his first motion and its resolve, was, in my view, much better. But he had to water it down in order to be able to get something done. No disrespect to him, Madam Speaker. I think he is exercising some of that diplomacy that his mother and father taught him. But why should a young legislator have to resort to such exposure when he is a part of a majority, overwhelming majority Government? Madam Speaker, that bothers me. It really does.

Madam Speaker, I heard the Minister of Financial Services (I was not here, but I was listening) beg the very industry that he came from to do more, give Caymanians opportunities. I heard the Minister of Social Services get up and do the same thing. Let me

enlighten those two goodly gentlemen. We do not need to beg anybody. We do not need to beg anyone. Do we know that the acts of Parliament cannot be inquired into by any court or by anyone else in this world? Did we remember that? Or we don't remember where we are? There are many who have learned that a very hard way. And they try to remove the provisions of privilege extended to us on behalf of the people of this country, which is universally accepted, Madam Speaker. And they are yet to be able to do it. It has been challenged more than once. From the 1500s it has been challenged. And they are yet to win. Parliament is supreme. We need not beg anyone. What we have done, and successive politicians have done, is allowed them to get in the position they are in. We, coming in here and begging people to do what is right, what is fair, is empowering them because the law is there, we do not enforce it and we do not change it! We are empowering people to take advantage of our people! And then they fool us.

They go to our boards and make their grand presentations and say, *We are going to do this, we are going to train this one, we are going to do that one. And then we are going to promote Winston and we are going to promote Roy.* And when they leave, Winston and Roy are forgotten. Nobody follows up on it. We do not spend the people's money where it needs to be spent. It is on enforcement of our laws! But we turn around as the people's representatives, nothing more powerful, and beg. Me beg? *Ya a joke.* You're a joke. I have no time to beg anyone. I was put here to create laws. And I was put here to be fair to businesses and all others in the interest of the country. Now, let's start doing it. Let's stop getting on our knees.

Have we not heard that it is better to surrender on your feet, to die on your feet, than to serve on your knees? Who are we? What are we here for? This little Young Turk has to bring this thing about enhance laws? Let us come together as one and do what we need to do to help our people. This is rubbish! I am not getting on my knees to beg anybody. I am going to die at my full height. The full length of Arden McLean will be your nemesis. You think I am looking up to beg you? In my country? Do you understand I have no other place to go to?

Madam Speaker, you see what it is? The dogs that we have in the fight, we make provisions for them and do not worry about the other dogs. And then we ask someone who should have no control to please help us, after they have made provisions for our dogs?

Madam Speaker, I currently have a son in England doing electrical engineering. He is doing very well. Do you know why he looked at me the last time he was home over what someone said? He said, *Dad, I ain't coming back home.* I said, *You mean, I sacrificed to send you to school and do everything and*

you're not coming back here? This is your home, son. He said, Yeah daddy, but there's nothing here for me.

Madam Speaker, you know what that was? Fifteen years of being a parliamentarian, it was an indictment on me! By my son! It means I didn't do anything. My colleagues, let's forget about my son. Let's do it for us and all our children, and all the children who are coming behind. I do not expect us to pave the road, I expect us to cut the trail and let them pave where we have blazed. That is all we need. But no, we go beg them.

Madam Speaker, we talk about past politicians. My colleague from George Town, Fifth Elected Member, is right in his whereas, that past Governments have tried to do these things. Now we need to reach the next stage.

I want to talk about the Cayman Islands Law School, brought about by Truman [Bodden], Jim Bodden, Haig [Bodden], all them. Madam Speaker, that was a vision, eh? That was a vision that they had for these people because they knew our lands were not conducive to farming, like other Caribbean islands. We didn't have sufficient arable land to plant all the bananas to ship to Europe. We were tourist oriented and service oriented. So, they decided to start a law school so some of our people could have the opportunity to get into it. We, in one fell swoop, allowed over time, what is now named the Truman Bodden Law School to become a non-entity. That is what we did. That is the same vision that Truman, Jim Bodden, Haig and all those had for the people of this country. Those same Young Turks out there, when they did it, I was out to sea. I had finished high school and was gone, or in New York in engineering school. But that was a vision that they had. What is our vision? That's the question that needs to be answered!

The Speaker: Member for East End, while Members ponder that, I am going to take an afternoon break for refreshments.

Mr. V. Arden McLean: Thank you, Madam Speaker.

Proceedings suspended at 7.12 pm

Proceedings resumed at 7.45 pm

OTHER BUSINESS

PRIVATE MEMBERS' MOTIONS

Amended Private Member's Motion No. 14/2015-16—Career Pathways, Ownership Opportunities

[Continuation of debate thereon]

The Speaker: Please be seated.

Proceedings are resumed. I invite the honourable Member for the district of East End to continue his debate.

Mr. V. Arden McLean: Thank you, Madam Speaker.

When we took the evening break I was on the subject of politicians who have served and their vision and, in essence, I guess it could speak to their legacy for this country and what it meant to the development and enhancement of our people. In particular, I was speaking about the Truman Bodden Law School when that was conceived by the then National Team, Madam Speaker.

Madam Speaker—

[Inaudible interjection]

Mr. V. Arden McLean: Unity Team, I believe it was. Yes. That's right, because it was done in the 1980s. That was before the National Team.

Madam Speaker, my question was, what will be our vision? What will be our legacy? Like the Motion talks about, the time has come to step up to the next phase.

Madam Speaker, I should note that I was speaking about prayer when I opened. During the evening break I came back in the Chamber and sitting on my desk was a letter from . . . and it had G. Meghoo as a return address. And, of course, that sort of frightened me, because I know who G. Meghoo is. And, Madam Speaker, when I opened it, it is a letter from Mr. Meghoo about us coming together for prayer. So, Divine intervention works in many instances! Not that I dismiss it, you know. I am just saying it may be time for it to be over, but this looks like there is still time for prayer. So, I want to say to Mr. Meghoo that I accept his invitation.

Madam Speaker, the law school—many young Caymanians took up that opportunity, including your good self, Madam Speaker. And when it started up, it was somewhat of a part time school in that you had to do your articleship while you were going to school or something like that. So, it made the students that much more rounded, because a lot of them worked with government and they went from department to department learning the different systems in government which augured well with their education at the same time. People like the Fifth Elected Member for George Town came back here from school with a first degree and then decided that law was his calling and took up law. I believe, because of his broad experience being overseas, he became somewhat successful in his field. But those who went from straight out of high school here were successful as well. People like Sammy Jackson, the Premier, Waide Da-Costa, the Minister for Financial Services, and Reid and Hunter. So, we cannot say we did not have some successes out of it. And there are a few more I believe that had some successes too.

Madam Speaker, I want you to take a look at when they started. They were some of the first students in the law school. And because of their roundness they were rather successful. The majority that I just named became partners. I do not know why they became partners and then went into politics, like the Premier, because that was his financial demise. But he saw another calling in advocacy, so that is what he did. You have to commend people for doing that.

Madam Speaker, be that as it may, I only talked about those to show that there is nothing wrong with Caymanians from their shoulders up. Now, let us look at those who have recently gone into the law school. Very few have risen any higher than a glorified librarian in some of these firms. It's unfair. It's unreasonable. No one can tell me that all of them are not capable, that not one out of them is capable. You cannot tell me that! I refuse to accept that! But we have allowed it to happen, Madam Speaker. We have allowed people to take advantage of our own people. And then, we empower them by begging them to give our people the opportunity. It is our responsibility to put the provisions in place that opportunities come to our people.

Until we start doing that, we have failed. Do not be afraid of your failures. Those are the ones you can change. You do not need to change your successes. You need to work on your failures. And we have failed. We have failed miserably. Madam Speaker, we have failed so much that the Legal Practitioners Bill has been discussed for the last 10, 15 years.

When I was a sitting member of Cabinet, they all came with it in hand. But I had to get an advanced copy. My question to them at the time . . . and, Madam Speaker, the Minister of Financial Services was with them. Let's get it straight now. He was with them when it was presented to Cabinet for legislation to be forwarded to the legislature.

After listening to their spiel and my good friend was there, what I said to them was, *Ask them if they know Janet Jackson*. And they all sang out in unison, *Of course*. I said, *Well unna know the songs? One in particular I want to remind you all of. "What have you done for me lately?"* They couldn't answer that. And I told my colleague, the one right there, *I am but one in Cabinet. The people of East End didn't send me to Cabinet. They sent me here. It was by chance that I got the opportunity to go into the Executive of this country. The seat on that side in Cabinet does not belong to the people of East End. But one seat in here does. That is their real estate. I can't stop it from coming to Parliament. But I can debate it, object to it on that side, pick up my bag and walk to the other side where the real estate of the people of East End is.*

I can't say that that stopped it from coming here. I would like to hope so. But I know what; I was

going to break that Government up if it had come down here. That is how that was going to work.

Madam Speaker, now they say that I was an obstructionist. Well, Madam Speaker, there has been three Governments since then, and it has not reached here. Is there something wrong with that or something wrong with me? It must be that there is something wrong with the provisions in that Legal Practitioners Bill that I saw then, that is still there, and why it has not reached here.

You know why, Madam Speaker? Everybody wants to impose their own will on that Legal Practitioners Bill. One of the biggest industries, the most financially viable industry in this country and we are allowing all and sundry to remove our own people from it. And, Madam Speaker, you know, I keep telling the Members of this House, those windshields keep growing bigger every day.

Madam Speaker, subsequent to my tenure in Cabinet, they tried meeting by Associated Industries (I think it was). I made it very clear in that meeting that, *We know how many of your partners we made Caymanian. The question is, how many Caymanians have you made partners?* And that was the end of that meeting too.

Madam Speaker, since then, it has raised its head again. And I went on the radio and said I am not supporting it the way it is, because it is going to further disenfranchise Caymanians. And, Madam Speaker, the windshield is working again. I know, Madam Speaker, that the front bench out there has a draft of that Legal Practitioners Bill; some on the front bench, Madam Speaker. But it is not circulated out there yet either. But I want them to know I have a copy too.

Do you hear what I am saying, Madam Speaker? And it gets worse! It gets worse! And more Caymanians are going to be disenfranchised! More importantly, they are going to destroy our economy if they put it in place! I see in there where the definition of "firm" is that you only need one person here in Cayman with equity. Do you know what that is, Madam Speaker? The Legal Practitioners Law does not require fees from firms under six. So, you can have up to six and then you do not have to pay any fees. Over 50 you have to pay \$400,000. So do you know what they are going to do, Madam Speaker? They are going to set up a nameplate here, and then have them all overseas. They are going to make their money out there, destroy this economy, and then give us double-whammy.

Here is the second one they are going to do. They are going to remit all their money they made over there, here, to our tax haven. That is what they are going to do. They think they are smart. I ain't a lawyer, but I can see them coming, you know. You think it is going to get across here? With the help of God and a couple of policemen and one wheel chair I will be in here, or a hospital bed.

Madam Speaker, this is why they do not bring it. But who is allowing them to make these proposals? It needs to come here, colleagues. It is us to stop it! It is us to put in place what we want, within reason. But, certainly, not to outsource the laws that we have painstakingly put in place to protect our people. And we are going to send it to Timbuktu and Kuwait and Dubai and Hong Kong, and they reap the benefit of it? Is that what they are going to do?

Have you all noticed the one that was passed in BVI? They set up a council made up of laymen who will decide who practices BVI law. But what they propose in this one is a council of lawyers. Oh Lord. You know, Madam Speaker, [they] really think we are fool-fool, you know. And they think we can't read. You think that only lawyers can read and understand? Unna missed the boat. And every lawyer must be a member of that council. Madam Speaker, you know, really, is that what we are standing for as legislators who have been entrusted with protecting the very people laws like that will destroy?

I heard the Fifth Elected Member for George Town say in his presentation that we should be ashamed of ourselves. Thank you very much. We really should be ashamed of ourselves if those kinds of laws come here. Madam Speaker, we have enough trouble with this Immigration one. We really think that this Immigration Law is not any good? There is nothing wrong with it, except that it is not enforced, and the interpretation thereof is *rubbish*.

Did unna see the one that was circulated about how people can move wherever they want to go? Is that what we are standing for, Madam Speaker? Forget about anyone coming to the country. I ain't business with them. Madam Speaker, I could not stop either one of these honourable Members in this Chamber from becoming Caymanian. It was not my place to stop them. I did not have any control over that. Therefore, those who come and become Caymanian, I do not have control over that either. We made the laws from the Caymanian Protection Law, even, straight up, so once you have jumped through that hoop then you are a Caymanian and I need to protect you. But I need to stop you. I need to protect the less fortunate from you taking advantage of them too. That is my job. And until the people of East End, or the good Almighty removes me from here, you are going to hear my voice whether you like it or not. You know what? The rules say I have two hours. I can say my A, B, Cs, forward and backward and you cannot stop me. So all and sundry, you mightn't agree with me; but the law requires us to have 10 inside here all the time. You have to listen.

Madam Speaker, I was somewhat confused with the debate by the Minister of Financial Services. A little confused, but it reminded me of this old judge that used to be in Cayman one time. He said to one of the lawyers defending—*It appears like your client is one of those that found God up in Northward. It ap-*

pears like God resides up there now. But I understand at the end of the day, if time lasts, circumstances change. You will have a different outlook on life. I understand that.

Madam Speaker, I heard the Minister pleading to his colleagues in the financial industry to help.

[Inaudible interjection]

Mr. V. Arden McLean: Oh, I don't know what he did. Maybe that would have been a good thing. His opportunity.

Madam Speaker, many, many, many lawyers came to me from that very law firm, whilst he was there as an MD [Managing Director], and before that. I recall nine Caymanians leaving before one became partner! We lost nine from that one firm with an advocate in there. Eh? Do we expect any better from anybody else? Honestly now.

I heard him talk about this little Lower Valley boy with that dialect that was different from anyone else. Madam Speaker, it does not take adding two and two, you know. You can get three, four, whatever you want it to be, but I will have to work it out to four.

Hear my East End dialect too? That is what I told the Attorney General, Ballantyne. The late Edna Moyle, God bless her soul, said to me, *Oh, don't worry about him. That's his Irish/Scottish sense of humour.*

I said, *East Enders got one too, which he certainly don't want to collide with.*

Madam Speaker, the little boy in Lower Valley, comes from a very prominent family. I know who it is, but I ain't calling names either. I wonder what the Minister for Financial Services did. Obviously, the little boy could not stay there at 15. That is sad. It is really sad. It is really, really sad. Madam Speaker, it just shows what we do. And then we seek atonement for the sins of our fathers and the sins of ourselves. We have to be careful with seeking atonement, though. Sometimes it does not come in time.

Madam Speaker, a couple of months ago the Minister of Community Services got up here and took a piece of skin off the business community. The President of the Chamber of Commerce came out and said, *Don't blame the business! It's the legislators.* He was right! He was right! And my colleague was wrong.

Madam Speaker, on the 28th of October an ad was run in the *Caymanian Compass*. Madam Speaker, you have to give me a little break now, because I am seriously challenged with this technology thing now. Anyway, someone sent it to me and I have it on this. "We are seeking application for qualified and experienced Caymanians for the following position: Rakerman—must have a minimum of 10 years' experience using fluke rakes on hotmix asphalt. Must have knowledge of raking transverse and longitudinal joints to maximise compaction, willingness to work evenings, weekends and holidays is necessary. Pay will be in the range of CI\$10 to CI\$12 per hour. Please

provide a detailed resume including a cover letter and include three employment references for your application to be considered. Please specify the position you wish to apply for and hand deliver your application to the managing director, Island Paving (1985) Ltd., 243 North Sound Road. No application will be accepted by phone, fax, email or mail." [UNVERIFIED QUOTE]

Now, three employment references for a Caymanian—Madam Speaker, I want us to think about that. And you know where I am coming from, Madam Speaker. The only people who have pavers in this country are the NRA, Mark Scotland, Advance Pavements (or something like that), and Island Paving. Now, nobody is going to tell me that that is not three. How do you expect Caymanians to get three, even if he jumps between those three, he cannot get any one from the one he is applying for. Honestly? Honestly? And 10 years?

Madam Speaker, do you know what it is? Fluke rakes are those longs with the short teeth that have the more metal. And when the asphalt piles up, you pull it and level it out so you can get—

[Inaudible interjection]

Mr. V. Arden McLean: One rake, you know; three references? Ten years' experience, using one rake?

Madam Speaker, my colleague, the Minister from Bodden Town, was wrong. It is not the private sector's fault; it is ours. We allow them to put that kind of ad in the paper. And do you know when it had to be submitted by? That was the 28th of October; it had to be submitted by 30th October. That is what we do.

Madam Speaker, no one is to blame but the Members of this honourable House. Stop blaming everyone else! Stop empowering them and begging them! Let us do what we think is reasonable to maintain our businesses. Contrary to what some of you think, that I am anti-business, I understand the concept of this economy; maybe much better than many of you. I understand how it works. But we allow others to work it for us, and to manipulate it. And we sit down and do nothing.

[Cayman News Service](#), the 3rd of November 2015. **"The premier has stated that his government does not blame the business community for unemployment but he does not believe that the more than 1,500 Caymanians officially registered as jobless are all unemployable. Alden McLaughlin revealed that how government deals with local unemployment will be part of the current shake-up of the public sector under the Project Future banner. He was not specific about medium to long-term plans, but said it was a challenge that his government needed to deal with immediately."**

What is today, the 23rd? That was 20 days ago.

"The subject of unemployment among Caymanians in the face of 22,000 work permits

and the improving economic situation was at the forefront of many debates in the Legislative Assembly during the last meeting. The premier said that he did not believe that every work permit represented a job lost for a Caymanian but the numbers were such that no Caymanian who wants to work should be facing such difficulty finding a job."

Agree, agree, agree.

"Talking at a press briefing on Monday, where plans for public sector reform were unveiled, McLaughlin also spoke about the need for government to address the way it was dealing with the challenge presented by the unemployment figures, which the most recent data shows is 'heading in the wrong direction'.

"The issue is scheduled to be addressed in Phase 2 of Project Future." Phase 2! They haven't kicked phase 1 off the ground yet! You mean it is going to take this Government that long to address unemployment?

My good friend the Fourth Elected Member for Bodden Town just got up and said he is so proud of this Government and they are dealing with it. That conflicts with this, unless the newspaper is wrong. Now, I will give you the benefit of the doubt; they have been wrong many times.

"The issue is scheduled to be addressed in Phase 2 of Project Future. In the newly published programme brief (on page 11) it states that government plans to 'develop an overarching policy framework on employment' where future skill requirements, training for local workers and the interventions needed will be assessed.

"This project will refocus government's efforts into activities that make a positive difference in supporting Caymanians into employment and it will provide a more effective framework for working with business to enable them to do more," he said. 'Our economy is large, successful and growing. In those circumstances, we should be able to say that any Caymanian who wants work should be able to find suitable employment in a reasonable period of time. Government and business need to work together to make that a reality. This project will get that done.' Years from now! Unna preparing for election, or what?

"While not blaming work permits or business, McLaughlin said businesses and government could do, and there was a need to identify the barriers that stood in the way of the jobless local people securing work.

"It was clear, he added, that the government system regarding employment was 'not terribly effective', and for some reason, when it was created the National Workforce Development Agency was not designed to be an employment agency." Whoo-hoo, revelations! "With a rebounded economy and a growth in permits, the chal-

lenge was to find out why the unemployment figures were going up.” That’s a challenge? That cannot be a challenge. We know the answers, Madam Speaker.

“We all know it’s a complex issue and that a whole range of things are impacting the Caymanian unemployment rate but we need to do more as it is unacceptable that we have 22,000 work permits,’ he said, noting ‘a huge demand for labour’ but ‘significant local unemployment’”. Hello!

“McLaughlin said government must do a better job of identifying who the unemployed are and identify the deficiencies that are keeping them from being employed. He said that the government had held meetings with the Chamber of Commerce but it wasn’t acceptable to say people are unemployable.

“No one can convince me that the 1,500 unemployed people can’t be employed,’ he said, adding that the government must find out why they can’t get work and address it.

“The long-term question of whether or not the work permit system should be moved from immigration would form part of the considerations in the second phase of Project Future. In the meantime, the challenge of unemployment was immediate, he said.”

Madam Speaker, I wonder why this Motion is on this floor. He did not tell unna about this one? Unna didn’t read this, or what? You mean, he’s doing all this by himself and not telling unna? That is a one-man-show out there or what? It is a one man show! Or this would not be here!

My good friend from George Town would not be bringing this, the Independent Member among the PPM, if policies and proposals were being shared. Madam Speaker, is that how we are running our Government? He’s right. We need to address it and find out why we have 22,000 work permit holders and 1,500 Caymanians still unemployed. What is the Government doing about it?

I ain’t talking to any backbenchers now, Madam Speaker. We know where the power lies. We have been here long enough to know that, Madam Speaker. The decision-making lies with the seven that are right at the front. That is where it is at.

Let us utilise the power that was given to us by the people, and use it judiciously, wisely to create the balance that the Minister of Financial Services talked about. We need to ensure that when the tide rises, everybody rises. That responsibility has been placed squarely on the shoulders of the Government, not me! My job must be to support when it is worthy of support, and oppose when it is not going to help the majority of our people. That is my job.

Madam Speaker, lip service is all we are doing. Lip service! We talk and we talk and we talk and

we talk and we talk. Action, action, action! But we do not have any action in us.

Madam Speaker, the Member for North Side and I, in trying to help our people in East End and North Side, tried to find out what was going on at Tortuga Club a year ago. Had a meeting with the Governor and the Deputy Governor about it. Went to the Business Staffing Board about it, wrote them. I went to Cabinet about it. And when the owners of Tortuga Club went to them, do you know what they told them? *None of the boards in this country are influenced by politics.* Meaning, *Don’t worry about Arden and Ez-zard.* And don’t tell me they didn’t say so. The Deputy Governor told me he told them so. Okay?

I’m done, Madam Speaker. If I cannot advocate for my people and expose those who are not doing what they are supposed to, then there is no use of me being here. I might as well go home and make my family flog me because my involvement in politics has given them enough flogging. That is what I got out of this. My mouth too big! But I don’t see any doctors in ya tying my tongue to top of my mouth though. It will still be moving. Maybe when some of unna are gone too.

Madam Speaker, I’m still on us, not them out there. Let’s stop blaming them. When we see the things they do to circumvent the law, we need to deal with it. I want to know how many people through the Immigration process have been charged the \$20,000 when they do not report that Caymanians applied for the job.

Madam Speaker, I recently went to Tortuga Club in the last month. I got representation that they had fired five East Enders. I went to see them and they were quite receptive, Madam Speaker. They showed me the reasons these people were terminated. Do you want to hear them, Madam Speaker? Some lawyer told them that they needed three letters on their file before you can . . . disciplinary letters. It had to be that. You have a model employee for 10 years and in the last nine months you have three letters on file? Three disciplinary letters?

Do you know what they say? He didn’t . . . *when he finished the job as supervisor [that] I gave him, he didn’t go back and check with his supervisor.* One model employee with nothing, absolutely nothing, on his file! As a matter of fact, commendation on his file, and verbal commendation given to the manager that they wished they had every employee like him, always 45 minutes early in the morning, never refused to do anything, always got the job done on time. And he was on the night shift 11:00 to 7:00 for maintenance. And the supervisor must have come out of the clear blue sky and said something to him about . . . *You know, you don’t have to wait for someone to tell you that the lights are out. You can see them now, it’s night.* You know, the dusk to dawn lights, the security lights. And he must have responded with some colourful language.

Recognising what he did, the next morning he apologised to the HR manager because it was his day off. And that evening they sent a termination letter. Madam Speaker, is that fair? Is it not the management's responsibility to try to coach employees? The Immigration Law talks about it. Is that how we allow our people to be kicked to the curb and we do nothing about it?

Now, Madam Speaker, I am not going to play the recording here to avoid . . . I wrote the Minister in the middle of the night. The Minister responded early the next morning, passing it to some of her staff in the Labour Department or something. And they called me a later that day, and said that they were going to address it and they would send people there to look at it. So they called me the morning they were going, on Tuesday, the Pirate's Week Day in East End. And I explained to them, between those two calls I had gotten from them, what it was I had experienced. And that is what they had to look for. They spent the whole day up there. They called me early in the morning, about 8:00, 9:00 and said they were going. After 5:00, I missed a call from them, but they left a voice message.

They said that they had been to Tortuga, done their investigation, and they had found some serious problems with it. That was Tuesday just gone now, tomorrow one week. Madam Speaker, I want to see what they are going to do about it. I am waiting with bated breath.

Do you hear what I tell you, Madam Speaker? I am waiting to see what we do about it, not what they do about it, you know, because we constantly blame them for what they do. We need to punish people when they disenfranchise our people. And the laws are there. But we come up in here and we beg them, *Please don't do that again*. Please don't?

Madam Speaker, I keep saying, barring those who were born with some mental defect, all of us know the difference between right and wrong, and we know that the consequences of wrong is punishment! Think we don't know that? From the time we learned our names we knew it.

Madam Speaker, let me say there are good employers in this country who work hard. Look at the accounting world. I do not want to get too much into it, Madam Speaker, but the accounting world. The Second Elected Member for George Town told me there must be 15 or 20 partners in the . . . recently you told me that. Didn't you? There are 15, 20 Caymanian partners in that. Madam Speaker, you are telling me we only know numbers? No, Madam Speaker; it is because opportunities were given and we do not have to legislate and manage those people. But in every society there are those that must be controlled by legislation. And we are no different. And if we do not do it, we are going to lose our country.

Our people are suffering. You hear the Minister say there are hundreds of kids coming back from

school. I understand from the Education Council that there is anywhere between 600 and 700 children at any given time on tertiary education. What are we doing? That's what they know of. Those that are getting private funding, they don't even know of. And we do nothing? And we sit here and beg them to take our children? Why? Is it because we get ours secured in a job we don't worry about the others?

We need to stop this, you know.

Did you hear the Minister talk about it's not those who are uneducated that cause the revolution? Revolutions are caused by academics when they feel disenfranchised. All you remember Tiananmen Square? Who was it? College students! So we're educating them, not making any provisions for them, and making them come back and come a revolution, an intellectual revolution in our country that we cannot stop. Is that what we are looking for? Or will we have a vision that we can leave as a legacy to enhance the lives of those children?

That is the question. That is the question that the Member for George Town is trying to resolve here. That is what we are looking for. But, no, people dismiss him, because he is disruptive, that's what he is. He needs to be chastised for it! That's unfortunate, that the ideas of others are not as good as ours. That the goals and objectives of others do not align with ours. Therefore, they must be punished by being ostracized in a society that needs everyone. We need to stop that. We need to stop being so selfish, arrogant, self-serving, sit by and ridicule people who are different than we are. Maybe we need to start thinking about a little bit of diversity and understanding how to deal with people.

No one here is less than the other. We were all elected, duly elected through the democratic process in the same manner, whether or not we went in on somebody's frock tail or not. We were elected to come here to occupy this real estate to enhance the lives of our people. Only some are going to be Government. And Government will always have its way, but the Opposition must be allowed to have its say. If the Opposition can do what it wants, then the tail would be wagging the dog. That is not how it was designed to work. But don't tell me because I am advocating on the people's behalf that I am being disruptive. You bring something that I can support, and I will support it.

Here we are, the backbench begging the front bench to do what they need to do. Madam Speaker, I am reminded of the current President of the United States when he was starting his campaign. I listened to him one night. I believe he was elected in 2008, so this would be in 2007. He said what we need to stop is the lobbyists funding politics where the lobbyists write the cheques and our constituents get to write letters to congress, and America would never survive on that basis. Cayman is not going to survive like that either, where our people write the letters of complaint. I can-

not say that we have lobbyists here. So that part may not necessarily be relevant to us.

Madam Speaker, I complained about Tortuga Club, again, moving the sand from up there to go to a piece of property down the road. Madam Speaker, they have not moved it yet, you know. An enforcement notice was placed upon them and they haven't returned it. I complained about Joe Imparato moving that fill from up there that he dug out, which was supposed to stay on the property—lashed him with an enforcement notice. Do you know what he did? He turned around and applied to cut the whole hill down.

Madam Speaker, just today in the *Royal Gazette*, Bermuda has increased fines for planning, after the fact. Those are the things we allow people to get away with, and the Caymanian who paints his front door a different colour, gets punished for it. Therein lies the difference. We allow people to do as they please. They just walk all over us and we do nothing. But it is not their fault.

Madam Speaker, you see the lawyers, after I was talking about it in here, they came and they beat me up in the papers that I was wrong. Well, Madam Speaker, I responded to them. And at that time I challenged them to inform this august body to advise this Assembly with verifiable reasons why so many Caymanians who received their experience locally left the various law firms in recent times. And I haven't seen anything yet. And let me tell you the date, Madam Speaker. The 22nd of October 2015. One day shy of one month.

I wonder, Madam Speaker . . . I trust that . . . you haven't received anything—right?

The Speaker: *[No audible reply]*

Mr. V. Arden McLean: Thank you, Madam Speaker.

That is all I am asking them for. But they cannot provide it. Madam Speaker, they were mystified at the last opening of the Grand Court when they said they did not know the mystery of why the Legal Practitioners Bill has not been put into legislation. Well let me de-mystify it for them.

Those who were helping them lobby have now new bosses. They have new bosses. And they cannot turn their backs on their new bosses. That is the power of the people. That is what we must respect. That is what we must use, the power of the people. We need to stop allowing someone else to manage the power of the people. We do not own any power here. The people sent us here with theirs. But they want us to manage it carefully in their best interests. And if we do not, trust me they know what to do with us. Trust me, Madam Speaker, those pencils, if you think they cannot slide across those ballot papers, try um nah! Try um!

Madam Speaker, I agree with them. It is not the fault of the businesses. It is not the fault of anyone, but the 18, and soon to be 19, Members that

have total and absolute responsibility to ensure that we have in place provisions to protect our people.

I said Truman and them spoke about law school. That is their legacy. Mr. Warren talked about tourism and cadastral survey. Do you see how beneficial that is to the people today? Do we understand that? That is what politics is about; providing something that people benefit in the long run.

Now, the time has come for us, because our children, our population is becoming more and more educated and more and more are getting educated, we need to find some way to accommodate them. That is the most important thing for this country right now. There is nothing more important. Forget about the dock, we can swim ashore. Forget about the airport. We can put umbrellas outside. It does not trump preparing this country for an educated population. Make provisions where opportunities are provided, is of utmost importance.

We are bringing 300, 400 kids out of university each year. Two, three hundred most likely, would be a fairer number to be at. What are we doing with them? If we have 1,500 that cannot get a job now, and there are many of those who are educated professionals, first degree, second degree, what are we going to do with the rest? Each year we are going to dump them into the unemployed column?

Madam Speaker, we have a responsibility, all 18 of us, to do something. I did what I could. I proposed it in August 2013 and nobody listened to me then. I am glad at least they are listening to the Fifth Elected Member for George Town. I hope something tangible, measurable and visible comes as a result of his Motion, in order that our people's lives can be better. That is all we need to do. We have the responsibility. The Government has a responsibility to propose it. The Government has the power to do it. Unfortunately, he had to bring it. Sounds like a motion that should be coming from this side. But you know I was going to bring it if you did not. It wasn't going to be so kind, though.

So, Madam Speaker, I would like to think that . . . I really was not going to support it. I wasn't going to debate it because it was so diluted, but it's all right. Only a fool and a dead person can't change their mind. I would not support his Motion because I do not want to bust his bubble either. He is young, he is fresh, and sometimes that is good for encouraging support. I know what I had to do when I went to sea when those other Caymanians gave me the opportunity. Madam Speaker, we would not be what we are, were it not for someone else. That is how life goes around. It is one big cycle. But there is a combination of us putting the systems in place and the opportunities being created out there for them by people who embrace things.

One last thing I wanted to say. Madam Speaker, I heard the Minister talk about our dialect, our accent, that we should be proud of it. I see many

Caymanians who want to talk like Americans and the likes. I don't want to be anybody but from up in East End. And if you can't understand me, ask me to slow down and I will talk very slowly so you understand.

When I was at CUC too, a gentleman told me that I had an accent. I said, *I do?*

He said, *Yes. I can't understand you.*

[I said] *No. Me, have an accent? It is you that has the accent, you know. You are in my country. I can't understand you.*

He said, *Oh, you know you have a chip on your shoulder.*

I said, *I take offence to that too.*

He said, *You do? Don't you think you have a chip on your shoulder?*

I said, *No. I don't have a chip on my shoulder. I take offence to it. I have a Georgia Pine on my shoulder!*

Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak? Does any other Member wish to speak? [pause]

I recognise the Honourable Minister responsible for Education.

Hon. Tara A. Rivers, Minister of Education, Employment and Gender Affairs: Thank you, Madam Speaker.

I rise to wholeheartedly support this Motion brought by the Fifth Elected Member for George Town and seconded by the First Elected Member for Bodden Town.

Madam Speaker, this is probably one of the most critically important Private Members' Motions that has been brought to this Legislative Assembly and certainly that has been brought to this Legislative Assembly during this current Membership, since 2013. I would dare say this is probably one of those Private Members' Motions that will make or break the path of many of us in this honourable House.

Madam Speaker, this Motion, in my estimation, is about ensuring a sustainable future for this country. This is about ensuring that our people, our country is put on a solid foundation for sustainable growth, sustainable development, and, as I said, a sustainable future. If the people of these Islands, whether they are 10th or 1st generation Caymanians, are not given the opportunities to succeed in our own country, then where should we have those opportunities?

Madam Speaker, in my estimation this Motion is not about affirmative action. This is not affirmative action because Caymanians cannot be made to feel like a minority in our country. We cannot and should not be made to feel like a minority in the psyche, in the mindset of the community at large, of the business community or the community within these hallowed halls. Irrespective of the fact that we are, in fact, a mi-

nority with respect to the number of persons in the work force, we must recognise the ability; we must recognise the drive, the desire and the determination of our people to succeed in our country.

Madam Speaker, we are, and have been, and will always be a welcoming society. That is who we are as a people. That is the attribute we should cling to and be proud of. We are and have been and will always be a people that welcome persons with open arms, and we have prospered as a country as a result. This willingness to embrace and adapt to the external influences and the challenges, has caused us as a country to stay on top and, in some instances, ahead of the curve in a number of key and emerging industries.

So, Madam Speaker, certainly, when I speak about the need to ensure that Caymanians can achieve and advance and prosper in their country, I am doing so in the very inclusive sense of the word. Whoever has the right to be considered Caymanian should be considered Caymanian. But whoever has the right to be considered Caymanian, also has a responsibility and that is irrespective of your race, colour, creed, socioeconomic status, or otherwise.

Madam Speaker, in my estimation this Motion is about removing the structural or legislative barriers that exist inadvertently, deliberately, or otherwise, that discourage the upward mobility of our people in our own country in these very industries that we have helped to create as a result of our welcoming disposition and society. This is not about positive discrimination. This is what should be, and should be expected, because this is what exist the world over.

Madam Speaker, contrary to what some critics of this Motion may say, this, is not about dumbing down the criteria for success in our country. To the contrary, this is about recognising the vast contributions that Caymanians, especially multigenerational Caymanians who have, and who continue to work to succeed, to continue to work to rise to the top of their chosen profession. This is about ensuring that there are no artificial barriers to our people succeeding here in our own country.

Madam Speaker, like the Fifth Elected Member for George Town said in his contribution, I echo the sentiments in saying that this is not about being afraid of competition. I am not afraid of competition, Madam Speaker. As the Fifth Elected Member for George Town said, I too have competed as a Caymanian all my life. Madam Speaker, I competed at the tender age of 15 for the prestigious and rigorous United World College Scholarship to represent my country, the Cayman Islands, and to further and complete my secondary education overseas, to most recently, Madam Speaker, competing in a hotly contested general election, achieving a feat as an Independent Candidate and now Member of this honourable House, which has never been achieved to date, and

have been competing for numerous other opportunities in between.

Madam Speaker, as Caymanians we are not afraid of competition. And, given the opportunity, we, in most instances, will rise to that challenge. I had the opportunity to successfully compete not only here in Cayman, but on the world stage. And, you know, Madam Speaker, growing up as a little girl in Mount Pleasant, West Bay, from a hardworking, working class family who made the ultimate sacrifice to ensure that I could get the best possible education that they could provide, so that I could have the opportunity to rise above to achieve all that is possible as the next generation of a long list of generational Caymanians, I am thankful for that experience. I am thankful for those humble, yet loving experiences growing up in Cayman, right there on Hetties Lane in West Bay. As a result of this hardworking, Caymanian work ethic that was inculcated in me from the time that I can remember, I was able to successfully compete. I was able to achieve and excel not only on the local stage, but internationally.

Madam Speaker, as a Caymanian I have had the privilege of attending some of the top schools, some of the top universities and training at some of the top law firms in the world. I only use my experience as an example here today because if this multi-generational Caymanian who grew up in Mount Pleasant, West Bay, who spent her formative and critical school years right here, who worked to achieve notable success not just locally on our little rock, but on the world stage at some of the most prestigious universities and some of the more prestigious organisations in the world, if I can do it, Madam Speaker, then there is no reason why other similar Caymanians cannot do so as well.

In fact, Madam Speaker, there are many Caymanians who have, and who continue to compete and excel locally and throughout the world. Madam Speaker, for me this Motion is not about trying to circumvent the need to work hard. This Motion is not about trying to create . . . some people may want to criticise or typecast this Motion as saying, *Oh, this is just about creating more of the "Caymanian entitlement mentality"*. This is not what this is about, Madam Speaker. This Motion is about ensuring that the same work ethic that we, as legislators, we as a community, we as family, we as Caymanians want for our people, the same drive and determination from whence we came, the same drive and determination that we expect our children to demonstrate at school in their various pursuits, the same drive and determination that we expect our people to demonstrate in the workplace. This is about ensuring that there is the next step available once you have demonstrated your determination, once you have demonstrated your ability, and once you have demonstrated your drive to succeed.

Madam Speaker, as legislators we must find ways to shatter whatever glass, concrete, titanium, whatever ceilings that may be forming as a result of either legislation that needs to be revisited, regulations that need to be revisited, or, more importantly, legislation that needs to be enforced.

Now, Madam Speaker, we all recognise and appreciate, more so now than ever sitting in the seat that I sit in, that when it comes to the enforcement of legislation that we, as legislators, are responsible for creating the legislative framework and that various agencies are tasked with the responsibility, various boards are tasked with the responsibility of enforcement. But, Madam Speaker, we must ensure that as legislators we do not sit back and say, *Well, now that we have created the laws our job is done*. We must look to ensure that accountability exists at all levels.

Madam Speaker, what is our return on our investment as a country? The Government spends millions of dollars annually on awarding scholarships, so that our people can get educated in order to get a chance to compete. We also require that they come back to contribute to the local economy in recognition of being afforded these scholarships for their personal advancement. We are telling our students that we will give them money to go on to enhance their career prospects, and we expect that they come back and contribute to the local economy. That is a fair expectation, Madam Speaker.

What we need to do, working in tandem with the business community, the public sector, and the community at large, is to make sure that there are opportunities for those same persons that we invest very heavily in to be able to live up to their obligations with respect to contributing to the society which has afforded them so much. So, Madam Speaker, the first and most important hurdle is education. The Government is working hard to ensure that the education system is providing the best possible experience for our children to enable them to develop the tools necessary to be able to compete and compete successfully.

This Administration has taken off the rose coloured glasses. We have taken our heads out of the sand and recognised that we need to address some of the critical challenges facing the education system and not just pay lip service to education. Madam Speaker, I am happy and I am privileged to be leading the charge on behalf of the Government in this regard. But, Madam Speaker, once educated, what next? Just as we are focusing and trying to redress and address some of the areas of either neglect, areas of need, areas of want when it comes to ensuring that our people are educated, and educated in the broadest sense of the word, Madam Speaker, from the academics, to the sciences, to the technical and vocational to the artistic, to the creative, educated in a way that our people can find meaningful employment, meaningful business opportunities, meaningful contribution to the society. While focusing on ensuring that we set the

pathway for the future success of our people coming through the education system, we must also ensure that once Caymanians get educated, once they are educated, once they demonstrate that drive, that determination, that ability to succeed, that Caymanians are given real opportunities for employment, training, development, advancement and ownership opportunities.

Madam Speaker, we must ensure that those efforts are not stymied, those efforts are not thwarted because of legislation that inadvertently or otherwise, precludes real career progression and ownership opportunities in our country. Successful employment training promotion and advancement of Caymanians requires a concerted and multidisciplinary, multi-ministerial, multi-dimensional, collective effort across the aisles and within this Chamber, and between public and private sector.

As legislators it is our role. It is our responsibility to create the laws to ensure that such opportunities are created and are adhered to. It is our responsibility to demand that these laws are then enforced by the agencies, by the departments and by the boards that are set up to carry out what is required pursuant to these laws.

Madam Speaker, even though not on its face, in my view, this Motion attempts to address a fundamental issue at the heart of our cultural and historical evolution as a country and as a people known as Caymanians. It begs the fundamental question, who and what are Caymanian? Madam Speaker, without getting into too much of a philosophical debate, very briefly, there are Caymanians by birth, there are Caymanians by family connections, there are Caymanians by status, there are long-time Caymanians, and there are just-come Caymanians, to name a few. But as I said before, we have the common theme, and that is, we all have the right to be called and to be considered Caymanian. And there is no distinction under the law with respect to those of us having that privilege of being called Caymanian.

Madam Speaker, we also have the responsibility as Caymanians to ensure that our country continues to prosper and that Caymanians, *all* Caymanians, are given the fullest possible opportunities to succeed in the Cayman Islands, be it your only home, your first home, your second home or otherwise. If the Cayman Islands is your home, then you have an obligation to ensure the future prosperity of our home, the future success and the future sustainability of our home. Madam Speaker, if all Caymanians are able to succeed, then the society at large will succeed.

Madam Speaker, to me the essence of this Motion can be summed up in the words of the American jurist and former Supreme Court Justice, Sandra Day O'Connor, when she said, and I quote, "**Society as a whole benefits immeasurably from a climate in which all persons, regardless of race or gender, may have the opportunity to earn respect, respon-**

sibility, advancement and remuneration based on ability."

Madam Speaker, we have all heard the stories. As elected representatives we have all been beseeched by our constituents about the feeling of being discriminated against, being overlooked, being marginalised in the workplace because they are Caymanian. Let's face it. Let's call a spade a spade. I know I am not the only one in this Chamber who has had those and similar complaints made to me and to other Members in this House over the past two and a half years. And some review much longer than that. These stories are not just coming from what some would like to pigeon hole as those persons being on the fringes of employment, those persons who do not have any discernable skills to speak of. These accounts are also coming from the educated, they are coming from the competent, and they are coming from the ambitious Caymanians. That should be a cause for concern for everyone within these hallowed halls.

Madam Speaker, in many instances it seems as if we have moved away as a country from a community and a business community that had an ethos where it was expected for them to hire and train young Caymanians and those Caymanians transitioning into a different career or profession. We have moved away from that expectation where companies would take on school leavers, college graduates and the like, and put them through the paces to develop the necessary skills to find meaningful careers. We have moved away from that in many respects to a community where in some instances, businesses are seeking out what I call the "pre-packaged" employees; those who are brought in from elsewhere who may, or may not, have had the relevant training, the relevant exposure, or the relevant experience elsewhere in other jurisdictions, having received training and experience what would be required to be provided to nationals in their own home countries.

So, Madam Speaker, making it abundantly clear in this House, that as legislators, the time has come to ensure that what is required in our Immigration and other laws is actually carried out and enforced.

Madam Speaker, this Motion speaks specifically to utilising the Immigration Accreditation Programme to hold businesses accountable and to reward and acknowledge those businesses that hire, train and promote Caymanians. This is something that I campaigned on, to work with those business community partners who are stepping up and doing what they should be doing pursuant to the law, and those who are going above and beyond in some instances. We must recognise those good corporate citizens, Madam Speaker, who are doing, in many instances, what is expected of them pursuant to the law, and who go above and beyond in some instances. But equally, Madam Speaker, with respect to those business partners or lack thereof, who, for whatever rea-

son, are not stepping up and doing what is expected under the law, there must be similar consequences as well.

Madam Speaker, we have to ensure that the people in this country that have done their part, that is doing their part, can provide the service necessary; that they are getting the education required in order to, at least, get a foot in the door to be able to develop skills on the job and additional specialise training if necessary. We must be able to provide those persons with the opportunities to do just that.

So, Madam Speaker, this Immigration Accreditation system which this Motion calls for, is contained in the national priorities plan of the independent Members. But it is also similar to what was contained in the Private Member's Motion brought by the Fifth Elected Member in July of 2014 and passed in this honourable House.

Madam Speaker, it is important for me to recognise at this stage, because I know how these things tend to go and be misconstrued in the media and otherwise. My rising to support this Private Member's Motion is not an attempt to browbeat or to castigate the business community in any way. On the contrary, this is an attempt to encourage them to do what is right by the people of this country. This is an attempt for the Government to do what is right by the people of this country.

Madam Speaker, like many Members in this chamber, I represent the new generation of Caymanians; those who are educated at the top universities and those who have proven ourselves and proven our scholastic and other aptitudes on the global stage.

Madam Speaker, like Members of this Chamber, I represent the new generation of elected officials. We are educated, we have accomplished in our own professional endeavours. Some of us have extensive and significant experience in the private sector, and we know what it means to compete and to excel in our careers, pre-politics and otherwise. And, Madam Speaker, it is that combination of being grounded in who we are as a people, in being educated in our own respective professions, and being confident and articulate enough. To stand and be counted is what gives me hope that we will work to bring about the changes that is needed in this country in order to ensure that we continue to create an environment for future prosperity and future sustainability for our people for generations to come.

We are not here beating our chests into the wind just to hear ourselves talk. We are not here bringing motions to the House or bringing legislation to the House, or bringing movements in this country just because we are interested in getting reelected. Madam Speaker, we are here to deal with the real issues. As the new generation of elected officials, we were elected by our constituents to stand up, be counted and to bring forward the issues that many

generations before have either neglected or did not see as politically expedient to address.

Madam Speaker, like several others in this Chamber, I chose to put myself forward to serve my country, to serve my people and to put the interest of my country first, above my own personal and professional gain, because I was called to do so. And, Madam Speaker, you know, to serve in this honourable House, is a calling. To serve as an elected representative of the people is a calling. Because, Madam Speaker, as successful professionals, why else would we subject ourselves to the vitriol, to the castigation, to the aspersions that many of the arm chair politicians and so-called political pundits so regularly throw at us when we attempt to address the critical issues facing this country, to address the inequities that exist, and to tackle the incidents of systemic discrimination that has crept into and is becoming entrenched in our society.

As I said, Madam Speaker, speaking so candidly and so frankly about these issues, these are not things, which many people in this chamber has said before me, that I just dreamt up or they just dreamt up. These are the issues that many of our constituents are coming to us on an almost daily basis; accounting stories that makes you want to think that you actually listening to a Hollywood script in some regards.

Madam Speaker, we have to recognise that we as legislators have a responsibility to do our part. Our people have a responsibility to do their part. And the business community, the public sector, the employers, and the creators of wealth in this community, have a responsibility to do their part. Madam Speaker, the time has come for all of us to stand up and be counted. The time has come for us to do what is right for a number of stakeholders in this country; specifically, it is time to do what is right for business.

Yes, Madam Speaker, for business: to ensure the viability of business, and to ensure the viability of the business community in this country. We need to have a thriving business community. And we need to have a responsive legislative environment which promotes a thriving and vibrant business community locally. And we need to be able to continue to compete in financial services, in tourism and in other key elements of our economy on the world stage right here in the Cayman Islands.

Madam Speaker, it is also time that we do what is right for the Caymanian people, especially those multigenerational Caymanians who are educated, who are capable, who are committed and who must be given the opportunity to receive adequate and robust training, adequate and robust career progression and ownership opportunities in our island paradise. And, Madam Speaker, looking after these two interests of these two stakeholders, the business community and the Caymanian people, these are not, and cannot be seen as mutually exclusive. In fact, these two interests are interdependent, because the

business community will not thrive unless our people thrive. It is that simple. The business community will not thrive in an environment of social unrest.

So, Madam Speaker, as legislators we must do all that we can within our power to try to stave off any potential for social unrest. As legislators we must do all we can go encourage the business community to ensure that Caymanians are hired; to ensure that they are trained and promoted through the various levels, including ownership positions. But, Madam Speaker, as Caymanians we too must do our part to ensure that we show up when those opportunities are given, that we step up when those opportunities are given, and that we demonstrate our willingness to be committed. We demonstrate our ability to do the task set before us, no matter where we are in the corporate ladder. Because, Madam Speaker, putting it very bluntly, we must crawl before we walk. There are no proverbial free lunches here, and I am certainly not promoting, as I said, that idea or that mentality, that being Caymanian in and of itself is a qualification.

There should be no short cuts to upward mobility and progression at the expense of developing and demonstrating competence, especially in the highly technical fields and professions within the financial services industry or otherwise. But, Madam Speaker, all things being equal, Caymanians must be given first opportunities, first priorities to succeed in our country. That is what you would get if you were to go to any other country. And there is no reason for us to adopt any other mentality but to say, once we have stepped up and done what we said we were going to do and once we have done what has been asked of us, we must be given clear pathways to success and any structural, any artificial barriers that exist must be addressed head on and directly to ensure that this island paradise continues to be just that for all who grace our shores.

Madam Speaker, there must be a pathway for qualified Caymanians and those Caymanians who have the aptitude and the willingness to become qualified, once given an opportunity, there must be a pathway which is clear of those obstacles due to either lack of adequate legislation, loopholes in the current legislation which are being exploited by some unscrupulous parties, or legislative provisions which lend itself to being used to the detriment of the advancement of my Caymanian people.

Madam Speaker, I also want to make it very clear that in supporting this Motion, I do not have any axe to grind. I have no notable personal negative experiences to speak of, which has prompted me to support this Motion in particular, or to get involved in politics in general. As I said earlier, I have been blessed to have been raised in a family that values and promotes a strong work ethic. I have been blessed to have been given and have taken advantage of educational and other career advancement opportunities throughout my life. I have been blessed

to have been successful in all of my personal and professional pursuits to date, locally and abroad. And Madam Speaker, I have been blessed to be able to say that I can compete and excel on the world stage and at the top institutions in the world, should I chose to go that route again.

Madam Speaker, I have heard my colleagues across the hall mention something about never knowing hardship, and I just want to address that head on. Me and many other successful people in this chamber, as I said, we are all successful in our own right. We did not get here by chance and we did not get here by circumstance. We got here by *hard wok!* We got here by tenacity and we got here because of a sense of purpose.

[Inaudible interjection]

Hon. Tara A. Rivers: Madam Speaker, be that what it may, as I said, we did not elect this life or we did not choose this life because we wanted to take the easy road. At least I know I can certainly put hand on heart and say that. I have chosen to be exactly where I am today because of my dedication and my commitment to my people. I have chosen to be an elected representative of my Caymanian people, and in particular, my people of West Bay, because I have been called to give back, to stand up and be counted.

Madam Speaker, as a Member of Cabinet, I have been blessed to be given the opportunity to move forward some key legislative, key programmatic, and other reforms in just two years on behalf of the Government in areas that are vital to the enhancement and advancement of our people; some reforms that previous ministers and administrations have only talked about for decades before. Reforms such as, but not limited to the introduction of a national minimum wage and the consultation drafts of the Education Bill, Labour Relations Bill and the National Pensions (Amendment) Bill, to name a few, which, Madam Speaker, I am sure you can appreciate, have all received numerous comments and feedback. And the Ministry is currently fastidiously working through this feedback in order to bring these Bills forward in the New Year.

Madam Speaker, as a Member of Cabinet I will continue to advocate my fellow colleagues and to advocate to see that these critical issues are addressed in a timely rational and progressive (with a small "p") manner.

Madam Speaker, I am but one, but will continue to ensure that my vote will be cast and my opinion will vociferously proffered if need be, so that I can continue to hold my head high, to sleep good at night knowing that I did my best for my people today and for as long as I am given the opportunity and the privilege to serve. Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak? [pause] Does any other Member wish to speak? [pause] Final call, does any . . . I recognise the . . . Premier, do you wish to give way to the Second Elected Member? Or Second Elected Member, do you wish to give way to the Premier?

I recognise the Honourable Second Elected Member for George Town.

Mr. Roy M. McTaggart, Second Elected Member for George Town: Madam Speaker, thank you for the opportunity to make this contribution in support of the Private Member's Motion before us for debate today. I recognise that the hour is extremely late, and in light of that, I will tailor my comments and make them very specific and focused with a view to limiting them, but not necessarily taking away from my support in any way for the Private Member's Motion that is before us.

Madam Speaker, the Motion is truly a noble one, one that seeks what is right and I think what every citizen of this country ought to aspire to, and that is an opportunity to work, progress and advance, and to make it to the highest levels of their own profession which they choose to pursue. No one disagrees with that. That is what we would like to have for every person.

Madam Speaker, I have heard all of the debate this evening and the contributions, and just from my viewpoint, I have come away with a feeling that it has been completely unbalanced and one sided. You might want to say it has been "bash the private sector" day. What I wish to do in the minutes that I have, Madam Speaker, is present a little bit of the other side of the story, because there is another side. Not every business in this country is as bad or as uncaring as some have portrayed. Maybe not deliberately, but that is the clear message.

Madam Speaker, when I started out, my life as a professional, it was a totally different landscape. It was a totally different environment. But I have to say that the issues were the same. At the time when I started my career, there were no scholarships available from the private sector, and there certainly was no training programme. Throughout my career, I had to endure the ridicule of my peers with regard to the value of the qualification I had obtained. For reasons unknown to me, my qualification of being a certified public accountant from the US was not perceived as, being as good as being a chartered accountant. That is the truth. I had many debates with people about it. I was angry. I researched it even further. No one could understand how someone could be a "certified" accountant rather than a "chartered" accountant. But that was the highest qualification you could obtain for an accountant if you were living and working in the United States.

I learned very quickly in my career that if I was to make it I did not have to be as good as my peers, I needed to be better. I had to work harder at it because

I was one of a very few who at the time of the development of this country were trying to make it into a profession that itself was in its infancy and growth, but one which offered clear opportunities for those who chose to enter that profession. Madam Speaker, I was fortunate, too, at the time to work with people who were honourable men, whose word was their bond, and who, at a very early age, once I made my desires and my ambitions known, helped sketch out a plan that would ultimately lead to my progression in the firm and in the profession that would allow me the opportunity, too, to make it to the very highest echelons of the profession.

I am not seeking to beat my own drum here, but hard work, persistence, dedication, commitment to learning to improving and to mentoring others ultimately led to my success. I not only rose to become the managing partner here in the firm, but I was also blessed to be appointed to managing director of the firm I worked with for 27 years. In my last five years I was managing director of the office in the British Virgin Islands. So, I have to say that I am one of those who has helped to blaze the trail and develop the profession that many sometimes today laud as being an example for others to follow.

Madam Speaker, we have to ask the questions: Why have some succeeded? Why is it that others are still struggling? I firmly believe from my own experiences that part of the reason lies with the tone at the top. From a very early stage in my career and in talking with my former partners, they all had the view that if a firm were to succeed in Cayman, especially if they were foreign firms coming here to work, it was essential that local nationals be included and given opportunities to take up positions of leadership in those firms. Many of them, I know many today, follow that mantra and have that belief.

I thank the Member for East End (the only one comment that I can recall this evening) who even acknowledged that there are many good businesses in this country that do just that. But they all seem to have been lumped up with everyone else, and are being criticised for not doing it. And I know from talking with many, Madam Speaker, that they have disquiet and feel a bit disillusioned with the environment, in that many do the right things, they help train, mentor, promote, gave opportunities to Caymanians, and made great strides in investing in their local talent, but never seem to get any credit for it.

Madam Speaker, the Minister of Financial Services spoke about balance. That, I believe, is the critical part of how things have to be worked out if this effort is to be successful. I do not believe for one second that the Caymanian dream is dead, is not alive, or is dying. If I had that feeling, if I believed that, Madam Speaker, I would not be here. And this would be a different place. I have three daughters that I have raised, quite successfully I believe, who are all starting to take their rightful place in this community. I talk to

them and they see a bright future. I talk to them and they want to make their life and their career here in Cayman. And they have a right and an expectation that there will be that opportunity for them.

I also have one daughter who is at university doing her master's degree in finance and who will return to Cayman, take up her rightful place in this community and make a valuable contribution. Another of my daughters is working overseas. She took a two-year contract to work overseas in a foreign country to gain experience so that she could further her experience and her expertise in her chosen career. And she too is looking forward to coming back. They see a bright future here. I have not had anyone look at me, certainly within my family . . . I have not seen nephews and nieces grow who do not believe that there is a future here for them in Cayman.

But, Madam Speaker, we have heard a lot of the discussion here today and there is unquestionably no doubt that as a country there are businesses and as a country we can do better, we can do more. There is, in my mind, a very clear need to ensure that legitimate advancement opportunities and growth opportunities exist for our people. If they are not growing and developing, Madam Speaker, they are dying. And I mean that figuratively.

Mr. V. Arden McLean: Not all of us come from the same side of the track.

Mr. Roy M. McTaggart: It does not matter what side of the track we come from Ma'am, we all have the opportunities.

Mr. V. Arden McLean: You think so?

Mr. Roy M. McTaggart: Yes sir.

And there is one area, Madam Speaker, that within this Private Member's Motion is a very broad resolution that **"Government considers enforcing existing laws, regulations and policies and utilizes the Immigration Accreditation Programme more fully to hold businesses more accountable as well as to reward and acknowledge those businesses that hire, train and promote Caymanians through various levels including to ownership positions."**

Madam Speaker, that resolution is very broad in its scope. But there is one aspect of it that I have some serious concerns with, and that is the Government getting itself involved in dictating and potentially legislating ownership in this country. I believe that is a very dangerous area for us to venture into and should be beyond the scope of a government's interests and activities. Having said that, I do look forward to the time that within our caucus we will discuss these issues and seek to identify what the real issues are and what the solutions ought to be.

Madam Speaker, despite the challenges we have discussed here today, this country has had two

generations of almost complete and unbridled prosperity. We would not have had this discussion eight years ago, prior to the recession. But I think a lot of what is transpiring today and the difficulties we have are as a result of the changes in the employment scene in Cayman and the structural changes that are taking place in our economy following the 2008 recession. Madam Speaker, I have said this publicly in this Assembly and outside: Life changed for many in 2008. It changed for this country. Jobs that were lost to the recession are not coming back. And adjustments are needed on a macro level with the population in order to adjust to the new reality.

Madam Speaker, the Minister of Financial Services spoke about the need for balance. He is dead right, Madam Speaker. I wish to reinforce and back his statements in that regard. As we move forward and try to deal with this issue, we must always be reminded that the business community needs the appropriate climate and legislative framework in which to prosper and function. Similarly, there is that balance that the working population, our citizens, need that environment too where they have the ability, the opportunity, the education and the desire, the commitment where we have all those qualities. To desire to progress and to succeed, they must be given that chance.

Government's role, I see, is one in which to create the environment for businesses and the country to succeed. Together, Madam Speaker, we can make it work if there is that desire to achieve that balance and for us to have that spirit of partnership. That is absolutely essential in order to succeed. Madam Speaker, if we legislate it and make the environment so difficult and contrary for the business community to succeed, they will simply move up and then move elsewhere and then the jobs we are seeking for our people to rightfully take up, they will disappear along with the businesses.

So, I urge balance. I urge us to take this Motion now and move forward with it and try to identify the issues and the changes that are needed in order to ensure that our Caymanian people can truly achieve the very best for themselves in terms of their progression and ability to live, work and prosper within the Cayman Islands.

Madam Speaker, thank you for the opportunity to contribute. I commend the Motion to the House and look forward to voting on it at the appropriate time. Thank you.

The Speaker: I recognise the Honourable Premier.

The Premier, Hon. Alden McLaughlin: Thank you, Madam Speaker.

The hour is late. The day has been long. And I really had not intended to contribute to the debate on this Motion, particularly given the contribution of the Minister of Financial Services and Commerce who, I

think, comprehensively set out the Government's position with respect to this matter.

The amended Motion is in terms that I entirely support in that it calls for the Government to consider **"amendments to business licensing laws with a view to removing restrictions to employment, training, development and ownership opportunities for Caymanians."** And further **"that Government considers"** (which it already does anyhow) **"enforcing existing laws, regulations and policies and utilizes the Immigration Accreditation Programme"** (which does not yet exist, actually) **"more fully to hold businesses more accountable as well as to reward and acknowledge those businesses that hire, train and promote Caymanians through various levels including to ownership positions."**

I could not have said that about the original motion which, quite frankly, called for radical changes to an entire construct of business in Cayman by providing for the removal of all exemptions in the Trade and Business Licence Law and the Local Companies (Control) Law. So when the Member for East End talks about diluting the original motion, I suspect that he has not carefully considered the impact that would have on businesses, and that it would, in effect, amount to expropriation of assets of shareholders of various businesses including banks, trust companies, insurance companies and the like. But those are matters which the Government did have regard to and did succeed in persuading the Fifth Elected Member for George Town that the Government could not accept a motion in those terms.

Madam Speaker, as I said, I had not intended to speak to this Motion, because I support the terms and, as I said, I think the Government's position had already been adequately articulated. So it is not the Motion in its current form that gives me concern, but indeed, Madam Speaker, some of the rhetoric that has been expounded over the course of this debate is of great concern and worry to me. I have no doubt, given comments and so forth that I have received in advance of this debate, that it will also be of great concern to the business community and, indeed, the broader community.

The Minister of Financial Services and Commerce spoke about the need for balance. What he said has been endorsed by the Second Elected Member for George Town who spoke just now, and I thought spoke eloquently, about the fact that there is more than one side to this story. I heard comments from the other side about "he comes from the other side of the track" and so forth and so on. Madam Speaker, at least when we were growing up there was not much difference between the two sides of the track.

[Inaudible interjection]

The Premier, Hon. Alden McLaughlin: But I can tell you, Madam Speaker, as you well know, because we are of the same era (if I may call it that now, we're getting so old!), I got where I got by the dint of my own hard work and determination and an opportunity provided. I did not even know what a silver spoon was, let alone to have one in my mouth. I got no government scholarship or any other scholarship. I worked my way five years through law school. So, no one needs to talk about different sides of the track when it comes to me.

Madam Speaker, I have two sons and a wife. My wife is a lawyer, not so long qualified; took her the best part of 10 years because she did it part time while she worked. My son has just finished five years in the UK. I hope he comes back at Christmas and decides to start his articles. When I was elected I was 39 years old. I had been a partner in a law firm for seven years. Such money as I made has long gone after 15 years in politics and 2 sons in private school and university (one still there). So, if anybody thinks in this House that they have any greater skin in the game about prospects in the financial services industry or in business in Cayman than I do, then I want them to show me, because when my term here is over . . . (because I can tell you this, I do not intend, if I live to be a few years older, to be in here as some doddering old fool). I will know if the people do not decide before, when to part this. And I can promise you, I will have to go work somewhere again. The only business I know besides politics is law. So I have three of us at the moment (I do not know what Caelan is going to do) who are committed to a legal career.

So, they can get up here and shout all they want and throw the slurs and infer that some of us on this side have some ulterior motive in supporting a Legal Practitioners Bill. Madam Speaker, my father always told me that children and fools should never see anything half done. Madam Speaker, since I was an articulated clerk in 1983 there has been talk about the need for a new Legal Practitioners Law; a new one. I do not know how many attempts we have had at it. And anyone who truly believes that a 1969 piece of legislation that was crafted at a time when Cayman had, I think, 10 lawyers . . . I think there were 6 who subscribed to the Law Society articles, my grandfather being one of them. And a lot of them were law agents at the time. [If anyone] thinks that that is something that Cayman can continue to hold up as the basis of administering and governing the legal profession which now approaches some 600 lawyers, is living in some past age. And anybody who infers that people like me and the Minister of Financial Services, because we are older, because we have had some limited success, it seems, would somehow be party to some legislation which is going to undermine the prospects of Caymanian lawyers, are people who are doing it purely for their own purposes.

Madam Speaker, when any of them have done as much and given as much and sacrificed as much as me in a life of politics and the Minister of Financial Services for his contributions in training Caymanians, covering the cost of scholarships, not to talk about the amount of mentoring he has done, then they can start to complain.

Madam Speaker, I did what I did, I gave up the prospects of making some decent money because I felt this was my calling, and still feel it is my calling. I wanted to make a contribution to my country and to my people. I never cry, I never whine, I never moan about the money I have foregone. I have owned no businesses. I own no businesses. I have no stake in the game. I owe nothing to anybody else, but the people of this country who elected me. And I really resent it, Madam Speaker, when those kinds of inferences are made. I hear the slurs. I hear the talk. Not everything that I hear, do I take up and take issue with. But, as I said before, there is no one in this House, their integrity is no more important to them than Alden McLaughlin. It is all I have to leave for my children. That is all I have. That is all my father gave me. He is 89 years old. If I were sitting around waiting for him to leave me something I would . . . gray hair would trip me up long before I would get anything. I have made my way in this life by dint of hard work, determination, with a little help here and there. I asked for absolutely nothing but health and guidance and judgment from God. Nobody needs to give me anything. Make everybody understand that very clearly.

In this House, I am speaking, because I really resent inferences about what motivates me and where I stand on things. Nothing, but the way I feel and principle guides my judgment and my determination. But no one, while I am Premier, is going to lead me down a path which is going to destroy the very industry, the very business opportunities that they claim they are fighting for. Because when the businesses are gone, when we make it so unwelcoming that those who invest in Cayman, who set up firms in Cayman, who set up businesses in Cayman say, *You know what? I have had enough of this.* Do we really believe that Cayman is the only place in the world that businesses want to come and invest? Some people need to take a few trips around and understand how hard life is for many in our region who would die for the opportunities that Cayman has because people and businesses, international businesses, regard this as a good place to come and invest, a good place to do business, a good place to work, a good place to live, a good place to raise their families.

Do I believe that there are firms and businesses that treat Caymanians unfairly? Absolutely! It ever has been. Do I believe that we need to do more to ensure that Caymanians have a greater chance at economic opportunities, upward mobility, promotion in law firms and accounting firms and banks? Absolutely, Madam Speaker! That is not my issue. As I said, it is

the rhetoric that scares me about how bad business is, how terrible they are. When they are all gone, what are we going to do?

Madam Speaker, I have never been afraid of physical labour. I grew up doing it. But I do not really believe that that can sustain the kind of lifestyle that any of us want any more. Do we all understand where the world is, that this economic recovery is still very fragile? Do we understand the challenges, particularly financial services, is facing? Do we understand how vulnerable a place like Cayman is? The last thing we want as Members of this House is to send the signal that foreign business and foreigners and anyone who was not born in this place and of Caymanian parents are unwelcome. And that is the clear message I got from a number of the speeches that were made in this House over the course of this day. I worry about that, Madam Speaker. I truly worry about that.

Cayman is a treasure. The Caymanian people are some of the most wonderful, welcoming, engaging, friendly people in the world. It is, in large part, what has made us what we are. But, Madam Speaker, we need to understand in this House that it is important that we do not just welcome the tourists and say "hi", but that we do the same with respect to business and business people, and we do not create a sense of resentment and feeling. I am not going to name any of the countries, because I do not want to offend any of our neighbours, but a number of times I have had business people, lawyers, bankers, investors say to me, *We were in a certain country and, yes, they have great amenities, but we didn't feel welcomed. We felt a great sense of resentment by the local people to us being there. Cayman is different. And that is why we want to live in Cayman and do business in Cayman.* Those sorts of intangibles are so critical, Madam Speaker, to what we have in Cayman, to the opportunities for my children, and your children, and everyone's children.

So, as I said, Madam Speaker, I do not have any difficulty at all supporting the amended Motion in its form. But I could not sit quietly and let people who may be listening to this debate, or who may read what is reported, believe that I, as Premier, subscribe to that anti-expat, anti-business sentiment which I heard expressed by some Members of this House, because I do not. I do not. And I will not allow the Government, which I have the honour and privilege to lead, to be branded with that, because that is not what we stand for. We understand that unless business is vibrant, we understand that unless business is successful there are no opportunities for anybody. And those who come from somewhere else can as easily move somewhere else; but for the rest of us who are of this place, our options are greatly limited.

Madam Speaker, I urge Members of this House, regardless of their personal experiences, to be able to see the bigger picture and to understand that in trying to right the wrongs and fix the things that

need fixing, we should not throw out the baby with the bath water. Let us not create an atmosphere, an environment of feeling that we do not want foreigners here, that we do not want foreign business and foreign investment, that we want it all for ourselves, they can come and bring it, but then they have to go because it is ours. We need to encourage them by whatever means we can to make it easier for Caymanians to share in the economic opportunities, the employment opportunities, the wealth, but not as a result of us having expelled all of them from this place.

So, Madam Speaker, it is that kind of balance that the Minister of Financial Services is speaking about. It is that kind of perspective, I believe, that the Second Elected Member for George Town was trying to get the House to appreciate. And so, Madam Speaker, I felt it important that as the Premier of this country and the leader of this Government that I make those points. I know there will be some who will take offence at them. So be it. I certainly took grave offence at some of the things that were said, which I took, given my experiences and where I have come from, must have been directed at least at me. Perhaps not me alone, but certainly I was included in the criticisms that were being levelled. So that is how it is, Madam Speaker. Debate is point and counterpoint. And I believe that I have made my point.

The Speaker: Does any other Member wish to speak?

I recognise the Third Elected Member for West Bay.

Mr. Bernie A. Bush, Third Elected Member for West Bay: Madam Speaker, I too, like the Premier, had no intentions of speaking tonight. There is something very personal going on in my family that I felt I should be attending to. But, I promised the Fifth Elected Member for George Town that I would support this Motion.

I want to start off by saying to the Premier that one of the few times that I ever came to this House before, he was on this side and I heard him and the former Premier going at it. I want to complement him on sounding like the former Premier just now in defending the business community. Now I see why the Member for East End says something is going on. So they are very much alike.

The Second Elected Member for George Town gave me reason to stand here tonight. I should have known or suspected . . . (I am starting to learn). I have sat here a long time and observed and tried to learn (the Premier told me that and so did the Member who seconded this Motion). And when he said it seemed to be beat-up-on-the-business night (or something in that context), Madam Speaker, there is an old saying, who the cap fits, let them wear it. I have heard almost every Member who spoke say that there are good business members in the community, but for

too long some, in particular, have been allowed to get away with murder. That is what I heard.

I then heard him go on to say the part about balance. I heard "balance" from three different people. I can say this: the "balance" is very strange. To me the word "balance" (and I am sure if you google it) says two pounds on this side, two pounds on this side, is balance. I then heard him say (and I happen to know them, they are beautiful people) about the prospects for his three children. It prompted someone over on this side to say "from a different side of the tracks." The Premier jumped up on top of that. But that is not what the Member for East End meant when he said that, and I am going to explain that little piece and use an example.

The Second Elected Member for George Town is a multi-millionaire. And I am proud and happy for him. I remember seeing him with his private Cessna and being a former air traffic controller, I was proud the day I saw that man with his little private plane. The Cessna . . . can't remember what number it was, was a nice little Cessna. Now, I am going to compare the balance and the prospects for his three children and a little young lady from Windsor Park. I spoke about it here before, Madam Speaker.

Her mother mortgaged the House to send her to FIT [Florida Institute of Technology]. She came back and is working very well with a company. She decided she wanted to go into hospitality. She then went off on a Nation Building scholarship and the three people who interviewed her, the Director of Tourism, the owner of three restaurants, and the manager for one of the hotels, they all told me personally because I knew of the lady because she volunteered to help during Pirate's Week, and she was as sharp as a tack, Madam Speaker; a younger version of yourself, coming from the same side of the tracks too.

Madam Speaker, she received honours graduating in Scotland, then worked over in Europe, then came home. Sorry to say at the time, the former Director of Tourism had left. Interviewed with the Department of Tourism, and you got more conflicting stories than you hear inside here from seven different lawyers. Madam Speaker, the hotel manager that interviewed her said she was a diamond, could not hire her because he had a seven-year Canadian who spoke three languages and did not want to get rid of her to replace her or to train this young lady to come up, and here's the thing. She waited tables and all kinds of stuff until finally, Madam Speaker, to try to pay back to help her mother save her house from her first student loan, she took a job in another industry that she did not really want to. The prospects are good. Yes they are.

Let me tell you, Madam Speaker, how it works. When my daughter first came out of school she was trained to be a civil engineer. She went with a company that is now gone called Hadsphaltic. Luckily

there was a young man from North Side who took my daughter under his wing. McCoy, I can't remember his first name.

[Inaudible interjection]

Mr. Bernie A. Bush: Trent McCoy. God bless that young man. You know what certain higher people in Hadsphaltic were doing? They had their children and a quantity surveyor company getting experience and the people in the quantity surveyor company had their children in the Hadsphaltic getting experience. That is how they look out for each other. That is how they move ahead. That is the balance, in which direction again?

Once again we have good employees. I can name one. I have heard . . . there are two people on that side (I am not going to single out anybody) who comes from one of the big companies. I have heard a lot of bad things about those, and these days I like to hear the names when they talk about how many Caymanians they brought through. One of these days I am going to ask them to list out the Caymanians and look at the type of Caymanians they probably brought through. I hope I am surprised, but I doubt it. But on the other hand, Madam Speaker, you look at a company . . . and I will call that one out, Ernst & Young, look at the quality and who they have made senior partners and who have come through. I bet none of them can touch Ernst & Young.

Madam Speaker, the balance. Like I said, who the cap fits, let them wear it. We have good employees and we at times make it harder for them. But, Madam Speaker, I am going to wrap up here right now. Like I said, I had no intention of getting up here. But I am going to ask this House another question that should come off of this Motion. An 18 year old young lady just came to me a few weeks ago, just finished her A Levels at the Premier's alma mater, at Prep School. I think she said she had two or three A Levels. She asked me a question that I could not answer, Madam Speaker. She asked, *Why is it that everybody who comes here to work has to stay? Why is it that we do everything to keep them here, instead of letting them come, make some money and go out, and you have to bring someone else in until one of us is ready? Why is it that we have to keep them here for seven or eight years that they are entitled to certain things, whereas if you make them go, the way Bermuda and other countries do it, then the locals have a chance to attain something. But once we give them PR, like the TLEPs [Term Limit Exemption Permit] did, and the other give away before, it makes it difficult for our people.*

To the Fifth Elected Member for George Town, I kept my word. The only thing I did wrong is say I had nothing to say, I was going to vote with you. But when I heard about this "balance", and I heard about this "prospects are good", I am happy that he

can say that for his family and for others. But I know this much: The majority of Caymanians do not feel that way!

[Inaudible interjection]

Mr. Bernie A. Bush: Madam Speaker, a young man got fired from a radio station because he spoke about a revolution.

The Member for North Side one day inside here repeated something that I had heard myself on four different occasions from four other people, and the newspapers took him to task saying he was talking bloodshed or something, I cannot remember exactly because I have avoided the papers for a long time.

Madam Speaker, to the Second Elected Member for George Town . . . and I agree with what the Premier said. He has to defend his integrity. But the thing I am speaking on is that I do not see where we are attacking business. We know we need business. The whole thing is that those who are doing these sins, we have rules in place and we have not used them. Let us use them to protect our people. I am not getting up here saying anything that is . . . I have been here now, just like everyone else, two and a half years, and I have not attacked anyone and I have no intention. I just went after the balance and the prospects. I can tell the Second Elected Member for George Town the people out there do not feel that and they do not see it.

Madam Speaker, I too support this Motion and I hope we see the fruition of it. Thank you, Madam Speaker.

The Speaker: I recognise the Sixth Elected Member for George Town.

Mr. Joseph X. Hew, Sixth Elected Member for George Town: Thank you, Madam Speaker.

I realise the hour is late, and I certainly will not be long. I am actually not feeling the best right now and I, more than anyone else, would like to get home tonight.

Madam Speaker, I just wanted to rise and say a few brief words as I feel that as the day has progressed we have, in my humble opinion, have lost focus on some of the key points brought in this Private Member's Motion today. It reads here, in the second Whereas: "**AND WHEREAS past governments of the Cayman Islands implemented successful laws, regulations and policies which encouraged inward investment and employment opportunities for Caymanians; a second phase is now required to ensure proper training, promotion, skills transfer and a greater stake in businesses by Caymanians in order to have a more prosperous economy which predominantly benefits Caymanians.**"

Madam Speaker, for me, I think that is an issue we are talking about here. Laws are in place, Madam Speaker. We all, every single one of us on this side of the room, a couple years ago, well, more than that, spent countless hours in caucus, two days, three days in a row, discussing amendments to the Immigration Law. I remember leaving here at 9 o'clock at night, making my way over to the Elmslie Church to sit down for another couple of hours of public consultation on the Immigration Bill. Everybody in this room, all Members of these hallowed halls were here until 2:30 in the morning for the amendments to the Immigration Law. I remember I was travelling on the 7:00 am flight that morning, so I left here, went home and had a shower, a quick nap and then went to the airport.

Madam Speaker, what it comes down to is enforcement of the laws. It is not painting with a broad brush that the entire business sector is bad, but we have all agreed that there are a few rogue employers out there. Madam Speaker, wherever there is an opportunity, or whenever there is a time that laws are not being enforced, even the best of us tend to slip and take it for granted because that law is not being enforced. How long was the seatbelt law in place before they started to enforce it? How many of us really wore our seatbelts until they started writing tickets for it?

Madam Speaker, I feel that, as we have all agreed, the laws are there. We just need to see the enforcement of those laws. And, Madam Speaker, as a country—and this is not today, this is not yesterday, this is going back years—have got to decide what our priorities are. We decided to build larger prisons a long time ago. We are building more roads. We heard about the port. We heard about the airport, everything we are doing. But what are we doing to ensure that all of our people, not just those who graduated university at the best universities or wherever, but all of our people, are being given the opportunity and where they have fallen by the wayside, where they did not do so well in theory in high school, are then retooled or given an opportunity in a more technical school to equip them to go out and make an honest living? Where is the agency that we are putting the efforts and resources, the time and the money into, that are going to identify these so-called unemployables and take them and retool them or put them through rehabilitation if they should have an alcohol or a drug problem? Where are the agency, the time, and the resources and the money that we should put towards early intervention of our young people who have been identified at a very early age as having a tough home life or perhaps some learning challenges?

Not everyone learns in the classroom, Madam Speaker. Some people need to use their hands to learn. Some people have to use experience to learn. In fact, the way they teach by writing on the board only applies to less than half of the most common types of personalities. Most people have to use their hands

and participate in order to learn, not just to read and retain it.

So, Madam Speaker, these are the deeper issues. I think it was my colleague from Bodden Town, the Fourth Elected Member, who talked about a plan. And he is absolutely right. We have to look at a bigger plan, a much larger plan. Because as a government, what this Government and many before have done, and what we have focused on, are the things we are challenged on, on a day-to-day basis, and that is to create an environment for the country to prosper and ultimately the people to prosper. But the people cannot prosper and cannot take advantage of the environment created, of the development, if they do not have the tools to do so.

We have got to encourage our people to understand that they are not out there looking for a job; they should be out there looking for a career. A career does not mean a master's degree or a legal degree, but a career means something that you are going to apply yourself and do your very best at and become the best at that thing and build yourself a good life, get a paycheque year after year, be head-hunted because you are the best of whatever that is, whether that is a mason or a plumber, or whether that is a lawyer or a doctor, or a gardener.

There are many, many opportunities out there that we still, as Caymanians, do not take advantage of; many in the hospitality industry, many in the technical field. We need technical schools. We need technicians out there. We need people who can work on gas equipment, stoves, refrigerators et cetera. We need people who can work on medical equipment. We have new medical tourism facilities popping up all over. We see growth in the area of video production, movie production. Where are we putting the efforts? Where are we providing the support for our young people in these areas?

Like many of us in here, I go through the newspaper every day looking through the classifieds. I must admit that I do not go through the classifieds looking for bad advertisers. I go through the classifieds looking for jobs that match unemployed persons who have come to see me. The jobs that I see advertised on a daily basis are technical jobs. They are landscaping jobs, plumbing jobs, electrical jobs. And then there are jobs at the very top being advertised with all the experience and everything else. But very rare, and I say this because I religiously check the newspaper, do you find those middle jobs. Those are the ones that we have predominately, as a people, dominated. When I do not see the legal secretaries and administrative secretaries, et cetera, being advertised (and as far as I know you have to advertise for a work permit), that indicates that that sector has, a) shrunk because of automation, because of companies coming together and sharing resources, they go in one building and share a boardroom and administration and receptionists, they share computer services.

And also we have not seen growth in that industry because we have seen banks and firms relocate, downsize, we have seen the disappearance, just about, of private banking.

So, Madam Speaker, again, I think that we have to look at this with a much more holistic view. We cannot go out there with a knee-jerk reaction and start to beat the stick on everyone. But we need to enforce our laws. We need to become creative and implement things such as the Immigration Accreditation System designed by our own Deputy Governor. And then we also need to put our money, our time and our efforts into developing our people to the fullest, from the bottom up, Madam Speaker—from the *bottom up*. We have a special country. Our strengths are that we are safe. We have a modern infrastructure. In October 2012 *Forbes* Magazine said we were the friendliest place on earth. We do not want to change that. All we want is for our people to have the opportunities that should be afforded to them and for them to be prepared to make the most of it when those opportunities come.

Thank you, Madam Speaker.

The Speaker: Does any other Member wish to speak? [pause] Does any other Member wish to speak? [pause] Final call, does any other Member wish to speak? [pause] If not, I will call on the mover to exercise his right of reply, if he so wishes.

Mr. Winston C. Connolly, Jr.: Thank you, Madam Speaker. I do wish to exercise my right.

Madam Speaker, after proposing the Motion I sat quietly and watched the debate unfolding. What I did not see was people grandstanding or playing too much politics. Madam Speaker, we each, in our own way, spoke about either personal experiences, or experiences shared with us by our constituents. The Motion, as amended, was described in a few ways. As I looked at it, I had to wonder if it was my Motion at all that people were speaking about. I will start with that, Madam Speaker, and what I was trying to bring to this House with this Motion.

It was very simple, Madam Speaker. It is to build on what past Governments started. It was to ensure proper training, promotion, skills transfer and a greater stake in businesses by Caymanians. I do not think in my Motion I once lumped businesses into one pot. In fact, as deliberate as I always am in my contributions, Madam Speaker, I am not someone who takes extreme views; I speak in considered tones taking both sides of the coin into the equation all the time.

Madam Speaker, it also talked about enforcing existing laws, regulations and policies. I also included the Immigration Accreditation Programme that the Premier rightly pointed out was not in place yet.

Madam Speaker, in July 2014 I proposed a ¹motion and asked this honourable House to bring into play an Immigration Accreditation Programme within six months. I am not a mathematician, Madam Speaker, but I think six months have come and gone. And the whole reason why I brought that into play to begin with was not to have a stick approach to business, but to have a carrot approach to reward good behaviour and to encourage others to do the right thing and be good corporate citizens in this country that affords them so much.

Madam Speaker, my Motion ended up saying we want to reward and acknowledge those businesses that hire, train and promote Caymanians through various levels, including the ownership positions. That was Motion No. [6-2014/15].

Madam Speaker, I hear a lot of talk about balance. Balance goes both ways, Madam Speaker. I do not have any axe to grind. I reached the pinnacle of my chosen profession as an equity partner in a funds fiduciary business. I chose to give that up to get into politics because I did see where other Caymanians were not getting the same opportunities that I got, and I saw that some of the actions by existing politicians were not things that I wanted to emulate or to allow to exist. Like everybody in here, we have reputations as individuals, and we have reputations as a country to put to the forefront.

I also heard that this is “bash-the-private-sector” day. I cannot speak for everyone in these hallowed halls, but I certainly did not bash any private sector. I spoke, again very balanced in my opinion, about the fact that the accountants both fall under the TBL and the LCCL laws and yet they still do not have 60/40 Caymanian participation. So going under those laws does not mean that businesses wake up tomorrow and have to put Caymanians in place and change their structure. Those that show the necessary specified in law points, they get their LCCL, Madam Speaker.

What I was trying to ensure, Madam Speaker, and what my Motion spoke about, was those professions in the high echelons that pay very good salaries that Caymanians can do. They should not be unintentionally closed off to Caymanian participation because they fall outside of the laws that we put in place to ensure that Caymanians are at least considered for ownership of businesses in Cayman.

Madam Speaker, I also spoke about the fact that I understood how business works, and what it needs. I am not one of these people . . . and you can check any Hansard record piece that I have spoken in talking or in writing about businesses going home. I also spoke about the fact that I got a lot of opportunities because of businesses in the Cayman Islands. It is my wish and my hope that those opportunities exist

¹ Private Member's Motion [No. 6-2014/15](#), passed on 12 September 2015

for this generation and those coming after. But let us talk about the balance, Madam Speaker.

Those businesses, no matter how big, no matter how important, no matter what they bring to these Islands, there is an obligation under our laws that they hire, train and promote Caymanians. Madam Speaker, in my contribution I reminded the nine lawyers in here that not only should we insist that the laws are designed to benefit Caymanians first, and Cayman second, but that they are enforced.

Madam Speaker, I said I cannot speak for anyone else and their contribution, but please do not bastardise my Motion, which is a simple motion talking about empowering Caymanians and rewarding good behaviour.

Madam Speaker, we talk about sending wrong messages to the business community, but what about sending the right message to Caymanians? What about telling them that as their Government we do not need to wave sticks and beat down doors, but we need to have proper dialogue at tables where we look people squarely in the eye and tell them what is expected and where we all fit in, in this equation?

Madam Speaker, I truly believe Cayman can stand out and be different. All I am saying is that we need to look at history and not repeat it. In very successful jurisdictions, Madam Speaker—and I heard of places like the Bahamas, Bermuda and Jamaica spoken to, but in other places, including Singapore, Malta, all these other successful jurisdictions, Madam Speaker, national participation is required. Leadership means sometimes standing up for what is right, and also (and I am just reiterating what I said before), for those who are not in a position to, because some of us have put in a lot of time, energy and polished our craft. But it was not without mentoring, people taking some sort of liking to us. Those of us who got that had a bit of luck as well, Madam Speaker; the right place at the right time.

Madam Speaker, I have long advocated putting proper systems in place. Before, in my contribution I tried not to get personal. I spoke very generically. I spoke about what businesses should be doing, what their obligations were under the law. But, Madam Speaker, I have had the same experiences that some people spoke about, where I was told even at a partnership level that I needed to say *Caymon*, instead of *Cayman*, because that was what they were used to hearing. I will not repeat what I said to my partner at the time, but suffice to say, he never corrected me after that.

Madam Speaker, we can stand up for our rights without offending. Every time we say that Caymanians should come first, it should not be something we say in hushed tones, worried that with every utterance a business is going to close its doors and leave. We can have symbiotic relationships where both sides prosper.

Madam Speaker, the Second Elected Member for George Town in his contribution, touched on the accounting profession. It is something that a number of people touched on in their contributions as well. So, again, I do not see where this was just a bashing-of-the-private-sector day. He said that in his profession there were clear opportunities set out for him. Firms were run by honourable men. Their word was their bond. He benefitted from a planned progression plan. And it gave him the opportunity to get to the highest role in the firm. Is that not it, Madam Speaker? As simple as that!—articulated by the Second Elected Member for George Town.

Is that not what we have been saying all along, Madam Speaker? The answer is so simple, yet we have to sit here for 12 hours and debate this topic, because nothing is wrong. Madam Speaker, we cannot discount people's personal experiences. A lot of people in here today spoke about how they have been treated, which is a very personal thing. And some of us have been treated very differently than others. But that is not to mean that we have to discount the other's perspective.

Madam Speaker, my Motion, and again I am going to stress this, sought simply to remove artificial barriers to Caymanian progression and Caymanian success. I dare anybody in here to say that they do not exist, that it is some figment of our collective imagination. I also do not think anyone was talking about destroying businesses in Cayman as was articulated late in the evening. But, Madam Speaker, Caymanians must be given real opportunities.

We have the examples like the last three Members spoke about. And what that shows me, Madam Speaker, is that it can be done, and it can be done very simply with four simple ingredients. Would it not be great if every business in Cayman used four simple ingredients and got the same results as the profession that the Second Elected Member for George Town is so rightly proud of?

Madam Speaker, people will say it is not that simple. I disagree with that a hundred times over. If given the opportunity and people prove themselves, then, they should be given consideration to rise to the highest points in their firms. I call it the truth serum, Madam Speaker. If they get the opportunities and they prove themselves, their employers will have to consider a few things: 1) we have someone here worth keeping because they are very good; 2) we have someone who has not proven themselves so we can justify letting them go; 3) I don't have any room at the top, but because they are so good I might have to make some special concessions because I don't want them going to a competitor or setting themselves up and competing with me. But they should have that process, Madam Speaker, with clear goals, clear targets that allow people to prove themselves. They should not be discounted before they get in the door because of how they speak, colour of their skin, their

schooling, et cetera. If people are serious about creating meritocracies then prove it. Put the systems in place. Put the people through the paces. Give them enough rope to either pull themselves up or hang themselves.

Madam Speaker, just for clarity, again (lest my statements, my Motion and my sentiments get confused), I said this earlier as well. I do not believe that "Caymanian" is a qualification; but I do believe in equality of opportunity. And businesses that are here, like they would do in any First World country anywhere, must look at diversity and must look at equality of opportunity. We are not asking for anything that other jurisdictions in First World countries do not ask of businesses. It is not like the businesses that are here do not know it or are not used to it. But if we allow them to, they will choose not to.

Madam Speaker, I guess at this stage I should thank the Government for its support of my Motion. Well, actually, my amended Motion. I am going to talk about uniformity as well.

What is the basis of having so many different licensing regimes with exemptions, et cetera? Should we not be seeking to simplify and clarify? Those same firms that the Second Elected Member for George Town spoke about, a number of them are licensed under the Trade and Business Licensing Law or have LCCL licence because they are exempted. Madam Speaker, I changed my original Motion to clear up some of the ambiguity raised by Members in my caucus. I did not see that it was necessary, but I chose to compromise. Putting everyone under the same licensing regime and having the necessary carve outs is my way of ensuring that Caymanians at least get considered as part of the equation. We have heard the exemptions. And whether people like to admit it or not, they do create barriers for Caymanians entering into some professions that they are clearly qualified for.

Again, as legislators, it is incumbent upon us to remove barriers for our people, not with any stick. Again, the Immigration Accreditation Programme was not designed to be a stick; it was actually the opposite. It was to reward good behaviour. So, I hope that that programme is quickly put in place because I do think that will go a long way to redressing and addressing some of the issues that we find.

Madam Speaker, I would like to clarify something as well. I cannot remember who said it (I should have written it down). No one here today, from my recollection, said that we were advocating that someone must be made a partner in any firm. I do not know if your records say different. But, again, people have to be given the opportunity to acquire the skills that could make them partner. Madam Speaker, it is just like the lottery. If you do not buy the ticket, the one thing that you are sure of is not winning the prize.

Madam Speaker, the other thing that no one in here can say with a clear conscience is that we do not have a history of perceived or actual abuses to-

wards Caymanians. At the same time, we have examples of where Caymanians have risen to some lofty heights. My balanced approach to this was to speak to some of those people who have gotten to those lofty heights as well, and speak about their journey from start to finish. One of them said something very profound to me, Madam Speaker. It goes back to something that the Second Elected Member for George Town said, that when he joined the profession his CPA [Certified Public Accountant] was looked down on, and considered less than a CA [Certified Accountant]. That highlighted to me some of the situations which currently exist. Those at the top make the rules. And what that Partner said to me was that he was told he would never be more than an auditor. And now he runs an entire region, Madam Speaker, and sits at the top and at the head table in the international board.

Madam Speaker, the one thing he said was that the profession came together in its totality, aided by some of those honourable men that the Second Elected Member for George Town spoke about. They stood up together and they fought for their rights. Had they not, the powers that be, those in charge, had labelled them already. And it clearly pointed out to me that without intervention sometimes by political or other means, you will be typecast for all eternity. But for that intervention, your life, your family's life, your lifestyle could be very unbalanced.

Madam Speaker, a number of the roles I spoke about earlier are not overly complicated, we just pretend that they are. There could easily be greater employment of Caymanians like it was when we actually started out, and Caymanians rising to higher spots if given training and if given opportunity. No one can tell me otherwise, although they've tried, that the TBL/LCCL [Trade and Business Licence/Local Control Companies Licences] regime cannot work for most businesses in Cayman. It does not enforce 60/40 ownership if special conditions exist. And, like anything, we can delineate what those special conditions are. But what it does do is put in place a mechanism whereby Caymanians have to be considered. It levels the playing field. Madam Speaker, if we do not level that playing field, the typecast are going to become self-fulfilling prophecies. And then you will get stories of disgruntled Caymanians wanting to tear everything down.

Madam Speaker, again for clarity (lest my deliberations here are taken out of context), I never once advocated for people tearing everything down. I simply said that people have come to me expressing this, and it is an outside risk that the country and the Government has to take on board and consider when making any adjustments or when enforcing our existing laws. We do know that it can happen, based on historical reference.

If we create an efficient, fair and streamlined method of regulation which included enabling businesses that are foreign owned, or branches, to be-

come operational faster, then, we will have created something under that regime that works for Caymanians, foreign investors, but most especially what works for Cayman. Madam Speaker, honest, open dialogue, or what we like to call "straight talk" in Cayman, causes no fallout. Nobody has to raise their voice; nobody has to beat their chest. But people have to sit at the same table. And, like anything in life, it is a negotiation and a meeting of the minds.

I spoke earlier about my vision for Cayman, which we could all exist and prosper. Nothing will dim that vision. It is what gets me out of bed in the morning; it is what lets me continue to fight for my people. And everybody has their way of fighting and articulating and everything else, and I am not going to sit here and say someone else is wrong, but I am also not going to sit here and have people tell me that mine is wrong because, for at least 17 more months I have that ability to speak my mind, vote my conscience, and stand up for what I believe in for my people. And I will continue to do that until either the people of George Town and in the next election of one of the boundaries says otherwise, or I choose to say I am done, or the Man upstairs has other plans.

Madam Speaker, along with being the jewel of the Caribbean we could be the jurisdiction that everybody looks to if we could learn to simplify and go back to those things that the Second Elected Member for George Town said was the formula for his success. Oh, if everyone would just keep it simple!

We come from hardworking, God fearing, brave, honest, Christian, strong, proud, self-providing, practical and positive people, Madam Speaker. It is in our genes. It is how our ancestors got through some hard days. They endured extreme hardships and poverty. When they left this country (and I am talking about seamen) to go and forge better existences for the next generation and for their families, they dreamt that their children and grandchildren would have a better life. They valued education, without even knowing what education really meant. They warned of the consequences of not being educated. They had high expectations, dreams and aspirations.

Madam Speaker, we are obligated to take those dreams further. We have to find a way, and it does not start with us beating up on each other in these hallowed halls. It means all of us shedding egos and pride and sitting at the table and coming up with a plan and carrying out the plan in accordance with a vision for where we want Cayman to be. We have to be strategic in managing this, Madam Speaker. And we have to create that sense of self-identification amongst our people, allow them to dream, to have aspirations, to give mothers and fathers' something to hold on to when they are working multiple jobs, begging for advances to try to get a better life for their kids.

People who come here must be reminded that as they pursue their own ambitions they must never

forget that they are in Cayman and that they have to be ever cognisant of the Caymanians here and not overlook them, especially if they are qualified. In some instances, take some rough edges and polish them along the way. That is the tradeoff for ideal business situations and no corporate and income taxes. There has to be an exchange, Madam Speaker. We should not just build Cayman for inward investment and work permit fees; it has to benefit Caymanians and Cayman.

Matthew 7:12, the Golden Rule. Any time you raise religion or the Bible these days, you have to be very careful. **"So in everything, do to others what you would have them do to you."** That is all we are asking anyone who comes to these shores. You can come here, you can achieve your ambitions but not on the heads, backs, and shoulders of those already here. Inequality is a moral issue. And some people might say you cannot teach morals and there is no place for morals in business. I see it as an imperative that we as the leaders in this country must have the courage to stand with the poor, to stand with the working class and, when necessary, take on very powerful and wealthy people where we see greed and injustice, because the only thing that can come from that, Madam Speaker, is harm.

Madam Speaker, again, I asked this Chamber some questions earlier. They were: *What do you want for your children and the next generation? How will you go about achieving this? What is the plan that you have to get there?* These, along with a vision, I have to believe, can get us closer than where we are, because if after 50 years of what some people call the "economic miracle", we are talking about numbers and advancement, et cetera, it is time to put a full plan in place with a vision. I do not see that driving out business, Madam Speaker, especially when in other places the bar is set a lot higher.

Madam Speaker, this Government is made up with a number of people who have already had full careers in the private sector. So for the first time in our history we should have that balance that so many people spoke about earlier. We should be able to bring those experiences to the table to help solve this longstanding riddle of how do we get our people in the door properly trained and promoted to the highest positions in firms. And not just in one sector or two sectors, but anywhere, where they are capable of doing so.

Madam Speaker, we do not have that many people to threaten those businesses that are here. In fact, a number of them, if they absorbed every single Caymanian that was college educated, professional in some instances, or highly skilled in trades, et cetera, and others, would still have room in a country that imports 22,000 workers. We do not have a job shortage, we have a skill shortage, and sometimes we have a perception shortage.

Madam Speaker, the hour is late. I do think that today has shown that people feel strongly about this issue, on both sides of the coin. So, I guess that, in itself, is a sort of balance. But let us not seek to recognise and reward those that do the right thing, but not sit and wait and hope that others will automatically step up to emulate and replicate what they are doing. It is time for that dialogue, Madam Speaker, on a national stage. And, like I said, it does not have to be beating chests and screams, et cetera, because if not now, when? If not us, who?

Thank you, Madam Speaker.

[Desk thumping]

The Speaker: The question is: BE IT NOW THEREFORE RESOLVED that Government considers amendments to business licensing laws with a view to removing restrictions to employment, training, development and ownership opportunities for Caymanians.

AND BE IT FURTHER RESOLVED that Government considers enforcing existing laws, regulations and policies and utilises the Immigration Accreditation Programme more fully to hold businesses more accountable as well as to reward and acknowledge those businesses that hire, train and promote Caymanians through various levels including to ownership positions.

All those in favour please say Aye. Those against, No.

Ayes.

The Speaker: The Ayes have it.

Mr. Winston C. Connolly, Jr.: Madam Speaker, can we have a division?

The Speaker: Certainly.
Madam Clerk, please call a division.

The Clerk:

DIVISION NO. 14

AYES: 12

Hon. Osbourne V. Bodden
Hon. G. Wayne Panton
Hon. Tara A. Rivers
Hon. Anthony S. Eden
Mr. Winston C. Connolly, Jr.
Mr. Roy M. McTaggart
Mr. Joseph X. Hew
Mr. Alva H. Suckoo, Jr.
Mr. Bernie A. Bush
Capt. A. Eugene Ebanks
Mr. D. Ezzard Miller
Mr. V. Arden McLean

NOES: 0

ABSENT 5

Hon. Alden McLaughlin
Hon. Moses I. Kirkconnell
Hon. D. Kurt Tibbetts
Hon. Marco S. Archer
Hon. W. McKeeva Bush

The Speaker: The result of the division, 12 Ayes; no Noes; and 5 absent.

The Motion is carried.

The Speaker: I recognise the Honourable Minister of Community Affairs to move the adjournment.

ADJOURNMENT

Hon. Osbourne V. Bodden: Madam Speaker, I move the adjournment of this honourable House until 10:00 am, Wednesday, 25 November.

The Speaker: The question is that this honourable House be adjourned until 10:00 am Wednesday, 25 November, 2015.

All those in favour please say Aye. Those against, No.

Ayes.

The Speaker: The Ayes have it.

Agreed: Private Member's Motion No. 14/2015-16 passed as amended.

At 11:35 pm the House stood adjourned until 10:00 am, Wednesday, 25 November, 2015.

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