

BARBADOS NATIONAL REPORT ON AGEING (2007-2011)

1. Background

Country

BARBADOS

Institution Coordinating Report

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Table of Contents

List of Tables

List of Figures

	Page
Abbreviations	3
1. Executive Summary	4-7
2. Introduction.	7
a. Context of Study	8
b. Rationale for study	9
c. Methodological Approach	9-10
3. Overall Progress in Implementing the Brasilia Declaration / Inventory and General Evaluation of Actions Aimed At Older Persons	10-23
4. Best Practices in human rights of older persons	23-25
5. Gaps in existing provisions.	
Key actions to strengthen the implementation of the Brasilia Declaration.	26-29
6. Annexes	30-32

List of Abbreviations

BAA	Barbados Alzheimer's Association
BARP	Barbados Association Of Retired Persons
BECA	Barbados Elder Care Association
BFPA	Barbados Family Planning Association
BPCA	Barbados Palliative Care Association
BSS	Barbados Statistical Service
CTP	Community Technology Program
FBO	Faith Based Organization
FURN	Facilitation Unit for Returning Nationals
GDP	Gross Domestic Product
GNP	Gross National Product
GNI	Gross National Income
INPEA	International Network for the Prevention of Elder Abuse
MESA	Mens Education Support Association
MIPAA	Madrid International Plan of Action on Aging
MOH	Ministry Of Health
MSC	Ministry of Social Care
MTW	Ministry of Transport and Works
NAB	National Assistance Board
NCOA	National Committee On Aging
NDU	National Disabilities Unit
NUPW	National Union Of Public Workers
PAREDOS	Parent Education for Development in Barbados
QEH	Queen Elizabeth Hospital
SABE	Survey On Health, Wellbeing and Ageing In Latin America and the Caribbean
UN/ECLAC	United Nations/Economic Commission for Latin America and the Caribbean
WEAAD	World Elder Abuse Awareness Day.
WHO	World Health Organization

The major achievements reached in respect of efforts to improve the quality of life of older persons, and to identify existing gaps and key actions required in the next five years in Barbados for the effective implementation of the Brasilia Declaration."

2. Executive Summary.

The Barbados Study on Ageing indicates that progress has been made during the five year period in furthering the objectives of the Madrid International Plan of Action on Ageing. However this progress was not due to a coherent, nationally coordinated strategic plan of action involving all stakeholders in the private and public sector as well as civil society, and driven by a definitive understanding of the MIPAA, but rather the result of a series of actions that were fortuitous in redounding to the benefit of the country's older population. The report systematizes the achievements made as well as highlights the existing social and health policy gaps and the fissures in programmatic offerings. The mosaic of services for older persons is primarily the efforts of the Ministries of Health and Social Care, Constituency Empowerment and Community Development.

The study identified selected programmes that are worthy of replication in the field of ageing in other jurisdictions due to their national impact as community based initiatives, their widespread intergenerational appeal, sustainability, and most importantly the value they have added to the quality of life of older persons. These are the Home Care, the Community Nursing and the Community Technology Programmes. The National Senior Games in the eleventh year remains of major significance as a national entity that connects all people at all levels. It is the most popular older person's activity on the national sporting calendar and has been one of the major agents of transformation of public attitudes to older persons' and their capacities and capabilities. The demonstrated resilience, fortitude and determined application of the senior athletes continue to be a rich source of inspiration for the hundreds of youth attending the Games on an annual basis.

The most glaring gap continues to be the absence of the much needed policy framework on ageing that has been under consideration since 1999. However, ministerial confirmations indicate that following the most recent review, the Draft White Paper "National Policy on Ageing: Towards a Society for All Ages" will be tabled in Parliament during the month of March 2012 and could possibly be approved as the centerpiece of recent social policy by the end of the Calendar year. This action would pave the way for subsidiary legislation dealing with Elder Abuse, and facilitate the establishment of national machinery for elder affairs including advisory, executive and cooperative mechanisms. Really the absence of such identifiable machinery has been highlighted as the reason for the dilatory progress in advancing the national ageing agenda.

From a policy perspective, achievements include the ongoing benefits of a detailed long term pension reform process that ensures legislated incremental pension increases for both contributory and non contributory pensioners, makes provision for choice in optionality in retiring, and requires all retirement pension plans to be registered and regulated.

The state's continued support under the Freehold Tenancies Act 1980 CAP.239 B, enabling persons to own property that hitherto was judicially and financially inaccessible, has empowered several older persons who are the descendants of slaves and lived on plantation lands, with no

realistic means of land acquisition. The improved quality of life concomitant with improved environmental, health and sanitation facilities, coupled with the sense of national belonging and ontological security have been redeeming features of the controversial policy.

The introduction by the Ministry of Social Care of the Universal Application Form for use by all the service providing agencies under its aegis is of significant importance as an indication that a client centered, service driven approach to service delivery is being pursued by compassionate professionals. The instrument nullifies the need for repeated visits to different agencies following application at any agency in the Ministry due to the protocols for interagency referral; the instrument is also of invaluable assistance as a data collection tool and facilitates the collation and analysis of social and other data which is useful for research, evaluation and analysis.

The National Assistance Board, The Ministry of Health, Barbados Association of Retired Persons, key institutional entities have individually initiated processes of institutional reform and strengthening which are important steps in ensuring improved competencies, efficiencies and sustained quality in service delivery to older persons.

The National Assistance Board in particular has sustained and enhanced the dynamic community based home care program, and has added a shuttle vehicle to its fleet to ensure service provision to older persons living in rural locations not serviced by public transportation, while catering to the safety needs of staff. Furthermore home care recipients now have the added benefit of readily available professional nursing care through the provision of a community based nursing program initiated by the Board and the less mobile persons are assured of regular social interface with a cadre of volunteers who visit and engage in social activity on a systematic basis.

Programmatically the innovative Community Technology Program has succeeded in empowering hundreds of older persons who have instant, unrestricted access to the Internet with newly acquired computer skills useful for research or in communicating with relatives and friends as well as for shopping and banking purposes. This media has revolutionized the lives of older persons with intergenerational connectivity a reality since grand children are often involved in the process of embellishing skills through regular interface with the grandparents on the Net, Skype and even Face book. The program resonates with the commitment to lifelong learning as a principle of intent and operation.

The active ageing paradigm has also found expression in the Recreational Programme, and the widely popular National Senior Games which have enhanced the public's perception of older persons as individuals with potential. The influence of the Games has led to a growing regional interest and Barbados has been providing senior games consultations for some regional countries while being one of the most competitive and awarded nations at the annual Huntsman World Senior Games held in Utah, USA.

BARP has emerged as the nationally recognized voice of the older persons movement. Public recognition, high visibility, evidence based pronouncements, sustained publicity, professional marketing strategies and programmatic responsiveness to its mandate from members are credited with this nongovernmental organization becoming the single largest local organization with a membership of over 30,000 at 31 December 2011. This association has been capitalizing on its

size and political potential and through successful advocacy efforts has influenced policy changes playing a major role in the development of the DWP on ageing and the development of the concept paper on Elder Abuse. BARP has secured significant reductions in the costs of some state provided services, and negotiated discounted services provided by almost 500 private businesses. BARP has remained true to its philosophical base to promote independence, dignity, and purpose in the lives of its members, to represent and express the views of the members and to change the prevailing attitudes towards older persons. BARP's achievements aptly demonstrate the power of older persons as a force for change.

The study found that severe deficits exist in spite of the achievements. Some highly placed government entities demonstrate a marked passivity of response to older persons issues and it is evident that the full understanding of the implications of population ageing have not been absorbed across the national psyche. The existence and implications of the MIPAA have gone unnoticed in some quarters and it is evident that Age mainstreaming is still not considered as a central public policy issue in spite of all the international and locally generated pronouncements of the MIPAA.

Other deficits include the absence or limited public provision of respite, hospice and palliative care facilities, a growing awareness of Alzheimer's disease and other dementias as increasing social and medical challenges but with no significant national support being provided.

The study revealed that gender and health care issues are not subjected to the quality of social analysis that would give rise to definitive changes in approach to policy and creativity in programming that responds effectively to male and female differential needs. The study also revealed that there is an academic neglect of issues pertaining to older persons and the absence of a research agenda on ageing. Very limited research has been identified and a dearth of gerontologically competent social workers exists in spite of the presence of two major tertiary level institutions preparing social workers for national duty.

Another challenge encountered in the review was related to the absence of up-to-date annual reports .Furthermore not many agencies have been disaggregating their statistics by age and gender thus hampering detailed analysis and exposing a substantial difficulty in obtaining an accurate picture of the level of commitment to the aging agenda. A more rigorous program evaluation orientation at a national level must be promoted as a prophylactic in overcoming the malaise that impedes an effective data collection process and limits evidence based planning.

It was also recognized that only a limited sample of responding entities made specific policy or programmatic decisions with the older population in focus: thus older persons were often incidental beneficiaries of some aspects of service provision or a programmatic innovation. Observations indicate while there is a general awareness of the issue of ageing, the subject has not been embedded in the national psyche as to facilitate mainstreaming of aging on the national policy agenda. An effective, dedicated, ongoing public awareness plan on aging is an urgent necessity, if implementation of the MIPAA is to be a reality at a local and national level.

Several implementable recommendations within the next five year review cycle have been offered as key actions which have the capacity for further improvements in the quality of life for older persons and their caregivers. The recommendations are based on cooperative and collaborative strategies, with public/private sector arrangements a major feature; at the same time the iterative involvement of civil society and faith based organizations as a component of the volunteer movement is of critical importance in the ongoing quest to develop a society for all ages."

1. INTRODUCTION

Barbados, a small island state, is the most easterly of the Caribbean islands and covers a geographic area of 432 square kilometers (166 square miles).

It lies approximately 160 kilometers to the east of its nearest neighbor St. Vincent, and is approximately 463 kilometers north-east of the South American mainland.

Barbados is experiencing the challenges and opportunities associated with the global phenomenon of "population ageing" which means that proportionately there are more persons in the older age groups within the population than in the younger age groups. Various terms are used to identify the senior members of the population who are aged 65 years and over, viz, the elderly, senior citizens, older persons, and the aged. Two broad explanations have been posited for the local population ageing reality. viz. declining fertility rates and increasing longevity resulting from improved standards of living and advances in health care.

Barbados has the highest percentage of persons aged 60 years and over within the English speaking Caribbean,ⁱ a large number of persons in their nineties i.e. nonagenarians and has in the past twelve years produced approximately 110 centenarians. Projections from the Barbados Statistical Service indicated that by 2010, the number of persons over 65years old would have escalated to just over 14% of the population with a further increase to appr.16% by 2015.

Population and Population Growth:

Barbados has been able to control its rate of population growth through the successful implementation of an island-wide family planning programme for almost six decades. This, coupled with economic development, has also contributed to the attainment of an average rate of growth of 0.3 percent between 1980 and 2008 which has led to a unique situation where the country has a population growth rate comparable with that of most developed countries...

The report on the 2010 Population Census is not yet available, but earlier publicized projections from the Barbados Statistical Service indicated that Barbados' resident population in 2010 would have been 280,365, making it one of the most densely populated countries in the world, with a density of 648 persons per square kilometer.

Education and Health:

The Government of Barbados has consistently emphasized the development of its human capital. The school-age population (5-18) has been on the decline for the past three decades, falling from 97,100 in 1970 to 66,800 by 1990, to approximately 59, 800 by 2008. This is characteristic of an aging population and the impact of earlier migration trends. Expenditure in this area is

significant - BDS \$485.8 million for 2008/2009 - and is characterized by a very high level of educational attainment. The literacy rate is 97 percent among the over 15 age group of the population.

Barbados continues to place emphasis on primary health care, which is reflected in life expectancy at birth which according to the World Health Organization (WHO) stands at 72 years for males and 79 years for females.

Economy:

The World Bank classifies Barbados as a high-income country, given its Gross National Income (GNI) per capita of US\$12,178 in the year 2007. In 2008, the Gross Domestic Product (GDP) for Barbados at factor prices was \$5,675.9 million with the finance, insurance and business sectors, the highest contributors. Total unemployment rate for 2008 was estimated at 8.1 percent with the proportion of unemployed males at 6.9 percent and unemployed females at 9.5 percent. The Central Bank reported that in 2009 inflation fell to 3.1 % while unemployment was estimated at 10%.

Governance:

Barbados has been an independent state since 1966 and practices the parliamentary form of democracy based on the Westminster model. This democratic system is well established and Barbados is generally regarded as one of the most politically stable countries in the world. Barbados is a founding member of the Caribbean Court of Justice, maintains traditional ties to the British monarchical system and is a member of the Commonwealth.

Background to Study

The Economic Commission for Latin America and the Caribbean (ECLAC) has been working in the region on a range of economic and social developmental issues and following the Second World Assembly on Ageing in 2002, provided support to regional states to collaboratively devise a suitable response to the Madrid Mandate. ECLAC in collaboration with several agencies of the Inter Agency Group on Ageing provided support to the government of Chile to organize and host the First Regional Intergovernmental Conference on Ageing, in Santiago, Chile from 19-21 November 2003. The Chilean Conference was the first intergovernmental meeting in the region and created a unique opportunity for open dialogue on the issue. The major outcome of the conference was the adoption of the Regional Strategy For the implementation in Latin America and the Caribbean of the Madrid International Plan of Action on Ageing.

ECLAC was also involved in the Second Regional Intergovernmental Conference on Ageing held in Brasilia, Brazil 4-6 December 2007, at which the Brasilia Declaration was adopted and issued. That declaration was ratified in 2008 by ECLAC in Resolution 644 (XXX11). The two significant outcomes of the Brasilia meeting were realized as a result of the determination of the participating countries to ensure that a human rights based approach be undertaken in relation to older persons' issues at the regional level.

a. Context of Study

Barbados as a member state of the UN family adopted the Madrid International Plan of Action on Ageing and signed the Political Declaration in Madrid in 2002. Barbados was also one of the

regional countries which participated in the inaugural Regional Intergovernmental Conference on Ageing in Chile in 2003 and adopted the Regional Strategy for the Implementation in Latin America and the Caribbean of the Madrid International Plan of Action on Ageing.

The Regional Strategy sets out the goals, objectives and recommendations for actions on behalf of older persons in each of three areas of priority as categorized by the Madrid Plan. viz (1) older persons and development, (2) fostering health and well being during old age and (3) the creation of an enabling and supportive environment. The Regional Strategy provides a vehicle by which respective countries can move the ageing agenda forward in a manner consistent with their individual abilities, situations and pace of development as they seek to improve the lives of the escalating number of older persons in their populations. States endorsing the Regional Strategy would have some kinship with the tenets of the Brasilia Declaration of 2007 which provides the human rights undergirding and orientation that is required in the development of policies and programs designed to foster the integration /re-integration and upliftment of older persons in Latin America and the Caribbean.

b. Rationale for Study

This National Report on Ageing in Barbados (2007-2011) is part of the second five year global review and appraisal of the Madrid Action Plan on Ageing (MIPPA) which was adopted by member states of the UN in 2002 along with the Political Declaration. A critical aspect of the monitoring dimension of the Madrid Plan is the requirement for a systematic review every five years to evaluate progress made within the five year cycle to improve the lives of older persons.

The review was commissioned by UN/ECLAC in preparation for the 3rd Regional Conference on Ageing in Latin America and the Caribbean scheduled to be held in Costa Rica, 9-11 May 2012

The Political Declaration outlines ten commitments to be undertaken by respective governments as a response to the reality of the global population ageing phenomenon. The Declaration anticipates that the pursuit of these ten commitments would facilitate the creation of an all inclusive society.

The Madrid Plan of Action on Ageing, on the other hand is a programmatic tool which contains more than one hundred recommendations categorized in three priority areas, viz older persons and development; advancing health and well-being into old age; and ensuring enabling and supportive environments.

The Barbados study was conducted during the latter part of December 2011 and covered the period January 2007- December 2011. The review sought to identify and assess the important achievements made by nation states in improving the lives of older persons and the challenges encountered; determine the existing gaps in policy and/or programming as well as highlight any best practices, and to ascertain the key actions required over the next review cycle 2012-2017.

Methodological Approach

Two major qualitative methodological strategies were pursued in the course of the study. 1. Qualitative in depth interviews were held between the Consultant and specifically identified senior government officials including the Permanent Secretaries in the Ministry of Social Care, Constituency Empowerment and Community Development, and the Ministry of Transport and Works, the Chief Medical Officer and Consultant Geriatrician, Ministry of Health. Several

Agency/Departmental heads in Ministries/agencies/departments with responsibility for aspects of the ageing portfolio were also interviewed.

Three non- governmental organizations and one private sector umbrella body, all of whom are working in the ageing field were also included in the interview pool.

The various interviews were of 90-120 minutes duration, and were typically held at the office of the officials following arrangements previously made by telephone, E-mail or fax.

The interviews were facilitated by use of a specifically constructed interview schedule/guide which was in several instances e-mailed to the respondents at the point of securing the interview so as to expedite respondent preparation and collation of information.

2. Document analysis was conducted on annual reports, position papers, policy briefs and speeches made available by various entities.

2. Inventory and Assessment of actions aimed at older persons in legal, administrative, programmatic and institutional aspects.

A. Legal aspects of activities aimed at older persons.

During the past five years the Green Paper Towards A Society For All Ages" a National Policy on Ageing was comprehensively reviewed by the new National Advisory Committee on Aging, (NCOA) which was appointed subsequent to the change of government in January 2008. The Committee presented the revised document as a Draft White Paper (D.W.P) to the Minister of Social Care, Constituency Empowerment and Community Development who has pledged that the DWP will receive parliamentary attention by March 2012.

An analysis of the D. W. P indicates that it is philosophically grounded on the concept of "active ageing..." described as "the process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age". The operational framework emanates from five core sets of recommendations that include the establishment of a Department of Elder Affairs, and an Advisory Commission.

The Draft White (Paper DWP) states that the creation of a Department of Elder Affairs is critical to the integration of ageing into national policy. (pg 28)The D.E.A is perceived as the government's main "mechanism for developing the vision, promoting public education and disseminating information, planning, securing the necessary resources, coordinating the efforts of the various stakeholders, providing support to them or ensuring their cooperation, and implementing directly in particular areas reserved for government."

The Advisory Commission /Public Participatory Approaches

The Draft W.P. A proposes that the Advisory Commission should be comprised of representation from governmental and nongovernmental agencies, the Social partners and older persons' organizations. This multisectoral approach is an important recognition of the value of comprehensive societal participation in national development while also recognizing the tremendous work done by civil society sector over the years. One therefore anticipates input

from the volunteer movement which is a pivotal force in the provision of social, spiritual and emotional sustenance to the older population whether in private homes, private or public institutions.

The other legislative proposals in the DWP include Elder Abuse and Discrimination and Use of the Assets of the Elderly. The legislative changes as proposed are necessary to safeguard the rights of older persons while ensuring that older persons are not disadvantaged by family or institutionalized mechanisms. Elder abuse is a social problem that has been a topical issue for some time in various forms of the media. In June 2006 Barbados became the first English speaking Caribbean country to observe World Elder Abuse Awareness Day. (WEAAD). In September 2006, the Committee sponsored the first ever National Consultation on Elder Abuse with the theme: "Our Seniors. Our Heritage-Treasure Them"

Social service agencies have difficulty in finding lasting solutions to mostly anonymously reported cases of elder abuse. This difficulty is due largely to the absence of an enabling legislative framework with which to buttress their professional efforts and facilitate a speedy response without exposing themselves and their agencies to litigation.

It is anticipated that the proposed legislation will be comprehensive, human rights focused, with an enforceable regulatory framework. Further, that the necessary resources would be made available to ensure effective implementation.

The Tenancies Freehold Scheme

This Scheme falls under the aegis of the Tenancies Freehold Purchase Act 1980 CAP239B and has in the five years review period been reinvigorated as several thousand Barbadians mainly older persons took advantage of the opportunity to secure tenure of a plot of land on which to construct a permanent home or have the privilege to bequeath to their progeny. For older persons liberated from the descendants of slaves reared on the sugar plantation and who were often considered chattel, land ownership has deep emotional, psychological and sentimental associations. Land ownership has engendered a sense of belongingness and fulfillment.

The legislation permits the transfer of titles to tenants in both urban and rural non plantation tenancies at subsidized prices, facilitated by the government. Beneficiaries are allowed to purchase their lot at a price not more than \$2.50 cents per square ft, with government meeting the difference between the price and fair market value.

Benefits of Scheme.

- Facilitated house construction and improvement at individual and state level.
- Permits extensive urban and rural development of physical infrastructure.
- Improved public health and sanitation through pit toilet eradication programs.
- Enhanced standard of living, quality of life for several older persons.
- Facilitates state sponsored greening programs, provision of safety and security features in tenancies e.g. sidewalks, street lighting.
- Home maker support made available to elderly persons to educate on proper use of facilities and amenities.

Pension Reform Implementation

Barbados has legislatively institutionalized two broad types of pension and in so doing ensures that each citizen can benefit from either contributory or non contributory pension income on reaching the specified pensionable age and meeting the established criteria.

Amendments to Pensions Act and the Statutory Boards Pensions Act (2003) led to the following

- Progressive increase in the compulsory age of retirement by six-month increments per year from 1st January 2006 to 1st January 2018 when compulsory retirement age will be 67 years.
- Since 2006, continuing process of "indexing" - a measure that takes into account wages and prices that has ensured legislated annual % increases in pensions. The % increases have ranged from 1.06 in 2006, to 2.97 in 2007, 3.66 in 2008, 4.18 in 2009, 4.82 in 2010, and 4.84 in 2011.
- In 2007, the Old Age Contributory Pensions were revised to ensure that the minimum pension received exceeded \$200.00 weekly and the pensions have been incrementally increased on an annual basis.
- The current [December 2011] non -contributory pension is Bds. (\$133.00) per week which is standard for all such pensioners. Although the pension has been increased incrementally, it is still considerably less (sixty seven dollars) than the minimum contributory pension payable.

The state is yet to provide data on the "basket of goods" which would give an idea of the basic cost of living requirements. To make up for the shortfall, it may reasonably be argued that the state has additional support systems in place. The Welfare Department and other state agencies collectively offer a comprehensive range of provisions which senior citizens may access without major difficulty in spite of some means testing.

- Assistance is provided in relation to free access on the public transportation system upon presentation of one's national identification card;
- Payment of utility and house rental fees,
- Provision of dentures, spectacles, walkers and assistive devices, clothing, bed linen, household furniture, fittings, cutlery and crockery. Food vouchers (food stamps) may also be issued under crisis situations.

While the means testing is not rigorously applied, officials indicate that its retention provides an opportunity for official subjectivity to be exercised in dispensing the service. Issues of stigma and discrimination of applicants for state services often deter persons who may need and benefit from a service from applying. Means testing for public assistance may have to be reviewed in light of the human rights perspective undergirding the charter and the spirit of the MIPAA and the Regional Strategy.

- The current pensionable age, the age at which one can receive a full pension is 66 years
- Contributors also have the option of receiving their pension between age 60 and 70 years of age. However the pension will be reduced for those who have not yet reached pensionable age.

While there has been mixed response to the legislative reform package, indications suggest that several persons are opting to retire as soon as they may legally do so and accept the reduced pension. This action seems related to fears about the long term impact of the global recession and the viability of the state to assure the sustainability of the pension funds in the future.

The pension reform was implemented in the context that Barbados is an aging society with a declining birth rate and a need exists to ensure the sustainability of the pension fund for years to come. The multiplier effect of that decision however has been that individuals can decide to work much longer if they are so inclined and make a continuing contribution to their society, their family and enjoy the psychological, social and financial benefits of employment. That decision can be considered a muted triumph for those persons who advocate that compulsory/mandatory age for retirement is a form of age discrimination or ageism. From the perspective of the national good the later retirement option also creates a context for proper succession planning and development of retirement preparation programs in the respective departments, agencies varied workplaces. While it is true that some national concern has been mooted on the value of retirement planning there is still much work that is outstanding in ensuring that all government and corporate entities be required to expose all staff to an effective program that prepares them for retirement. In this connection, the National Assistance Board, a statutory board commenced such a program in 2007 and ensures that that all staff participates in the program of three months duration.

From the perspective of financial security, one recalls that amongst the extensive pension reform implemented by the government was the requirement that all retirement pension plans had to be registered and come under the ambit of regulatory control as several institutions have been establishing retirement pension plans which are widely promoted. Recent events in the region and in the international financial investment arena have emphasized the necessity of a strong regulatory framework that is effective and efficient. Brunton and Masci (2005) identify several other factors that are important for an effective pension scheme: viz, a transparent legal framework, an efficient supervisory structure, and an institutional environment that is comprehensive in its understanding of the socio economic and financial dynamics in the specific country (.pg.15)

B. Inventory and Assessment of actions aimed at older persons in Administrative aspects

1. Introduction of Universal Application Form

In 2009, the Ministry Of Social Care piloted the Universal Application Form (UAF) to be used by all the service providing agencies under its aegis. Several older persons have begun to experience the benefit of this administrative development. The instrument:-

- facilitates the inter-agency referral process,
- Expedites the processing of applications for assistance from any of the service providing agencies in the Ministry and reduces the timeline between application and service delivery.

The efficacy of the UAF is evident in the comprehensive initial/intake interview schedule which once completed:-

- Removes the need for the receiving agency to duplicate efforts, thus retarding the action process while requiring the applicant to make repeated agency visits before receipt of service.
- Establishes a single, comprehensive record that will ultimately be electronically transmitted.
- Eliminates service duplication, dissuades clients from agency shopping, and prevents client fraud.
- Enhances information storage and retrieval processes and improves processes of data collection, collation, analysis and reporting.

The challenge is for departments to train personnel in information technology skills, obtain the relevant hardware, and develop the interconnectivity capacity to make the system effective.

2. Enhancement of the National Assistance Board and Ministry of Health.

The National Assistance Board (NAB) is the government entity with the widest portfolio of services catering to older persons. During the review period the agency, in order to respond more effectively to the demands of an ageing population commenced a process of development.

Internal Reform/Institutional Strengthening:-

- Addition of more senior staff positions to shore up the long standing skeletal administrative structure: e.g Human Resource Manager and Home Care Manager.
- Revision of "Work Rules" and "Terms and Conditions" in collaboration with the workers representative trade unions. Staff development programs intensified at all levels.
- Computerization of the agency resulting in improved record collection procedures, data collation and production of timely, evidence based reporting.
- Modernization of the Accounting systems to ensure compatibility with other state enterprises.

These were necessary steps to improve agency efficiencies and are already bearing fruit in the ready availability of data for use in policy and programming decisions.

Expansion/Upgrading of home care personnel

The NAB's free daily home care service to older persons experiencing challenges in coping with the demands of daily living is a viable community based alternative to institutionalization. Recipients usually live alone, or with an elderly spouse.

During the review period the NAB:-

- Provided a range of personal and domestic chores for a monthly average of one thousand and twenty-five (1025) older persons with an approximately 2/3 female to 1/3 male recipient ratio.
- Maintained older persons in the community where they are able to maintain linkages with their neighbors,
- Increased the staff complement and enhanced competencies by intensive and continuous training of all levels of staff to better service the clientele,

Home Care Shuttle Service

Provision was also made for a special shuttle service enabling home care personnel to safely and expeditiously access areas where the public transportation system was inoperable but where homecare services were in demand.

M.O.H Institutional Strengthening

Similarly as the MOH sought to discharge its statutory duty under the Health Services Act Cap 44(2005) and effect better monitoring processes in institutions ,it made provision for:-.

- Filling the new posts of Nutrition Officer and Coordinator to the Advisory and Inspection Committee. These appointments are to ensure a more efficient response to concerns in relation to the care of the elderly and to ensure that the conditions in residential facilities conform to acceptable standards.

Nongovernmental organizations providing services to older persons have also seen the need to initiate institutional strengthening strategies. BARP commenced a major physical and institutional upgrade of their physical plant as its membership increased and is also professionalizing its organizational structure to ensure that its ability to deliver efficient service is not compromised.

Creation of enabling environment

- The disparate spread of essential social services in many locations has created accessibility challenges for older persons, especially those with mobility concerns, and who are dependant on public transportation. The public transportation system has difficulty in responding to the transportation needs of all rural residents and in several cases maintains inflexible bus routes which are proven factors that have effectively denied some older persons access to health and welfare services. They have therefore been victims of unintended discriminatory action .Steps have commenced to redress such occurrences through a government initiative to construct a number of strategically sited city/town centers- an innovative type of physical development where several social services are housed on the same complex in one geographic location. The first such center was opened in the rural parish of St.Joseph and houses the police station, polyclinic, postal services and welfare services.

This "one-stop shopping" strategy is expected to be replicated across the island so as to facilitate service access, reduce time and effort in seeking services and make more effective use of land space. Especially in rural areas, once approached conscientiously, such construction can also add value to the surrounding communities and facilitate positive infrastructural development without loss of the natural beauty of the environs.

- Removal of ageist travel restrictions on state transportation that limited free travel by older persons to specific periods.
- Ongoing efforts to improve sidewalks, provide street lighting and green the properties of both urban and rural older persons benefitting from state housing solutions has been intensified. Home making orientation counseling/coaching services are also being

provided to assist older persons unaccustomed to modern amenities to make effective and proper use of the facilities provided by the government.

These positive actions resonate with the human rights orientation, the creation of an enabling environment and the active ageing philosophy that provide both opportunity and choice in all areas of life for older persons.

C. Inventory and Assessment of Actions Aimed At Older Persons in Programmatic Aspects

Community Technology Programme

The Community Technology Programme is an initiative of the Community Development Department that facilitates the process of lifelong learning for older persons who have been able to acquire skills in information technology and access to the Internet. The efficacy of this decentralized programme is its synchronization with the active age paradigm and its potential contribution to societal integration of the country which has been experiencing intergenerational challenges.

Hundreds of elderly persons have gained invaluable exposure as a direct result of the Programme which is based in several community centers strategically located in both rural and urban locations. There has been in the review period a dramatic increase in participation by older persons. Of the more than thirteen hundred persons graduating from the various courses during 2008-2010 approximately seventy five percent (75%) were retired and or elderly persons. This programme has been a significant contributor to adding value to the lives of these elderly individuals who can communicate with friends and relatives overseas and at a domestic level as well as conduct their own research within the comfort of their homes .Older persons with mobility or transportation challenges are prime users of the technology which has given them a sense of accomplishment and satisfaction. To date the oldest graduand is a ninety four year old female retired administrator.

The potential exists for this programme to be modified by the government to further the integration process and simultaneously create employment for unemployed youth, create the context for intergenerational contact and impart skills to older persons. Global Ageing reports on an intergenerational programme initiated by the Oregon Council on Ageing in which "high school students studying computer tech or involved with the National Honor Society sign up to teach local senior citizens about Facebook, Skype, smart phones, even something as seemingly simple as a camera."Both parties testify of the mutual benefits. The teens who are given sensitivity training agree that they learn patience, appreciate older persons more and no longer take simple skills for granted. Both parties relish the opportunity for intergenerational bonding and maintain contact through "face book" after the course is completed. The older participants welcome the attentiveness of the youth and their positive affirmation and satisfaction improves the self esteem of the teens. Perhaps a synthesized model could be adopted at a national level and be replicated for good effect.

Community Nursing Program

Statistical data from the 2000 Population Census verify the large number of one member households across the country. Amongst the monthly average 1050 home care recipients serviced by the Home Care program of the NAB, approximately 40% live alone and in potential danger in times of sickness. Furthermore most Home Care recipients have medical concerns for which spontaneously available responses are required. In 2007 a nursing project was initiated as an agency led response to the needs of the clientele and the difficulties experienced in utilizing the traditional polyclinic services.

The home care recipients of the NAB have since then been receiving a wide range of nursing services on a systematic basis including wound dressing, blood pressure readings, blood sugar tests and nail clippings. Advice on nutrition, sanitary standards and health care issues is provided and the onset of depression or medical lapses can be quickly identified and mitigated against. This programme has not only made a significant impact on the health and well being of the NAB's clientele, it has reduced the pressure on the polyclinic staff who would have had to respond to the clientele in their catchment, and has ensured that professional skills are directed to the area of greatest need. The programme also confirms the efficacy of community based health care as a preferable option.

In an effort to complement the work of the home care workers and cater to the cognitive and socio emotional need of the recipients a volunteer corps has been integrated in the programme in late 2011 and has been offering therapeutic services of reading, engaging in wholesome conversation and game playing.

Intergenerational Programmes

Gen-link is one of a number of intergenerational programmes that have been initiated and expanded during the review period. This is an initiative by the Geriatric Hospital that permits access to students from both the primary and secondary schools in St. Michael to interact with the residents of the institution on a regular basis.

In 2007 the Recreational Activities Programme of the NAB introduced the concept of intergenerational summer camps in two rural communities with collaboration from the schools in the areas and corporate support. Increasingly institutions are becoming more permeable to the interaction of children and young and older persons. These initiatives augur well for the integration movement in national society as a result of the mutually beneficial outcomes reported. They should be documented as part of the monitoring and evaluation culture that is necessary to support the thesis that integration is possible through meaningful interchange and relationships.

Gerontology Training Programme

In a further step to prepare for expanded professional nursing responses and to improve management capacity, the Ministry of Health undertook in its training programme and budget for the year 2009-2010 to train nurses in the Diploma in Health Sciences Development and Management Programme with a specialty in gerontology at the master's level, which is being offered at the Mona campus of the University of the West Indies (UWI), Jamaica.

The MOH thereafter commenced a specifically crafted course in gerontological nursing for local nursing staff which is offered at the Barbados Community College in an effort to better equip the staff to interface with sensitivity to the increasing number of elderly patients. The programme has been training batches of twenty persons per course loading.

These are significant initiatives as far as they improve the competencies and technical capacities of an important component in the delivery of health care of older persons who are often misunderstood by uninformed professionals. They also demonstrate congruence with the recommendations in the Draft White Paper on Ageing and the Regional Strategy for Implementation of the MIPAA in relation to the need for health care professionals to be educated and trained in the ageing process.

Smoke Alarm Project

A national safety fire prevention programme was started in 2010 in a collaborative arrangement with the National Assistance Board and the Barbados Fire Service. The Fire Service positions monitors and services smoke detection devices in the homes of older persons, primarily those who live alone. Over four hundred systems have been so far installed.

Sport, Drama and Recreational Activities

The manifestation of the growing commitment to the "active ageing" philosophy has been enhanced during the review period by the snowballing interest by all sectors in the capabilities of older persons. The successful staging of the annual National Senior Games now in the eleventh year has purred regional interest. The much acclaimed Senior Drama Group of the NAB has continued its educational campaign using drama, comedy and music as a vehicle for public awareness on a variety of issues including HIV and AIDS and Elder Abuse. The NAB has been a leader in the establishment of recreational activity centers at community level for older persons to convene weekly and engage in a wide range of wholesome, self directed activity that maintains their capabilities, as they socialize and have discussions on current affairs. One of the most popular activities continues to be the "dancercise" class which is a combination of aerobics, music and dance, and which has been credited as an effective prophylactic against arthritic conditions. The NAB recently launched its fifteenth center.

This range of programming reflects the growing awareness of and interest in community based activities in which older persons are intimately involved and in several instances directing the flow of action on their own behalf and supports the participatory approach that fosters independence, collaboration and genuine building of social capital at the grassroots level. Society is ultimately the beneficiary in the process.

D. Inventory and assessment of actions aimed at older persons in institutional aspects.

The beneficial impact on older persons of institutional development has occurred at different levels. Several institutions have been actively involved in efforts with or on behalf of older persons. Admittedly there is some degree of overlap in the work of the major contributors due to the constituency served.

Multi-sectoral Coordinating Committee

An Anti- Elder Abuse Programme Coordinating Committee was established comprised of representatives from the N.A.B, the Ministry of Health through the St.Philip District Hospital, BARP, Barbados Alzheimer's Association, (B.A.A) and the National Committee on Ageing. (NCOA) The committee has over the past five years successfully raised the level of public awareness and public debate on the issue of elder abuse. Through various types of advocacy the Committee has sensitized the national populace that a legislative framework is required and specific steps are in progress for the development of companion Elder Abuse Legislation to the National Policy on Ageing.

Barbados Association Of Retired Persons (BARP)

Perhaps the most significant institutional development benefitting older persons in Barbados during the review period has been the high level of commitment to the active ageing paradigm fuelling the perspectives and purposes of the Barbados Association of Retired Persons, the largest NGO in Barbados.

This NGO has successfully marshaled the energies of its human resources and has been able to establish itself as the voice of older persons in the nation.

Emergent, influential voice of older persons

- It is noted that BARP's membership is drawn from the retired higher echelons of the private sector/ corporate Barbados and the top level public sector retirees who collectively bring together vast reservoirs of knowledge, skills, and experience in a wide variety of areas. As more positive images are evident at a public level one detects a subtle national shift in the public's attitude.

Alignment with organizational mandate and philosophy

- It has maintained a firm grounding with its stated objectives to enhance the quality of life of older persons in Barbados; to promote independence, dignity and purpose in the lives of its members, to represent and express the views of members and to change the prevailing attitudes towards older persons.

Phenomenal Expansion and growth

Reports indicate that at 31 March 2011, BARP's membership stood at 26,373 persons but in the nine months period to December 2011, that figure reached over 30,000 persons. When it is considered that at its inception in 1995 this organization registered (173) persons the statistics reflect an ever increasing determination by older persons to participate meaningfully in the activities of the national society and make their voices heard on national issues. Membership is increasing at the rate of over four hundred persons monthly.

Effective and strident advocacy efforts secured significant streams of savings, concessions and benefits for members, reduction in service costs Agreements have been reached with almost 500 diverse business houses to give members various levels of discounts on purchases. Persons seventy years and over have had the cost of their drivers licenses reduced to an annual fee of \$25.00.

Effective publicity and marketing plan utilizing all forms of media including website and on line newspaper.

Golden Health [Group] Medical Plan 2008

- Underwritten by the Insurance Corporation of Barbados Ltd. (ICBL) a major company in Barbados this health plan admits members up to seventy five years of age, and provides life time cover as long as the premiums of \$140.00 monthly are paid. This initiative was a response to the ageist policy practiced by insurers to discontinue or reduce group life insurance coverage for persons reaching age sixty five years of age.

Intergenerational and Academic Portfolio

BARP invests in the following initiatives annually.

- Values Based Intergenerational School Programme,
- Conducts an Essay Competition in the school system.
- Sponsors an Annual Scholarship worth \$5.000 to a student pursuing graduate studies in gerontology.

It is evident that BARP has a clear understanding of the fundamental concerns of the ageing population and is making its sterling contribution to the creation of an integrated society by assisting in dismantling social and economic barriers, alleviating educational deficits in specialized areas while seeking justice for its wider constituents and proactively leading the charge for specialized services for older persons. The intergenerational program and the scholarship focus are investments in the future development of the society to enable more effective functioning by older persons.

Recreational activities programme

BARP volunteers undertake a programme of visitation in selected private and public geriatric facilities across the island interacting with the residents at a social level.

Strategic policy focus

During the review period BARP has also:-

- Participated in the preparation of the Draft Policy on Ageing,
 - Contributed to the public discussion on Elder Abuse
 - Addressed consumer rights issues through its Consumer Protection Committee (CPC) making representation to the Fair Trading Commission in the rate hearing into the application for increases submitted by the Barbados Light and Power Co. Ltd in 2009.
- It is evident that BARP is conscious of its uniquely powerful position as a political and economic entity. Its membership size makes it the single largest volunteer body in the country with the potential to continue making a substantial contribution to national development and further improve the life chances of older persons.

Future developments,

- Advocacy for enactment of legislation on Reverse Mortgages on behalf of home owners 60 years and over.
- Expansion of the existing headquarters to better serve its expanding constituency,

- Development of a six acre plot of land to construct a housing complex, comprising a nursing home with geriatric rehabilitation facilities, as well a range of rental units for older persons. These units would contain a mix of independent, and assisted living residential facilities.

Institutional Strengthening Process

- Enhanced organizational structure to facilitate compliance with statutory requirements, increment staff levels, and expand the range of services discriminatory membership.

BARP 'S major challenge is to encourage greater level of volunteer support that is in proportion to increase membership,

The National Committee on Aging (NCOA) is an advisory body to the Minister of Social Care, Constituency Empowerment and Community Development and has been the primary institution in the development of the Green Paper on Ageing 2004 as well as being responsible for coordinating the review process and preparing the preliminary Draft White Paper on Aging 2011.

Barbados Alzheimer's Association was officially registered in 2000 and has during the review period become more visible. The Association has gained public credibility as the voice and authority on Alzheimer's disease and the associated dementias. The rapid rate of increase in diagnoses of this disease suggests that the work of this organization will be of continuing and increasing importance in the foreseeable future. There is also a growing quest for understanding the dynamics of the disease and a concomitant call for specialized services to be developed to ensure high levels of care for those effected and affected by the disease. Global predictions are for major increases in the spread of this disease which has no known cure.

The Association has been primarily involved in promoting public awareness, through visits, facilitating discussions to various community based groups and the hosting of an annual month of activities in September. The scope of output is limited as a result of small membership, absence of full time staff and a chronic shortage of funds. No financial support has been provided by the state in spite of requests. To date the Association has not yet gained a national face for the disease, primarily because of its association in the public's eye with the pervasive mental ill health/madness stigma that is still a feature of most societies. There is no full time staff and therefore linkages and partnerships have been established with government agencies and the non- governmental sector to conduct joint events, e.g seminars, training sessions and workshops. There has been strong collaboration with the National Assistance Board, Ministry of Health, and the National Committee on Ageing.

The Barbados Elder Care Association (BECA) is a private sector entity and is an umbrella body for the proprietors of the rapidly growing numbers of nursing and or senior citizens homes across Barbados. It is rightly concerned that standardized criteria be established and maintained amongst all service providing residential institutions. This includes qualifications and content of training courses for caregivers. It has an effective and collaborative relationship with the MOH with whom it partners to arrange across the board training for the members of the association as

well as non members. BECA has submitted various proposals to the Ministry in relation to improvements in the health care spectrum.

Barbados Palliative Care Association, (BPCA) is a recently formed (2011) Non-Governmental Organization which fills a void in the national service response to "persons and their families who are facing the challenges associated with life threatening and life limiting illnesses". The focus of the Association is to ensure that persons are appropriately sensitized, informed and prepared to cope with end of life issues. Living wills, euthanasia and organ donor ship issues may emerge as some of the concerns of older persons

Faith Based Organizations F.B.O's

Faith based organizations embrace the range of entities with a religious underpinning that have been consistently helpful in providing material, spiritual and emotional support services to individuals experiencing bereavement challenges. Associated as they are with a range of denominations, FBO's represent a large and significant input in the voluntary social grid. A noticeable feature of the review period was the positive response by FBO'S to the economic downturn and the resultant challenges to older persons. Generally, consistent levels of support were provided on the basis of need without any discriminatory responses. Unfortunately most members of the FBO's are not inclined to maintain statistical data on the assistance disbursed.

It is however instructive that for the past three years (2009-2011) the Salvation Army was able to collect increasingly larger public donations to advance its social gospel. The figures indicate that in 2009 the sum collected in the Christmas Kettle Appeal was \$209,000.00: the figure increased to \$257,000.00 in 2010 and further increased to \$ 267,000.00 in 2011. The Salvation Army operates the state's largest meals-for- the- poor program on a daily basis, and while age disaggregated figures are not available, observations indicate that a significant percentage of the clientele/beneficiaries are older persons.

Where ever voluntary effort is identified, services thrive and the recipients experience great levels of satisfaction. Indeed state services are usually often unable to introduce certain approaches except through voluntary endeavor.

The Bereavement Support Services, coordinated by the National Assistance Board increased its cell groups to twenty eight during the review period and continued to conduct training for volunteers and respond at community level to crisis situations of loss and bereavement. The older disabled community which benefits from the recreational beach program of the National Disabilities Unit (NDU) as well as the NAB's Home Care recipients, to whom the newly established volunteer programme reaches out, provides testimony to the psychological and emotional fulfillment experienced by both volunteer and recipient.

It is note- worthy that the majority of volunteers are also older persons who though retired from a substantive position are inclined to continue their contribution to society by dedicated and selfless service whether as an individual or under the aegis of an organization, be it church, service club or community organization, they are prepared to give back to their society.

In highlighting the vital role of the volunteer sector in Barbados, it is instructive that the records of Statistical Services Department indicate that in 1994, of the persons undertaking voluntary work, 24% were aged 65 years and over, and they contributed 14.1 million hours of voluntary work. It is unfortunate that comparable statistics for subsequent years are unavailable but evidence indicates a continuing need for the availability of volunteers. It is recognized that in the current societal environment characterized by the decline in the extended family, changed patterns of residence, internal migratory patterns, diminishing family sizes, and negative societal attitudes including intergenerational conflicts and communication gaps, etc the presence of voluntary input does make a positive difference in the quality of service provision particularly to older persons.

3 The Identification And Analysis Of Best Practices From The Perspective Of The Rights Of Older Persons.

1) Home Care Services

Cloos et al (2010) state that home care programmes are not very prevalent in the Caribbean region. The Bahamas, and Trinidad and Tobago each offer a programme but the latter programme is reported as "not well organized" and experiencing resource challenges. Some churches in Jamaica provide limited services for members and Surinamese have to pay for a service privately. Barbados appears singular in its lengthy history of state provision of home care dating back to 1980 and has incrementally enhanced the product to ensure greater levels of client satisfaction thus ensuring that older persons enjoy an increasingly higher quality of life.

As a community based programme it maintains recipients in their own homes and must be considered as a cost effective strategy of health care.

The Home Care Service (HCS) of the NAB has been significantly upgraded, enhanced, and is qualitatively different than at its inception, providing a well rounded service that transcends adding years to life but also adding life to years. The incrementally expanded suite of services that include basic domestic chores, nail cutting and social intercourse, assistance with shopping, accompaniment to medical appointments etc, accords significance to this programme. The Barbados Home Care Service continues to be a model for community based care approaches. It continues to be cost effective strategy where a win-win situation is experienced. The older person continues community based residence with its associated social benefits; it serves to reduce the lengthy waiting list of applicants for placement in a state institution. It is cheaper than the alternative of institutionalization in a state owned geriatric facility which based on MOH 2008/2009 figures, is estimated to cost approximately \$134.00 daily per person in a state owned District Hospital. Home care provision is estimated to cost approximately \$105.00 per person per day when service is given.

The sustainability of this programme relies on the continued budgetary allocations from the state. However a viable option exists to permit streams of income from the introduction of a fee-for-service modality applicable to that segment of the population which has the means to do so: and who have in some cases been making relevant inquiries. An effective marketing plan, buttressed by constant upgrading and retraining to develop a well rounded, efficient and highly motivated cadre of care workers, would be vital to the success of this option.

2) Community Nursing Project

This initiative, also community based has added significant value and years to the lives of older persons in Barbados. The NAB services an average of four hundred (400) persons on a monthly basis who live alone: this represents on average, approx. 46%.of the clientele served. The **SABE (2005)** concluded that 21% of the state's older persons live alone, and a further 36% live with one other person viz, usually a spouse who would also be elderly. Those combined figures highlight the efficacy of the Community Based Nursing Program which has for the past five years been maintaining potential hospital in- patients in the community through the provision of highly individualized, professionally competent nursing care. The program has apparently negated the need for several diabetic older persons, and those prone to bed sores- due to a variety of medical situations -from being referred for hospitalization which is rather costly.

Statistics out ling the costs of Queen Elizabeth Hospital (QEH) patient care indicated that 60% of surgical admissions to the QEH are related to Chronic Non Communicable Diseases (CNCD's), 80% of which are connected to diabetic foot care. Statistics also indicate that 75% of the referred cases of bedsores are acquired in the community which depends on the polyclinic system for nursing care. The health profile of HCS recipients reflects a high number of diabetics, persons with poor circulation, arthritis and strokes which all limit mobility. It can reasonably be inferred that in the absence of the HCS nursing program the QEH figures would be significantly augmented. Any increase in the admission rate would result in increased expenditure on the already resource challenged institution. That would be to the financial detriment of the hospital and the state since the daily average cost of hospitalization ranges from \$850.00-\$1000.00 per patient.

The statistics also indicate the seemingly intractable perpetuation of a health care model that continues to be primarily focused on specialist and hospital care. These two inputs both individually and collectively generate high costs and can aggravate social inequity in the system. Reallocation of resources to community level should be considered as a feasible option.

3) The Community Technology Programme

This increasingly popular programme has been making a substantial contribution to the wellbeing of older persons, closing the digital divide across generations. Introduction to the Internet has enabled and strengthened family connectivity; grandparents are better placed to share similar interests with grandchildren and dismantle generational divisions, use of the webcam and internal telephony facilitates appealing visual connections that reduce the costs and speed of communicating, and removes the burden of "snail mail." With the proliferation of "on line" banking and "on line" shopping modalities and home delivery facilities, older persons are able to make more choices in relation to their activities. Reports are that several seniors are utilizing the social sites for interacting and to keep abreast of national and international affairs. Access to all types of information is no longer a major challenge. While a conclusive technology impact study is recommended, indications are that the placement of current community resource centers in easily accessible locations is an important contributor to the success of the programme. Life for ordinary Barbadian seniors has been given a major boost in relation to choices, one of the bastions of the active ageing paradigm.

Conclusion

Barbados generally speaking has done well in providing basic provisions for older persons through a set of wide ranging policy initiatives. Income security issues and comprehensive health and social welfare provisions have been available for some time. However national responses to emerging issues in the social and health care sector have not kept pace with Barbados' status as a leading developing country, several gaps exist in the policy and programmatic offerings and are hereafter identified. Simultaneously related recommendations are provided as key actions for implementation over the next five years of the review cycle. It is recommended that these recommendations be used a broad based template for evaluating national efforts on behalf of older persons between 2012-2017.

Following is a series of tables that highlight the existing gaps in policy and programs, the ameliorative solution recommended and the identification of the most suitable agency/entity to ensure implementation.

TABLE 1 SERVICE GAPS, KEY ACTIONS AND IMPLEMENTING AGENCIES

Existing Policy/Service Gaps	Recommendations/Key Actions	Agency Responsible For Implementing Action
- Lack Of Succession Plan For Dependant Persons With Disabilities.	-Ensure the design of a proactive plan collaboratively with concerned ageing parents as an "end of life issue". -Advocacy efforts to secure passage of legislation	-National Disabilities Unit and kindred agencies. -Persons With Disabilities and their organizations.
<u>Public Respite Care Facilities</u> -Older persons with mental health issues suffer rejection and stigmatization. They experience the double jeopardy of being "old" and being "mentally ill." Housing solutions are limited.	-Establishment of facilities to service existing and anticipated need based on emerging population projections. -May prevent instances of "abandonment" of older persons. -Provides critical support to caregivers preventing "burnout"	-Ministry of Health/Barbados Alzheimer's Association. -Public/private sector collaboration
-Legislative Framework is required that is comprehensive, broad based, with a human	-Urgent passage of National Policy on	-Parliamentary Action -- Ministry of Social

<p>rights focus and that promotes the active ageing paradigm.</p> <p>-Use of Assets of Aged</p>	<p>Ageing</p> <p>-Establishment of National Machinery for Elder Affairs, including advisory, executive and co-operative mechanisms</p> <p>-Passage of Elder Abuse Legislation</p> <p>-Training in developing and managing protocols required</p> <p>-Support given for legislation facilitating Reverse Mortgage arrangements</p> <p>-Support given for protocols to govern use of funds to facilitate Payment For Home Care Services</p> <p>-Payment to Alternative Care Of the Elderly Program</p>	<p>Care/National Assistance Board</p> <p>-Ministries of Civil Service, Finance, Social Care.</p> <p>-Collaboration with INPEA</p> <p>-Ministry of Finance, Health and Social Care.</p>
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<p><u>Gender/Age/Health Care</u></p> <p><u>Gaps ./Concerns</u></p> <p>-Male apathy to health and family issues,</p> <p>-Disinterest in Investment/retirement issues</p> <p>-HIV/AIDS prevention messages ineffective across gender to older persons. Increase in older persons contracting HIV/AIDS</p> <p>-Females over 40 experiencing ageism in employment which impacts pensionability in later years.</p> <p>-Promotes dependence on males, heightens vulnerability</p> <p>-Grand mothers as caregivers for grandchildren orphaned by HIV/AIDS</p>	<p>-Research into gender issues, design of policy and programs that are responsive to variations in need across gender,</p> <p>-Male oriented programs that address health and masculinity issues, family relationships, investment and retirement planning approaches</p> <p>-Promotion of Male Advocacy Groups to assist in gender based initiatives</p> <p>-Specifically targeted messages for older population required</p> <p>-Skills training /retraining for adaptability and re-employment</p>	<p>-Ministry of Health,</p> <p>-Ministry of Labor/laws</p> <p>-Bureau Of Gender Affairs, NOW</p> <p>-Institute for Gender Development Studies U.W.I</p> <p>-Sir Arthur Lewis Institute Of Social and Economic, U.W.I.</p> <p>-MESA, BFPA</p> <p>-Action Required by Labor Department</p> <p>-Parenting skills support by PAREDOS</p> <p>-Support from Child Care Board and Welfare Department</p>
<p><u>Age Mainstreaming Concerns</u></p> <p>-Lack of awarenees, about population ageing and societal impact amongst senior government officials.</p>	<p>-Top governmental officials sensitization program to address MIPAA, Population Ageing ,Active Ageing, Regional Strategy, 5 Year Review Cycle</p>	<p>-Paragraph # 17 of the Brasilia Declaration, Dec, 2007, ECLAC should be requested “to provide technical assistance in terms of information, research and training relating to the issue of ageing and public policies in order to foster and strengthen the efforts made</p>

<p>-Disinterest in effecting change by others.</p> <p>-Lack of strategic planning to mitigate against challenges</p> <p>-Ageing Research Agenda</p>	<p>-Mandatory participation in program</p> <p>-Establishment of departmental focal points to monitor all actions to ensure inclusion of age mainstreaming issues.</p> <p>-Establishment of standardized monitoring and evaluation protocols</p>	<p>by countries in this respect.</p> <p>-Prime Minister's Office, M.S.C/MOH.</p> <p>-Social Work Students at Barbados</p>
	<p>-Compulsory research themes on ageing by students in social work programs in tertiary level intuitions,</p> <p>-Research institutions at UWI to promote a research culture</p> <p>-Such a culture would drive the proper collection and collation of disaggregated regular research</p>	<p>-Community College and UWI. Sir. Arthur ---</p> <p>-Lewis Institute for Social and Economic Studies .UWI.</p> <p>-Private sector funding to be sourced.</p>

Annexes**APPENDIX 1****LIST OF PERSONS INTERVIEWED****GOVERNMENTAL OFFICIALS****Ministry of Health**

Chief Medical Officer of Health,
 Consultant Geriatrician MOH.
 Chief Health Planner Officer,

Dr. Joy St .John
 Dr. Ambrose Ramsay
 Mr. Danny Gill

Ministry of Social Care, Constituency Empowerment & Community Development

Permanent Secretary.
 Chief Welfare Officer, Welfare Department
 Deputy Chief Community Development Officer
 Director, National Assistance Board.
 Director, National Disabilities Unit.

Ms. Sonja Welch
 Ms. Patricia Watts
 Mr. Harold Britton
 Ms. Charyn Wilson
 Mr. Lloyd Springer

Ministry of Industry, Small Business & Rural Development

Director, Rural Development Commission.

Mr. Sam Oneyneche

Office of the Prime Minister.

Director, Urban Development Commission.

Mr. Dereck Alleyne

Ministry of Family, Culture, Sports and Youth

Director, Bureau of Gender Affairs.

Mrs. Pat Hackett-Codrington

Ministry of Transport & Works.

Permanent Secretary
 Chief Technical Officer

Mr. Lionel Nurse
 Mr. Frank Thornhill

Ministerial Advisory Committee

National Committee On Ageing

Mrs. Maizie Barker-Welch

Nongovernmental organizations.

Barbados Association of Retired Persons
 Barbados Alzheimer's Association.
 Barbados Association of Palliative Care

Mrs. Norma Roach
 Ms. Pamela Brereton
 Ms. Deiann Sobers

NUPW Retirees Division

Mr. Ulric Denny

APPENDIX 11**QUALITATIVE INTERVIEW GUIDE****PROGRESS REPORT / SITUATIONAL ANALYSIS ON AGING IN BARBADOS.**

Study topic: *"The major achievements reached during the past five years in respect of efforts to improve the quality of life of older persons and to identify existing gaps and key future actions in Barbados".*

Reference to the Madrid Plan on Ageing adopted in 2002 by Second World Assembly on Aging in Madrid, Spain.

1) MAJOR ACHIEVEMENTS IN PAST FIVE YEARS [REVIEW]

a) What has been done by your agency/department in the past five years since [2007-2011] to improve the quality of life of older persons in Barbados?

- ✓ Identify Some Specifics In Terms Of:-
 - Internal Regulations
 - Policy
 - Programs.
 - Personnel
 - Organizational Structures. E.g. special committees /Commissions.

b) Have You Done Work on Any Legislative Issues during the past five years? [Specify?]

c) Would You Specify The Main Challenges Encountered In Your Efforts?

d) Identify A Best Practice That Other Countries Could Model?

e) What if any has been the level of collaboration with other related entities? (Indicate the entity)

2) WHAT WOULD YOU SAY ARE THE MAIN EXISTING GAPS IN POLICY AND SERVICE PROVISION FOR OLDER PERSONS IN BARBADOS?

A] Policy

B] Program

3). WHAT WOULD BE THE KEY ACTIONS REQUIRED TO IMPROVE THE SITUATION OF OLDER PERSONS IN BARBADOS IN THE NEXT (5) YEARS? [2012-2017]

A) What More Do You Believe Your Agency Can Do In The Next Five Years?

B) Are These Actions Part Of Your Strategic Plan/Program Budget 2011-2012, and beyond?

C) What Obstacles Do You Envisage?

D) What Recommendations Would You Make At A National Level To Improve The Situation Of Older Persons In Barbados In The Next Five Years?

Documentation required

Agency Annual reports for period 2007-2011

Position Papers on Specific Issues

Provision of Statistical Data

- ✓ Proposed White Paper on Aging.
- ✓ Position Paper on Elder Abuse Legislation in Barbados
- ✓ Report on National Consultation on Elder Abuse

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ⁱ "Population Ageing in the Caribbean"2007 ECLA publication confirms that Barbados 60+ population stands at 13%, St.Lucia at 10.7%, Trinidad and Tobago 10%, St.Vincent and the Grenadines 9.9% ,Antigua and Barbuda 9.3%.