Facilitator or Hindrance of Social Change?

THE WESTMINSTER MODEL AND RACIAL DISCRIMINATION ON THE JAMAICAN LABOUR MARKET, 1944-1980
Steps towards to WM

- **1944** – universal suffrage, bi-cameral legislature (House of Representatives and Legislative Council), Executive Council (proto-cabinet), and Privy Council.
- **1953** – ministerial system – ministers granted executive authority for portfolios except for justice, defence and foreign affairs.
- **1958** – internal self government – executive council became council of ministers presided by chief minister, post governor became largely symbolic.
- **1962** – independence – written constitution, bi-cameral parliament (HoR and Senate), governor-general as representative queen.
WM: key features

- Concentration of executive power in one-party and bare-majority cabinets
- Cabinet dominance
- Two-party system
- Bi-cameral legislature
- Majoritarian and disproportional system of elections
- Politically neutral and permanent civil service
- Interest group pluralism
- Unitary and centralised governance
- Central bank controlled by executive.
Racial make-up civil service 1943

- coloured'
- white'
- black'
management and executive positions in government service 1960

- africans
- afro europeans
- europeans
- east indian and afro-east indian
- chinese and afro cinese
- others
Top positions in police 1951

- jamaica
- caribbean
- UK
- ireland
- other
Help wanted:

A fair or coloured girl to sell hosiery in an uptown store.
Racial make-up shops 1943

Shop assistants

- coloured
- black
- chinese
- white 2.8
- east indian
- syrian

Shop managers

- coloured
- black
- chinese
- white
- east indian
- syrian
WM: key features

- concentration of executive power in one party
- dominance of the cabinet
1. **1964 Employment Act**: Non-Jamaicans including Commonwealth citizens have to get a work permit (amended 1971 – companies have to state what efforts they have made to find qualified Jamaicans for posts for which permits are sought)

2. Foreign-owned companies asked to set up training programmes for junior Jamaican staff.
Majoritarian and disproportional system of elections

<table>
<thead>
<tr>
<th>Year</th>
<th>Winning party % seats</th>
<th>Winning party % votes</th>
<th>Losing party % seats</th>
<th>Losing party % votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1955 PNP</td>
<td>56.3</td>
<td>50.5</td>
<td>43.8</td>
<td>39</td>
</tr>
<tr>
<td>1959 PNP</td>
<td>64.4</td>
<td>54.8</td>
<td>35.6</td>
<td>44.3</td>
</tr>
<tr>
<td>1962 JLP</td>
<td>57.8</td>
<td>50.0</td>
<td>42.2</td>
<td>48.6</td>
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<tr>
<td>1967 JLP</td>
<td>62.2</td>
<td>50.7</td>
<td>37.8</td>
<td>49.1</td>
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<tr>
<td>1972 PNP</td>
<td>69.8</td>
<td>56.4</td>
<td>30.2</td>
<td>43.4</td>
</tr>
<tr>
<td>1976 PNP</td>
<td>78.3</td>
<td>56.8</td>
<td>21.7</td>
<td>43.2</td>
</tr>
</tbody>
</table>
KSAC resolutions

- banks to employ qualified black men and women (1950)
- banks to employ a fair proportion of dark-skinned citizens (1953)
no person shall be treated in a discriminatory manner by any person acting by virtue of any written law or in the performance of the functions of any public office or any public authority.

the expression "discriminatory" means affording different treatment to different persons attributable wholly or mainly to their respective descriptions by race, place of origin, political opinions, colour or creed

whereby persons of one such description are subjected to disabilities or restrictions to which persons of another such description are not made subject or are accorded privileges or advantages which are not accorded to persons of another such description.
<table>
<thead>
<tr>
<th>1962</th>
<th>No law shall make any provision which is discriminatory either of itself or in its effect</th>
</tr>
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<tbody>
<tr>
<td>2011</td>
<td>The right to equality before the law</td>
</tr>
</tbody>
</table>
1944 Constitution

- **House of Representatives** [legislative - 32 elected members]
- **Legislative Council** [legislative - 3 chief officials and max. 10 members appointed by governor]
- **Executive Council** [executive - governor, 3 top officials, 2 unofficial members of Legislative Council and 5 members of House of Representatives]
- **Privy Council** [executive - 4 officials and 2 unofficial appointed members]
Police 1943

racial make-up

- coloured
- black
- white
Racial profile manual and service workers 1960

Column1

- black
- light-skinned
- rest