

# **NATIONAL DEVELOPMENT STRATEGY 2016–2030 (VISION 2030)**

*“Many Hearts, Many Voices, One Vision”*

**An Assessment of Trinidad and Tobago’s Progressive  
and Non-Progressive Cultural Factors of Development**

## Assessment of Trinidad and Tobago's Progressive and Non-Progressive Cultural Factors of Development

Key		
Non- Progressive Cultural Factor	Mix of Progressive and Non-Progressive Cultural Factors	Progressive Cultural Factor

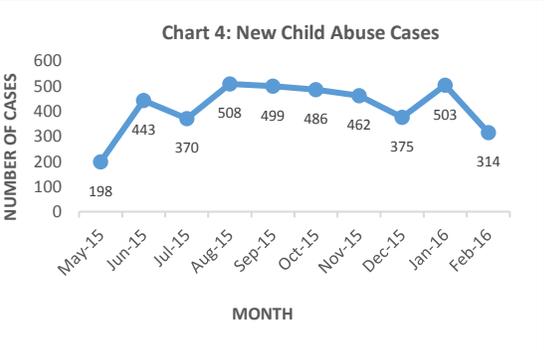
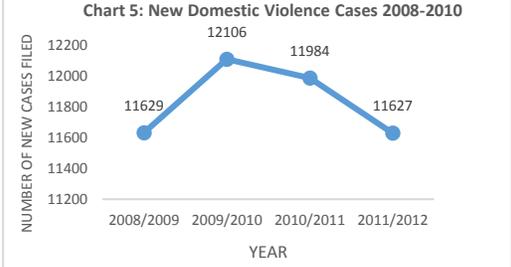
Cultural Factor	Progress-Prone Culture	Progress-Resistant Culture	Trinidad and Tobago Status	Rating
<b><u>WORLD VIEW:</u></b>				
1. Knowledge	Practical, verifiable; facts matter	Abstract, theoretical, cosmological, not verifiable; debate matters	<p>There is need for improvements in evidenced-based decision making and building a culture of Monitoring and Evaluation as evidenced by:</p> <ul style="list-style-type: none"> <li>“The systems of data collection and retrieval outmoded.” (<b>Culture and Attitudes Sub-Committee Report, page 15</b>)</li> <li>Need for improved Central Statistical Office (CSO): “there has been little concrete progress in improving the statistical base...The production of critical data (including GDP, trade, and labour, as well as tourism statistics) continues to fall further behind, grinding to a halt in critical areas and rendering the conduct of surveillance ever harder” (<b>IMF Country Report No. 14/271, September 2014, page 8</b>)</li> <li><b>The National Monitoring &amp; Evaluation Policy of Trinidad and Tobago:</b> “Although there have been major activities aimed at building a National M&amp;E system, its effectiveness has been significantly tempered by issues including limited human capacity and a fragmented system of data collection, management and reporting.” (<b>National Monitoring &amp; Evaluation Policy of Trinidad and Tobago 2015, page 6</b>)</li> </ul>	
<b><u>VALUES, VIRTUES</u></b>				
2. Education	Indispensable; promotes independence, heterodoxy, dissent, creativity	Less priority; promotes dependency, orthodoxy	<p>Trinidad and Tobago's approach to education can be classified as progress resistant. Despite the notable achievements such as increases in education enrolment, tertiary participation and literacy rates the education system remains limited in its ability to produce innovators and entrepreneurs and reduce the culture of dependency. This is supported by the following:</p> <ul style="list-style-type: none"> <li>Tertiary education participation rate increased from 15 percent in 2004 to 60 percent in 2014. (<b>MDG Report 2014, page 68</b>) Higher education and training ranked 77.</li> <li>(<b>The Global Competitive Index 2014-2015, page 19</b>) - In addition in the GCI 2015-2016, Trinidad and Tobago improved its rankings by four places with a score of 4.3 out of 7.</li> <li><b>Human Development Index –Education Index</b> has been at 0.7 each year from 2008 to 2013. This is a relatively high value.</li> <li>Literacy rate of 15-24 year olds, women and men improved - 95.7 percent (1995) and 99.5 percent (2008) – (<b>MDG Report 2014, page 10</b>)</li> </ul> <p>There remain issues that hinder any further development in education. Specifically it was discovered that:</p>	

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			<ul style="list-style-type: none"> <li>• There is a “Lack of courage to convert a 19<sup>th</sup> century, old colonial, missionary value system in education to a dynamic, authentic force for development in the twenty-first century.” <b>(Culture and Attitudes Sub-Committee Report, page 17)</b></li> <li>• “The tertiary education sector is poorly equipped to produce .....entrepreneurs and leaders in all spheres of activity” <b>(Culture and Attitudes Sub-Committee Report, page 17)</b></li> <li>• In terms of the country’s innovative capacity there is a “Lack of a common understanding of the innovation concept.” <b>(National Innovation Policy, 2015)</b></li> </ul>	
<b><u>ECONOMIC BEHAVIOR</u></b>  3. Work/achievement	Live to work: work leads to wealth	Work to live: work doesn't lead to wealth; work is for the poor	The issue of poor work ethics and low productivity pervades culturally and thereby hinders our potential to achieve nationally. This is supported by the following: <ul style="list-style-type: none"> <li>• The Global Competitive Index showed “Pay and productivity” scores (1-7(best)) for Trinidad and Tobago from 2012 to 2015 as barely changing. Specifically, for 2012-2013 – 3.303 (Country Rank-123), 2013-2014 – 3.27 (Country Rank 124) and 2014-2015 – 3.64 (Country Rank 96).</li> <li>• Employers continue to complain about the perpetuation of make-work programmes, which hinder the nation’s productivity and competitiveness <b>(Trinidad and Tobago Chamber of Industry of Commerce Annual Report, 2015)</b></li> <li>• Trinidad and Tobago has been labelled as having a “carnival mentality” towards work. <b>(Farrell 2012:“The Underachieving Society: Development Strategy and Policy in Trinidad and Tobago 1958-2008).”</b></li> </ul>	
4. Entrepreneurship	Investment and creativity	Rent-seeking	Despite improvements in the ease of doing business (Trinidad and Tobago experienced from 2007 to 2014 a reduction in the number of procedures required to start a business from 9 to 7) and a relative stable Financial Services Sector a culture of entrepreneurship is hindered by the following: <ul style="list-style-type: none"> <li>• “There is a poor balance of trade in relation to already commoditized products and there is an absence of support for entrepreneurship in the sector.” <b>(Culture and Attitudes Sub-Committee Report, page 16)</b></li> <li>• The <b>2016 Index of Economic Freedom</b> noted that Trinidad and Tobago was moderately free with respect to Business Freedom. This has not always been the case, from 2008 to 2014, the country has been “mostly unfree” with respect to business freedom.</li> <li>• The <b>2016 Index of Economic Freedom</b> noted that Trinidad and Tobago was borderline moderately free with respect to Investment Freedom at 60%. (this is the lowest before not being free at all) This has been the state since 2010 at 60% each year. From 2001 to 2009, however, the country was classified as “mostly free”. Therefore, there has been a worsening in this status.</li> </ul>	
5. Competition	Leads to excellence	Aggression; A threat to equality--and privilege	Low scores on the Global Competitiveness Index, despite small improvements, has indicated that Trinidad and Tobago is culturally resistant to progress with respect to competition. These indices values are: <ul style="list-style-type: none"> <li>-The overall <b>Global Competitiveness Index</b> specifically has, on average, not changed with an average value of 4 out of a score of 7 from 2010 to 2014.</li> </ul>	

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			<p>-A public sector that is based on seniority rather than meritocracy. There is need for a public service that “recognise(s) and reward(s) creative ideas and practices, while adhering to the principles of merit, competency, flexibility and fairness.” (<b>Medium Term Policy Framework, 2011-2014</b>)</p> <p>-The level of competitiveness in Trinidad and Tobago is also influenced by the satisfaction and confidence of individuals with public sector transactions. The Quality and citizen satisfaction with transactional services in Trinidad and Tobago Report found that confidence in the government institutions is borderline positive (above 5.5<sup>1</sup>).</p>																					
6. Innovation	Open; rapid adaptation	Suspicious; slow adaptation	<p>Trinidad and Tobago’s capacity to innovate has been slightly increasing overall since 2007/2008. The country ranked 101 out of 140 countries with respect to “Innovation” with an index value of 3.1, on the <b>Global Competitiveness Index 2015</b>. This represented a minor improvement from the 2012 value of 2.9. The GCI report also highlights an improvement in the country’s capacity for innovation as shown in the chart below:</p> <div data-bbox="805 806 1338 1136" data-label="Figure"> <table border="1"> <caption>Chart 1: Trinidad and Tobago Capacity for Innovation</caption> <thead> <tr> <th>Year</th> <th>Index Value</th> </tr> </thead> <tbody> <tr><td>2007-2008</td><td>2.5</td></tr> <tr><td>2008-2009</td><td>2.6</td></tr> <tr><td>2009-2010</td><td>2.2</td></tr> <tr><td>2010-2011</td><td>2.0</td></tr> <tr><td>2011-2012</td><td>2.4</td></tr> <tr><td>2012-2013</td><td>2.4</td></tr> <tr><td>2013-2014</td><td>2.8</td></tr> <tr><td>2014-2015</td><td>3.2</td></tr> <tr><td>2015-2016</td><td>3.4</td></tr> </tbody> </table> </div> <p>However, the country at present, cannot be considered as having culturally progressive factors towards innovation due to the following:</p> <ul style="list-style-type: none"> <li>- Trinidad and Tobago had a percentage rank of .44 in 2015 on the <b>Global Innovation Index</b> placing it at 80 out of 141 economies. The country was classified as neither strong nor weak with respect to innovation.</li> <li>• - The National Innovation Policy 2015, noted that given the overall decline in innovation in Information Communication Technology (ICT), manufacturing and pharmaceuticals, “The challenges of building competitive clusters and upscaling the value chain remains formidable.” The Policy further cites a “Lack of a common understanding of the innovation concept, “as previously mentioned. (<b>Draft National Innovation Policy, 2015 page 14</b>)</li> </ul>	Year	Index Value	2007-2008	2.5	2008-2009	2.6	2009-2010	2.2	2010-2011	2.0	2011-2012	2.4	2012-2013	2.4	2013-2014	2.8	2014-2015	3.2	2015-2016	3.4	
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7. Rule of law/corruption	Reasonably law abiding;	Money, connections matter;	<p>Trinidad and Tobago, possesses progress resistant cultural factors towards corruption and rule of law, although small advances have been made towards tackling the issue. The <b>Global Competitiveness Index’s</b> sub-index on Ethics and</p>																					

<sup>1</sup> A 1 to 10 scale indicator which has a neutral value at 5.5.

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	corruption is prosecuted	corruption is tolerated	<p>Corruption displayed a stabilised trend from 2011 to 2014 and a slight decrease from 2014 to 2015 as shown in chart 2 below:</p> <div data-bbox="862 338 1341 653" data-label="Figure"> <table border="1"> <caption>Chart 2: Trinidad and Tobago Ethics and Corruption</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>2007-2008</td> <td>2.2</td> </tr> <tr> <td>2008-2009</td> <td>2.4</td> </tr> <tr> <td>2009-2010</td> <td>2.6</td> </tr> <tr> <td>2010-2011</td> <td>3.0</td> </tr> <tr> <td>2011-2012</td> <td>2.9</td> </tr> <tr> <td>2012-2013</td> <td>2.8</td> </tr> <tr> <td>2013-2014</td> <td>2.7</td> </tr> <tr> <td>2014-2015</td> <td>2.6</td> </tr> </tbody> </table> </div> <p>The 2015 <b>Corruption Index</b> has shown that the level of corruption has begun to decrease. In that year, the country ranked 72 out of 167 countries, in 2014 85 out of 174 countries and in 2013 83 out of 175 countries.</p> <p>However, despite these minor declines in corruption the levels remain relatively high.</p> <p>The <b>Vision 2020 Culture and Attitudes Sub Committee Report</b> listed areas in which the culture of corruption is facilitated and is in need of improvement. These are:</p> <ul style="list-style-type: none"> <li>• Enforcement of laws highlighted as a cultural factor to be addressed.</li> <li>• Lack of confidence in the protective services.</li> <li>• Lack of confidence in the legal system.</li> </ul>	Year	Score	2007-2008	2.2	2008-2009	2.4	2009-2010	2.6	2010-2011	3.0	2011-2012	2.9	2012-2013	2.8	2013-2014	2.7	2014-2015	2.6	
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8. Family	The idea of "family" extends to the broader society	The family is a fortress against the broader society	<p>The condition of the family as an institutional unit that supports both individuals and community is, based on the data, under threat. This implies a progress resistant culture towards the family. This is observed via the high rates of divorce, teenage pregnancy, child abuse cases, and domestic violence as highlighted below:</p> <p>-“The perusal of CSO (Census 2000, 2011) data indicates an increase in the number of teenage parents.” <b>(Draft National Parenting Policy 2015, page 12)</b></p> <p>-“Divorce rate is relatively high throughout the years even though during 2012/2013, 2013/2014 and 2014/2015 it appears to be steady. The highest rate was recorded in 2012/2013. This is shown in chart 3 below.</p>																			

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			<p data-bbox="901 260 1255 310"><b>Chart 3: Number of Divorce Cases 2011-2015</b></p>  <table border="1" data-bbox="813 310 1297 583"> <thead> <tr> <th>YEARS</th> <th>NEW DIVORCES CASES FILED</th> </tr> </thead> <tbody> <tr> <td>2010/2011</td> <td>2266</td> </tr> <tr> <td>2011/2012</td> <td>2249</td> </tr> <tr> <td>2012/2013</td> <td>2922</td> </tr> <tr> <td>2013/2014</td> <td>2818</td> </tr> <tr> <td>2014/2015</td> <td>2814</td> </tr> </tbody> </table> <p data-bbox="829 592 1377 642"><b>Source: Annual Report - Judiciary of the Republic of Trinidad and Tobago and the Chief Justice Law Term Speech</b></p> <p data-bbox="805 669 1401 783">-The practice of multiple partnering by both men and women and the possibility of being in more than one type of union (visiting, common law or legal marriage). - <b>Vision 2020 Culture and Attitudes Sub Committee Report (page 50)</b></p> <p data-bbox="805 816 1401 957">- A high level of child abuse cases (Chart 4). During May 2015 to February 2016, there were fluctuations in the number of cases with a notable decline from January to February 2016. However, overall the number of cases remain high at above 200 per month.</p> <p data-bbox="971 1010 1252 1035"><b>Chart 4: New Child Abuse Cases</b></p>  <table border="1" data-bbox="813 989 1357 1339"> <thead> <tr> <th>MONTH</th> <th>NUMBER OF CASES</th> </tr> </thead> <tbody> <tr> <td>May-15</td> <td>198</td> </tr> <tr> <td>Jun-15</td> <td>443</td> </tr> <tr> <td>Jul-15</td> <td>370</td> </tr> <tr> <td>Aug-15</td> <td>508</td> </tr> <tr> <td>Sep-15</td> <td>499</td> </tr> <tr> <td>Oct-15</td> <td>486</td> </tr> <tr> <td>Nov-15</td> <td>462</td> </tr> <tr> <td>Dec-15</td> <td>375</td> </tr> <tr> <td>Jan-16</td> <td>503</td> </tr> <tr> <td>Feb-16</td> <td>314</td> </tr> </tbody> </table> <p data-bbox="829 1346 1377 1396"><b>Source: Statistical Bulletin Nine Months and Counting Preliminary Children Authority</b></p> <p data-bbox="805 1430 1401 1509">-Overall high rates of domestic violence above 11,500 cases per year in spite of a declining trend during 2010-2012 (Chart 5).</p> <p data-bbox="927 1545 1308 1570"><b>Chart 5: New Domestic Violence Cases 2008-2010</b></p>  <table border="1" data-bbox="846 1545 1357 1812"> <thead> <tr> <th>YEAR</th> <th>NUMBER OF NEW CASES FILED</th> </tr> </thead> <tbody> <tr> <td>2008/2009</td> <td>11629</td> </tr> <tr> <td>2009/2010</td> <td>12106</td> </tr> <tr> <td>2010/2011</td> <td>11984</td> </tr> <tr> <td>2011/2012</td> <td>11627</td> </tr> </tbody> </table> <p data-bbox="829 1822 1377 1873"><b>Source: Annual Report - Judiciary of the Republic of Trinidad and Tobago</b></p>	YEARS	NEW DIVORCES CASES FILED	2010/2011	2266	2011/2012	2249	2012/2013	2922	2013/2014	2818	2014/2015	2814	MONTH	NUMBER OF CASES	May-15	198	Jun-15	443	Jul-15	370	Aug-15	508	Sep-15	499	Oct-15	486	Nov-15	462	Dec-15	375	Jan-16	503	Feb-16	314	YEAR	NUMBER OF NEW CASES FILED	2008/2009	11629	2009/2010	12106	2010/2011	11984	2011/2012	11627	
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9. The individual/the group	Emphasizes the individual but not excessively	Emphasizes the collective	<p>Though studies on local values suggest a cohesive society that cares for each individual, the reality that locals exhibit is that of “Attitudes of selfishness, lawlessness, greed, dishonesty and indifference to others.” (<b>Vision 2020, Culture and Attitudes Sub-Committee Report, page 13</b>).</p> <p>In addition “there still prevails some misunderstanding, mutual suspicion, hidden tension, and feelings of marginalisation and alienation among groups in the society.” (<b>Vision 2020, Culture and Attitudes Sub-Committee Report, page 14</b>). These characteristics do not make for a society that is either collective or balanced in individuality. Therefore, while Trinidad and Tobago permits individualisation, this experience is excessive and therefore not progressive.</p>																						
10. Creation, awareness and use of new technologies	Technological change that impacts markets and change the distribution of resources	Little creation, use and awareness of new technology particular within markets	<p>Trinidad and Tobago primary use of technology is evidenced by high cell phone and internet coverage, however, the country is not known for being a technological centre of development. This is supported by the rising number of internet users. From 2007 to 2011 there was a doubling in the internet users rate (33 users per 100 persons in 2007 to approximately 68 users per 100 persons in 2011). Moreover, mobile voice subscription also increased from 1806.1 in 2008 to 1883.7 in 2012.</p> <p>“Trinidad can be described as being efficient and capable of operating existing technologies, but lacking in the capacity to create new technology, when compared to advancements on the technology frontier.”(<b>Draft National Innovation Policy, 2015-2025</b>)</p>																						
11. Authority	Dispersed: checks and balances, consensus	Centralized: unfettered, often arbitrary	<p>Trinidad and Tobago Government possesses a centralised system of Governance based on the Westminster Model.</p> <p>The extent of its centrality and consequent bureaucracy was highlighted in the <b>Global Competitiveness Report 2015</b>. This Report showed overall high levels of bureaucracy, given that the highest possible score attainable is 7 and the country scored below half of that score for the period 2006 to 2015. This is despite minimal improvements during 2006-2010 (Chart 6):</p> <div data-bbox="857 1451 1344 1791" style="text-align: center;"> <p><b>Chart 6: Trinidad and Tobago Burden of Government Regulation</b></p> <table border="1"> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr><td>2006</td><td>2.8</td></tr> <tr><td>2007</td><td>2.9</td></tr> <tr><td>2008</td><td>3.0</td></tr> <tr><td>2009</td><td>3.4</td></tr> <tr><td>2010</td><td>3.5</td></tr> <tr><td>2011</td><td>3.4</td></tr> <tr><td>2012</td><td>3.3</td></tr> <tr><td>2013</td><td>3.4</td></tr> <tr><td>2014</td><td>3.5</td></tr> <tr><td>2015</td><td>3.4</td></tr> </tbody> </table> </div>	Year	Score	2006	2.8	2007	2.9	2008	3.0	2009	3.4	2010	3.5	2011	3.4	2012	3.3	2013	3.4	2014	3.5	2015	3.4
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12. Gender relationships	If not a reality, equality at least not inconsistent with value system	Women subordinated to men in most dimensions of life	<p>The gains with respect to gender equality in Trinidad and Tobago suggest that there are many progressive cultural factors in this regard as highlighted below:</p> <p>-“Gender parity in primary and secondary level enrolment has been achieved and women surpass men at the level of tertiary participation” (<b>Trinidad and Tobago Millennium Development Goals Report 2014, page 1</b>)</p> <p>-“Women have also had a stronger presence in the non-agriculture sector, with an average participation of 42.65 per cent during 2000-2009. Moreover, whereas women’s participation in the labour force has been traditionally lower than men, this gap has been narrowing evidenced by an average of 3:2 male to female ratio in all industries during 2007-2011. -“Notable strides were also made in increasing women’s participation in decision making, through the proportion of seats held by women in the National Parliament. This increased from 11 percent in the late 1990’s to 29 percent in 2010.” (<b>Trinidad and Tobago Millennium Development Goals Report 2014, page 4</b>)</p> <p>Despite these achievements, there are still some challenges with respect to gender, namely:</p> <p>-Research has shown that there is an overrepresentation of women in the informal sector.</p> <p><b>(Marina Karides, Informal-Sector Workers, Gender, and Income Inequality in the Caribbean: The Case of Trinidad and Tobago, Social Development Issues 29 no1 42-64 Spr 2007)</b></p>												
13. Fertility	The number of children should depend on the family’s capacity to raise and educate them	Children are the gifts of God; they are an economic asset	<p>Trinidad and Tobago has progressive cultural factors regarding fertility. This is because of the following supporting data:</p> <p>-Women have been bearing children at later ages, possibly because more women are employed in formal and informal sectors, receive higher levels of education and are accessing modern methods of family planning. (<b>Vision 2020 Culture and Attitudes Sub Committee Report (page 15)</b>) This aforementioned finding is supported by the decreasing fertility rate figures in the table below:</p> <p style="text-align: center;"><b>Selected Fertility Rates Cohort of women age 45-49</b></p> <table border="1" data-bbox="873 1444 1333 1654"> <thead> <tr> <th></th> <th>2011</th> <th>2000</th> <th>1990</th> </tr> </thead> <tbody> <tr> <td>Cohort Fertility Rate</td> <td>2.5</td> <td>3.1</td> <td>4.1</td> </tr> <tr> <td>Proportion who remained childless</td> <td>12.8</td> <td>10.0</td> <td>8.3</td> </tr> </tbody> </table> <p><i>Source: T&amp;T 2011 Population and Housing Census Demographic Report</i></p> <p>- “In 1990, statistics indicated that there were 4.1 children born alive per woman for those persons approaching the end of their childbearing lifetime. However, this figure was 3.1 in 2000 and 2.5 in 2011. It is also noteworthy that the amount of women who have not given birth to children by the end of their childbearing years, increased from 8.3% to 12.8%</p>			2011	2000	1990	Cohort Fertility Rate	2.5	3.1	4.1	Proportion who remained childless	12.8	10.0
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			<p>between 1990 and 2011 (<i>Trinidad and Tobago 2011 Population and Housing Demographic Report</i>).</p> <p>-Within Trinidad and Tobago over a twenty year period, fertility has consistently declined whilst childlessness has increased." (<b>Draft National Parenting Policy 2015, page 17-18</b>)</p>	
14. Belief in the Divine	Nurtures rationality, achievement; promotes material pursuits; focus on this world; pragmatism	Nurtures irrationality; inhibits material pursuits; focus on the other world; utopianism	<p>Although the belief in the Divine is considered to be non-progressive as it nurtures irrationality, this view is debateable. It is our view that this is a progressive cultural trait and can be used for the benefit of Trinidad and Tobago, for example, in promoting positive attitudes, charity, mentoring young persons to curb crime, etc.</p> <p><b>The Vision 2020 Culture and Attitudes Sub Committee Report</b> views "A belief in a Divine element, regardless of its name and form." (pg. 13) as a cultural legacy.</p> <p><b>The World Values Survey 2010-2014</b> found that:  1) 98.8 % of those locals in Trinidad and Tobago surveyed believe in God.  2) 87.86% believed God is very important in their lives.</p>	
15. Celebration of culture and heritage	Neglect and disrespect of diverse cultures	Appreciation of all cultures and heritage in society	<p><b>The Vision 2020 Culture and Attitudes Sub Committee Report</b> also views "Some positive aspects of (our cultural) Legacy (include): The ability to celebrate." (pg. 13)  This has been positive towards tolerance and social cohesion to the extent that Trinidad and Tobago is known for its cultural harmony.</p>	
16. Ethical and religious tolerance	A job well done, tidiness, courtesy, punctuality matter	Lesser virtues unimportant; love, justice, courage matter	<p>The <b>World Values Survey 2010-2014</b> found that 78.5% Of respondents said religion is important in life. The evidence cited above in relation to our ability to celebrate and the belief in the divine add to our ethical and religious tolerance.</p>	

*Source: Ministry of Planning and Development, 2016, Adapted from: Harrison E. Lawrence, 2006 "The Central and Liberal Truth: How Politics Can Change a Culture and Save It from Itself," New York: Oxford University Press.*