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**HOUSE OF
REPRESENTATIVES**

STANDING COMMITTEE ON ABORIGINAL AND TORRES
STRAIT ISLANDER AFFAIRS

Reference: Indigenous employment

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HOUSE OF REPRESENTATIVES
STANDING COMMITTEE ON ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS

Monday, 16 October 2006

Members: Mr Wakelin (*Chair*), Dr Lawrence (*Deputy Chair*), Ms Annette Ellis, Mr Garrett, Mr Laming, Mr Slipper, Mr Snowdon, Dr Southcott, Mr Tuckey and Mrs Vale

Members in attendance: Mr Garrett, Dr Lawrence, Mrs Vale and Mr Wakelin

Terms of reference for the inquiry:

To inquire into and report on:

Positive factors and examples amongst Indigenous communities and individuals, which have improved employment outcomes in both the public and private sectors; and

1. recommend to the government ways this can inform future policy development; and
2. assess what significant factors have contributed to those positive outcomes identified, including what contribution practical reconciliation* has made.

*The Committee has defined 'practical reconciliation' in this context to include all government services.

WITNESSES

**FOLEY, Dr Dennis, Lecturer, Australian Graduate School of Entrepreneurship, Swinburne
University of Technology 1**

Committee met at 11.30 am

FOLEY, Dr Dennis, Lecturer, Australian Graduate School of Entrepreneurship, Swinburne University of Technology

Evidence was taken via teleconference—

CHAIR (Mr Wakelin)—Welcome. Tell me where you are, Dr Foley.

Dr Foley—Now I am down at Swinburne University of Technology, in Melbourne.

CHAIR—I declare open this public hearing of the House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs inquiry into Indigenous employment, and I welcome you here today. Do you have anything to say about the capacity in which you appear before the committee?

Dr Foley—I appear before the committee on the basis that I am Indigenous and I am a researcher into Indigenous entrepreneurship and Indigenous self-employment.

CHAIR—Thank you very much. I will just explain to the members here today that we were particularly interested in your approach, as one of our first witnesses to the inquiry. It is still a very important part of the whole debate to me personally, I know, but I am sure to other members as well. I invite you to make an opening statement—perhaps a bit of an update over the last 18 months or so and any additional pieces that you might like to add to what we originally started at.

Dr Foley—Sure. As you realise, nearly all of my work is looking at Indigenous entrepreneurs and Indigenous small business people. I look at it that there are two styles of entrepreneurs, the opportunists and then also those who are the necessity entrepreneurs. The majority, if not all, of Indigenous entrepreneurs are necessity entrepreneurs, where they are actually creating an economic path to the future for themselves and their children—and usually it is to provide for their family and children. That is what really excites me, because I see it in my research all the time. I meet new Indigenous people struggling, changing and getting out of a welfare rut or getting out of a Public Service type career and getting into self-employment where they have empowerment and control of their life.

There have been some really interesting things happening. I am not political, so I am not going to rubbish either party! Some of the interesting developments are—and I think, when I spoke to you before, I mentioned Indigenous Business Australia and how I was very wary of the incredible growth in IBA. They have done some good things. They had a fantastic conference a little while ago. I think they are doing some good things, but I still think they are at the macro level. I always think that they will not be able to deliver at the grassroots, and I think that is true. They are doing some great stuff with the big picture and they are doing some good educational type things, but I think they are controlled not so much into the business area but in the housing area and that sort of thing. I think that has dominated their work. They have another project at the moment which I think is stores in remote areas, similar to some of the work that has been done in the Torres Strait in recent years. But their media focus and their work focus has not been on the small business, even though they are looking at the microenterprise loan type things.

What has been interesting in that area—which is exciting, because Indigenous entrepreneurs, Indigenous people, who want to get involved in business quite often need that microloan—is that the National Australia Bank are launching a new product in a couple of weeks. They are looking at the microloans, and the other banks, Westpac and ANZ, have already done similar things. So there is some interest out there in the commercial sector, which is really good. It is about time they put some money where their mouths are and put it back in there.

But what is exciting is that I got involved with the Koori Business Network during the Commonwealth Games. During the Commonwealth Games, almost 200 Indigenous businesspeople went through their doors. That is exciting when you think that in Victoria, which is a place where you do not usually look at the size of the population or whatever, if there are 200 businesses that come through during the Commonwealth Games, that means that either we have a lot of people out there that no-one ever knew about before or we have a growth in small business. The majority of those were in the arts area, which is a good starting point for someone to get involved in business—use your culture, know your culture, sell your culture. So that is really exciting. So that is where I am at the moment, to give you a bit of an idea—otherwise I will talk forever.

CHAIR—Thank you very much. Just to talk about banks: you mentioned John Symond in your report. I or someone may have asked you this before. You saw John Symond as a good operator in terms of promoting some of these financial models that might help. Is that fair?

Dr Foley—In perspective, I think I said that the way he has turned the home loan product around and has marketed that in a very competitive field—his sort of attitude to marketing and business—could be a place where an Indigenous business loan product could be tabled into some of his networks. His networks are on a commission basis, so obviously they pick up a fee from the government and that sort of thing. I still stand by that. I think a tried-and-true performer like him can get to the marketplace and get to the person far more—they are far more accessible—than, say, a public servant who is sitting in an ivory tower at Woden or somewhere. That is why I mentioned the Koori Business Network. There are only seven people. It is a state run and funded organisation. It is lean, it is mean, but it seems to get out to the grassroots, and I think that is what is important.

CHAIR—Thanks for that. You mentioned NAB—and I think we have spoken to NAB in Melbourne, a little while ago. So they are out there having a crack and trying to engage. Can I ask about these 200 businesses or businesspeople who came through—as you say, mainly in the arts. It sounds like that surprised you a bit and that there was a bit more activity there than you thought.

Dr Foley—Absolutely, yes.

CHAIR—I could not agree more with you about Victoria. The issue is not a big part of the economy there or of the population. Were they mainly out of the Victorian state?

Dr Foley—They actually came from all over the place. There were a few South Australians, New South Wales people, a few people from the Centre, but, yes, the majority of them were Victorian.

CHAIR—Could you just develop that a bit in the sense of what their interest was. What had changed that little bit in the last 12 or 18 months?

Dr Foley—I think there has been a concerted effort here over several different political parties. We cannot just say it is Labor in Victoria; it has actually been Labor and Liberal. There has been a concerted effort over a long period of time to promote the arts, so it is finally seeping through. We are getting a diversification in art. We are getting an art movement down here. When I say 'we', it is only because I am living here. The community here are getting a presence. They are getting an identity. Previously I think they were in awe of, for example, the Central Australian art movement, and now they are producing their own art. So there is a heavy emphasis on small business through arts and crafts, and it is starting to work. They are producing good material. They are starting to get it recognised. They are starting to win competitions, and that has lifted up. The self-esteem has risen. There are also some very strong community arts groups here.

CHAIR—You mentioned Indigenous business. You feel that they have started to move a little and they are starting to perhaps engage in a more positive way so that we might get some stronger outcomes. Can we visit that? There was a view that to some people they were not much different to just another bank.

Dr Foley—I have never really thought that. Originally, when Elu first set IBA up or had his first involvement, he looked at the top part of the market—he looked at the joint ventures and those sorts of things. They have been incredibly successful in that area and their track record speaks for itself. They had the First Nations Economic Opportunities Conference I think back in July. They had it at the Hilton. That sort of rubs against you because you are going upmarket, but, then again, if you want to push something, you have it in a good forum. They had it at the Sydney Hilton. What they did, which was very smart, was that they had a youth forum. I think they had around 80 Aboriginal and Torres Strait Islander youth who were nascent entrepreneurs. These were new starts or people who had a record of business or were keen to get involved in business. They actually had the youth forum separate to the main conference. That was smart. It was a very positive step. If you are going to make entrepreneurs, you train people young and give them the skills and then there is a chance that you may get a flow-on and a filter down. That was a very smart move. They brought together industry and various people—there were a lot of the usual things like mining and that sort of stuff. But it appears to have been a very successful conference.

CHAIR—Can I just go to some of your recommendations back in the 2004 report. There are three or four things there. There is the redevelopment of business planning schemes and the need for low-cost business development programs. You have just touched on it with the Indigenous business discussion before. Can we talk about where you think it is at with the business training? What are a couple of the keys there?

Dr Foley—At the federal level?

CHAIR—You could bring the three tiers in if you like, but can you talk about the training and we will shift out. Where are we at and what are a couple of things we might pick up on there?

Dr Foley—I do not like talking about negatives. I think it has stalled—I really do. For example, just to give you an idea, I am Australia's only qualified Aboriginal entrepreneurship qualified lecturer and I am attracting students from the Middle East. A PhD student from Oman has just started with me. I cannot get an Indigenous Australian. It is frightening. When you look around the universities, how many people do we have doing higher education in business? They are like hens' teeth. So in the formal education process we have very few, if any. There is just a sprinkle. I think there is one at James Cook and one at Darwin. There is maybe a sprinkle of them around. So we do not have our people coming through there. In formal business training in the TAFEs and that sort of thing, our numbers are down again. In the IBA programs and similar government programs like that, state or federal, there is a sprinkle but it is not strong from what I have seen, anyway, and I have looked at New South Wales, Queensland and Victoria. They are the only states I have looked at, so my apologies if the other states have improved. But I do not see that it is strong.

CHAIR—No. This is one of the big ones, isn't it. It is the education system and the engagement; it is right through, for a whole range of reasons. Has nothing jumped out at you where you have said, 'We might be able to try this,' or something else, in this area?

Dr Foley—I think the moves by the states and the federal government towards education and the acknowledgment that we have problems in the education system is the most positive move we can have in looking at the future generations. If we look at anything now it is going to be a stop-gap measure, although we do need plans put in place. I think that positive things are coming out and we are starting to move in the education system overall. That has to be a positive. How to put it into place and how to make it work are the problems.

CHAIR—You made a point in your report—and I will conclude on this point, although I might come back to a couple of others if we get an opportunity—and I may have mentioned this to you last time; if so I apologise, but I just want to keep coming back to it. The point was this:

The development of Indigenous entrepreneurship is also to a large extent the responsibility of Indigenous Australia. Indigenous Australia needs to re-evaluate its position, think smarter and consolidate its efforts—

et cetera. You probably recall that from your recommendations.

Dr Foley—Yes.

CHAIR—You also talk about Noel Pearson and the Cape York Partnerships as part of that discussion.

Dr Foley—That is right.

CHAIR—So just for me—just to wrap up—has there been anything coming through there in this last while which might give us a couple of little toeholds in terms of Indigenous involvement?

Dr Foley—You have really got to look at it holistically. Even though I say that, and I still believe it and think that that is the strength of it, the problems of health and housing are so crucially bad that it takes the interest away. We cannot help ourselves in business until we get the

other things fixed up. And I think that is what has detracted from the thrust of what we were talking about.

CHAIR—Sure.

Dr Foley—I think that has been the big negative thing—that our health, housing, et cetera are just so poor. And that just knocks you around. The continual infighting amongst Aboriginal organisations also wears you down after a while, and you cannot move forward because every time you go forward you come back a couple more feet. So I still say it is partially our problem and we are the only ones who are going to improve it. But we have got to correct the other things before we can move forward.

CHAIR—Can I just offer a little bit of hope in terms of where our journey has taken us this last while. In terms of the number of people engaged in employment and the positive outcomes that are occurring, and the way that some of the corporations are engaging—though I am sure there is a wariness about the actual statistics and the actual outcomes—there are a number of positive things occurring. Yes, I accept that it is two steps forward and perhaps 1½ backwards sometimes. But we had a recent visit to the Kimberleys, and we have been to Weipa et cetera, and some of the mining industry examples have encouraged some of us, anyway, to understand the determination to engage, and then the determination and quite remarkable efforts that are going into trying to make some of these employment issues work. I accept that you are in the entrepreneurial end and it is very quiet, but it still does not stop us having the vision.

Dr Foley—That is for sure.

CHAIR—Can I just offer you that thought—that there are a number of very positive things occurring, at a time when the economy is really crying out for all the people that are able to participate in this pretty strong economy.

Dr Foley—Yes. I agree. Thank you very much. That is great.

Dr LAWRENCE—You mentioned Indigenous Business Australia having a high-level engagement and not really being involved with small business. One issue that strikes me in thinking about this is that small business is actually the most likely area for generating significant employment. It always is, just by its nature. I wonder if you have any views about whether Indigenous Business Australia might be encouraged to change its focus, to focus more on the needs of smaller—one- or two-person—businesses, rather than on the big end of town?

Dr Foley—They run the old ATSIC business packages and one of their main products is the business package. I get mixed messages; I cannot really comment because the community feedback I get about it is fairly negative. But they are very good at what they do in the upper end. In fact, they recently refurbished a building in Canberra for a group—I think it might have been a Kimberley group—and that is leased out to the health department for about 10 years. It involved a massive purchase of a building and doing that up. So IBA do some wonderful things. They took over the old ATSIC business loans. I do not hear anything coming back about success there; I can only comment on what I am hearing. But they do have the opportunity and the skills and ability to do it. They were looking at microlending and I believe there was a media release a little while back saying that they were continuing to look at the development of microlending.

So, yes, IBA are the obvious format but, once again, they are an institution. How do they get down to the grassroots? How do they get out to the community? There are only 150 or 200 staff there. They are not big enough to network around. I think, with the business loans or the microcredit that they have been talking about, they have been looking at tagging it onto CES functions. So you would have to look at that concept. How do they market themselves, and how do they get down and provide a product that is effective?

Dr LAWRENCE—DEWR obviously also run Indigenous business development programs.

Dr Foley—Yes.

Dr LAWRENCE—Are you aware of how they are travelling and whether there is any coordination between, for instance, IBA and DEWR in their respective roles in business support, loans packages et cetera?

Dr Foley—Kevin Andrews would be very sheltered about what he would say to me if I asked him! No, I could not tell you, I am afraid. I do not know about that level at all.

Dr LAWRENCE—I am sorry to ask you questions outside your area.

Dr Foley—That is all right.

Dr LAWRENCE—I just thought you might have come across some evidence that we are certainly not in a position to assess very carefully. The other question is about the SRAs, the agreements, and whether you have seen them driving any growth in business and entrepreneurship.

Dr Foley—They have definitely caused a lot of discussion. Have I seen positive growth? Not really. I have seen them cause discussion and cause rifts in different groups where they have come in. It is early days, I think. I think that will take a while. I could comment on a couple of instances, but I would feel as though it is not really the place, because I would be talking out of school.

Dr LAWRENCE—I wish more people would! It is hard to get a handle on what is really working. You get the government PR on the one hand and you get the stories of significant failure on the other, and it is hard to get a balanced assessment, I guess.

Dr Foley—Yes. The trouble is that, if you ask the community, everyone will say: 'Oh, it's going bad.' They always rubbish it, and that is a natural Australian sort of negativity that exists there. Really, you have to look at this thing a year or two down the track. I know that is not helping you. But I think that, if an SRA can get a kid to school, and they can get mum and dad thinking about other things outside their own problems, that is a wonderful thing—and in some cases that has happened, so there has been some positivity. But, at the same time, the communities have tended to be driven by only one or two people, and that can cause major problems, because then you have the other factions in the community attacking those people because they are the drivers for the SRA. So, yes, time will tell.

Dr LAWRENCE—Compliance is always going to be a problem if you are targeting the wrong people.

Dr Foley—Exactly, yes. Sorry I cannot be more helpful.

Dr LAWRENCE—Thank you anyway. Thank you very much.

Mrs VALE—Thank you very much, Dennis. We have just come back from our visit to the Northern Territory, where we went to Maningrida. I suppose one of the most impressive discussions we had was with the CEO of Maningrida and also the curator of their art and culture centre. That particular community has exhibited in Paris and had a huge exhibition down in the Art Gallery of New South Wales, and that must send a huge signal of confidence within the Indigenous art community. I was particularly interested to hear what you said about those small businesses coming through the Commonwealth Games, about how they seemed to appear and people were not quite aware that they were actually out there operating and how they were growing in strength, especially those entrepreneurial activities that were centred around art. One question I had for you was about the training of young people, and then you spoke about that youth forum. Was that youth forum in Sydney?

Dr Foley—That is right, yes.

Mrs VALE—When did that occur, Dennis?

Dr Foley—That was in July.

Mrs VALE—This year?

Dr Foley—Yes. It was the first IBA business conference. It was funded by them. They brought in people from the Northern Territory and all sorts of places. They had a really broad range of people who came in for it.

Mrs VALE—Great. Is it too early to ask whether there has been any sort of assessment of that youth forum or any feedback from it? Especially if you can combine that kind of training with perhaps the opportunity—and I wanted to ask you about the microcredit, about those two avenues of encouraging young people, especially since for some time now Indigenous art has really hit the great art circles not just in Australia but internationally. That must be very encouraging for some of our budding young artists. About the microcredit: does that really look as if it is going to happen, and is there any way of melding the two?

Dr Foley—If I had won an ARC, I could tell you all these things in 12 months, but I did not win the ARC. I can only comment on the youth who came back to Bendigo and northern Victoria. Yes, it has had an extremely positive effect on them because they have come back with lots of big ideas. The more the Indigenous art community mixes, the more the standard is rising. Also, we are getting rid of the shonky operators—the middle person who in the past has made all the money—and that is really important. Now more money is coming back to the arts.

Mrs VALE—Known as ‘the carpetbaggers’.

Dr Foley—Absolutely, yes. They are starting to disappear out of the industry. That is very important because the more money that comes back, then the more money can go back into basic commodities in the communities. Yes, it is growing with incredible strength, but then again you have to be wary as to whether it is going to overheat. It definitely is an area for youth to aspire to, which is important. I like to think there are more things than just art. Art is very important because it is an integral part of the culture, but you also have to look at other things that are associated with art. We can teach our people to market it and have them in the tourist operations—ecotourism—taking people out to the art areas or developing the art areas with other trades such as furniture making or cabinet-making, those sorts of things.

Mrs VALE—I think marketing is very important.

Dr Foley—Absolutely, yes.

Mrs VALE—Is IBA taking that on board sufficiently?

Dr Foley—I do not think it is within their objectives. From my understanding, they are really looking at a short-term business loan. Obviously, marketing is a key part of the business plan because every applicant must do a business plan, but no, as a major function, not at all. And the microcredit was the other question you asked me.

Mrs VALE—Yes.

Dr Foley—I think that microcredit is incredibly important. The gentleman who started up the Grameen Bank won the Nobel prize this year, I believe. That gives you an idea of the importance of microcredit. What happened in Pakistan could happen in Australia. It is extremely important that we build up microcredit here and give people an opportunity to become financially independent. That is of extreme importance.

Mrs VALE—Especially if you add a certain confidence in some entrepreneurial area. It is a very important combination.

Dr Foley—That is right.

Mrs VALE—Thank you, Dennis.

CHAIR—You mentioned in the recommendations the incubator principle, mentoring, those types of things. Are there any insights there? Have they changed very much?

Dr Foley—No, not really. I have actually become more passionate about it. As I travel and as I meet people and talk to people, I am always amazed at the number of good European Australians—the Caucasians, the white Anglo-Saxons—who did the trade and were prepared in these areas. That is what we should be looking at tapping into, to give the skills and put them across. They can give the industry skills. They may not have the social skill to deal with Aboriginal youth or mature age Aboriginal people, but there is a strong willingness out there. That always surprises me because 10 years ago I was thinking all the time that everyone I met was a redneck. I find there is more and more goodwill out there. That is really surprising at a

time when we hear all this negativity in the newspapers et cetera. There are a lot of people out there who are prepared to give up their time and work for these functions.

CHAIR—I am delighted to hear you say that because it lifts my spirits. It can be a bit negative out there sometimes. Your comment then is actually my own experience.

Dr Foley—Yes, and it goes against the grain of what we are told. In fact, there was a wonderful conference in Canberra just recently put on by the Institute of Public Administration. We should never forget that 75 per cent of the Aboriginal population live in urban areas and we need to concentrate on urban areas as well, not only the Kimberleys, not only Central Australia. They are very important, but we need to concentrate on urban areas because that is where destruction is happening, and on a far greater scale. If we can get those people to be financially independent, we can make such a change.

CHAIR—There is significant evidence, I think, that there is a degree of migration into our urban areas as it is, with the whole population at large.

Dr Foley—And it will only get worse, that migration. It is on the increase, that is for sure.

CHAIR—Yes. I can share my own personal experience. I have four children; they are all in the urban area. And I come from a small town of 1,000 people.

Mrs VALE—Thank you, Dennis. Just listening to your comments then about the goodwill that you have found from—can I say—Caucasian tradespeople, can you suggest any way that that goodwill can be practically harnessed, even for teaching and sharing skills? A lot of tradespeople retire at about 55 who would probably have some years that they would like to devote—if you like—even by way of making a contribution, especially if you have 75 per cent of Indigenous people living in city areas. They would be able, perhaps, to devote some of their time to sharing those skills and the knowledge that they have. Is there any vehicle or any way that you think that could be harnessed?

Dr Foley—I am actually busily digging through business cards on my table, because I did expect that question. We have an organisation in Australia called Indigenous Community Volunteers.

Mrs VALE—Have you?

Dr Foley—Yes. It is in Moore Street, Canberra. There is already an organisation: Indigenous Community Volunteers. It is amazing. It is funded by DEWR and also, I think, Westpac chips in a little bit of money towards it. It is a not-for-profit, and it provides Indigenous Australians with new skills. Communities, organisations or individuals identify their skill needs and ICV then matches volunteers to address these needs. You can imagine if we had business incubators. If we had, say, trades areas and an incubator set-up—

Mrs VALE—Absolutely.

Dr Foley—And IC Volunteers can put people in there. This is amazing. Actually, I am up in Canberra in November to do another fellowship, and this is one of the organisations I am going to go out and study.

Mrs VALE—That would be very interesting. There is not just the sharing of the current skills; you were saying before how important marketing is.

Dr Foley—Absolutely, yes.

Mrs VALE—To be able to show how to market your product, you have to tell the world what you have got and what you do.

Dr Foley—Yes. We have so many good NGOs around Australia, but no-one knows about them.

Mrs VALE—Are they together on some kind of a database at all? Is this what Indigenous Community Volunteers do? Do they have some sort of a database of that kind of resource that is available?

Dr Foley—Yes, they have actually got their fingers out all over Australia. It is quite extraordinary how well known they are in certain areas but then how the main population does not know about them.

Mrs VALE—No; they need some marketing skills.

Dr Foley—Absolutely.

Mrs VALE—Thank you, Dennis. That is really interesting.

Dr Foley—My pleasure. Thank you.

CHAIR—You went to so much detail and your thesis is so thorough that I have to ask you this. I think it is over 15 or 16 years now that you have been involved in this work, and I will just go to something you said to us at the end of May last year. You had gone through the 4.8 per cent activity in business and the non-Indigenous self-employed at about 16 per cent. You know the breakdown. You ended up with a focus on, perhaps, 4,000 Aboriginal businesses, and then you started to try and work it out. You came down to the 268 Aboriginal businesses—you remember that—

Dr Foley—Yes.

CHAIR—and then the reasons. You ended up with the 50 case studies. Is that staying about the same? I suppose it is mainly anecdotal. I do not know; you may have something more precise than that. Can you just comment on that?

Dr Foley—I feel in my water—and that is probably a crude term; sorry about that—that that is very understated. I think it is far in excess of that. Whether it is double or triple I do not know, but I do think it is far in excess. And I think there are more people out there. However, I do not

know whether they claim it on their tax forms, whether they are claiming anything on their tax forms or whether they are even registered. My own father never submitted a tax form, from World War II to the day he died. So there are a lot of our people out there who are hidden, and that 75 per cent in the urban areas is a classic example. They are basically a faceless part of Australian society.

So I think there are more people out there in business. I was talking to ABS people only a couple of weeks ago at that conference on the 75 per cent, and they told me that their statistics are way under and that they really cannot identify exactly what is going on. I think that is the biggest problem. How can we have government programs unless we know the details and statistics of what we are dealing with? That is what is really important: we have to get out there and find out those details, understand whom we are dealing with and what their needs are and then work on the issues accordingly.

CHAIR—I am glad I asked the question, because that is my own instinct as well. I think there are a heck of a lot more out there, for a whole range of reasons. We are identifying them, but those figures we have just talked about are conservative. Dennis, is there anything else you would like to say in conclusion?

Dr Foley—It has been a wonderful pleasure to appear. I never thought I would get the opportunity, so thank you. I hope that I can talk to you again in the future.

CHAIR—We are very appreciative. I felt a breath of fresh air when you came in to see us and I felt the same today. I am grateful to you, and all strength to you. Thank you.

Dr Foley—Thank you very much, all of you.

Resolved (on motion by **Dr Lawrence**):

That this committee authorises publication of the transcript of the evidence given before it at public hearing this day.

Committee adjourned at 12.06 pm