

## Mapping Guyana's Diaspora

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Project type:	Migration and Development
Secondary project type:	
Geographical coverage:	Guyana
Executing agency:	IOM Guyana
Beneficiaries:	Government officials within the diaspora department of the MFA; Diaspora in the United Kingdom, North America and the Caribbean, Embassies, Consular service, Private Sector Commission <sup>1</sup>
Partner(s):	Ministry of Foreign Affairs (MFA), Go-Invest, Private Sector Commission
Management site:	IOM Guyana
Duration:	1 year
Estimated budget:	\$199,360

### Summary (350 words maximum)

The overall objective of this initiative is to contribute to the economic development of Guyana through the support and engagement of the Guyanese diaspora. Project outputs that will contribute towards this objective include the registration of the Guyana diaspora in North America and the Caribbean and the documentation of the skills and resources as well as diaspora return interest and plans to support the development of Guyana. Increasing information on Guyana's diaspora through the use of appropriate actions that strengthen the relevant Ministry's capacity to engage and dialogue with diaspora will be the pillars of this initiative.

This initiative will complement the Ministry of Foreign Affairs (MFA) efforts by conducting a study of the Guyana diaspora in North America (Canada and the United States), the United Kingdom and the Caribbean. A mapping exercise will be used to determine how many persons, organizations and associations constitute the diaspora in the above mentioned regions/countries, who and where they are and what repertoire of skills they possess to develop a directory of available skills. Further information will be gathered on their expectations and interest in supporting the development of Guyana. An assessment using consultative processes with the Government of Guyana (GoG) and the private sector will be carried out to determine the existing skills and needs in Guyana to establish what skills /resources are needed for country development.

An online database will be established and through diaspora associations, diplomatic and consular missions, as well as through the use specific communication tools e.g Twitter and Facebook, diaspora will be encouraged to register.

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<sup>1</sup> Civil society organization in Guyana

Through program presentations and mobilization workshops, diaspora will further be encouraged to suggest how to promote their involvement and will be included in discussions for development initiatives. The overseas private sector will also be included in these workshops.

Capacity building initiatives will include a training exercise with the Ministry of Foreign Affairs Team (Information Technology Specialist) to build competencies to manage the project's online database that will be established for diaspora registration and information gathering.

All activities will contribute towards important preliminary stages of diaspora engagement that will be further explored in a separate project.

## **I. Rationale** (600 words maximum)

The history of increased migration from Guyana to Europe, North America and the Caribbean started in the early 1980s due to the unstable economic conditions which prevailed during that period. Over the years, the migrant Guyanese population has increased, and so has the desire to maintain a sense of identity, a connection to their place of origin and to contribute to the development of their home country.

According to data taken from the UN Department of Social and Economic Affairs, from 1990 to mid-2010 there were an estimated 11,599 international migrants from Guyana<sup>2</sup>. This figure is a major underestimation when compared with the disclosure by the United States Embassy in 2010 that, on average, 4,400 Guyanese have been granted immigration status to the United States each year (*Stabroek News*, 20 July 2010)<sup>3</sup>. Further, the United States Immigration and Naturalization Service (INS) reported regular Guyanese migrants at approximately 200,000 at the end of 2005. This data does not include those migrants with irregular status; it is estimated that if these figures are included, the number of migrants may be in excess of 250,000.<sup>4</sup>

The Immigration Department of the Guyana Police Force indicated that 225,132 persons departed Guyana in 2010, and between 2004 and 2010 departures exceeded 200,000 each year.

The population of Guyanese migrants living in Canada has also been increasing. At the end of 2001, this number grew from 67,000 in 1991 to 84,000. Though there are no official data on migrants living in the United Kingdom, based on information from family members in Guyana, this number is also significant.<sup>5</sup>

This increased migration trend has drained the Guyanese society of much-needed skills to support the country's development. There is therefore a need to engage the skills and resources of the diaspora. Though Guyanese diaspora can be found in almost any part of the world, the more qualified and skilled nationals opt to make the United Kingdom, North America and the Caribbean (Barbados, Antigua and Trinidad) their new home, as these regions/countries offer better job opportunities.

Members of the diaspora often are interested in development initiatives in their country of origin and funding programmes and projects through their contacts and networks in both their home and host countries. However, country development also benefits from the direct skills of

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<sup>2</sup> <http://esa.un.org>

<sup>3</sup> <http://www.stabroeknews.com>

<sup>4</sup> <http://sta.uwi.edu/conferences/salises/documents/Roberts%20D.pdf>

<sup>5</sup> <http://sta.uwi.edu/conferences/salises/documents/Roberts%20D.pdf>

the diaspora. Many countries like China, India, Africa (Sub-Saharan) and Jamaica have been able to formally engage their diaspora in a structured manner to support their economic development. Guyana can learn from these experiences and institute similar initiatives. To assist in the attainment of this objective, it is essential that the Government of Guyana have knowledge of and information of the repertoire of skills and talent that the diaspora possesses.

The GoG has set up a diaspora unit within the Ministry of Foreign Affairs, created re-migrant guidelines for persons who choose to return to Guyana after living abroad, and has begun the development of an online registration database for diaspora.

## **2. Partnerships and coordination** *(350 words maximum)*

Although the GoG has taken initiatives to engage the diaspora, it soon recognized the need for structured mechanism on profiling and engaging the diaspora and the need for additional technical support with the required skills to complete and enhance the above initiatives to effectively involve the diaspora in Guyana's development, and as such approached IOM Guyana for technical and other support in formulating and implementing this project. This IOM and GoG project will complement and strengthen GoG initial actions.

IOM Guyana will provide management and other technical expertise for the project activities and will seek the involvement of other donor agencies and the private sector alongside the GoG for funding support towards the sustainability of the project. Furthermore, IOM will increase awareness among the Guyanese diaspora to engage their interest in supporting this initiative, and will draft proposals to seek additional funding. IOM will further lend its expertise on areas of profiling and the development of an appropriate database for diaspora registration.

The project will be implemented in close collaboration with the GoG through the Ministry of Foreign Affairs, which will be the lead Ministry in implementation. The Guyanese Government as the main partner will designate a focal point to communicate with IOM Guyana for the coordination and implementation of the project. The MFA, with its diplomatic skills and knowledge of the field, will be of great support for the implementation of data collection in the countries concerned. The GoG has already confirmed its commitment to the maintenance and proper use of the online database. During the subsequent phase of this project, the Ministry has committed to take responsibility for the project and its continuity.

The private sector will be employers of the returning diaspora, and will be encouraged during the assessment discourse to identify through the private sector commission, additional interests in supporting this initiative, e.g. investment, production, finance and/or commerce. The private sector will further be encouraged to strengthen their involvement in this initiative by co-funding some aspects of the project. However, the role of the private sector will be streamlined after completion of the assessment.

Similarly to the private sector commission, Go-Invest will link the project to potential companies that require key skills for employment.

### **3. Sustainability** (350 words maximum)

This proposal was developed with the intent to solicit funds from the IOM Development Fund as seed money for its implementation, with specific emphasis given to the fact that this project will be implemented in collaboration with the Ministry of Foreign Affairs. The Guyana Government has endorsed the proposal and expressed a keen interest to IOM Guyana for the implementation of this proposed project since the results of this project will assist the GoG to streamline a structured approach towards engaging the Guyanese diaspora in terms of contributing to Guyana's national development. Other donors, including the US Embassy and the private sector in Guyana, have shown an interest in supporting this initiative once it begins implementation.

This proposal will be presented to several different donors to complement funding and garner interest to support the second phase of the project. The results of the mapping exercise will serve to inform the planning of this second phase, which will include more practical initiatives such as mobilizing the diaspora to contribute to national development through knowledge transfer and investment; supporting the development of a package of incentives for diaspora who are desirous of returning to Guyana (whether short or long-term) to support Guyana's development in sectors such as health, science and technology. The results of this initiative will be presented to both the Government of Guyana and the private sector.

### **4. Evaluation** (350 words maximum)

As this initiative sets the stage for a follow-up second phase, there will be no formal evaluation during implementation of this phase. However, the project will be closely monitored by the project manager, who will ensure that the activities are being implemented as per the work plan and that the outputs will be reached based on identified indicators, contributing to the project's outcomes.

## 5. Results matrix

	<i>Indicators</i>	<i>Baseline/Target</i>	<i>Assumptions</i>
<p><i>Objective</i></p> <p>To contribute to the economic development of Guyana through the support and engagement of the Guyanese diaspora.</p>	<p>Number of companies, projects and programs initiated in Guyana by the Guyanese diaspora per year.</p> <p>Number of Guyanese living abroad who return to Guyana to live and work per year.</p>	<p>Unknown (baseline survey needed)/30% increase.</p> <p>Unknown (baseline survey needed)/20% increase.</p>	
<p><i>Outcomes</i></p> <p>GoG carries out actions to better engage the Guyanese diaspora.</p> <p>GoG provides accurate information about Guyanese diaspora's skills and return intentions.</p> <p>Guyanese diaspora are more aware of and willing to explore investment opportunities within Guyana.</p>	<p>Number of initiatives that engage the Guyanese diaspora.</p> <p>Number of reports, information inquiry responses, database queries and diaspora profiles.</p> <p>Increase in visits to Guyana to identify possible business opportunities, increased online communication.</p>	<p>Several per year./7-10 per year.</p> <p>None./10 information documents per year.</p> <p>Baseline assessment needed./50% increase.</p>	<p>The GoG has the political will and human resources to implement future activities to engage the diaspora.</p> <p>Guyanese diaspora are open to receiving information about the needs and are motivated to support the economic development of their home country.</p>
<p><i>Outputs</i></p>			

	<i>Indicators</i>	<i>Baseline/Target</i>	<i>Assumptions</i>
Coordination mechanism between IOM and GoG established.	GoG and IOM hold bi-monthly coordination meetings	No coordination mechanism in place./Coordination mechanism exists and meetings held.	All identified Ministries/agencies attend and participate in bi-monthly meetings of coordination mechanism
Ministry of Foreign Affairs (IT Specialists’) skills improved to manage online database.	IT Specialists competencies enhanced and are managing online database	No training or skills on managing diaspora database./IT Specialists are managing diaspora database without significant errors or problems.	
Embassies, consulates and diaspora associations are knowledgeable of project and the importance of their contribution to the economic development of Guyana.	Number of embassy staff and diaspora associations who are aware of project and project objectives. Number of individuals from the diaspora who use/sign up for newly established Facebook and Twitter accounts.	None./10 embassy/consular staff and 10 diaspora associations per region.  None./200 individuals.	Embassies and diaspora associations participate in program introduction workshops  Diaspora will respond to communication strategy
Diaspora data from destination countries made available.	Database queries and information.	No information available./Database contains diaspora information and queries can be made.	IOM staff in destination countries collect data  Ministries, public service commission etc participate in Gap assessment
Gap assessment completed and information available.	Forms for gathering data for gap assessment compiled. Gap assessment document.	Gap assessment not available./Gap assessment exists.	

	<i>Indicators</i>	<i>Baseline/Target</i>	<i>Assumptions</i>
<i>Activities</i>			
<u>Project Initiation</u>			
<ul style="list-style-type: none"> <li>a. Establish a coordination mechanism between the Ministry of Foreign Affairs and IOM. The Ministry of Foreign Affairs will be the liaison Ministry to engage other Ministries where necessary.</li> </ul>			<p>MFA appropriates the proper human resources towards the project.</p> <p>Guyanese diaspora are identifiable in target countries.</p>
<u>Mapping Exercise</u>			
<ul style="list-style-type: none"> <li>a. Identify main Guyanese diaspora associations and community structures for accessing information in countries of destination.</li> <li>b. Develop a communication strategy, inclusive of an information campaign, targeting Guyanese embassies, consulates and diaspora associations. During meetings with the MFA through the coordination mechanism, IOM will continue to raise awareness on the importance of a diaspora engagement strategy.</li> <li>c. Conduct a total of 5 program introduction and diaspora mobilization workshops with embassies and diaspora associations in North America, the United Kingdom and the Caribbean.</li> <li>d. Develop an online database to facilitate (registration) and the collection of information on the diaspora. Identify diasporas' competencies/skills in the countries of destination and determine their intentions to transfer these skills and invest in Guyana.</li> <li>e. Through diaspora associations' website , MFA website and strategy campaign promote the use of new web tools, for example Facebook and Twitter, to encourage the diaspora in target countries to register in the online database.</li> <li>f. Liaise with IOM in countries of destination to promote data collection through consulates, associations and diaspora in North America, the United Kingdom and the Caribbean.</li> <li>g. Document diaspora needs, concerns and plans (to assist second phase of this project).</li> </ul>			<p>Embassy staff, diaspora association members and government officials are willing and interested in attending workshops and meetings.</p> <p>Diaspora have access to online web tools.</p> <p>IOM offices have staff available to assist with project.</p>

	<i>Indicators</i>	<i>Baseline/Target</i>	<i>Assumptions</i>
<p><u>Assessment</u></p> <ul style="list-style-type: none"> <li>a. Complete assessment of needs to determine the skills/competencies required to support the development of Guyana</li> <li>b. Examine existing gaps of needs within Government Structures, Civil Society, the University of Guyana<sup>6</sup>, and the private sector.</li> <li>c. Match existing gaps in Guyana with diaspora skills.</li> </ul> <p><u>Capacity Development</u></p> <ul style="list-style-type: none"> <li>a. Train MFA IT Specialist(s) to enhance competencies to manage online database.</li> </ul> <p><u>Wrap-up</u></p> <ul style="list-style-type: none"> <li>a. Carry out 2 dissemination workshops<sup>7</sup> with GoG and private sector</li> </ul>			

<sup>6</sup> <http://www.uog.edu.gy/?q=notice/university-guyana-engaging-diaspora-thinking-about-its-relevance-guyana>

<sup>7</sup> Workshops to share the results of the project with partners (GoG and private sector)



## 6. Work plan

Activity	Party responsible	Time frame											
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Establish a coordination mechanism between the Ministry of Foreign Affairs and IOM. The Ministry of Foreign Affairs will be the liaison Ministry to engage other ministries where necessary,	Ministry of Foreign Affairs	X	X										
Identify main Guyanese diaspora associations and community structures for accessing information in countries of destination.	IOM (International Consultant)	X	X	X	X								
Develop and roll out a communication strategy, inclusive of an information campaign, targeting Guyanese embassies, consulates and diaspora associations, Embassies, consulates and diaspora associations in North America, the United Kingdom and the Caribbean	IOM (A marketing agency will be contracted for design and graphic	X	X	X	X	X	X	X	X	X	X	X	
Conduct 5 Program introduction workshops with embassies and diaspora associations and in North America, the United Kingdom and the Caribbean	Ministry of Foreign Affairs			X	X	x							
Develop an online database to facilitate the registration (collection) of information on the diaspora. Identify diasporas' competencies/skills in the countries of Destination and determine their intentions to transfer these skills and invest in Guyana	IOM (International Consultant)			x	x	x							

Promote the use of new web tools, for example Facebook and Twitter, to encourage the diaspora in target countries to register in the online database.	IOM (International Consultant)	X	X	X	X	X	X	X	X	X	X	X	X	X
Liaise with IOM in countries of destination to promote data collection through consulates, associations and diaspora in North America, the United Kingdom and the Caribbean.	IOM Project Manager		X	X	X	X	X	X	X					
Document diaspora needs, concerns and plans (to assist second phase of this project).	IOM (International Consultant)			X	X	X	X	X	X					
Complete assessment of needs to determine the skills/competencies required to support the development of Guyana	National Consultant						X	X	X	X	X	X		
Examine existing gaps of needs within Government Structures, Civil Society, the University of Guyana and the private sector.	National Consultant								X	X	X	X		
Match existing gaps in Guyana with diaspora skills.	National Consultant								X	X	X	X		
Train MFA IT Specialist(s) to enhance competencies to manage online database.	IOM (International Consultant)				X	X	X	X	X	X				
Carry out 2 dissemination workshops <sup>8</sup> with GoG and private sector	IOM												X	X

## **7. Budget**

*Prepare a budget using the appropriate IOM Development Fund budget template.*