



**ATTACHMENT 1**

**GRENADA NATIONAL  
DIASPORA ENGAGEMENT  
POLICY  
FIRST DRAFT**

**This document sets out the Guiding Principles, Vision, Goal, Policy Objectives and Strategic Actions for the new Grenada National Diaspora Engagement Policy.**

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# GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY

## FIRST DRAFT

### INTRODUCTION

The Diaspora is of strategic value to the sustainable development of Grenada. The following areas of Diaspora contributions to the social and economic development of Grenada illustrate this point:

- Remittances
- Human Capital Transfers
- Philanthropy for Social Development
- Investment

It is therefore important to have strategic actions and initiatives for effective Engagement of the members of the Grenadian Diaspora. This new Grenada National Diaspora Engagement Policy therefore seeks to intensify engagement with the Grenadian Diaspora to increase their desire to maintain a sense of identity, affinity and connection to Grenada and to make value added contributions to the social and economic development of Grenada. Consequently, the New Grenada National Diaspora Engagement Policy places high priority on enhanced interaction with Grenadian nationals who have migrated, including their descendants.

This New Grenada National Diaspora Engagement Policy has been developed with the Grenadian Diaspora integrally linked with the *Grenada National Sustainable Development Plan 2020 -2035*. This is consistent with the fundamental principle that Grenadians at home and in different host countries across the globe can work together in unity for mutual benefits.

There are two important areas in this process of effective engagement with our Diaspora:

- First, is the need for strategic partnerships related to key areas of Diaspora contributions: Human Capital Transfers, Philanthropy for Social Development and Investment.
- Second is the involvement and inputs from young members of our Diaspora; 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> generation in host countries across the globe.

These two areas of importance are addressed in the new Grenada National Diaspora Engagement Policy.

The context for the development and implementation of the new Grenada National Diaspora Engagement Policy will test the creativity and resilience of Grenadians at home and members of our Diaspora in host countries globally. One poignant example of an

important contextual factor is the impact of COVID-19 on all countries globally. The 'new normal' related to this pandemic is the increased dominance of new emerging and disruptive technologies such as Artificial Intelligence (AI), BIG DATA and Block Chain in our daily lives.

The economies of Diaspora host countries and home countries like Grenada have equally been affected by COVID-19 as evidenced by the closure of business operations, downsizing of business operations and loss of jobs. This situation is compounded with the effect of Trade wars between two major countries in the global economic landscape: USA and China.

These contextual factors are borne in mind in shaping the engagement strategies and expectations for future contributions of the Grenadian Diaspora in the development of both the new Grenada National Diaspora Engagement Policy and its related 5-Year Action Plan to implement the policy.

## **GUIDING PRINCIPLES**

The New Grenada National Diaspora Engagement Policy is built on key Guiding Principles that provide a compass for its implementation. The first intention of these principles is to ensure that there is both **mutual respect** and **mutual benefits** in the engagement of Grenada and its Diaspora. The second intention of these principles is that Grenadians at home and in the Diaspora will work together as a team towards the common goal of improved quality of life for Grenadians at home and in host countries outside of Grenada.

These intentions are embodied in seven (7) Guiding Principles:

- **MUTUALITY**
- **INCLUSIVENESS**
- **PARTNERSHIP**
- **INTEGRITY**
- **ACCOUNTABILITY**
- **COMMUNICATION**
- **SUSTAINABILITY**

## SITUATIONAL ANALYSIS

GRENADA is a Small Island Developing State (SIDS) in the Caribbean Region. As a Small Island Developing State Grenada has vulnerabilities including natural disasters such as hurricanes, tsunamis, volcanoes, flood and earthquakes as well as the impact of International events such as the Global Financial Crisis on its major area of Economic activity, Tourism and increasing its debt financing obligations and levels of unemployment. Grenada has a population of 107, 339 which is predominantly young with 80% of the population between 0- 54 years.

The Caribbean Needs Assessment on Migration and Governance (2018) highlights the following features of Grenada:

*The country relies on Tourism as the leading Foreign exchange earner. Its economy is heavily dependent on the Service Industry which represents 76% of GDP and 69% of the Labour Force. The country has a score of 0.75 on the Human Development Index ranking it 79 among 188 countries The Life expectancy is 73.6 years.*

***The Grenada Sustainable Development Report, 3rd International Conference on Small Developing States*** provides salient points on the impact of different events such as hurricanes and the global financial crisis on Grenada's development.

Prior to 2004, when Hurricane Ivan pummeled Grenada uprooting its agriculture sector, damaging key infrastructure and leaving in its wake losses exceeding the average annual GDP, Grenada was well on the way to achieving several of the MDGs<sup>1</sup>. But the blow to agriculture, the mainstay of the economy – nutmeg, cocoa and bananas, in particular – was substantial. Assessment of damages, after the Hurricane, indicated eighty per cent (80%) of the country was reported to have been demolished with at least eighty- nine per cent (89%) of the housing stock destroyed. There was also a significant loss of lives; reports placed the number of persons dead at twenty-eight. In addition to agricultural infrastructure and livestock destroyed, some crops were uprooted and scorched beyond a capacity to regenerate. In 2005, as the country fought to get back on its development path another hurricane (Emily) struck and once again the country was consigned to recovery mode.

Apart from natural disasters, this country was affected, as were other countries in the sub region, by global events, which had a significant effect on its social and economic progress. In 2006, the international surge in oil and fuel prices reduced the capacity of the Government to *reduce poverty by depleting its resources and increasing the cost of production. The Global Financial Crisis added another dimension of vulnerability to the challenges already being faced by Grenada. A*

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<sup>1</sup> Recent Natural Disasters and their impact on Grenada's Achievement of Millennium Development Targets and Goals. Neville Duncan (2005).

*Poverty and Social Impact Assessment conducted in 2009<sup>2</sup> indicated that this crisis severely impacted the tourism industry resulting in declines in both arrivals and spending. The construction industry was also a casualty to the crisis, resulting in high levels of unemployment.*

*Attempts to keep the economy afloat led to expansionary fiscal policies on the part of the Government, resulting in Grenada's high debt burden of 108 percent of GDP as at December 2012. In this same period, debt financing accounted for 60% of recurrent expenditure. This has had a negative impact in the provision of adequate health services and in the quality and reach of education. Undoubtedly, there is a high level of interconnectedness, for Small Island Developing States, between environmental, economic, and social vulnerabilities. Single events of disaster – environmental and/or economic in nature - to which a country like Grenada is prone because of its geographical location, can have long lasting and far reaching effects.*

Against this background Grenada has developed its **National Sustainable Development Plan 2020 to 2035**.

## **Grenada Sustainable Development Plan 2020 - 2035**

### **CORE GOALS**

The Grenada Sustainable Development Plan 2020 to 2035 has three Core Goals'

**Goal #1:** High Human and Social Development: Putting People at the Centre of Sustainable Development and Transformation

**Goal #2:** Vibrant, Dynamic, Competitive Economy with Supporting Climate-and-Disaster Resilient Infrastructure

**Goal # 3:** Environmental Sustainability and Security - In addition to Tourism and Agriculture these Core goals are translated into focus on 5 types of Economies: **Blue, Digital, Silver, Orange, Green.**

### **Blue Economy**

Focus on the Blue economy will complement as well as expand the dimensions of Tourism which is of critical importance to the sustainable development of Grenada. The other economies will assist Grenada to diversify and have less dependence on Tourism. The following excerpts from the **Draft National Sustainable Development Plan for**

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<sup>2</sup> Nils Junge (2009b). Social Implications of the Global Economic Crisis in Caribbean SIDS: Synthesis of the Findings of 7 country Studies. Prepared for the UNDP Sub-regional Office for Barbados and the OECS for the Economic Crisis PSIA with the input of Melissa Felician and Lynette Joseph-Brown.

**Grenada** gives a more detailed relationship between the **Blue Economy** and Tourism in Grenada:

Further expansion of the Blue Economy resides in Grenada's Scuba Diving cluster as it has natural advantages as an idyllic scuba diving destination. With more than 60 dive sites, Grenada enjoys exquisite corals, sponges and marine life along with a great range of reefs, wrecks, and drift diving sites. Snorkel trips are also available at all the dive centres. Due to our tropical location, Grenada, Carriacou and Petite Martinique are a year-round diving destination.

*These efforts aim to unlock the considerable potential of the oceans around the island and our coastal areas to create jobs, boost economic growth, and decrease poverty, while reducing vulnerability to climate events. It must be noted that local dive shops, hotels and marinas have launched climate-related programmes, such as replanting of trees and mangroves, introduced small artificial reefs as coral and fish nurseries, invested in water and energy efficiency, as well as in renewable energy sources. Indeed, segments of the private sector are already setting the basis to upscale ecosystem-based services; they must be encouraged and incentivized to sustain and expand their efforts. Further expansion of the Blue Economy resides in Grenada's Scuba Diving cluster as it has natural advantages as an idyllic scuba diving destination. With more than 60 dive sites, Grenada enjoys exquisite corals, sponges and marine life along with a great range of reefs, wrecks, and drift diving sites. Snorkel trips are also available at all the dive centres. Due to our tropical location, Grenada, Carriacou and Petite Martinique are a year-round diving destination. In addition to the vibrant reefs, there is a great collection of shipwrecks. Grenada is also home to the world's first unique 'Underwater Sculpture Park'; recognized by National Geographic as one of the world's most awesome places to visit.*

## **The Digital Economy**

As Grenada prepares for the 4<sup>th</sup> Industrial Revolution, a major focus will be on the Digital Economy. The rationale for this approach is shown in the following statements from the Draft National Sustainable Development Plan for Grenada:

*Technology is rapidly advancing and evolving globally, from big data, cloud computing, smart phones, social media, high bandwidth, artificial intelligence, robotics, and block chain technology. These technologies can be used across several industries and spheres including banking, e-commerce, money transfer services, real estate, health, tourism, and education.*

## **The Silver Economy**

Grenada is focusing on the Silver Economy to make it more self-sufficient in the areas of oil and gas. Its intentions are summarized as follows:

*Exploration conducted of our subsea revealed a promising potential of hydrocarbon, which can contribute to our economic diversification and structural transformation to create more wealth and jobs for our people, a viable and sustainable oil and gas industry.*

## **The Orange Economy**

The Creative Industry – Music, Entertainment the Visual Arts and their link with rapid changes in Information and Communication Technologies - is an important growth area internationally and Grenada is signaling its intention to secure its share of this market. The following statistical data has motivated Grenada towards this position.

*The Orange Economy is rapidly growing in various countries and regions globally. IDB (2017) estimated that in 2015, the Orange Economy generated more than US \$124.0 billion in revenues and provided jobs to more than 1.9 million people in Latin America and the Caribbean.*

## **The Green Economy**

The Green Economy is related to **Goal #3** of the **National Sustainable Development Plan for Grenada**. The following statement from the Plan indicates Grenada's perspective for directing attention to the Green Economy:

*Transitioning to a Green Economy will require Grenada to improve how we use and manage our natural resources to synchronize economic activity and environmental sustainability. This synchronization is important to create 'green jobs' and advance sustainable development and transformation. Accordingly, investments in clean and renewable sources of energy such as wind, hydro, and solar power for domestic and industrial use must be scaled up.*

Furthermore, our Green Economy strategy must, of necessity, promote the use of some form of renewable technologies in all buildings (public and private) across our Tri-island State, electricity generation, and transportation so that we meet or even surpass our targets established for the reduction of greenhouse gas emission by 2035. This will be done while simultaneously creating sustainable 'green' jobs.

The 2020- 2035 Sustainable Development Plan for Grenada has identified the following as critical success factors for achieving its three (3) core goals.

### **Critical Success Factors**

- Leadership
- Partnerships
- Quality of Human Resources and Mind Set
- Macro-Economic Stability
- Inclusive Governance

- Judicial Governance
- Public Sector Governance
- Corporate Governance
- National Security

The 2020-2035 Sustainable Development Plan for Grenada has explicitly named the Grenadian Diaspora as a key stakeholder for assisting Grenada to actualize these critical success factors. The expectations are related to the three (3) core goals and the five (5) types of economies on which Grenada will focus over the next 15 Years.

## THE GRENADIAN DIASPORA

The Grenadian Diaspora is defined as *Grenadians and persons of Grenadian origin that live outside of Grenada*. It comprises emigrants from Grenada and their descendants around the world and those with a tangible connection to Grenada.

The Grenadian Diaspora makes up a significant part of Grenada's Human Capital. Grenada's diaspora is widely dispersed throughout the Caribbean, Europe, and North America. In the United States they reside mainly in the metropolitan centers. In business, professional, civic, and religious communities where they now reside, Grenada's diaspora has served with distinction. Consequently, the potential impact of the Grenada diaspora in service to the nation's economic development cannot be overstated. Both the World Bank and the Inter-American Development Bank report that remittances to Grenada from citizens abroad exceeded \$100m (USD) in 2006 approximating one quarter of the country's annual budget. In the Caribbean region, comparable figures have been reported for the Dominican Republic and Jamaica which has led, not surprisingly, to the formation of dynamic diaspora organizations in these two Caribbean nations.

The size of the Grenadian Diaspora is estimated to be 67, 200 compared to the population of Grenada, which is estimated to be 108, 339. Although the size the Diaspora compares well with the total population of Grenada its relatively small size can be a restricting factor on expectations of Diaspora Contributions in the areas targeted. As a small island developing state, population size continues to constrain the country's development. Issues of scalability (the ability to grow and be adaptable to critical and rapid changes) have important impacts on foreign direct investments attraction and economies of scale. The increase in this out migration has reduced much needed skills to support development within many sectors. The size and geographical distribution of the Grenadian Diaspora are of critical importance in formulating the New Grenada National Diaspora Engagement Policy.

## THE VIEWS OF THE DIASPORA ON ISSUES AFFECTING EFFECTIVE DIASPORA ENGAGEMENT

A review of consultations with the Diaspora to date point to the following important issues which can have a negative impact on effective engagement with the Grenadian Diaspora.

1. Political distrust and concerns about continuity of the Diaspora Policy across different Political Administrations.
2. The ease of doing business transactions in Grenada including opening and maintaining bank accounts.
3. Healthcare facilities for Returning Residents
4. Participation in Governance in Grenada including voting in National Elections.
5. The need for Engagement of the 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Generation of Diaspora members.
6. The cost of sending Remittances to Grenada
7. The need for showing greater appreciation to members of the Grenadian Diaspora.
8. The need to promote the Culture of Grenada at home and in the Diaspora.
9. Lack of centralized institutional framework to coordinate Diaspora issues.
10. The tension between members of the Diaspora who have returned home who are called JCB (Just Come Back) and those who did not leave Grenada.

Diaspora issues are multifaceted, complex and involve various actors. The professional Grenadian Diaspora possesses immense intellectual resources but there is no proper documentation of the same. The Government is therefore unable to effectively attract qualified and skilled human resource from the Diaspora. Effective resolution of these issues requires a collaborative and coordinated set of engagement initiatives.

## OPPORTUNITIES FOR EFFECTIVE DIASPORA ENGAGEMENT IDENTIFIED IN CONSULATION MEETINGS WITH THE DIASPORA

1. The Diaspora supports Grenada in the host countries where they reside in various areas. One of these areas is the Export of Grenadian Fruits, Vegetables and Ground Provisions. One source noted that:

*Caribbean cuisines are gaining greater visibility in North America and elsewhere in the Diaspora, and this is helping to drive demand for Caribbean fruits, vegetables, and ground provisions. At home and in the Diaspora, there is an urgent need to look at the investment possibilities that are opening in this area. The prospects for steady growth in this area appear solid, especially as Caribbean cuisine is expected to grow together with the improved self-confidence of the Caribbean communities in the Diaspora.*

2. Investment opportunities specifically targeted to Diaspora members, for example:
  - a. Owning a home in Grenada and
  - b. Retirement Homes. According to one source:

*Grenada is the ideal retirement destination and during the past 20 years or so, many Grenadians have returned home to retire. Many more will follow suit if retirement housing, offering a good range of personalized support services are provided.*

**c. Adoption of cultural/historic landmarks:**

*Members of the Diaspora adopting cultural/historic landmarks, like the museum, Lake Antoine, etc. for a period of 3-5 years. The adopting organization (individual/family) will then devise and fund a strategic and operational plan to develop, drive and improve the economic capabilities of such tourist attractions. The program will provide direct investment by the Diaspora and generate jobs locally.*

- d. Investment in Small projects: A project for persons in the Diaspora to select and invest in small projects such as the renovation of park space and park benches etcetera, giving due recognition to contributors.

**3. Social Development:**

**Health**

*Professionals from the Diaspora can train nurses/nurses aids in bedside and customer service, conduct professional development seminars, and represent Grenada at international conferences. The Diaspora can help in securing medical equipment, supplies and professionals as requested by the Ministry and ensure at least one medical mission to Grenada, Carriacou or Petite Martinique per year.*

**Education**

- *Many Grenadians in the Diaspora from London, Cardiff, Milton Keynes, Bedford and Luton have signed up to run workshops, training programmes, provide advice, and participate in mentoring schemes within their areas of expertise. These cover a wide range of technical and vocational skills including aircraft maintenance, telecommunications, carpentry, IT and project management.*
- *Members are also willing to assist in the provision of educational resources: technical, home craft, IT equipment and musical instruments where needed. The establishment of links with organizations providing education and skills training programmes in Grenada, would also be beneficial.*

In response to this scenario of issues and opportunities, Grenada plans to put in place institutional structures and mechanisms for more effective Diaspora Engagement. These are described below.

# **INSTITUTIONAL STRUCTURES AND COORDINATING MECHANISMS FOR EFFECTIVE DIASPORA ENGAGEMENT**

## **1. The Office of Diaspora Affairs (ODA)**

The Office of Diaspora Affairs (ODA) will play a key Role in achieving, effective engagement of the Grenadian Diaspora.

### **Purpose**

The ODA is a Special Unit within the Ministry of Foreign Affairs. The central purpose of the Office of Diaspora Affairs (ODA) is to create an institutional mechanism in Grenada to advise on and implement Government's policy with respect to the Diaspora. The Office of Diaspora Affairs will work closely with Regional Diaspora Affairs Coordinators and the Diaspora to ensure that a system is put in place to ensure accountability and transparency in operations.

### **Objectives**

1. Operate as an information Centre and contact point for Grenadian communities abroad.
2. Mobilize Grenadians abroad to assist in the national development of their homeland through coordinated action.
3. Support the interests of Grenadian communities overseas through social, political, educational, cultural, and economic activity.
4. Facilitate the provision of trade-related assistance.
5. Create favourable conditions for Grenadians in the diaspora, return to their homeland.
6. Increase the human resource potential available to Grenada through skills and attributes of returned nationals.
7. Ensure that transparent and accountable measures are put in place to track pledged donations and materials carefully and accurately from the diaspora.

There is a proposed work plan that will serve as a roadmap for the ODA and other Diaspora Offices to better coordinate the efforts of individuals and Diaspora Organizations across all regions.

## **2. Diplomatic Missions**

The Diplomatic missions will seek to:

- Reach out to the Diaspora community, serve as a hub for information sharing, assist in tangible ways, for example, logistics and facilitation of national events and meetings.

- Encourage prominent members of the Diaspora to tap into networks and resources and be active in interacting with policy makers in their host countries for the benefit of Grenada

### **3. GRENADIAN INTERNATIONAL DIASPORA ASSOCIATION.**

The Grenadian Diaspora currently comprise hometown organizations, former civil service employees, ex-students, faith-based groupings, and genuinely concerned Grenadians residing in Trinidad to Toronto, Montreal to Miami, New York, London, Birmingham and elsewhere. However, there does not presently exist an organized structure responsible for coordinating diaspora contributions to Grenada in a sustainable manner for areas such as Investments, Philanthropic contributions and the utilization of the special skills and expertise of diaspora members through human capital transfers.

The new Grenadian Diaspora International Association will seek to address this problem.

In thinking about an International Diaspora Association for Grenada there are three fundamental questions that should be addressed:

1. What is the purpose of the Grenada International Diaspora Association?
2. Where should be the locus of Control of the Association – home country or Diaspora?
3. What are the enabling legislation, protocols and incentives needed for maximizing the contributions of the Diaspora to the home country – Grenada?

In seeking answers to these questions it is important that the process of establishing this Grenadian International Diaspora Association be informed by the approaches used by other countries such as the Philippines, Mexico, India, Kenya, Nigeria, Israel, Scotland, Ireland, China and the Dominican Republic who have utilized effective strategies to answer these questions.

#### **PURPOSE OF THE GRENADA INTERNATIONAL DIASPORA ASSOCIATION**

A useful starting point is reviewing what other countries have done in developing and utilizing International Diaspora Networks. The approach of these countries has been to focus on International Diaspora Networks (IDN) for three major areas:

1. INVESTMENT e.g. Ireland, Scotland, Israel; Nigeria
2. KNOWLEDGE NETWORKS e.g. India, South Africa, China
3. PHILANTHROPY e.g. Israel, Nigeria, Mexico

#### **LOCUS OF CONTROL**

1. Homeland country: e.g. Scotland, China

## 2. Diaspora e.g. Ireland, Nigeria

Aciena, Boyle and Kinchin, 2009, made the following useful observation:

What government structures and programmes are best suited to the establishment of new relations with diasporic populations? The Irish approach to its diaspora is relatively successful, particularly with respect to business, because it is light and flexible in structure, gives ownership and freedom to its members, and is developmental without being muscular. The state's role is to nurture and incubate, not manage and over-determine. Scotland, in contrast, has pursued a strategy that is more muscular, state-centric and centrally managed.

### ENABLING LEGISLATION, PROTOCOLS AND INCENTIVES

The different areas of Diaspora contributions through International Diaspora Networks require different types of enabling legislation, protocols and incentives by the homeland countries.

In reference to Scotland and Ireland the following important observation is made by (Aciena, Boyle and Kinchin, op cit):

*In both Scotland and Ireland sustained attention is now being given to the potential benefits which might flow from renewing and refreshing relationships with overseas diasporic populations. This has manifested itself in a raft of diaspora related policy initiatives.*

Four important strategic actions for homeland countries in addressing enabling legislation protocols and incentives for International Diaspora Networks are:

- Providing a definition of the Diaspora
- Developing Strategies for Reducing the cost of Transfer of Funds
- Inclusion of the Diaspora in Policy Development and Implementation
- Negotiating Portable and transferable Social Security benefits

### DEFINITION OF THE DIASPORA

**The starting for determining enabling legislation, protocols and incentives for International Diaspora Networks is usually the [Definition of the Diaspora](#).**

The IOM (Ionescu, 2006) provides two examples

1. INDIA - The Indian Diaspora consists of Non-Resident Indians (NRI) and People of Indian Descent

2. AFRICA - The African Diaspora consists of peoples of African origin living outside the continent, irrespective of their citizenship and nationality, and who are willing to contribute to the development of the continent.

In the Grenada National Diaspora Engagement Policy, the following definition is provided:

***The Grenadian Diaspora consists of Grenadians and persons of Grenadian origin that live outside of Grenada***

## **REDUCING COST OF TRANSFER OF FUNDS**

An important issue of concern to International Diaspora Networks is Transfer of Funds. An important Strategic Action for Grenada could be a collaborative approach with other CARICOM countries with similar issues, to find workable solutions for the problem of Correspondent Banking Arrangements.

## **INCLUSION OF DIASPORA IN POLICY DEVELOPMENT AND IMPLEMENTATION**

The IOM, (Ionesco, IOM, Geneva, op cit) refers to this as a Co-Development Strategy. One of the illustrative examples is Ghana.

*Ghana initiated a Poverty Reduction Scheme promoting SMEs in the agro-industry that explicitly recognizes the diaspora as a source of mobilizing funds to finance the anti-poverty strategy.*

## **PORTABLE AND TRANSFERABLE SOCIAL SECURITY BENEFITS**

The IOM (Ionescu, op cit) indicated that the World Bank (2005) emphasizes the significance of portable social security benefits, in particular, pension and health benefits. However, this portability is usually achieved through bilateral social security agreements between the sending and the receiving countries

**In determining the purpose of a new Grenadian Diaspora International Association, the following definition by, Ying, 2017, could be considered:**

### **Purpose:**

1. Maximize the interaction between homeland and its Diaspora based on partnership with the aim of assisting the homeland and its Diaspora to progress in terms of Economic and Social Development.
2. Establish and Energize global networks of high profile diaspora members to contribute to homeland's growth and development by attracting investments to the homeland, promoting the Brand of the homeland, increase the scope and level of

diaspora philanthropic contributions and leverage the specialized skills and expertise of Diaspora members

3. Inspire and energize 2<sup>nd</sup> and 3<sup>rd</sup> generation diaspora members to have greater affinity to the homeland and be involved in social and economic initiatives in the homeland and the host countries where they reside

Flowing from the purpose the principal **objectives** of the Grenadian Diaspora International Association could be as follows:

1. Strengthen the links and support systems between Grenadians residing abroad and at home and to deepen the collaboration between the stakeholders that serve them.
2. Facilitate and increase the scope and impact of the contribution of the Diaspora to the development of Grenada.

In executing its purpose, the Grenadian Diaspora International Association could:

- Serve as liaison between Diaspora communities and the Government, the private sector, and community-based organizations in Grenada.
- Conduct research and serve as a central repository and clearing house for research and data relating to the Grenadian and Caribbean diaspora.
- Provide independent views and recommendations for government policies relating to the Diaspora.

The establishment of the Grenadian Diaspora International Association and its effective functioning will need enabling national legislation and protocols. For effective Diaspora Engagement, institutions such as the ODA in Grenada, Missions and consulates and the new Grenadian Diaspora International Association in Diaspora host countries will have to work in close Collaboration.

## **GRENADIAN DIASPORA MIGRATION TRENDS**

Economic factors has been the dominant force that influence migration of Grenadians. Pool (1989), in examining the shifts in Grenadian Migration Patterns, pointed to this phenomenon, and indicated that this was true from the early 1900s when Grenadians migrated to Trinidad. She indicated that:

*Migration from several Caribbean islands has been for a long duration and is gradually thought to be a response to locally limited resources and the pull of wages. Grenadians who when they ended work at the Panama Canal migrated to Trinidad.*

This economic factor continued in later years as Grenadians migrated to the UK and then the USA. In earlier years, it was mainly persons with lower educational levels who

migrated including seasonal workers to Canada but in later years it was well educated and skilled Grenadians who migrated.

We can also infer from the unemployment statistics and poverty levels in the IOM (2018) Report that economic factors are still the dominant driving force for migration of Grenadians. Tobias in *Emigration from Grenada, West Indies*, also supports this position. He also pointed out an important reason which suggests affinity of Grenadians in the Diaspora to Grenada - *"we are just away for a while"*. Pool also refers to Tobias' argument that: *"Persons migrated from Grenada because they think the streets of the metropolises to which they are migrating are paved with gold."*

### **Geographical Distribution of Grenadian Diaspora**

Pool indicated that over time, the main host countries for Grenadian diaspora are in rank order: *UK, USA, Trinidad, Canada*. Pool's study was in 1989, thus, there is need for a more up to date research study to estimate the size and Geographical distribution of the Grenadian Diaspora. This for instance is likely to show a ranking order of *USA, Canada, UK, Trinidad* and *Jamaica*.

Statistical data by Thomas-Hope (2014), show that 7,851 Grenadians resided in Trinidad in 2011. Preliminary data from Jamaica show: 34 Grenadians living in Jamaica. All these persons are professionals in fields such as medicine, ICT and education (See Appendix 4). This data suggests that updated research to estimate the size and geographical distribution of the Grenadian Diaspora should take into consideration the case of migration of Grenadians to other CARICOM countries. The influence of UWI and its three (3) main campuses in Jamaica, Trinidad, and Barbados, will contribute to these countries emerging as important host countries where graduates from Grenada tend to remain to work. Migration to Caribbean countries by Grenadians is further influenced by the Treaty of Chaguaramas for Free movement of UWI Graduates and other qualified groups and the Treaty between Grenada and the OECS countries.

### **OPPORTUNITIES AND CHALLENGES IN DIASPORA HOST COUNTRIES**

In considering the expected contributions of the Grenadian Diaspora to the country's sustainable development, there is need for an analysis of opportunities and challenges related to host countries. One of the lessons that has come home clearly from the impact of the COVID-19 pandemic is that this analysis must be done from an international perspective - *All countries of the world are interconnected*.

In this regard there are two important international issues to examine:

1. The countries that are going to be the leading economies in the future. The PWC forecast (2017), in a report entitled: *How will the Global Economic order change in 2050?*, predicts that the ten top 10 countries that will be leaders in the world economies in the Future are: *China, India , USA , Indonesia , Brazil, Russia, Mexico , Japan , Germany, UK*.

There are two implications of this for Grenada, first, how will Grenada shape its Foreign Policy and Economic Diplomacy in terms of Bilateral and Multilateral relationships? Second, which countries will and should Grenadians target for migration in the Future and what are **new** and emerging Diaspora locations?

2. The next area of consideration should be the rapid changes in new emerging and disruptive Technologies. Grenada's *Sustainable Development Plan 2020-2035* anticipates this with its focus on the Digital Economy. However, what does this mean for Diaspora engagement? Some areas to think about are virtual meetings, virtual Homecoming, music and entertainment and Telemedicine. In all this, Grenada must be mindful of the 5G Technology war between China, USA and UK.

The Future Workplace both in Grenada and internationally will be dominated by new emerging and disruptive technologies. This situation will require a new set of competencies in the area of Education and the Future of Work. Ying (2019), made the following point: *"We must prepare graduates for the future workplace with a mix of hard and soft skills and competencies including creativity, mental, elasticity, complex problem-solving, teamwork, perseverance, empathy and adaptability."*

Increasingly, our workplace across the world will be virtual therefore, Grenada needs to think of virtual Diaspora members who reside in Grenada. It has been said recently that China is the fifth largest country in the world, the largest country being social media including Facebook and Twitter. This demonstrates the power of new emerging and disruptive technologies.

A few thoughts on three major host countries for the Grenadian Diaspora, i.e., *USA*, *Canada*, and *UK*. For these countries, Grenada must think about the Impact of COVID-19 and Immigration Laws. These will have impact on jobs, earning power and investment capability of Diaspora Members. These factors in major diaspora host countries will have implications for the expectations in relation to the areas targeted in Grenada's new Diaspora Policy for Diaspora contributions such as Remittances, Investment and Philanthropic contributions.

Ying & Mandelson (2012), made the following observations in relation to three major host countries for the Grenadian Diaspora:

*Canada and the UK has need for persons in specific professions such as teachers of Mathematics and Science, Nurses and specially qualified persons in Accounting and Finance. Canada and the USA needs seasonal workers in Agriculture. In addition, the USA need teachers in Mathematics and Science and Seasonal workers in the Hospitality industry.*

*The question is: Do these conditions still exist?*

## REMITTANCES: RESTRICTING FACTORS

Remittances is a very important area of financial contribution from the Diaspora. India enjoys the largest share of this. In the CARICOM Region, remittances to Jamaica is about 16% of GDP, with the largest contribution coming from the USA followed by the UK, Canada and the Cayman Island. The flow is now being threatened by two factors: loss of Correspondent Banking Arrangements and FATCA by the USA. The Planning Institute of Jamaica (2015), highlights the background to this problem and the current attendant issues:

*Since 2013, the survival of remittance companies has been brought into question because of measures being implemented by the global banking industry. International banks based in the United Kingdom (UK) and United States (US) are no longer willing to spend time and money to carry out due diligence checks on local banks and their depositors to ensure the robustness of their anti-money laundering policies. Within the context of the US Foreign Account Tax Compliance Act (FATCA) legislation enacted in March 2010, money and income earned in the United States, that is transferred into a US account will be subject to the FATCA reporting requirements<sup>3</sup>. The resultant impact on the global banking regime is the increased cost accrued due to the application of more stringent monitoring mechanisms.*

*In 2013, Barclays Bank in the UK took the decision to close the business accounts of 250 money service companies which has adversely affected the remittance sector in many developing countries. The bank suggested some money transfer companies “may be without the proper checks in place to spot criminal activity” and thus could “unwittingly be facilitating money laundering and terrorist financing”. Important to note, up to 2013 when this action was taken, Barclays was the last UK bank willing to provide services to this sector and its decision was heavily influenced by the \$1.9 billion fine imposed on HSBC in the USA. The justifications provided have not resonated well with some members of the remittance sector located in the United Kingdom, with Chairman of the UK Money Transmitters Association (UKMTA,) (as reported by the PR Newswire, 2013, June) noting that the move by banks will have deleterious effect on the sector, and is especially frightening, given that those being affected are authorized and registered Money Service Businesses (MSBs).<sup>4</sup>*

As Grenada seeks to increase the amount of remittances flowing to the country, and the attendant cost related to sending remittances, it is imperative that it joins with Jamaica and other CARICOM countries such as Antigua, St Lucia and Guyana. These countries re planning for at least a stable flow of remittances, and to find workable solutions to this combined Correspondent Banking and FATCA problems.

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<sup>3</sup> <https://www.jnbs.com/faqs/fatca-apply-remittance-loan-payments>

<sup>4</sup> <http://www.prnewswire.com/news-releases/race-is-on-to-save-millions-of-somalis-and-their-vital-uk-remittancelifeline-212798861.html>

## **POLICY VISION AND GOAL**

### **VISION**

An inclusive and participatory Grenadian society where every Grenadian contributes to national development and shares in the benefits thereof, notwithstanding place of residency.

### **GOAL**

Engagement of the Grenadian Diaspora Globally for achieving the sustainable development of Grenada with mutual benefits.

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**ALIGNMENT OF THE CORE GOALS OF THE NATIONAL SUSTAINABLE DEVELOPMENT PLAN 2020 TO 2035 FOR GRENADA AND UN SDGs 2030**

**CORE GOALS OF PLAN 2020-2035 FOR GRENADA**

**Goal #1:** High Human and Social Development: Putting People at the Centre of Sustainable Development and Transformation

**Goal #2:** Vibrant, Dynamic, Competitive Economy with Supporting Climate-and-Disaster Resilient Infrastructure

**Goal # 3:** Environmental Sustainability and Security

**MAJOR CLUSTERS OF UNs SDGs 2030**

- ❖ PLANET
- ❖ PEOPLE
- ❖ PEACE
- ❖ PROSPERITY
- ❖ PARTNERSHIPS

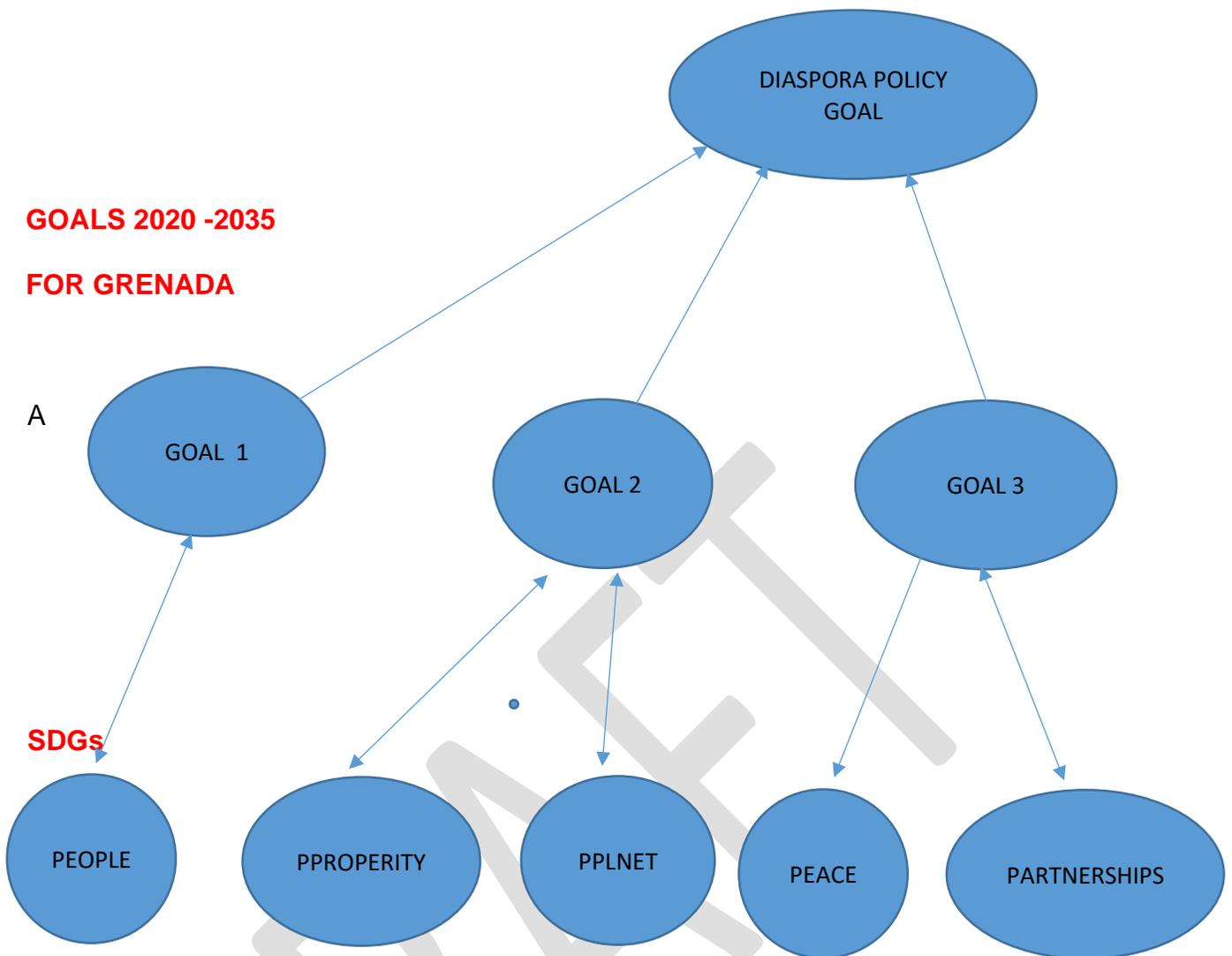
**ALIGNMENT**

- ❖ **Goal #1:** Aligned with SDG Cluster for PEOPLE
- ❖ **GOAL #2:** Aligned with Prosperity and PLANET (Environment)
- ❖ **Goal # 3:** Aligned with: PEACE and PLANET

There is need for more explicit Alignment of the Core Goals of GRENADA’s Plan for 2020 -2035 with the SDG for PARTNERSHIPS.

The Diaspora Policy Goal is aligned with the core Goals of Plan 2020 – 2035 for Grenada. These alignments are shown in Figure 1 below:

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**FIGURE 1: ALIGNMENT OF DIASPORA POLICY GOAL, GRENADA’S CORE GOALS FOR SUSTAINABLE DEVELOPMENT AND THE UN SDGs 2030**

**POLICY OBJECTIVES STRATEGIC ACTIONS AND OUTCOMES FOR THEMATIC AREAS**

**THEMATIC AREA I : DIASPORA ENGAGEMENT**

**Policy Objective:** Global Outreach and Global Diaspora Networks for Engaging members of the Diaspora in host countries globally.

**Strategic Actions:** Connecting, partnering and facilitating for effective engagement with Diaspora members:

1. Communicating with Diaspora members through a mix of communication methods – virtual meetings, social media, special homecoming events and on-site face to face meetings.
  - a. Establishing a Diaspora Information Sharing Website,
  - b. Establishing a Permanent Diaspora Information Exchange Forum
2. Strengthening the institutional capacity of facilitating structures and mechanisms for Diaspora engagement in Grenada and Host Countries.
  - a. The Office of Diaspora Affairs (ODA) in the MOFA

The institutional capacity of the Office of Diaspora Affairs will be strengthened to enable it to play a key role in achieving, effective engagement of the Grenadian Diaspora through the following actions:

- I. Operate as an information centre and contact point for Grenadian communities abroad.
- II. Mobilize Grenadians abroad to assist in the national development of their homeland
- III. Support the interests of Grenadian communities overseas through social, political, educational, cultural, and economic activity.
- IV. Facilitate the provision of trade-related assistance.
- V. Create favourable conditions for Grenadians in the diaspora, return to their homeland.
- VI. Increase the human resource potential available to Grenada through skills and attributes of returned nationals.
- VII. Ensure that transparent and accountable measures are put in place to track pledged donations and materials carefully and accurately from the diaspora.

b. Diplomatic Missions

The institutional capacity of Diplomatic missions will be strengthened to enable them to carry out the following functions:

- I. Serve as a hub for information sharing with the Diaspora, assist in tangible ways, for example, logistics and facilitation of national events and meetings.
- II. Encourage prominent members of the Diaspora to tap into networks and resources and be active in interacting with policy makers in their host countries for the benefit of Grenada

3. Enacting National Legislation for a new structure and mechanism for diaspora engagement: **The Grenadian Diaspora International Association**

The Grenadian Diaspora International Association will perform the following major functions:

- I. Facilitate and increase the scope and impact of the contribution of the Diaspora to the development of Grenada in important areas of Investment, Philanthropy and Human Capital Transfers
- II. Serving as liaison between Diaspora communities and the Government, the private sector, and community-based organizations in Grenada.
- III. Conducting research and serve as a central repository and clearing house for research and data relating to the Grenadian and Caribbean diaspora.
- IV. Providing independent views and recommendations for government policies relating to the Diaspora.
- V. Coordinating diaspora philanthropic support initiatives such as disaster relief, school repair, hospital and public health enhancement or technology improvements in any sustainable way.

#### 4. Conducting Major Special Diaspora Activities and Initiatives

- a. Diaspora Day
- b. Biennial Diaspora Conferences

#### 5. Enacting special Legislation and protocols to facilitate Diaspora Engagement

- a. Custom duties reduction
- b. Grenadian citizenship for diaspora members with mixed citizenship

### Outcomes

- ❖ Diaspora members are satisfied that:
  - they are informed on a timely basis with accurate information on Grenada's progress in achieving its Sustainable Development Goals and opportunities for Diaspora Investment, Philanthropic contributions and Human Capital Transfers.
  - their contributions are valued and have an impact on Grenada's sustainable Development
  - Grenada has initiatives for working collaboratively with them in their host countries for mutual benefits
- ❖ Reinforcement of Affinity of Diaspora members to Grenada

- ❖ Institutional structures and mechanisms in Grenada and Diaspora Host Countries, work in close collaboration to address issues of concern to Diaspora members
- ❖ Partnerships established between the Diaspora and Grenada for Investments, Philanthropic Contributions and Human Capital Transfers

### **Policy Objective: Generational Youth Engagement**

1. Focus on engaging Young members of the Diaspora.
2. Increasing the contributions of descendants of Grenadians in the Diaspora to Grenada's Sustainable Development

**Strategic Action:** Special engagement initiatives for 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> generation of the Grenadian Diaspora.

### **Outcomes**

Greater affinity to Grenada by 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> generation of the Grenadian Diaspora and increased contribution from them for Grenada's Sustainable Development.

- ❖ Young Diaspora members feel that they are being specially recognized
- ❖ Young Diaspora members volunteer to be involved in special community and youth development and [entrepreneurship](#) projects in Grenada.

## **THEMATIC AREA 2 : DIASPORA DIRECT INVESTMENT**

**Policy Objective:** Direct Investment from the Diaspora for targeted areas:

- Agriculture and Fisheries
- Real Estate and Home Ownership
- Youth Entrepreneurship
- Tourism
- Clean and renewable energy – wind, hydro, solar
- Creative Industries- Music, Entertainment, Filmmaking

### **Strategic Actions**

1. Develop a menu of investment packages tailor-made for the Diaspora including 'shovel ready' projects and enlist the financial support for specific investment packages.
2. Develop incentives tailor-made for the Diaspora for investment packages

3. Launch Pay-as-You-Save (PAYS)<sup>5</sup> and Lease Financing Initiatives to support financing of energy efficiency activities.
4. Conduct Special cross cutting Projects to inform and facilitate Diaspora Investment Initiatives
  - I. Complete Diaspora Mapping Project
  - II. Conduct special project for estimating size and geographical distribution of Grenadian Diaspora
5. Enact National Legislation to facilitate investment by the Diaspora in targeted areas.

## Outcomes

1. Diaspora Direct Investment representing X% of GDP for each targeted area:
  - I. Agriculture and Fisheries
  - II. Real Estate and Home Ownership
  - III. Tourism
  - IV. Clean and renewable energy – wind, hydro, solar
  - V. Creative Industries - Music, Entertainment, Filmmaking
  - VI. Increased number of tourists - diaspora and other tourists
2. Increased number of local jobs.
3. Increased export of Agricultural products to Diaspora host countries
4. The ease of the Diaspora doing business in Grenada
5. Increase in the number of business partnerships between investors residing in Grenada, and diaspora investors.

## THEMATIC AREA 3 : REMITTANCES

**Policy Objective:** Increasing the size and frequency of remittances

**Strategic Action:** Working collaboratively with other CARICOM countries to find workable strategies for reducing the cost of sending remittances and establishing Correspondent Banking arrangements.

## Outcomes

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<sup>5</sup> This means spreading the cost of energy-efficient renovations of residential and commercial buildings over a substantial period of time where the energy savings from the renovation helps pay for the renovation loan.

1. Remittances showing increased contribution to GDP.
2. X% of remittances directed from consumption to investment in areas such as housing and retirement homes.

## **THEMATIC AREA 4 : DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT**

**Policy Objective:** Diaspora philanthropic contributions for the social development areas of Education and Health

### **Strategic Actions:**

1. Establish areas of priority for Diaspora contributions.
2. Target and enlist support of Diaspora members
  - I. with specialized expertise for providing services and mobilizing contributions identified for priority areas
  - II. who volunteer to lead Diaspora Task Forces / Action Teams
3. Establish protocols for accreditation of Diaspora members providing services and for shipment and customs duties exemption for equipment and supplies contributed by the Diaspora.

### **Outcomes**

1. Ease of Diaspora Making contributions to Grenada
2. Contribution of technical and professional expertise by members of the Diaspora
3. Contributions of equipment and supplies from the Diaspora for areas of greatest need in the areas of Healthcare and Education.

## **THEMATIC AREA 5 : HUMAN CAPITAL TRANSFERS**

### ***Area 1: Health and Education***

**Policy Objective:** Staff in healthcare and educational institutions trained in specialized areas by members of the Diaspora

### ***Area 2: Special Sustainable Development Projects***

**Policy objective:** Diaspora members providing specialized expertise for special sustainable development projects

### **Strategic Actions**

1. Identify key priority areas for human resource development in Health and Education
2. Provide reliable ICT Infrastructure and services that will allow a mix of virtual and on -site training.
3. Design and implement special sustainable development projects for climate change, renewable energy and youth entrepreneurship.

### **Outcomes**

1. Increased number of trained staff in specialized areas in Healthcare and Education.
2. Special projects for climate change, renewable energy and youth entrepreneurship making meaningful contributions to the achievement of relevant targets for national sustainable development.

## **THEMATIC AREA 6 :GOVERNANCE AND ADMINISTRATION**

**Policy Objective:** Diaspora members integrally involved in Governance and Administration in Grenada.

### **Strategic Actions**

1. Enact legislation and protocols for appointing Diaspora members to Public Body Boards
2. Appoint Diaspora members to Public Body Boards
3. Expand the number of Honorary Consuls in major host countries.
4. Involve Diaspora with special expertise in the monitoring and evaluation aspects of the Implementation of the new Diaspora Policy

### **Outcomes**

1. Institutional structures and mechanisms in Grenada and Diaspora Host Countries, working in close collaboration to address issues of concern to Diaspora members and creation of opportunities for partnerships with the Diaspora and Grenada.
2. Diaspora members are satisfied that they are:
  - included and integrally involved in Governance in Grenada.
  - Included and integrally involved in the timely achievement of milestone for different policy objectives and related outcomes.
  - Included and integrally involved in periodic monitoring and evaluation of the impact of strategic actions related to policy objectives.

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## **ROLES OF MAJOR STAKEHOLDERS**

### **Government**

- Institutional support and funding for implementation the Diaspora Policy International Development Partners
- Financing and technical Assistance support for the implementation of the New Grenada National Diaspora Engagement Policy

### **Private Sector**

- Financing and Technical Assistance to support the implementation of the New Grenada National Diaspora Engagement Policy.

### **Diaspora**

- Consistent with the recognition of the Diaspora as a key stakeholder in the Sustainable Development Plan for Grenada 2020 to 2035, Diaspora members will play a particularly important role in the achievement of the critical success factors for Grenada's sustainable Development.
- The Diaspora will make investment and philanthropic contributions and engage in Human Capital Transfers through specialized skills and expertise.

### **Media**

- Publicizing and educating the public in Grenada and members of the Diaspora on their important role in the development and implementation of the New Grenada National Diaspora Engagement Policy.

## OWNERSHIP AND IMPLEMENTATION OF DIASPORA POLICY

### LEGISLATIVE FRAMEWORK

Grenada has in place, legislation and policies that facilitate Diaspora Investment and Philanthropic Contributions from the Grenadian Diaspora. There is also legislation that facilitates migration of Grenadians to other Countries as well as ratification of International Conventions. The *IOM Report on Migration Governance Needs Assessment for Grenada* shows an impressive list of these.

### INTERNATIONAL Treaties

- **United Nations Convention on Climate Change Paris Agreement**  
This is important because of the vulnerabilities of Grenada related to natural disasters and their impact on critical areas such as, Agriculture and plans for the Blue Economy set out its *Sustainable Development Plan*.
- **ILO Migrant Employment Convention**  
This convention provides the opportunity for Grenada to monitor how its Diaspora members are treated at the Workplace in host countries in areas such as compensation, working conditions and social security benefits.

### REGIONAL Labour Agreements

- **Revised Treaty of Chaguaramas** for Free movement of Skilled Labour across member States.
- **OECS Freedom of Movement Treaty** allows OECS nationals to reside and work in member states.
- **Special Labour Agreement with Canada**  
Agreement for Labour movement for seasonal workers from Grenada to work in Canada.

### NATIONAL Policies

- **The Anti-discrimination Act No. 14, 1990** which states that an employer cannot terminate an employee based on race, colour, political opinion, sex
- The **Interception of Communication Act**, the **Electronic Transfer of Funds Crime Act**, the **Electronic Evidence Act**, the **Electronic Filing Act**, and the **Electronic Crime Act** to support the enabling environment for the use of technology in business processes - This is important for pursuing focus on the Digital Economy as set out in the *Sustainable Development Plan for Grenada 2020-2035* and the involvement of the Diaspora in related initiatives.

## INSTITUTIONAL STRUCTURES AND COORDINATING MECHANISMS FOR EFFECTIVE DIASPORA ENGAGEMENT

### Organizations in Grenada

The Ministry of Foreign Affairs and the Office of Diaspora Affairs within this Ministry, together with other Government Ministries Departments and Agencies, will facilitate:

- The ease the Diaspora making contributions
- The ease of the Diaspora doing business in Grenada and,
- The promotion of partnerships between the Diaspora and Grenada that support key areas of the 2020 to 2035 Sustainable Development Plan for Grenada.

Organizations in the Diaspora Host Countries will work in close collaboration with organizations in Grenada. These include:

- Diplomatic Missions
- Grenadian Diaspora International Association

In the Grenadian Diaspora there are specific and important interest groups including schools' alumni associations, health practitioners, sporting organizations, cultural organizations, and development groups. These groups and organizations will make important contributions for the achievement of the effective engagement of the Grenadian Diaspora.

### LINKAGES WITH OTHER POLICIES

The *Grenada Sustainable Development Plan 2020 to 2035* will be the coordinating framework for actualizing effective Diaspora Engagement and the important role of the Diaspora in achieving the Critical Success Factors of this Plan for the sustainable development of Grenada.

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