

GRENADA NATIONAL

DIASPORA

ENGAGEMENT POLICY



Ministry of Foreign Affairs,
International Business and CARICOM Affairs
with responsibility for Diaspora Affairs



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GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY

This document sets out the guiding principles, vision, goal, policy objectives, strategic actions, and outcomes for the new Grenada National Diaspora Engagement Policy.

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Grenada Diaspora Policy and Action Plan

November 29, 2020



FOREWORD

“Heads, heart, and hands in unity, to reach our destiny” are words from our national anthem and there is no better descriptor for the process which has brought us to this conclusion today. Here you have the presentation of the final version of the Grenada National Diaspora Engagement Policy. This policy reflects on the historical role of the diaspora and presents a stronger, more strategic, collaborative approach to national development with the diaspora as an integral part of the development process. We also present a related Five-Year Action Plan, a roadmap for this new Diaspora Engagement Policy.

The Grenada National Diaspora Engagement Policy has been the subject of extensive consultations at home and abroad. Its drafting has undergone several revisions based on feedback and suggestions from many segments of the local-based stakeholders and members of the diaspora communities. The inputs from the many consultations have been critical in the formulation of the policy.

Grenada, Carriacou, and Petite Martinique stand to benefit enormously from the implementation of this policy and from the ongoing active participation in nation-building by our diaspora communities. Importantly, the policy gives priority attention to the mutual benefits for the diaspora as we work together in partnership.

Over the many months, I am proud of the way we have worked collectively to create the vision of one home for all. We are grateful for your partnership, support, and participation. You—sons, daughters and grandchildren of the soil—who though you may reside elsewhere around the globe, demonstrate in many ways through your time, talent, and treasure, that your hearts are firmly planted on the shores of Grenada, Carriacou, and Petite Martinique.

Now begins the task of putting the lofty intentions of this policy into everyday practice such that it will ensure mutual benefits for you, the diaspora, and locals alike. We are excited to begin creating systems, projects, procedures with you, to harness your tremendous skills, knowledge, and expertise to take advantage of the new opportunities created by this global pandemic while ensuring that we, in turn can offer support in your countries of residence.

We pledge to continue to listen and to partner with you on the things that matter to us both. I am incredibly grateful to have been given the opportunity to lead this initiative supported by a team of dedicated public and private servants and I wish to thank them for their dedication to completing this task. Let us therefore, go forth and continue as our anthem also says, as one people, one family to aspire, build and advance our beloved nation towards a bright, prosperous, and sustainable future.

Minister of Foreign Affairs,

International Business and CARICOM Affairs



ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

The new Grenada National Diaspora Engagement Policy outlines the importance of the diaspora to national unity and nation building. The government sees the diaspora as its sixteenth constituency, one that has the potential to be part of the country's development. We believe that this policy will bridge the thousands of miles that separate the diaspora from their homeland. The policy was developed by the principles of mutuality, inclusiveness, partnership, integrity, accountability, communication, and sustainability.

The policy gives focused attention to six thematic areas:

1. Diaspora Engagement
2. Diaspora Investment
3. Remittances
4. Diaspora Philanthropy
5. Human Capital Transfers
6. Governance and Administration

FOR EACH OF THESE SIX AREAS THE POLICY SETS OUT SPECIFIC STRATEGIC OBJECTIVES.

The strategic objectives were used to develop a Five-Year Action Plan which delineates very clearly the major activities, and which persons within the Ministry and its department, as well as which agencies, are responsible for delivering the objectives and the financial resources needed. The plan also takes into consideration Grenada's Sustainable Development Goals (SDGs). The SDGs speaks of increase flow of information to diaspora

on investment opportunities and projects. The Ministry of Foreign Affairs through the Office of Diaspora Affairs will have overall responsibility for the deliverables of the Five-Year Action Plan.

In order to help the ODA in its role, its institutional capacity within the Ministry of Foreign Affairs will be significantly strengthened to have a local, regional, and international focus. The strategic and operational intention of the ODA is to strengthen the engagement of the diaspora with Grenada. Consistent with this, the ODA will be a one-stop-shop for facilitating meaningful diaspora engagement. The ODA will implement strategic actions that will allow members of the diaspora to be fully involved in the development of their homeland with mutual benefits for both them and for Grenada. Every suggestion and development initiative by members of the diaspora will be respected, recognized, and valued regardless of age, religion, or political affiliation of the member.

This policy was developed with the full participation of the diaspora. The 2010 staging of the Founding Diaspora Conference was an important first step in building understanding and connection; this continued through a series of consultations both within the new settlement countries of the diaspora and locally. We are thankful for all who took part and now we look forward to greater involvement of the diaspora through this historic opportunity to be part of nation building.



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ABBREVIATIONS/ACRONYMS

GOG	Government of Grenada
GDIA	Grenadian Diaspora International Association
ICT	Information and Communication Technology
IOM	International Organization for Migration
MOFA	Ministry of Foreign Affairs
MPI	Migration Policy Institute
NGOs	Non-Government Organizations
OECS	Organization of Eastern Caribbean States
PIOJ	Planning Institute of Jamaica
PWC	Price Waterhouse Coopers
SDGs	Sustainable Development Goals
SIDS	Small Island Developing State
UK	United Kingdom
USA	United States of America



INTRODUCTION

1.1. CONTEXT: THE GRENADIAN DIASPORA CONTRIBUTES TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF GRENADA IN THE FOLLOWING WAYS:

- Remittances
- Human capital transfers
- Philanthropy for social development
- Investment

However, there is recognition that the potential of the diaspora has not been fully harnessed and utilized. The 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 country's social and economic development. Consequently, this Grenada National Diaspora Engagement Policy, places high priority on enhanced interaction with Grenadian nationals who have migrated, including their descendants.

This Grenada National Diaspora Engagement Policy is based on the fundamental principle that Grenadians at home and in different host countries across the globe, can work together in unity for their mutual benefit. There are three important areas in this process of effective engagement with the Grenadian diaspora:

- First, is the need for strategic partnerships related to key areas of diaspora contributions: human capital transfers, philanthropy for social development, and investment and trade.
- Second is the involvement and inputs from children of the Grenadian diaspora members (the second, third and fourth generation in host countries across the globe).
- Third, providing tangible benefits to members of the diaspora

The following are examples of these:

INVESTMENT

In the area of Investment, there will be investment packages that are tailor-made for the diaspora and include special incentives. There will also be special opportunities for diaspora members to own business ventures or partner with investors in Grenada to own business ventures and

earn a financial return on their investment. Members of the diaspora will also have increased opportunities to own real estate and homes in Grenada.

PHILANTHROPY

Members of the diaspora who make philanthropic contributions can get income tax exemptions in their host countries.

RETURNING GRENADIAN CITIZENS

Returning Grenadian citizens will get special exemption from custom duties. In addition, through bilateral arrangements between Grenada and diaspora host countries, they will continue to receive social security benefits, such as those for health and pension, that they enjoyed in host countries where they were residing.

Three important processes will be used to achieve effective engagement with the Grenadian diaspora. These are connecting, partnering, and facilitating. These are in alignment with three international best practices for diaspora and development promoted by the IOM namely engage, enable, and empower.

Connecting will involve the use of a variety of communication modalities including virtual meetings, social media, on site meetings, a special diaspora website, and a Diaspora Information Exchange Forum.

Facilitating will involve Government Ministries, Agencies and Departments and Private Sector entities such as Banks and other financial institutions in Grenada making it easier for the D to do transactions and conduct business in Grenada.

Partnering will involve the diaspora, the private sector in Grenada and the Government of Grenada (GOG) engaged in public private partnerships for investment, philanthropy for social development and human capital transfers.

In 2020, our world is increasingly technologically based, and as is extremely unpredictable as seen with the impact of the deadly COVID-19 pandemic. Grenada as a tiny nation and economic market must be prepared to compete and thrive in this seamless, global world with all its web-based emerging technologies which continue to link cultures, economies, and wealth.

¹IOM's strategy to engage, enable empower, in Developing a Roadmap for Engaging Diasporas in Development: A Handbook for Policy Makers and Practitioners in Home and Host Countries, 2013.



The economies of diaspora host countries and home country Grenada, are experiencing 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 were borne in mind in shaping the engagement strategies and expectations for future contributions of the Grenadian diaspora in the development of both this Grenada National Diaspora Engagement Policy and its related Five-Year Action Plan.

I.2. DEFINITION OF THE GRENADIAN DIASPORA

For this Grenada National Diaspora Engagement Policy, the Grenadian diaspora is defined as Grenadians and persons of Grenadian origin that live outside of Grenada. It comprises emigrants from Grenada, their descendants around the world, and those with a tangible connection to Grenada.

I.3. METHODOLOGY FOR DEVELOPING THIS DIASPORA POLICY

Development Processes and Outputs

This Grenada National Diaspora Engagement Policy and its related Five-Year Action Plan were the outcomes of the following major processes:

- i. Situational analysis
- ii. Introductory meeting of the policy consultant for the Grenada Diaspora Policy and Action Plan with members of the Grenadian diaspora from different host countries.
- iii. Stakeholders' feedback
- iv. Special meeting with the minister and permanent secretary, Ministry of Foreign Affairs
- v. Initial meeting with diaspora working groups for establishing the Grenadian Diaspora International Association (GDIA).
- vi. Review of the first draft of the diaspora policy and Five-Year Action Plan by the Ministerial Review Committee, the IOM, and the diaspora.
- vii. Preparation of the final version of the diaspora policy and Five-Year Action Plan incorporating feedback from the Ministerial Review Committee and the diaspora.
- viii. Preparation of the policy and action plan for presentation to the cabinet of the GOG for approval.

SITUATIONAL ANALYSIS

The policy consultant conducted a desk review and analysis of research papers, reports, and records of consultation meetings with the Grenadian diaspora during the period 2011- 2019 (See Appendix I for a list of these documents).

The results of this activity were the following documents:

- i. Grenada National Diaspora Engagement Policy: Discussion Draft No.1.
- ii. Five-Year Action Plan for the Grenada National Diaspora Engagement Policy: Discussion Draft No.1

These two documents were used as base documents in developing the first draft of the Grenada National Diaspora Engagement Policy and the first draft of the Five-Year Action Plan.

INTRODUCTORY MEETING WITH POLICY CONSULTANT AND GRENADIAN DIASPORA

An introductory meeting was held with members of the Grenadian diaspora and the diaspora policy consultant on June 20, 2020. The presentations, views, and perspectives shared during the discussion session of this meeting provided useful insights for the initial stages of the development of the first draft of the Grenada National Diaspora Engagement Policy and the Five-Year Action Plan.

STAKEHOLDERS' FEEDBACK

A special stakeholders' survey was designed by the policy consultant to get feedback from members of the diaspora and local stakeholder groups in Grenada. In addition, diaspora members and representatives from stakeholder groups in Grenada were also asked to provide written comments on the discussion drafts for the policy and Five-Year Action Plan.

The feedback from the responses to the survey questionnaire and written comments provided especially useful information for developing:

- i. Policy objectives, strategic actions, and outcomes for the Grenada National Diaspora Engagement Policy (first draft).
- ii. The elements of the implementation roadmap for the Five-Year Action Plan—First Draft (See Appendix 6: Detailed Situational Analysis for a summary of evaluative comments based on stakeholders' feedback).



MEETING WITH MINISTER AND PERMANENT SECRETARY - MINISTRY OF FOREIGN AFFAIRS

The policy consultant had a special briefing meeting with the minister and permanent secretary of the Ministry of Foreign Affairs, Grenada. The discussion focused on preliminary highlights of feedback from the stakeholders' survey and written comments on the Diaspora Policy Discussion Draft NO.1. and Five-Year Action Plan Discussion Draft No.1. (See Appendix 2 for a summary of the major points discussed). The comments and views from this meeting informed some of the policy objectives, strategic actions, and outcomes for the first draft of the diaspora policy document.

Review of the First Draft of the Grenada National Diaspora Engagement Policy and the 5-Year Action Plan

The first draft of the new Grenada National Diaspora Engagement Policy and the related Five-Year Action Plan prepared by the policy consultant was reviewed by a special Ministerial Review Committee, the IOM, and members of the diaspora. The comments and recommendations from this process were used by the policy consultant to prepare a final version of the diaspora policy and the Five-Year Action Plan.

The Ministerial Review Committee used this final version to prepare and submit to the cabinet of the government of Grenada, the Grenada Diaspora Engagement Policy and Five-Year Action Plan for approval (see Appendix 3 for list of members of the Ministerial Review Committee).

A special feature of the processes for producing the major documents, the Grenada National Diaspora Policy: First Draft and the Five-Year Action Plan: First Draft was the role of a special project team that worked continuously with the policy consultant (see Appendix 4 for the names of the members of this team). They provided guidance and facilitation at important stages of the policy development process.

1.4. LEGISLATION

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: Allows free movement of skilled labour, including those from Grenada, across member states.
- OECS Freedom of Movement Treaty: Allows OECS nationals such as those from Grenada 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, or 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.

1.5. 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

VISION GOALS AND LINKAGES
DIASPORA 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.

Alignment of the Core Goals of the National Sustainable Development Plan 2020 - 2035 for Grenada and United Nations Sustainable Development Goals 2030

Core Goals of the 2020-2035 Sustainable Development Plan 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

The goal of the Grenada National Diaspora Engagement Policy is aligned with these three core goals.

Major Clusters of UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS 2030 (UNs SDGs 2030)

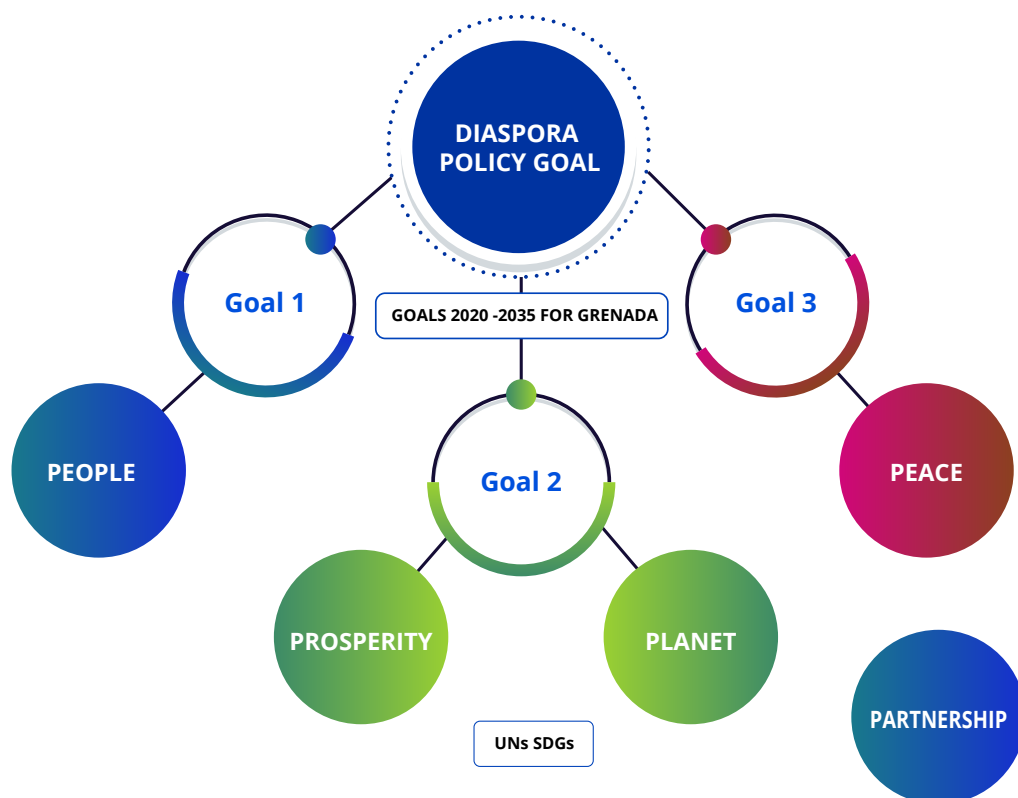
- Planet
- People
- Peace
- Prosperity
- Partnerships

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 goal of Grenada's plan for 2020 -2035 with the SDG for partnerships.

Figure 1: Alignment of Diaspora Policy Goal, Grenada's Core Goals for Sustainable Development, and the UN SDGs 2030



INTRODUCTION

2. SITUATIONAL ANALYSIS

2.1. GRENADA AS A SIDS

Grenada is a Small Island Developing State (SIDS) in the Caribbean Region. As a SIDS, Grenada has vulnerabilities including natural disasters such as hurricanes, tsunamis, volcanoes, floods, and earthquakes. It is also vulnerable to the impact of international events, such as the global financial crisis, on its major area of economic activity, tourism, increasing its debt financing obligations, and reducing its levels of unemployment. Grenada has a population of 107,339 which is predominantly young with 80 per cent of the population between 0- 54 years. 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 by 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 five types of economies: blue, digital, silver, orange, green.

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.

2.2. DEFINITION OF THE GRENADIAN DIASPORA

For this Grenada National Diaspora Engagement Policy, 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.

2.3. SIZE AND GEOGRAPHICAL DISTRIBUTION OF THE GRENADIAN DIASPORA

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.

Grenada's diaspora is widely dispersed throughout the Caribbean, Europe, and North America. In the United States they reside mainly in the metropolitan centers.

The size and geographical distribution of the Grenadian diaspora are of critical importance in formulating the Grenada National Diaspora Engagement Policy. The Grenadian diaspora makes up a significant part of Grenada's human capital. The impact of the Grenada diaspora in terms of their contributions to the nation's economic development is of paramount importance. Therefore, it is recommended that an early action in the first year of implementation of the Policy is a special research project to get up to date information on the size and geographical distribution of the Grenadian diaspora.

2.4. ISSUES AFFECTING EFFECTIVE ENGAGEMENT OF THE GRENADIAN DIASPORA

The following are important issues which can have a negative impact on effective engagement with the Grenadian diaspora.

- i. Political distrust and concerns about continuity of the diaspora policy across different political administrations.



- ii. The ease of doing business transactions in Grenada including opening and maintaining bank accounts.
- iii. Healthcare facilities for returning residents
- iv. Diaspora participation in governance in Grenada including voting in national elections.
- v. The need for Engagement of the second, third, and fourth generation of diaspora members.
- vi. The cost of sending remittances to Grenada
- vii. The need for showing greater appreciation to members of the Grenadian diaspora.
- viii. The need to promote the culture of Grenada at home and in the Diaspora.
- ix. Lack of centralized institutional framework to coordinate responses to diaspora issues.
- x. 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.

2.5. POTENTIAL AREAS FOR INCREASED DIASPORA CONTRIBUTIONS

- i. Investment and Trade
 - Increased export of Grenadian fruits, vegetables and ground provisions the Grenadian diaspora host countries
 - Investment opportunities specifically targeted to diaspora members, such as owning a home in Grenada, the adoption of cultural/historic landmarks, and investment in small projects such as the renovation of park space and park benches etcetera, giving due recognition to contributors.
- ii. Human Capital Transfers
 - Diaspora members providing training for staff in education and healthcare institutions.

2.6. GRENADIAN DIASPORA PRIORITIES FOR POLICY OBJECTIVES

The Grenadian diaspora members indicate the following areas as important for inclusion in the Grenada National Diaspora Engagement Policy. Overall, members of the Grenadian diaspora indicated that investment, remittances, philanthropy for social development, human capital transfers, diaspora involvement in governance in Grenada and the guiding principles: mutuality, inclusiveness, partnership, integrity, accountability, communication, and

sustainability are important areas for inclusion in the Grenada National Diaspora Engagement Policy.

These were consistent with the thematic areas set out in the Grenada National Diaspora Policy: Discussion Draft No.1., developed by the policy consultant. In addition, statements of importance were indicated for the following areas:

- Diaspora Engagement

A variety of communication methods should be utilized in the process of engaging the diaspora. For the area of engaging the rank order of preferences by the diaspora for modes of communication from highest to lowest are:

- i. Virtual meetings
- ii. Social media
- iii. Homecoming events
- iv. Onsite meetings

Investment

Investment in agriculture and housing were ranked in a higher order of importance than tourism.

HUMAN CAPITAL TRANSFERS

There should be use of diaspora expertise for special sustainable development projects in areas such as climate change, research and development for renewable energy, and social projects such those related to youth entrepreneurship.

GOVERNANCE AND ADMINISTRATION

Diaspora members should serve as Directors on Boards in Grenada and diaspora members should participate in governance in host countries where they reside.

2.7. INSTITUTIONAL STRUCTURES AND COORDINATING MECHANISMS FOR EFFECTIVE DIASPORA ENGAGEMENT

Diaspora issues are multifaceted, complex and involve various actors. The professional Grenadian diaspora members possess 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. The following are three institutions and mechanisms which will seek to address this gap:

²These Issues were identified in the records of Diaspora Meetings and Consultations for the period 2011 to 2019

³ These areas were identified in records of Meetings and Consultation with the Grenadian Diaspora during the period 2011 – 2019.



THE OFFICE OF DIASPORA AFFAIRS (ODA)

The Office of Diaspora Affairs will play a key role in achieving effective engagement of the Grenadian diaspora. The ODA is a special unit within the Ministry of Foreign Affairs. The central purpose of the ODA is to create an institutional mechanism in Grenada to advise on and implement government's policy with respect to the diaspora. The ODA 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. The ODA will:

- Operate as an information centre and contact point for Grenadian communities abroad.
- Mobilize Grenadians abroad to assist in the national development of their homeland through coordinated action.
- Support the interests of Grenadian communities overseas through social, political, educational, cultural, and economic activity.
- Facilitate the provision of trade-related assistance.
- Facilitate diaspora members accessing tangible benefits such as return on investments and ownership of real estate and homes in Grenada.
- Create favourable conditions for Grenadians in the diaspora, return to their homeland.
- Increase the human resource potential available to Grenada through skills and attributes of returned nationals.
- Ensure that transparent and accountable measures are put in place to track pledged donations and materials carefully and accurately from the diaspora.

DIPLOMATIC MISSIONS

The diplomatic missions will:

- 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.

THE GRENADIAN DIASPORA INTERNATIONAL ASSOCIATION

The Grenadian diaspora currently comprises of 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 diaspora members are planning to establish a new Grenadian Diaspora International Association (GDIA) to expand the global reach of these efforts. The GDIA plans to operate through three international networks:

1. Grenadian Diaspora International Investment Network
2. Grenadian Diaspora International Knowledge Network
3. Grenadian Diaspora Philanthropy Network

(See recommendations for the purpose, structure and functions of the GDIA in the report for initial meeting with diaspora working groups to establish the GDIA in Appendix 5).

2.8. ISSUES AND CHALLENGES IN DIASPORA HOST COUNTRIES

When considering the expected contributions of the Grenadian diaspora to the country's sustainable development, there needs to be an analysis of issues and challenges related to diaspora host countries. The impact of the COVID-19 pandemic points to the need for this analysis to be done from an international perspective. In this regard there are two important issues to examine:

1. The countries that are going to be the leading economies in the future. The ten top 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, is that Grenada should reconsider how it shapes its foreign policy and economic diplomacy in terms of bilateral and multilateral relationships. Second, Grenadians will need to reconsider which countries they target for migration in the future.

2. The next area of consideration should be the rapid changes in new emerging and technologies. This considered in conjunction with the impact of the COVID 19 pandemic internationally, point to the need for Grenada to re-examine its diaspora engagement strategies. Some strategies to consider in this context include: virtual homecoming, music and entertainment and telemedicine services linking diaspora medical specialists with their professional counterparts in the health sector Grenada. In considering these strategies, it is useful to consider the IOM's statement that:



Skills accumulated by diaspora members are invaluable in terms of the development of a variety of sectors such as health, education, and technology. The transnational networks that they maintain are crucial to facilitating a more open flow of trade, investment, skills, and knowledge, and are based on relationships with families, friends, colleagues, or associations.⁶

3. 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 education for the future of work. "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."

With respect to the three major host countries for the Grenadian diaspora, that is, USA, Canada, and UK, Grenada must analyse the combined impact of COVID-19 and changes in immigration laws 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 the Grenada National Diaspora Engagement Policy for Diaspora contributions in areas such as remittances, investment and trade and philanthropic contributions.

2.9. TRANSFER OF FUNDS AND SOCIAL BENEFITS

Remittances is of critical importance to Grenada and to families in Grenada. The IOM reinforces this point with the observation that:

Remittances have also been critical sources of foreign exchange for national balance of payments accounts and have been found to promote macroeconomic stability. Various studies have also shown that remittances facilitate human capital formation, mainly by improving access to education and health. They also lead to an increase in investments and the reduction of poverty, particularly within recipient households⁸.

Both the World Bank and the Inter-American Development Bank report that remittances to Grenada from citizens abroad exceeded 100 million USD in 2006 approximating one quarter of the country's annual budget. The value of remittances to Grenada has two dimensions. First, is filling of the gap created by the fall in the level of ODA. Secondly is its contribution to poverty alleviation as evidenced using remittances mainly for consumption related to areas such as food, clothes and basic healthcare needs by persons from poor households⁹.

Three are two related issues concerning to the flow of remittances to Grenada. These are the cost of transfer of these funds and the discontinuation of correspondent banking arrangements. In addition to this situation, the USA has imposed the Foreign Accounts Transaction Compliance Act (FATCA). This restricts members of the Grenadian Diaspora in the USA when they operate accounts in the banks in Grenada. 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 other CARICOM countries such as Jamaica, Antigua, St Lucia and Guyana. to find workable solutions to this combined Correspondent Banking and FATCA problems.

The transfer and portability of social security benefits enjoyed by diaspora members in host countries is of critical importance to them. Grenada should act on the recommendation of the IOM to pursue bilateral arrangements with host countries to ensure that transfer of funding related to these benefits will continue for Grenadians who have returned to reside in Grenada.

3. STRATEGY ROADMAP FOR THE GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY

Six thematic areas were selected for formulating the strategy Roadmap for the Grenada National Diaspora Engagement Policy. These are:

- Diaspora engagement
- Diaspora investment
- Remittances
- Diaspora philanthropy for social development
- Human capital transfers
- Governance and administration

3.1. RATIONALE FOR SELECTION OF THEMATIC AREAS FOR STRATEGY ROADMAP

The rationale for selecting these six thematic areas was based on two considerations. First the international best practices promoted by the IOM in development of National Diaspora Policies. The IOM has capsuled these in into three key processes and six pillars. The three key processes are engage, enable, and empower.

The six pillars are: remittances, transfer of human capital, trade and investment, capital market investment, tourism, and philanthropic contribution. The second consideration was the areas that the Grenadian diaspora members considered important for inclusion in the Grenada National Diaspora Engagement Policy.

⁵The PWC forecast (2017), in a report entitled: How will the Global Economic order change in 2050? predicts the leading world economies in the future.

⁶Discussion on Human Capital in Developing a Roadmap for Engaging Diasporas in Development, A Handbook for Policymakers and Practitioners in home and host countries., 2013.

⁷Ying, 2019, statement in Article on Mathematics for Economic Growth and Job Creation.



DIASPORA ENGAGEMENT

Diaspora engagement is the driving force for diaspora contributions to host countries. This thematic area aligns with the IOM's key processes of engage, enable, and empower.

DIASPORA INVESTMENT AND TRADE

Diaspora investment and trade aligns with the IOM's pillar of trade and investment. It was an area considered by the Grenadian diaspora members for inclusion in the Grenada National Diaspora Engagement Policy. Feedback from the stakeholders' survey indicated that investment in agriculture and housing were ranked higher in order of importance than tourism by diaspora members. The IOM's pillar, tourism, was therefore considered as a subset under the area of diaspora investment and trade.

REMITTANCES

Remittances align with the IOM's pillar, remittances and was also considered as an important area by diaspora members for inclusion in the Grenada National Diaspora Engagement Policy.

DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT

This aligns with the IOM pillar, philanthropy and was also considered as an important

area by diaspora members for inclusion in the Grenada National Diaspora Engagement Policy.

HUMAN CAPITAL TRANSFERS

This aligns with the IOM's pillar human capital transfers and was also considered as an important area by diaspora members for inclusion in the Grenada National Diaspora Engagement Policy.

GOVERNANCE AND ADMINISTRATION

Diaspora members considered participating in governance in Grenada and being members of boards in Grenada as an important area for inclusion in the Grenada National Diaspora Engagement Policy. This is reinforced by the IOM's promotion of a co-development strategy which provides opportunities for diaspora members to be involved in policy development in their home countries.

3.2. POLICY OBJECTIVES, STRATEGIC ACTIONS AND OUTCOMES BY 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 defining diaspora members:

- I. 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 ODA aims 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. Mobilize Grenadians abroad to assist in the national development of their homeland
- II. Support the interests of Grenadian communities overseas through social, political, educational, cultural, and economic activity.
- III. Facilitate the provision of trade-related assistance.
- IV. Create favourable conditions for Grenadians in the diaspora, return to their homeland.
- V. Increase the human resource potential available to Grenada through skills and attributes of returned nationals.
- VI. 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.

⁸IOM's discussion on Remittances as one of the six pillars for Diaspora Engagement and contributions to home countries in: IOM MPI (Migration Policy Institute). Developing a Road Map for Engaging Diasporas in Development: A Handbook for Policymakers and Practitioners in Home and Host Countries., May 28, 2013

⁹Forte 2016 discusses these findings in her research on Remittance as Contributor to Risk Management and Poverty Reduction in Grenada



- 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. FACILITATING THE ESTABLISHMENT OF THE NEW GRENADIAN DIASPORA INTERNATIONAL ASSOCIATION (GDIA)

Enacting national legislation for a new structure and mechanism for diaspora engagement will be done through the GDIA. The GDIA 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 SUCH AS:

- I. Diaspora day
- II. Biennial diaspora conferences

5. ENACTING SPECIAL LEGISLATION AND PROTOCOLS TO FACILITATE DIASPORA ENGAGEMENT.

- I. Custom duties reduction
- II. Grenadian citizenship for diaspora members with mixed citizenship

OUTCOMES

- I. 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.
 - II. Reinforcement of affinity of diaspora members to Grenada.
 - III. Institutional structures and mechanisms in Grenada and diaspora. Host countries work in close collaboration to address issues of concern to diaspora members.
 - IV. 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 second, third and fourth generation of the Grenadian diaspora.

OUTCOMES

Greater affinity to Grenada by second, third and fourth 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 and Trade

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

- Agriculture and fisheries
- Real estate and home ownership
- Youth entrepreneurship
- Tourism

¹⁹The IOM (Ionescu) indicated that the World Bank (2005) emphasizes the significance of portable social security benefits pension and health benefits. However, this portability is usually achieved through bilateral social security agreements between the sending and the receiving countries



- 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) 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.
6. Seek special diaspora investment for agro – processing of Grenadian agricultural products for value added exports

OUTCOMES

1. Diaspora direct investment making increased contribution to 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 solution strategies for reducing the cost of sending remittances and establishing alternative correspondent banking arrangements.

OUTCOMES

1. Remittances showing increased contribution to GDP.
2. A portion 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.

¹¹IOM's Strategy to Engage, Enable and Empower, in Developing a Roadmap for Engaging Diasporas in Development, A handbook for Policy makers and practitioners in Home and host countries, 2013.

¹²IOM -MPI (Migration Policy Institute). Developing a Road Map for Engaging Diasporas in Development: A Handbook for Policymakers and Practitioners in Home and Host Countries, May 28, 2013.

¹³These were gleaned from responses of Grenadian Diaspora members in host countries globally to a Stakeholders' Survey conducted by the Policy consultant as one of the key processes in the methodology for developing the Grenada National Diaspora Engagement Policy.



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.

4. THE FIVE-YEAR ACTION PLAN AND FUNDING MODEL

4.1. PURPOSE OF FIVE-YEAR ACTION PLAN

The purpose of the Five-Year Action Plan is to set a road map for actions and initiatives to achieve the vision, goal, and policy objectives of the New Grenada National Diaspora Engagement Policy. It includes evaluation which will focus on impact - the extent to which outcomes related to policy objectives are realized. For evaluation and monitoring, a dashboard will be used showing for each policy objective:

Progress: achieved (green), not achieved (red), partially achieved (purple).

4.2. CRITICAL SUCCESS FACTORS

The critical success factors for the Five-Year Action Plan can be summed up in the need for adequate and predictable financing for implementation of the Grenada National Diaspora Engagement Policy. Related to this are two important areas:

1. A cadre of persons- Some paid and some offering voluntary services, with special expertise in areas such as communication, marketing, finance, science, technology, and project management.
2. ICT / Digital Infrastructure – Reliable internet services, with appropriate bandwidth across the island together with reliable electrical power supply. These areas will have to be addressed early by the GOG starting simultaneously with the process for approval of the new diaspora policy by cabinet and parliament.

4.3. STRUCTURE AND CONTENT OF FIVE-YEAR ACTION PLAN

The following elements will be used for setting out the items for each year of the Five -Year Action Plan.

- Thematic Area: This is a major area such as diaspora engagement or remittances set out in the policy document.

¹⁵This 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.



- Policy Objective: A specific objective related to the thematic area.
- Strategic Actions: actions to be taken to ensure that a specific objective is achieved.
- Milestones/Timelines: start and end date for each strategic action.
- Outcomes/Impact: impact of strategic actions related to a specific objective.
- Ownership: Ministry agency/department/person responsible for delivery of strategic actions related to a specific policy objective.
- Resources: These include financial support, staffing, ICT infrastructure to facilitate execution of strategic actions
- Evaluation: Assessment done to determine achievement of objectives and expected outcomes These will be displayed in summary form: achieved (green), not achieved (red), partially achieved (purple).

4.4. BASE YEAR AND END DATE OF THE PLAN

It is projected that the Grenada National Diaspora Engagement Policy will go through the processes of submission to cabinet and approval by cabinet by the end of December 2020. The base year for the start of implementation of the Five -Year Action Plan is therefore projected to be January 2021 with an end date of December 2025.

4.5. FOCAL AREA FOR EACH YEAR OF THE PLAN

The focal area for each year of the plan is as follows:

YEAR 1

FOCAL AREA: Laying the building blocks and exciting diaspora engagement.

YEAR 2

FOCAL AREA: Consolidating building blocks, initializing major strategic actions and initiatives and exciting diaspora engagement.

YEAR 3

FOCAL AREA: Intensifying strategic actions and initiatives and exciting diaspora and interim evaluation of achievement policy objectives, outcomes and lessons learned.

YEAR 4

FOCAL AREA: Intensifying strategic actions and initiatives and consolidating diaspora affinity to Grenada

YEAR 5

Consolidating strategic actions and initiatives, evaluation of achievement of policy objectives and outcomes and the lessons learnt.

4.6. COMMUNICATION STRATEGIES

A variety of communication modalities will be utilized. These will include: virtual meetings, social media, on site meetings, a special diaspora website and a special Diaspora Information Exchange Forum, biennial conferences and an international celebration of the Grenadian Diaspora Day annually in host countries and in Grenada.

The media in Grenada and selected media houses in diaspora host countries will be an integral part of the public relations and marketing of the diaspora policy and special events. These include Diaspora Day, homecoming celebrations and biennial diaspora conferences.

4.7. ROLES OF MAJOR STAKEHOLDERS

Government

- Institutional support and funding for implementation the diaspora policy.

International Development Partners

- Financing and technical assistance to 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.



4.8. INSTITUTIONAL STRUCTURES AND COORDINATING MECHANISMS FOR EFFECTIVE IMPLEMENTATION OF THE POLICY

ORGANIZATIONS IN GRENADA

The Ministry of Foreign Affairs (MOFA), International Business and CARICOM Affairs and the ODA 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.
- 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
- GDIA

There are specific and important interest groups including schools' alumni associations, health practitioners, sporting organizations, cultural organizations, and development groups in the Grenadian diaspora. These groups and organizations will make important contributions for the achievement of the effective engagement of the Grenadian diaspora during the implementation of the diaspora policy.

4.9. FUNDING MODEL FOR POLICY IMPLEMENTATION

The model for financing of the Implementation of the Grenada National Diaspora Engagement Policy will consist of diversified sources of funding with major contributions from the national budget of the GOG with supporting contributions from other major stakeholders – the diaspora and local stakeholder groups in the Grenada primarily the private sector. Financial support will also be sought from the international and regional development partners such as the IOM, IDB, World Bank, and the Caribbean Development Bank.

5 MONITORING AND EVALUATION

5.1. PURPOSE

The purpose the monitoring and evaluation (M&E) will be ensure that there is execution of the strategic actions for each thematic area of the Grenada National Diaspora Engagement Policy according to the timeliness and milestone dates established in the Five-Year Action Plan. In carrying out this process the impact of the strategic actions on the planned outcomes for each policy objective will be assessed.

5.2. MODES, FREQUENCY AND MEASUREMENT OF IMPACT

The evaluation of achievement of milestones and the planned outcomes will be done periodically at the end of each year of implementation plan (Formative Evaluation). The main purpose of this formative rvaluations will be to track achievements, challenges, opportunities, and identify lessons learnt so that timely corrective implementation strategies can be developed and executed.

There will be summative evaluation at the end of the final year of the Five-Year Action Plan to assess the overall achievement of the strategic actions for each major Thematic areas and their impact on the planned outcomes for each policy objective. and major lessons learnt.

The major focus of this summative evaluation is for the GOG to determine if the Grenada National Diaspora Engagement Policy has added value to effective engagement of the Grenadian diaspora and their contribution to the social and economic development of Grenada.

5.3. OWNERSHIP OF MONITORING AND EVALUATION PROCESS

MOFA, International Business, and CARICOM Affairs will have overall responsibility for the monitoring and evaluation of the implementation of the Grenada National Diaspora Engagement Policy.

An advisory committee reporting to the MOFA, International Business, and CARICOM Affairs will provide guidance and support to the development of the diaspora policy/agenda and action plan and monitoring and evaluation of the implementation of the Five-Year Action Plan. This committee will comprise of the following:

- Adviser - MOFA (Coordinator)
- Ambassador of Diaspora Affairs
- Senior Counsel - Ministry of Legal Affairs
- Manager Hospital Services - Ministry of Health & Social Security
- Strategic Program Manager -Ministry of Finance
- Senior Administrative Officer - Ministry of Social Development, Housing & Community Development
- CEO - Grenada Industrial Development Corporation
- Head Policy & Research Division, MOFA
- Representatives from the Grenadian diaspora

The first important task of this advisory committee will be to ensure that there is development of evaluation criteria, measurement instruments, and metrics for both the formative and summative evaluation of the implementation of the Grenada National Diaspora Engagement Policy.



5. CONCLUSION

The development and implementation of the Grenada National Diaspora Engagement Policy is envisaged to be a game changer in effective engagement of Grenada and its diaspora. The major result of this is expected to be a productive and mutually rewarding partnership between Grenada and its diaspora which will lead to the human, cultural and economic capital of Grenadians at home and in diaspora host countries globally operating in harmony towards achievement of a common purpose sustainable economic and social development.



GLOSSARY OF TERMS

Economic development – progress in the Grenadian Economy and the ease of doing business in Grenada measured by international standards and indices such as the Global Competitiveness Index used by the World Economic Forum.

Grenadian diaspora – Grenadian citizens living abroad and their descendants (sometimes referred to as second, third, and fourth generation diaspora members)

Gross Domestic Product (GDP) – value of all finished goods and services produced within Grenada for a specified period of time.

Host countries - countries across the globe where members of the Grenadian diaspora reside.

Remittances - cash transfer payments made to relatives in Grenada by members of the Grenadian diaspora.

Social development - the development and progress of people in Grenada in areas such as literacy, secondary and tertiary education, social inclusion, and mortality rate using international standards and indices such as the Human Development Index (HDI) of the United Nations Development Programme (UNDP).

Sustainable development – continuous and enduring achievement of strategic national goals for the development of the people and economy of Grenada in areas such as education, health, housing, agriculture, tourism, energy, physical and digital infrastructure, culture, music, entertainment, and sports.



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APPENDIX I

DOCUMENTS USED FOR DESK REVIEW AND ANALYSIS

SECTION A

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Grenada Diaspora Engagement Policy

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Office of Diaspora Affairs

Draft Work Plan for ODA

Role of Diplomatic Missions

Grenada Student Exchange

Grenada Scholarship Fund

Recognizing Grenadian National Heroes

Grenada Diaspora Organization

SECTION B

MINUTES AND NOTES FROM DIASPORA MEETINGS AND CONSULTATIONS 2011-2019 THAT WERE REVIEWD AND ANALYZED

Diaspora Founding Conference (2011), Minutes, August, 2nd and 3rd

Diaspora Conference. (August 2, 2011). Minutes of Question and Answer Interactive Session, Morning.

Minutes of First Public Discussion. (2019), *Diaspora for Development*, Grenada Diaspora, Acton Vale Community Centre, July 7,

Minutes of Meeting of Grenada Diaspora, UK, London, Sept. 19, 2019

Minutes from Forum of Grenada Diaspora, Tropicana, Nov. 16, 2019



APPENDIX 2

SUMMARY OF DISCUSSION POINTS IN MEETING WITH MINISTER AND PS OF THE MINISTRY OF FOREIGN AFFAIRS (MOFA)

Preliminary Highlights of Feedback from Stakeholders' Survey

- i. There was strong agreement between responses received and what was set out in the Discussion Draft No.1 of the Policy document.
- ii. Agriculture, fisheries, youth entrepreneurship, real estate, and home ownership were considered more important areas for diaspora investment than tourism.
- iii. The Guiding principles were considered important, especially accountability and integrity.
- iv. In building diaspora/Grenada relations there is need to pay more attention to the human processes, recognizing, valuing, welcoming and involving.
- v. Virtual cyberspace interactions are considered more important than on site meetings in communicating with the diaspora.
- vi. Diaspora voting in national elections remains an issue important to the diaspora.



APPENDIX 3

LIST OF MEMBERS OF THE MINISTERIAL REVIEW COMMITTEE

The following persons are members of the Ministerial Review Committee:

- Hon. Peter David: Minister of Agriculture, Forestry, Land and Forestry
- Hon Oliver Steele: Minister of Health and Social Security
- Hon Oliver Joseph: Minister Foreign Affairs International Business and CARICOM Affairs
- Senator the Hon Norland Cox: Minister of Infrastructural Development, Transportation, and Implementation



APPENDIX 4

MEMBERS OF THE SPECIAL PROJECT TEAM WORKING WITH POLICY CONSULTANT FOR THE GRENADA DIASPORA POLICY AND ACTION PLAN

A special feature of the processes for producing the major documents: Grenada National Diaspora Engagement Policy First Draft and Five-Year Action Plan First Draft, was the role of a special project team that worked continuously with the policy consultant. This team consisted of:

- Trisha Mitchell: IOM Project Manager
- Ambassador Derrick James: Consul General for Grenada, Toronto Canada
- Mr. Michael Mitchell: GOG Liaison person
- Deidra Sealy: Foreign Affairs Officer.

They provided guidance and facilitation at important stages of the policy development process.



APPENDIX 5

Report on the Initial Meeting with Diaspora Working Groups on the Establishment of the Grenadian Diaspora International Association

INTRODUCTION

The policy consultant met with working groups from the Grenadian diaspora to have initial discussion on the establishment of a new GDIA. These working groups had representatives from the following host countries: UK, USA, and Canada.

The policy consultant presented a set of KICK START IDEAS (KSIs), to facilitate the process of the dialogue with the groups on important considerations related to the establishment of a new GDIA.

KICK START IDEAS

OPENING STATEMENT

Establishing a GDIA should be considered as a transformational and game-changing initiative for effective diaspora engagement with a global reach. In thinking about a GDIA there are three fundamental questions that should be explored:

1. What is the purpose of the GDIA?
2. Where should be the locus of control of the association—home country or diaspora?
3. What are the enabling legislations, protocols and incentives needed for maximizing the contributions of the diaspora to the home country—Grenada—through this international diaspora association?

Kick Start ideas were then presented on each of these three major questions. This was followed by a robust discussion. Based on the Kick Start ideas and the perspectives offered by members the working groups during the discussion session of the meeting the policy consultant consolidated a set of initial recommendations. This was done to encourage members of the Grenadian diaspora to consider and make comments on these recommendations in their future deliberations especially while the First Draft of the new Grenada National Diaspora Engagement Policy Document and the Five-Year Action Plan are being reviewed.

The immediate aim, which was indicated to the working groups, is to have the recommendations for this GDIA

included in the amended draft and final version of the new Grenada National Diaspora Engagement Policy and Five-year Action Plan.

INITIAL RECOMMENDATIONS FOR ESTABLISHING THE GRENADIAN DIASPORA INTERNATIONAL ASSOCIATION (GDIA).

1. GUIDING PRINCIPLES

The GDIA should be established within the framework of the following guiding principles.

- 1.1. The GDIA should be a transformational and game-changing initiative for diaspora engagement. The GDIA's process for diaspora engagement should add significant value to the contributions of the diaspora to Grenada's sustainable development to those that are currently made.
- 1.2. The GDIA's core values should place emphasis on integrity, trustworthiness, inclusiveness, and mutuality.
- 1.3. The GDIA should use a hybrid operational arrangement incorporating three important engagement processes – connecting, partnering, and facilitating with focus on effective partnership between the GDIA and the GOG.

2. PURPOSE

The purpose of the GIDA should have the following features:

- 2.1. Maximize partnership between Grenada and its diaspora to advance progress in Economic and Social Development.
- 2.2. Establish and energize global networks of high profile, passionate and internationally connected diaspora members to increase the scope and level of contributions to Grenada with mutual benefits.
- 2.3. Inspire and energize second and third generation diaspora members to have greater affinity to Grenada and be involved in social and economic development initiatives in Grenada and the host countries where they reside.

3. OBJECTIVES

The principal objectives of the GDIA would be as follows:

- 3.1. Strengthen the links and support systems between Grenadians residing abroad and at home



and to deepen the collaboration between the stakeholders that serve them.

- 3.2. Facilitate and increase the scope and impact of the contribution of the diaspora to the development of Grenada for mutual benefit.

4. OPERATIONAL STRUCTURE FOR THE WORK OF THE GDIA

The work of the GDIA should be done through three major international networks

- 4.1. International Knowledge Network (IKN)
- 4.2. International Philanthropy Network (IPN)
- 4.3. International Investment Network (IIN)

5. INITIALIZING THE WORK OF THE GDIA

- 5.1. Start with the International Knowledge Network
- 5.2. Use a mix of strategies for identifying and engaging diaspora members for the Grenadian International Knowledge Network. These include headhunting, referrals related to interpersonal relationships, data from the current IOM- GOG Mapping Exercise to identify key members of this network, in particular diaspora champions, use of social media platforms, for example LinkedIn, and a special space on the new Grenadian diaspora website.
- 5.3. Demonstrate early success as a strategy for energizing and motivating members of the knowledge network. In this process select special sustainable development projects in Grenada that are in the greatest need for human capital transfers from the diaspora. Examples of these which are indicated in the First Draft of the diaspora policy are climate change, research and development for renewable energy, and youth entrepreneurship.
- 5.4. Use the Grenadian Diaspora International Knowledge Network to demonstrate the successful evidence of core values such as mutuality, integrity, inclusiveness, and trustworthiness, as well as recognition and appreciation of the contributions of the Grenadian diaspora to Grenada, and the timeliness and responsiveness by the GOG to offers from the diaspora to assist Grenada's development.

This strategy will be of value to the success of the knowledge network and most importantly create a platform for launching the other two Grenadian international networks for philanthropy and investment.

Details of Kick Start Ideas Presented to the Grenada Diaspora Working Groups for Establishing the New Grenadian Diaspora International Association

AUGUST 16, 2020

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 GDIA?
2. Where should be the locus of control of the association—home country or diaspora?
3. What are the enabling legislations, protocols and incentives needed for maximizing the contributions of the diaspora to Grenada, the home country?

Purpose of the Grenadian Diaspora International Association

In seeking to determine the purpose of the Grenadian Diaspora international Association it is important to consider the approaches used by other countries such as the Philippines, Mexico, India, Kenya, Nigeria, Israel, Scotland, Ireland, China, and the Dominican Republic for their global outreach.

The approach of these countries has been to focus on International Diaspora Networks for three major areas:

1. Investment, for example in Ireland, Scotland, Israel, Nigeria
2. Knowledge Networks, for example in India, South Africa, China
3. Philanthropy, for example in Israel, Nigeria, Mexico

LOCUS OF CONTROL

1. Homeland country: for example, Scotland, China
2. Diaspora for example, Ireland, Nigeria

The following is an important observation:

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. If it is true to say that the Scottish diaspora is less well articulated and organized.

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 is a pertinent observation.

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 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 point for determining enabling legislation, protocols and incentives for International Diaspora Networks is usually the definition of the diaspora.

The IOM 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, who are willing to contribute to the development of the continent.

The Grenada National Diaspora Engagement Policy, First Draft, provided the following definition: "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 the cost of Transfer of Funds. The First Draft of the Grenada National Diaspora Engagement Policy includes a Strategic Action which is a collaborative approach with other CARICOM countries, with similar problems, to find workable solutions for the problems of correspondent banking and Arrangements and Foreign Accounts Transactions Compliance Act (FATCA) to address this issue.

Inclusion of Diaspora in Policy Development and Implementation

The IOM 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 World Bank indicated that :

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.

Dr. Neville Ying

Policy Consultant for Grenada Diaspora Policy and Action Plan



APPENDIX 6

DETAILED SITUATIONAL ANALYSIS

GRENADA AS A SIDS

Grenada is a Small Island Developing State (SIDS) in the Caribbean region. As a SIDS, Grenada has vulnerabilities including natural disasters such as hurricanes, tsunamis, volcanoes, floods, and earthquakes as well as the impact of international events. These events include the global financial crisis on its major area of economic activity, tourism. Grenada also is vulnerable to increasing its debt financing obligations and levels of unemployment. Grenada has a population of 107,339 which is predominantly young with 80 per cent 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 per cent of GDP and 69 per cent 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, Third 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 MDGs²². 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 poverty and social impact assessment conducted in 2009 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 per cent of GDP as of 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 SIDS, 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 five 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 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. 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.

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.

THE DIGITAL ECONOMY

As Grenada prepares for the fourth 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 \$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.

DEFINITION OF 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.

Size and Geographical Distribution of the Grenadian Diaspora

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 \$100 million 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 and geographical distribution are influenced by migration trends which have been predominantly influenced by economic factors over the years. Economic factors have been the dominant force that influence migration of Grenadians.

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, including seasonal workers, who migrated 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. 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.

There are 7,851 Grenadians residing in Trinidad. Preliminary data from Jamaica show there are 34 Grenadians living in Jamaica, all of whom are professionals in fields such as medicine, ICT, and education (See Appendix 7). These data point to the need for updated research to estimate the size and geographical distribution of the Grenadian diaspora. This research 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.

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 SIDS, 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.

ISSUES AFFECTING EFFECTIVE ENGAGEMENT OF THE GRENADIAN DIASPORA

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 second, third,



and fourth 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.

POTENTIAL AREAS FOR INCREASED DIASPORA CONTRIBUTIONS

- I. Investment and Trade
 - I.1. Increased export Grenadian fruits, vegetables and ground provisions to the Grenadian diaspora host countries. 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.

- I.2. Investment opportunities specifically targeted to diaspora members, such as owning a home in Grenada and the adoption of cultural/historic landmarks. Investment in small projects such as the renovation of park space and park benches, etcetera, giving due recognition to contributors. 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

There are opportunities for members of the diaspora adopting cultural/historic landmarks, like the museum, Lake Antoine, etcetera, for a period of three to five years. The adopting organization (or 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. There is also opportunity for 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.

2. Human Capital Transfers

Diaspora members providing training for staff in education and healthcare institutions

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. They can also participate in at least one medical mission to Grenada, Carriacou, or Petite Martinique per year.

Many Grenadians in the diaspora from London, Cardiff, Milton Keynes, Bedford, and Luton in the UK 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.

Grenadian Diaspora Priorities for Policy Objectives

The Grenadian diaspora members indicate the following areas as important for inclusion in the Grenada National Diaspora Engagement Policy. Overall, members of the Grenadian diaspora indicated that investment, remittances, philanthropy for social development, human capital transfers, diaspora involvement in governance in Grenada and the guiding Principles:

- Mutuality Inclusiveness
- Partnership
- Integrity
- Accountability

Communication and sustainability are important areas for inclusion in the Grenada National Diaspora Engagement Policy. These were consistent with the thematic areas set out in the Grenada National Diaspora Policy: Discussion Draft No. 1, developed by the policy consultant. In addition, statements of importance were indicated for the following areas:

I. DIASPORA ENGAGEMENT

A variety of communication methods should be utilized



in the process of engaging the diaspora. For the area of engaging the diaspora the rank order of preferences for modes of communication from highest to lowest are:

- i. Virtual meetings
- ii. Social media
- iii. Homecoming events
- iv. Onsite meetings

2. INVESTMENT

Investment in agriculture and housing were ranked in a higher order of importance than tourism.

3. HUMAN CAPITAL TRANSFERS

There should be use of diaspora expertise for special sustainable development projects in areas such as climate change, research and development for renewable energy, and social projects such those related to youth entrepreneurship.

4. GOVERNANCE AND ADMINISTRATION

Diaspora members should serve as directors on boards in Grenada and diaspora members should participate in governance in host countries where they reside. The following is a set of more detailed evaluative comments related to areas that the diaspora considered important for inclusion in the Grenada National Diaspora Engagement Policy.

EVALUATIVE COMMENTS

1. There was strong agreement between the areas covered in the Discussion Draft No.1 for the Grenada National Diaspora Engagement Policy and what members of the diaspora and local stakeholders in Grenada consider important for inclusion and consideration in the policy document.
2. The responses pointed to the need for inclusion of more explicit statements in the policy document for human capital transfers -use of diaspora expertise for special sustainable development projects in areas such as climate change, research and development for renewable energy, and social projects such those related to youth entrepreneurship.
3. For the area of engaging the diaspora the rank order of preferences for modes of communication from highest to lowest are:
 - i. Virtual meetings
 - ii. Social media
 - iii. Homecoming events
 - iv. Onsite meetings

This rank order is important to note when the diaspora engagement component of the diaspora policy is being implemented in a COVID-19 and post COVID-19 era in

which increased use of virtual interactions will be part of the new normal. However, there are some important factors that need to be considered when implementing different modes of communication in the process of engagement with members of the diaspora. These include age differences of diaspora members and Grenadians at home (younger and older) and the digital divide (access vs non-access to internet and proficiency to operate in the digital world).

4. For the targeted areas for diaspora investment, tourism, which is currently of paramount importance to the economy of Grenada, did not get the highest ranking in level of importance. Agriculture and housing were accorded a higher level of importance. The GOG needs to examine this finding carefully in devising its strategies for targeted investment from the diaspora.
5. Age of Diaspora members: It is important to note that diaspora members placed importance on this item. There is need for focussed dialogue and urgent strategic actions on this item. As the members of the diaspora get older it is important from the points of view of succession planning and sustainability of diaspora contributions that particular attention be given to increasing the affinity and contributions to Grenada of second, third, and fourth generation diaspora members.
6. The area of crime and public safety is seen as an important area which affects the contribution of the diaspora to Grenada. The GOG needs to address this item and communicate solution strategies to the diaspora.
7. The diaspora views job opportunities in host countries and global pandemics as important factors that impact their contributions to Grenada. The GOG should note these items as it shapes its expectations for diaspora contributions in a COVID-19 and post COVID-19 eras.
8. Diaspora involvement in governance in their host countries was viewed as important. The GOG should encourage and nurture this process since this type of involvement can be leveraged by the GOG for areas such as bilateral agreements and grant funding.
9. It is viewed as important that all major stakeholders including the GOG, private sector in Grenada, the diaspora and international development institutions contribute to financing the implementation of the Grenada National Diaspora Engagement Policy with the GOG being the lead financier.
10. *Remittances, philanthropy, investment, human capital transfers, and the engagement processes of connecting, facilitating, and partnering are viewed as*



important areas to include in the objectives for the Grenada National Diaspora Engagement Policy.

II. RELATIVE DIFFERENCES IN LEVELS OF IMPORTANCE FOR SOME ITEMS:

- a) Diaspora involvement in Governance in Grenada: High importance was indicated by both groups for the diaspora being involved in governance in Grenada. However, for the item dealing with members of the diaspora serving on boards in Grenada, the diaspora placed a higher level of Importance on it than the local stakeholders in Grenada. This is an area that needs specific dialogue with local stakeholders especially chairs of statutory bodies and government owned enterprises during the period of review of the First Draft of the diaspora policy document.

- b) Size and Geographical Distribution of the Diaspora
The local stakeholders in Grenada gave a relatively lower level of importance than the diaspora for this item although both groups viewed it as an important area that impact diaspora contributions to Grenada.

This is a very important element of the type of baseline data that the GOG needs for doing realistic projections for diaspora contributions. This should therefore be an item for urgent strategic action in the early stages of the implementation of the Grenada National Diaspora Engagement Policy.

- c) For the items dealing with the of impact of trade wars and immigration laws in host countries, the diaspora members placed a higher level of Importance on them than the local stakeholders in Grenada. These differences in views point to the need for dialogue with diaspora representatives from major host countries and key stakeholders in Grenada during the review period for the first draft of the diaspora policy. This will allow the diaspora to share with local stakeholders in Grenada how these areas impact their livelihood and ability to contribute to Grenada.
- d) Ease of Doing business in Grenada: It is interesting and encouraging for diaspora contributions that this item got a high level of importance by both the diaspora and local stakeholders. In addition, the local stakeholder groups in Grenada placed a relatively higher level of rating on this item.
- e) Diaspora Philanthropy for Healthcare and Education: Both the diaspora and local stakeholders gave these items a high level of importance and the local stakeholders placed a relatively higher level of importance on these items.
- f) Business Partnerships: It is important to note for

the area of diaspora investment in Grenada, that both the diaspora and local stakeholders gave this item a high level of importance with the local stakeholders placing a relatively higher level of importance on this item.

Institutional Structures and Coordinating Mechanisms for Effective Diaspora Engagement

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

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:

THE OFFICE OF DIASPORA AFFAIRS (ODA)

ODA will play a key role in achieving, effective engagement of the Grenadian diaspora.

PURPOSE

The ODA is a special unit within the MOFA. The central purpose of the ODA is to create an institutional mechanism in Grenada to advise on and implement government's policy with respect to the diaspora. ODA 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

- Operate as an information centre and contact point for Grenadian communities abroad.
- Mobilize Grenadians abroad to assist in the national development of their homeland through coordinated action.
- Support the interests of Grenadian communities overseas through social, political, educational, cultural, and economic activity.
- Facilitate the provision of trade-related assistance.
- Facilitate diaspora members accessing tangible benefits such as return on invests in business ventures in Grenada, ownership of real estate, and ownership in Grenada
- Create favourable conditions for Grenadians in the diaspora, return to their homeland.
- Increase the human resource potential available to Grenada through skills and attributes of



returned nationals.

- 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.

DIPLOMATIC MISSIONS

The diplomatic missions will:

- 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.

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 GDIA will seek to address this gap. (See Appendix 5) which sets out the report on the initial meeting of the diaspora working group to consider establishing the GDIA for details of the issues considered and initial recommendations for the purpose, structure and functions of the GDIA.

ISSUES AND CHALLENGES IN DIASPORA HOST COUNTRIES

Considering the expected contributions of the Grenadian diaspora to the country's sustainable development, there needs to be an analysis of issues and challenges related to diaspora host countries. The impact of the COVID-19 pandemic points to the need for this analysis to be done from an international perspective. In this regard, there are two important issues to examine:

I. THE COUNTRIES THAT ARE GOING TO BE THE LEADING ECONOMIES IN THE FUTURE. THE TEN TOP 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. The first, is that Grenada should reconsider how it shapes its foreign policy and economic diplomacy in terms of bilateral and multilateral relationships. Second, Grenadians will need to reconsider which countries they target for migration in the future.

The next area of consideration should be the rapid changes in new emerging and disruptive technologies. This considered in conjunction with the impact of COVID-19 pandemic internationally points to the need for Grenada to reexamine its diaspora engagement strategies. Some strategies to consider in this context include virtual homecoming, music, and entertainment and telemedicine services linking diaspora medical specialists with their professional counterparts in the health sector Grenada. In considering these strategies it is useful to consider the IOM's statement that

Skills accumulated by diaspora members are invaluable in terms of the development of a variety of sectors such as health, education, and technology. The transnational networks that they maintain are crucial to facilitating a more open flow of trade, investment, skills, and knowledge, and are based on relationships with families, friends, colleagues, or associations.

2. 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 EDUCATION FOR THE FUTURE OF WORK. "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."

With respect to the three major host countries for the Grenadian diaspora, that is, USA, Canada, and UK, Grenada must analyze the combined impact of COVID-19 and changes in immigration laws 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 the Grenada National Diaspora Engagement Policy for diaspora contributions in areas such as remittances, investment and trade, and philanthropic contributions.

TRANSFER OF FUNDS AND SOCIAL BENEFITS

Remittances is of critical importance to Grenada and in



particular to families in Grenada. The IOM reinforces this point with the observation that:

Remittances have also been critical sources of foreign exchange for national balance of payments accounts and have been found to promote macroeconomic stability. Various studies have also shown that remittances facilitate human capital formation, mainly by improving access to education and health. They also lead to an increase in investments and the reduction of poverty, particularly within recipient households.

Both the World Bank and the Inter-American Development Bank report that remittances to Grenada from citizens abroad exceeded \$100 million in 2006 approximating one quarter of the country's annual budget.

The value of remittances to Grenada has two dimensions. First it is filling the gap created by the fall in the level of overseas direct assistance and secondly its contribution to poverty alleviation as evidenced by the use of remittances mainly for consumption related to areas such as food, clothes, and basic healthcare needs by persons from poor households.

There are two related issues concerning to the flow of remittances to Grenada. These are the cost of transfer of these funds and the discontinuation of correspondent banking arrangements. In addition to this situation, the USA has imposed the FATCA. This restricts members of the Grenadian diaspora in the USA when they operate accounts in the banks in Grenada. The following is a summary of 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 UK and USA 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 USA's FATCA legislation enacted in March 2010, money and income earned in the United State that is transferred into a US account will be subject to the FATCA reporting requirements. 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 UK, 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. This is especially frightening, given that those being affected are authorized and registered Money Service Businesses (MSBs).

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 other CARICOM countries such as Jamaica, Antigua, St Lucia, and Guyana to find workable solutions to this combined correspondent banking and FATCA problems.

The transfer and portability of social security benefits enjoyed by diaspora members in host countries is of critical importance to them. Grenada should act on the recommendation of the IOM to pursue bilateral arrangements with host countries to ensure that transfer of funds related to these benefits will continue for Grenadians who have returned to reside in Grenada³⁹.



APPENDIX 7

LIST OF GRENADIANS RESIDING IN JAMAICA, 2019

RESIDENTS				
#	Pref.	Given Name	Surname	Profession
1	Hon. Consul	Kenneth	Sylvester	
2	Dr.	Annette	Alexis	Ophthalmologist
3	Dr.	Shane	Alexis	Medical doctor
4	Mr	Rafael (Ray)	Barrett	Business consultant
5	Ms.	Rachael	Barrett	Web designer
6	Mr.	Rory	Barrett	IT consultant
7	Mrs.	Mrs.	Berkley	Retired
8	Mrs.	Gillian (Gill)	Chambers	Consultant
9	Prof.	Kathleen	Coard	Retired pathologist
10	Dr.	Cyril	Fletcher	Retired lecturer
11	Dr.	Janet	La Grenade	Retired lecturer
12	Mr.	Christopher	Gordon	
13	Mrs	Catherine (Cathy)	Harrison	
14	Amb.	Richard	Jacobs	Retired diplomat
15	Sir	Alister	McIntyre	Deceased
16	Mrs.	Hermione	McKenzie	Retired lecturer
17	Mrs.	Bernadette	Pierre	Executive assistance
18	Dr.	Jan	Glean-Reeson	Medical doctor
19	Dr.	Christopher	Rose	Orthopaedic surgeon
20	Mrs.	Rosamund (Roz)	Walker	Therapist
21	Mrs. -	Gillian	Glean-Walker	Retired educator
22	Dr.	Melody	Isaacs	Lecturer
23	Dr.	Heather	Ricketts	Senior lecturer
24	Mrs.	Marsha	Antoine Beckford	
25	Mr.	Alan	Kirton	Retired permanent Secretary
26	Mrs.	Noreen	Bristol-Hobbs	Executive chef
27	Dr.	Sonia	Nixon	Retired
28	Mr.	Richard (Dick)	Neckles	Businessperson
29	Ms.	Kizzy	Simon	Forensic auditor, Integrity Commission
30	Mrs.	Aisha	Brathwaite Campbell	
31	Ms.	Aarona Shameilla	Moses	
32	Amb.	Gillian	Bristol	Ambassador
33	Mr.	Miguel	Ison	
34	Fr.	Irenaeus	Vincent	Pastor





Ministry of Foreign Affairs,
International Business and CARICOM Affairs
with responsibility for Diaspora Affairs



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