



## BACKGROUND

In 2020, IOM conducted a labour migration study as part of a larger effort to provide a basis for the development of data-driven migration policies and programmes. This labour migration study investigated Guyana's labour capacity in its burgeoning oil and gas sector, and supporting sectors, as the country's economy is projected to grow significantly and rapidly in the coming years.



Guyana's economic growth is expected to result in important migratory inflows of people, including the return of Guyanese nationals and their families in the diaspora, nationals from other Caribbean Community (CARICOM) States and internal flows of Guyanese nationals from the interior. In response, this study assessed the needs of the country in terms of labour sectors and regulatory policies in order to ensure orderly and safe labour recruitment and migration processes in adherence to international standards and fulfilment of migrants' rights.

## METHODOLOGY

IOM used a process of data triangulation to develop a comprehensive understanding of labour migration in the Guyana context, and, particularly in industries connected to the oil and gas sector. Both primary and secondary data collection methods were utilised for this research.

## KEY FINDINGS

<p><b>Labour Population</b></p> <ul style="list-style-type: none"> <li>Guyana's population has remained relatively constant over the past 20 years, fluctuating around a mean of approximately 750,000. Those in the population who are of working age are approximately 275,000, with the available labour force being much smaller. Guyana has the second lowest labour force participation rate, in the region, at approximately 60.4 per cent in 2020. Even if Guyana were to harness all of its unemployed, underemployed and discouraged workers, the potential supply of labour would be only 63,500. In the medium-term, it is estimated that Guyana will need approximately 160,000 workers.</li> </ul>	<ul style="list-style-type: none"> <li>The conclusion can be drawn that there will be the need for, at minimum, 100,000 workers in Guyana to realize its full growth potential. It is for this reason that ensuring there is a structured migration policy, informed by evidence-based analysis is key. It is recommended that the government modernize the institutional and legislative framework associated with migration as a matter of priority.</li> </ul> <p><b>Labour Migration</b></p> <ul style="list-style-type: none"> <li>The next decade can be seen as one in which Guyana's population, its labour force, and the number of migrant workers will increase like no other period in the post-independence Guyana. This trend is already</li> </ul>	<p>foreshadowed by a reversal of the net arrival rate in Guyana which has reversed since 2015.</p> <ul style="list-style-type: none"> <li>In 2016, Guyana, for the first time in recent history, had more persons arriving the country than departing. This number, growing exponentially to 18,150 in 2018, is expected to continue to rise throughout the decade. It is for this reason that Guyana must ensure that it has sufficient ICT infrastructure, human resources and management systems in place to handle this increase.</li> </ul> <p><b>Labour Recruitment</b></p> <ul style="list-style-type: none"> <li>It is important that there is an understanding of the type of labour which is demanded as the country moves into the oil and gas era. There is need for</li> </ul>	<p>the establishment of labour market information systems (LMIS) which can be handled by a Labour Market Information Centre (LMIC).</p> <ul style="list-style-type: none"> <li>The LMIC can be a bureau of Government which does cutting edge research, analysis and forecasts. This agency would have the principal responsibility of analysing the labour market, forecasting trends, understanding labour market gaps, collaborating with other agencies, such as the Bureau of Statistics, evolving the Central Recruitment &amp; Manpower agency and, advising government on policy.</li> </ul> <p>Reforms, innovation and modernization are needed to ensure that Guyana can handle an explosive growth in migrant workers.</p>
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# RECOMMENDATIONS FROM THE STUDY

## 1. CAPACITY-BUILDING FOR THE PRIVATE SECTOR



- Implement trainings from private sector umbrella organisations
- Develop the role of Government recruitment agencies

## 2. COMPILE LABOUR MARKET INFORMATION & ANALYSIS

- Establishment of Labour Market Information Centre that conducts regular labour market information analysis
- Development of labour market indicators for skills shortage
- Formalizing structured engagement with the diaspora



## 3. LEGISLATIVE, POLICY & ADMINISTRATIVE REFORM



- Establish an inter-agency committee on labour and migration
- Revise legislative and policy framework on the recruitment procedures for local and migrant labour while promoting ethical recruitment
- Enact legislation, policy and mechanisms to ensure the human rights of migrant workers
- Ascend to international conventions on labour and migration and the establishment of the a national legal framework

## 4. IMPLEMENT FURTHER MIGRATION RESEARCH

- Conduct a migrant workers skills survey
- Conduct a skills gap analysis of the labour market



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