

Final Report

**Pilot Study
To Assess the likely Impact of the
Free Movement of Labour in the CSME on the
OECS Labour Market**

Completed on behalf of the
Caribbean Regional Negotiating Machinery

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Table of Contents

Topic	Page
1.0 Executive Summary and Recommendations	2
2.0 Introduction and Methodology	11
3.0 Literature Review	15
4.0 Movement of Labour within CSME in Recent Years and Labour Market Impacts of Free Movement on the OECS	28
5.0 Knowledge, Opinions and Perceptions of Persons from the OECS on Free Movement of Labour within the CSME – Main Findings	65
6.0 Interviews with Public Sector Officials in St. Lucia, Grenada and Antigua & Barbuda	113
7.0 Findings from Focus Group Sessions in the OECS	138
8.0 Gender Implications for the OECS of the Free Movement of Labour and the CSME	158
Appendix 1.1: Data Collection Instrument For Antiguan & Barbudans, Grenadians & St. Lucians	182
Appendix 1.2: Data Collection Instrument For Antiguan & Barbudans, Grenadians & St. Lucians living outside their respective countries	187
Appendix 1.3: Data Collection Instrument For Randomly Selected Antiguan & Barbudans and Grenadians	191
Appendix 1.4: Data Collection Instrument For Jamaicans Living in Jamaica	193
Appendix 2.0: Findings from Interviews with OECS Emigrants	197
Appendix 3.0: Findings from Interviews with Randomly Selected Residents from Antigua & Barbuda and Grenada	218
Appendix 4.0: Findings from Interviews with Jamaican Residents	243
Appendix 5.0: Sample of Interviewees	263
Appendix 6.0: Data and Information Sources	260

1.0 Executive Summary and Recommendations

1.1 Executive Summary

1.1.1 Background

This study was carried out by A-Z Information Jamaica Limited between September 2006 and May 2007. Most of the data were collected in October 2006 in telephone interviews or in November 2006 during an eight (8) day field visit to St. Lucia, Grenada and Antigua & Barbuda. Interviews were also done in Jamaica during this period.

A major strength of the findings of this study is that they are based on the views of a broad cross section of the society – from high level public and private sector officials and union officials to everyday persons on the streets. As a result, the information collected is very rich and extensive and cannot be comprehensively summarized in this executive summary. It is recommended that persons, especially policy makers, advisors, researchers, negotiators, officials, etc who truly wish to understand the perspectives of persons from the OECS (and others) on the free movement of labour and the CSME, should read the entire body of this report. At the end of the process, the reader will recognize that there is immense knowledge, awareness, and thinking on the subject and will also recognize that a significant majority of persons are favorably disposed towards the free movement of labour and the CSME in general. The main concerns are that all the necessary information is disseminated and appropriate mechanisms put in place to develop the strengths, foster the opportunities, reduce any weaknesses, and minimize the threats.

1.1.2 Awareness of the CSME

There was a high level of awareness of the CSME in OECS countries. All persons interviewed had actually heard about the CSME. 87% of the OECS respondents living in the OECS had visited or lived in at least one other CSME member state and a few persons claimed to have visited all member states except Belize and Suriname. There was a similarly high level of awareness amongst the Jamaicans interviewed.

1.1.3 Awareness of categories of labour granted free movement under the CSME

In terms of awareness of the categories of labour that can move freely under the CSME and the process required, the level of awareness was relatively low amongst OECS residents. It was also relatively low amongst Jamaicans.

1.1.4 Perceptions of the likely effects of the CSME on OECS economies

Persons from the OECS living in their own country were generally quite positive about the CSME because when rating how much they thought the CSME would affect their economy, 50% of respondents gave positive ratings, 33% were neutral and only 17% were pessimistic. These sentiments were shared by persons from the OECS living in other countries, as well as by persons interviewed on the streets. In general the same sentiments were expressed by persons interviewed on the streets of Antigua & Barbuda and Grenada. Participants in the focus groups generally shared the same optimistic view

about the CSME. Jamaicans interviewed were also generally positive about the likely effects on their economy and shared similar sentiments to their OECS counterparts.

1.1.5 Public Education on the CSME

In the focus group discussions and in interviews with officials and labour union representatives from the three OECS countries, it was expressed on several occasions that increased public education was required on the details of the CSME. The public was sensitized but public education was required to provide a deeper understanding.

1.1.6 Perceived relative earning potential of labour in OECS countries

Persons from Antigua & Barbuda perceived that their wages and salaries were amongst the highest in the CSME while Grenadians perceived that theirs were relatively low. Perceptions were varied amongst St. Lucians. Jamaicans interviewed generally perceived that salaries were higher in other CSME countries than in Jamaica.

1.1.7 Willingness to move to work or live in another CSME member state

60% of respondents claimed they would be prepared to move on a temporary basis to live or work in another CSME country but only 17% were definitive about being prepared to move on a permanent basis. With respect to temporary movement, there is arguably an inverse correlation between the domestic wage level and willingness to move as a higher percentage of Grenadians followed by St. Lucians and then Antiguan were prepared to move. The analysis also revealed that there was an inverse relationship between age and willingness to move on a temporary basis, in that older persons were less prepared to move. The analysis also showed that men are more willing to move on a temporary basis than their female counterparts. Married women, regardless of dependents, were the group least favourably disposed to moving. 65% of Jamaicans interviewed claimed they would be prepared to move on a temporary basis.

There is a high level of inertia with respect to permanent movement as most persons have a high degree of love and loyalty to their country.

1.1.8 Ranking of CSME member states as desirable destinations to work or live

Residents of the OECS ranked Barbados as the most desirable CSME member state to live or work in. Barbados was deemed, amongst other things, to be safe, have very good governance, good standard of living (despite the high cost of living), good opportunities, good infrastructure and many attributes of a developed country. Barbados' close geographical proximity to the OECS was also considered a desirable factor.

Trinidad & Tobago and Jamaica were joint second in terms of the number of times they were ranked in the top four by respondents. The perception of crime reduced the desirability of both Jamaica and Trinidad & Tobago even though numerous attractive features about both countries were identified.

However, if all the OECS countries were aggregated, the OECS as a sub-region was far more popular than Barbados or any other single country mainly because persons felt a sense of familiarity and belonging.

Interestingly, OECS citizens living outside of their home country selected St. Kitts & Nevis as the most popular country in terms of desirability followed by St. Lucia and Barbados.

Suriname is the only CSME member state that did not feature at all as a desirable place based on the responses of OECS residents, this could be a reflection of a language barrier and lack of familiarity.

Jamaican interviewees also selected Barbados followed by Trinidad & Tobago as their most desirable CSME countries to work or live.

1.1.9 Threats from the free movement of labour

Several respondents from the OECS claimed that free movement is not a threat and has been happening for years, especially in Antigua & Barbuda. In fact, some saw it as an opportunity as the influx of skills would benefit the economy. However, several social and economic threats were identified including:

- Increase in crime and the number of criminals
- Increase in fraudulent business activities
- Anti-social habits of foreigners are transmitted to locals
- Development of slums as unskilled persons enter and accept low paying jobs or are unable to find jobs
- Lower wage structure and standard of living as the influx of foreigners pushes wage rates down
- Loss of jobs as: a) more skilled foreigners from countries with universities enter the market or b) unskilled foreigners are prepared to accept lower wages.
- Loss of capital as wages and profits are remitted out of the country
- Reduction in the availability of land as foreigners compete for land given that the Alien Landholding Restrictions have been recommended for removal for CSME residents
- Increase in property prices as more persons compete for land.
- In some countries the “brain drain” may exceed the “brain gain” thus leaving the country relatively short of the skills necessarily to facilitate optimal growth and development.

Jamaicans felt that the main threats to Jamaica were in terms of wage rates being driven down and the culture being diluted.

1.1.10 Readiness of the OECS for the Free Movement and CSME

The OECS was not perceived to be fully ready for the free movement and the CSME because:

- OECS countries do not have the tertiary level training institutions to provide the level of certification required to make its trades people and other workers competitive in a regional market where labour movement is free.
- There has been insufficient public education in the Region which means that many residents of the OECS are not fully aware of the opportunities and threats and the preparations they need to make to operate optimally within the CSME.

1.1.11 Free movement for all categories

More than 63% of respondents felt that all categories of labour should be able to move freely and are not in favour of discrimination between categories. They argue, amongst other things, that a region needs a mixture of both skilled and unskilled labour to develop and unite, so imbalances and disunity are being created by restricting the movement of certain categories.

Those against total free movement argue that the Region needs more skilled people so the onus should be on the unskilled to get skills so they can move freely and thereby contribute more to the development of the Region. Others fear that if unskilled persons move freely, they may end up unemployed and anti-social behaviour (such as crime) may result which may adversely affect the development and growth potential of a country.

Though there was some skepticism, 85% of Jamaicans interviewed felt that all categories of labour should be granted free movement and were not in favour of discrimination.

1.1.12 Impact of increased competition for jobs

Nearly all respondents felt there would be an increased level of competition for jobs but this was not necessarily a threat because it should result in greater efficiency and higher standards. Some felt that the increased competition would be offset by the increased opportunities. Others felt that when all is said and done there will not be any great regional movement of persons because many factors apart from jobs determine whether people move.

1.1.13 Job opportunities as a result of the free movement of labour and the CSME

73% of respondents from the OECS claimed that the free movement of labour should increase job opportunities given a greater effective market size and the opportunity for skilled persons to move and operate in areas of greater need.

However, there was some concern that businesses may move from one member state to another to take advantage of lower cost labour or other factors of production and thereby create unemployment in the country that they leave.

Some respondents felt that as long as a regional vision and planning is put in place, there will be greater job opportunities from the CSME as investment increases to take advantage of resources available all across the Region.

75% of Jamaicans interviewed also felt that more job opportunities would become available as a result of the CSME.

1.1.14 Important factors that determine whether persons from the OECS will move

Respondents from the OECS identified a nationalistic factor, the desire to contribute to their country, as the number one reason for wanting to remain in their homeland. This was followed by two sociological factors - close family ties and the low crime rate.

Economic factors (labour market) such as job prospects and earning potential then came into play followed by the education system.

In terms of attributes of another CSME country that would induce respondents from the OECS to move, the six most important in order of rank were: 1) Low crime rate; 2) earning potential; 3) education system; 4) job prospects; 5) social services and 6) governance. After the social factor of low crime, labour market factors emerged as very important as did the education and governance systems.

This analysis supports the arguments that OECS or other member states should not be overly concerned about being overcrowded with persons from other CSME member states because there are many pull factors that act to prevent persons from leaving their homeland. In addition, several important factors would have to be in place in another member state before persons from the OECS would be induced to move.

In general, a high degree of national love and loyalty was detected amongst respondents, especially in Grenada and St. Lucia.

For Jamaicans, the top six factors that made them want to stay in Jamaica were: 1) closeness to family; 2) culture; 3) entertainment and recreation; 4) job prospects; 5) desire to contribute to country and 6) earning potential.

On the other hand for Jamaicans, the top six factors that would induce them to move to another country were: 1) earning potential; 2) job prospects; 3) low crime rate; 4) education system; 5) social services; and 6) friends.

Overall for Jamaicans, social factors are the most important in keeping them at home, whereas economic factors are the most important in terms of inducing them to leave.

1.1.15 Main opportunities for the individual in the CSME

Jobs and business prospects were ranked highly in terms of being the most important opportunities for individuals in the CSME. However, other factors such as opportunities for collaboration, meeting new people, entertainment options, improvements in social services, cultural improvements, and learning new methods of doing things were also identified as important opportunities for individuals under the CSME.

1.1.16 Is the CSME good for the Region?

90% of the OECS residents interviewed from the three selected countries think the CSME is good for the Region (85% of Jamaicans interviewed feel the same way). This suggests overwhelming support for the CSME. Many reasons were given for these impressions such as the benefits of being unified in international negotiations, economies of scale, the possible gains from specialization, the gains from niche production and marketing, a strong regional currency, and the development of the culture-based industries.

On the whole, persons from the OECS are favorably disposed to the free movement of labour and to the CSME. Throughout this study, the reader will find a plethora of reasons

from all segments of the society which support the free movement of labour. The greatest fear of residents of the OECS is the possible infiltration or stimulation of crime through the free movement. A low crime rate was identified as one of the most important factors in the lives of people in the OECS.

1.1.17 *Similarities between OECS and Jamaican Perspectives and Opinions*

On the whole, the analysis shows very little difference in the perceptions of persons from the smaller OECS member states compared to persons from Jamaica. This finding augurs well from the perspective of integration because it suggests that persons from different parts of the Region are at similar levels of awareness and are in harmony with respect to perceptions of the opportunities and threats presented by the CSME.

1.1.18 *Gender related findings*

An extensive gender analysis was carried out based on a sample of 47 males and 24 females and the main findings included:¹

- Both males and females were found to be highly aware of the CSME
- A high percentage of both males and females think the CSME is good for the Region and the Region will benefit as a result.
- More males are optimistic about the effects of the CSME than females
- The difference in the perceptions of males and females in terms of earning potential outside of their home country is not significant.
- Males seem more prepared to move on a temporary basis than their female counterparts. Married women, regardless of whether they had dependents, were the least likely to move temporarily.
- Overall, males are significantly more willing than females to move to another CSME member state on a permanent basis with 30% expressing a willingness to move compared to 8% of females. However, the significant majority of both genders are not prepared to move permanently. Married women, especially those with dependents, were the most uncertain category of all in terms of willingness to move permanently.
- In the ranking of countries in terms of desirability to live or work, Barbados was most popular for both men and women; while Trinidad & Tobago was equally popular as Barbados for males, it was far less popular amongst women.
- The increase in the crime rate in terms of drugs, murders and other felonies were identified as the greatest threats from the CSME by a significant number of both males and females.
- Another potential threat identified by a significant number of males and females was that of locals losing jobs as better qualified, more educated, more professional and efficient workers move in from other CSME member states.
- In terms of job prospects due to the CSME, males were more optimistic than their female counterparts.
- A very high percentage of both males (87%) and females (100%) expected increased competition for jobs as a result of the CSME. Despite this finding, a

¹ The OECS telephone interviews were combined with the OECS street interviews to obtain a representative sample for this analysis.

high percentage of both males and females felt no personal threat for their own jobs and felt they could hold their own. The relatively few that felt threatened claimed it was mainly because of their lack of qualifications.

- A significant percentage of both males and females felt that the greatest opportunity for their country from the inward movement of skilled labour was in terms of cross fertilization of skills, professionalism, methodology, technology as locals and nationals learn from each other.
- More females than males seemed concerned about the potential loss of skills to other CSME member states due to the free (outward) movement of labour.
- Relatively few females seemed to have lived or worked in other CSME member states compared to their male counterparts. The most visited CSME member state was Trinidad and Tobago for both males and females.
- Job opportunities, opportunities for collaboration, and meeting new people were rated highly by both males and females as personal opportunities from the CSME.
- In terms of factors that would prevent movement from their home country, a) the desire to contribute to the home economy and 2) low crime rate were in the top three for both males and females. However, males seemed to place a higher ranking on closeness to family, entertainment and recreation, earning potential and friends. On the other hand, females placed greater emphasis on job prospects, the education system and church association.
- On the whole, there is a high level of similarity between the main factors that would induce males and females to move to another CSME member state – these factors were low crime rate, earning potential and job prospects. However, men rated the importance of the education system higher than females who rated governance higher than males.

1.1.19 Data on regional movement of labour since 2000

- Guyanese nationals are dominant in terms of labour movement within the Region as noted by the number of work permits issued to them compared with those issued to other CARICOM countries. However, Guyanese are not dominant in tourism and other regional travel as seen by their relatively low numbers when regional business travel and stopover data are analysed.
- Barbados is low in terms of regional movement of labour but high in terms of business travel and stopover travel.
- Trinidad and Tobago is high in terms of both regional movement of labour as well as stopover travel to Grenada – proximity and family connection
- Jamaica tends to follow a similar path as the Guyanese where they are relatively high in terms of movement of labour but relatively low in terms of business and tourism movement within the OECS.

1.1.20 Likely Impact of free movement on the labour markets of the OECS Countries

The findings of this study plus historical trends suggest there will not be any mass movement of persons in the Region due to the CSME because of factors including:

- There are many pull factors, such as family and nationalism that prevent people from wanting to leave their homeland, even on a temporary basis. This is not inconsistent with evidence from the EU which has shown that there has not been

- mass migration of people between (traditional) member countries as a result of greater integration.
- Persons from CSME member states, when migrating, have historically tended to prefer the USA, Canada or the UK as destinations because of the greater spectrum of economic opportunities that exist in these countries. As more family members have moved to these metropolitan countries and the Caribbean Diaspora communities have grown, the tendency will still be there for persons to want to move to the USA, Canada or the UK.
 - Apart from lower skilled persons from Guyana (and to a lesser extent from Jamaica) persons from CSME member states are not likely to find the economic factors sufficiently different to induce them to move en masse within the CSME.

To the extent that there will be an increase in labour movement due to the CSME, it is likely that certain countries will be net gainers of labour while others will be net losers. An analysis was conducted in this study to identify the net gainers and the net losers. The variables that were used to determine the relative attractiveness of countries were: wage rates, level of development, size or absorptive capacity of the local labour market, perceived safety level, perceived openness (in terms of facilitating non-nationals).² These variables were used to calculate the Index of Country Attractiveness to Labour (ICAL) by ascribing ratings then applying them to each CSME member state. The closer the ICAL is to unity, the more attractive is a country to labour.

It was found that in order of ranking Barbados, Trinidad & Tobago, Antigua & Barbuda, St. Lucia, Jamaica and St. Kitts & Nevis would be most likely net gainers of labour (all are above average in terms of the ICAL) while Suriname, Belize, Dominica, St. Vincent & Grenadines, Guyana and Grenada would be most likely net losers of labour (all are below average in terms of the ICAL).

However, even amongst the likely net losers there are strong pull factors such as language, distance from other CSME member states, strong nationalistic tendencies, and preferences to move to metropolitan countries that would prevent significant movement within the CSME.

On the whole, there is little evidence to support the view that there will be significant movement of labour within the Region due to the CSME. The only exception might be Guyana which has some historical domestic push factors, such as racial, political and economic (low wages) issues. These issues have induced Guyanese citizens to move in the past and may continue to do so for some time to come. Ironically, the CSME might eventually awaken business people in other CSME member states to the opportunities that exist in Guyana, Suriname and Belize given their geographical size, availability of land, lower prices of real estate, access by land to South America (for Guyana and Suriname) or North America (for Belize). In the medium to long term there are strong possibilities that there will be significant movements of capital to these larger continental member states and it is quite likely that labour movement may follow.

² See the last section of Chapter 4 for the details

1.2 Recommendations

1.2.1 Regional public education programme

A regional public education programme should be implemented which informs the regional public that it is not just the policy makers that are pushing regional integration but that a majority of persons from different strata of the regional society are in support of the free movement of labour and the CSME. However, persons want implementation to be carried out efficiently in order to maximize the net social and economic benefits.

1.2.2 Put in place necessary mechanisms

Policy makers in the OECS, recognizing that persons from all segments of the voting population are in favour of the CSME, should now focus on expeditiously putting in place the mechanisms required to make their people more able to take advantage of opportunities in the CSME rather than hesitating and thereby increasing the chance of missing out on opportunities.

1.2.3 Get fully informed about the perceptions of the people on the CSME

Policy makers, negotiators and media persons in the OECS and the rest of the CSME should read all the findings of this study so that a full understanding of the range of opinions on the free movement of labour and the CSME can be obtained, which will facilitate improved decision making.

1.2.4 Inform citizens of opportunities

The public and private sector in OECC member states should inform their corporate and regular citizens of the long term opportunities that are likely to present themselves in the larger continental CSME member states such as Guyana, Suriname and Belize.

2.0 Introduction and Methodology

The background and methodology for this study are well laid out in the Terms of Reference (TOR) that the Consultants used to guide them during the process. Most of this section will therefore restate the contents of the TOR. The TOR starts off by setting the context.

Context as outlined in the TOR

With the implementation of the CSME, the Region is expected to enjoy benefits such as:

- Increased production and trade in goods and services in a combined market of over six million persons and for the world beyond
- Competitive products of better quality and prices
- Improved services provided by enterprises and individuals, including transportation and communication
- Greater opportunity for travel
- Opportunities for nationals to study and work in CARICOM countries of their choice
- Increased employment and improved standards of living

However, despite these proposed benefits, there are persons concerned that the CSME will have a negative impact on their businesses and/or their country. These fears are certainly apparent in the OECS where it is perceived that opening up of the regional market will, inter alia, result in:

- An influx of low cost labour and lower skilled service providers from larger member states who will compete with nationals for scarce jobs and opportunities and thereby create unemployment amongst nationals
- A brain drain of qualified persons from the OECS into the larger member states of the Region where it is perceived that professionals and more highly skilled persons are better remunerated.

To help alleviate these fears or to develop appropriate responses to the perceived negative impacts, some empirical investigation and analysis is required to properly inform the decision makers in the OECS as well as trade negotiators. This study is intended to shed more light on this important issue through empirical research.

Objective as outlined in the TOR

To conduct empirical research in the OECS as well as in a large CARICOM member state to determine the likely nature, extent and possible impact on OECS economies of the free movement of persons in the CSME.

Scope of work and methodology as outlined in the TOR

The consultants are required prepare a report for CRNM based on completion of the following tasks:

- Conduct a review of the literature on labour mobility issues in the OECS (including unpublished reports or commissioned studies by national governments or regional organizations)
- Collect data from Immigration and or Labour departments in the OECS region on movement of labour for the most recent five-year period (work permits issued according to skills categories, business visitors, number of itinerant traders, etc.) and permanent migration from other CARICOM states to the OECS to assess the nature and extent of movement in the formal and informal economy.
- Analyze the movement of labour by gender and the possible gender impacts of free movement under the Single Market.
- Select two OECS countries as the initial case studies (possibly Antigua & Barbuda, Grenada, or St. Lucia)
- Interview at least three key public officials (Ministries of Labour or Trade) in each of the selected member states to determine their opinions, perceptions, fears as well as the current realities.
- Conduct at least two multi-stakeholder focus group sessions in each of the two selected OECS countries in order to generate a more complete understanding of the nature and extent of the fears of negative repercussions of free movement of labour as well as the countervailing opportunities in the large market. One focus group should include highly paid professionals and service providers (such as accountants, lawyers and doctors) and the other focus group should include lower paid professionals and service providers (trades people in certain self employed categories).
- Conduct at least twenty individual interviews with professionals and service providers from a representative cross section of services sub-sectors in the two selected OECS countries in order to generate a better understanding of their perceptions and attitude towards free movement. Ten of these persons will be resident in the two selected countries and the other ten will be resident in other CARICOM states (but originating from the two selected countries). Approximately 50% of those interviewed should be in highly paid professions and others should be in lower paid skills categories.
- Conduct at least ten interviews with highly paid professionals and services providers in a large member state (MDC), such as Jamaica, to determine their attitude towards moving to the selected OECS countries and their attitude towards persons from the OECS moving to Jamaica (or the selected large member state).
- Conduct at least ten interviews with lower paid skills categories and services providers in a large member state, such as Jamaica, to determine their attitude towards moving to the selected OECS countries and their attitude towards persons from the OECS moving to Jamaica (or the selected large member state).

- Examine labour market data (a) in the two selected OECS countries and (b) in the large member state along with labour market information collected in the primary research to determine
 - the relative earnings of lower paid professionals and service providers in the OECS compared the larger member state (e.g. comparing the salary of trades people)
 - the relative earnings of higher paid professionals and service providers in the OECS compared the larger member state (e.g. comparing the salary of accountants and doctors).

This information will help to determine whether there are significant differentials in earnings in the different segments of the markets (in both larger and smaller member states) and the extent to which such differentials are likely to induce significant movement of persons.

In conducting the assessment, the consultants will attempt to get information on the ease with which people can move or are prepared to move between member states (e.g. the influence of family, friends and other factors that may cause inertia).

The Research Process

As outlined above, the TOR required the Consultants to base their findings on information collected in two OECS countries, however the consultants collected information from three OECS countries to deepen and broaden the information base.

Data Collection Instrument Design³

In order to carry out this research, the consultants designed four (4) different data collection instruments, each customized to meet the different target groups. The four instruments were:

1. Data collection instrument for OECS residents (Antiguans & Barbudans, Grenadians or St. Lucians) living in their home country
2. Data collection instrument for OECS residents (Antiguans & Barbudans, Grenadians or St. Lucians) living outside of their respective countries
3. Data collection instrument for Jamaicans living in Jamaica
4. Data collection instrument for random persons on the streets of two member states in the OECS (Antigua & Barbuda and Grenada)

An instrument was also designed to conduct the two focus group sessions in Antigua & Barbuda and the two in Grenada.

³ See Appendix 1 for the four instruments

Sample Selection⁴

The sample selection process was carried out by asking representatives from the Labour Commissions in all three countries to select appropriate interviewees – some from higher income groups and some from lower income groups. See Appendix 5.

The Jamaican sample was selected based on the knowledge of the Consultants of persons from the different income groups.

Data Collection

Data collection was carried out by the following methods:

- Data collection of the OECS residents living in the OECS as well as those living outside of their own country was conducted over the telephone using the specially designed data collection instrument. The data collection was carried out between October 2006 and December 2006.
- Data collection of random persons from the OECS was carried out in face-to-face interviews on the streets of St. John's, Antigua and St. George's, Grenada.
- Data collection for Jamaicans was conducted using a combination of telephone and face-to-face interviews.
- The focus group sessions were carried out by the Consultants at the Labour Commissioner's Office in Antigua & Barbuda and at the Government Headquarters Building in Grenada

In addition, during visits to St. Lucia, Antigua & Barbuda, and Grenada, interviews were conducted with Government officials such as Labour Commissioners, Chief Immigration Officers and representatives from the CSME Units as well as the Trade Unions.

Secondary data on migration of persons and on the labour markets in the various countries were also collected from a variety of sources including:

- Websites of the various agencies
- Data provided by the Immigration Offices, Labour Commissioner's Offices, and Central Statistical Offices.

⁴ See Appendix 2 for the sample of interviewees and the contact persons from the various Labour Commissions

3.0 Literature Review

3.1 Introduction

The objective of this literature review is to identify previous work on migration and the implications for the labour markets in CSME member states. The main areas of focus will include issues relating to:

- Historical perspectives on migration in the Caribbean
- Labour migration in the EU
- Migratory trends and determinants of Caribbean migration
- The impacts of migration
- Caribbean integration and migration
- Implications of the Revised Treaty for labour migration
- Education, Training, and the Labour Market in the OECS
- Issues relating to capital mobility
- Gender related issues

3.2 Historical perspectives on migration in the Caribbean

An ECLAC document, published in January 2006 provides a broad overview of data, policies and programmes on migration at the regional and international level.⁵ This ECLAC 2006 document explains that historically the nature, direction and magnitude of migration in the Caribbean were influenced by trends in global and regional socio-economic development. Some of the main driving forces included:

- The slave trade in the eighteenth and nineteenth centuries caused the first major immigration waves into the region.
- After Emancipation in the nineteenth century, workers began moving within the region in search of employment or better working conditions.
- In the twentieth century, the movement of labour to destinations within the region continued. The oil-boom in the 1970s attracted many migrants from the smaller and less developed islands to work in the oil refineries in the dependencies of the Netherlands and the United States, particularly the United States Virgin Islands, Aruba and the Netherlands Antilles. The booming energy sector in Trinidad and Tobago was also a magnet for many in search of employment.
- The growing tourism sector in the Caribbean in the 1990s increased the demand for workers in the service sector which, in many instances, could not be supplied by the domestic labour force in some of the smaller Caribbean islands.
- The United States, Canada and the United Kingdom introduced legislation that favoured the admission of skilled workers to fill the gaps in selected sectors of their domestic labour market which could not be filled by nationals, which resulted in a mass exodus of professionals. The countries that experienced the greatest loss of persons are Guyana, Jamaica, Suriname and St. Lucia. Trends in

⁵ “Migration in the Caribbean – What Do We Know: An Overview of Data, Policies and Programmes at the International and Regional Levels to Address Critical Issues?” published by UN ECLAC in January 2006. (The report was presented at The Expert group meeting on Human Rights and Development in the Caribbean 14-15 September 2005)

return migration have shown that some of these losses have been temporary as people have tended to return after their economically active life to retire at home.⁶ How much they can contribute to the economy at this point is dependent on how much capital they return with in terms of money.

The paper noted that this trend towards the free movement of qualified professionals is also apparent in the CARICOM through the launching of the Caribbean Single Market and Economy (CSME) in early 2005, which inter alia provides for the free movement of certain categories of highly qualified nationals within the CARICOM region.

The paper noted that promoting the free movement of only skilled professionals has fostered the legal migration of relatively few while the less qualified have found it increasingly difficult to move. However, with increased global competitiveness, there is still great demand for cheap labour.

In terms of implementing the increased free movement of persons in the Caribbean, the paper noted some key issues such as the brain-drain, deportees, returning migrants, the smuggling and trafficking of persons and border security.

3.3 Labour Migration in the EU

In an ECLAC study (August 2005) on the effects and implications of the CSME on the members of the OECS⁷, Esteban Perez noted that in practice, in the source case for the most advanced form of regional integration, that of the European Union, labour mobility has not played a significant role. He explained that the blueprint for monetary unification in Europe, the Maastricht Treaty, stresses macroeconomic rather than microeconomic conditions, and in particular definite convergence criteria for the formation of a successful monetary union.⁸ On the contrary, the CSME places much importance on factor mobility as a pre-requisite for its success.

Also the available labour data for Europe shows that there has been little intra-European labour migration. In spite of the efforts undertaken to suppress formal barriers to the movement of intra-European labour, the percentage of West Europeans that migrate and settle permanently in other European countries is low.

One explanation is that the existing differences in welfare and social security systems, different health insurance systems, and different educational systems made it costly and risky to move.⁹ Another more recent explanation based on field work focuses on a 'quality of life' argument. As put by Favell (2003): "The limited cross-national mobility of professionals in Europe suggests that the dominant national organization of access to 'quality of life' benefits might still constitute the major barrier to sustained intra-

⁶ The paper alludes to the difficulty in obtaining accurate figures on migration because countries tend to keep good immigration data but not emigration data.

⁷ Esteban Perez - The Effects and Implications of the CSME on the members of the OECS and the Utilization of Chapter 7 of the Treaty of Chaguaramas.

⁸ De Grauwe (2003), p.131.

⁹ See Neal at Al. Op.cit. p.79.

European migration.’¹⁰ These arguments by Favell fit more closely to the findings for the OECS based on the empirical work in this study.

In summary as Favell (Ibid, p.30) states: “the principle of free movement of persons, and the systematic breaking down of national barriers to economic migration and re-settlement across borders in Europe, remains one of the core achievements on paper of the European Union.”

Perez expresses that labour is not like other commodities and the degree of labour mobility depends not only on barriers to cross-border transactions but also on differences in social protection systems, institutions, lifestyles and even cultural patterns. This is one fundamental reason why Europe decided to establish a common social policy, a policy that is absent in the CSME provisions. It should be noted however, that the CARICOM agreement on social security (in operation since 1997) which allows the transfer of social security benefits among member states is a positive step in that direction

3.4 Regional Labour Mobility Issues

In terms of labour market trends and implications for CARICOM regional integration an ECLAC paper written in September 2005 addressed these issues.¹¹ The paper investigates the nature of Caribbean labour markets and presents trends in variables characterizing labour markets. Section 3 of the paper analyses labour mobility in the region, it differentiates between interregional and intraregional mobility and explains how increased integration can lead to increased labour mobility. There is a brief discussion of the negative economic impact of the brain drain on the Region as well as the compensating impact of remittances from those who migrate from the Region.

3.4.1 Recent Regional Migration Trends

Based on work permit data and dealing only with legal immigration, the ECLAC 2005 paper noted that over the 2000 to 2004 period, there was a significant increase in immigration in a study of five countries - Barbados (163%), Belize (136%), St. Lucia (247%), Jamaica (77%) and Trinidad & Tobago (42%). It was noted that relatively few of the legal migrants to Belize and Trinidad & Tobago were actually from the Region (3.5% and 2.5% respectively) due to geography or economic structure.¹² Regional immigrants accounted for 7% of overall foreign workers in Jamaica over the period. However, regional immigration to Barbados and St. Lucia represented 64.4% and 30%, respectively. For Barbados and Trinidad and Tobago, the highest percentage of work permits issued to CARICOM nationals were to Guyanese.

¹⁰ Favell, A. (2003) Free Movers in Brussels, London and Amsterdam: Participation and Integration of European Professionals in Three Cities. 6th ESA Conference, Murcia.

¹¹ Labour Market Trends and Implications of Regional Integration – ECLAC, September-2005

¹² It should be noted that Trinidad & Tobago estimates that it has a very large illegal immigrant population, mainly from Guyana.

Overall, the data in the ECLAC 2005 study reveal that most of the work permits were issued to highly skilled persons.

Esteban Perez (2005) noted that data on intra-regional Caribbean labor mobility is limited and incomplete but tried to paint a picture by analyzing the data on work permits for Barbados, Jamaica, St. Lucia and Trinidad and Tobago. Perez found that for Barbados, the share of work permits granted to CARICOM nationals was high, reaching more than 60% of the total compared to 30% in the case of St. Lucia. The share of work permits granted to OECS workers represented 7%, 3%, 8% and 1% of the total for the last available comparable year (2003) for Barbados, Jamaica, St. Lucia and Trinidad and Tobago. The annual flow of legal CARICOM immigration as a percentage of the total stock of population as measured by work permits issued (including dependents) was by all standards found to be very low, never exceeding 1%.

In terms of the origin of emigrants, the ECLAC 2006 paper states that the majority of migrants originate from just a few countries, mainly in the smaller member States of the Organisation of Eastern Caribbean States (OECS), with the exception of Anguilla, but also Jamaica, Guyana, Suriname and Haiti.

3.4.2 Explanatory Factors for Migration

The ECLAC 2005 paper notes that the reasons for migration are not well understood. It is suggested that economic factors such as wages, unfriendly working environments and unemployment may not be the only explanatory variables for migration because cultural and historical ties may play an important role. The paper suggests that economic wealth, geographical proximity and close ties to developed countries tend to induce greater migration – this was supported by the fact that the Cayman Islands, Anguilla, The Virgin Islands, and the Netherland Antilles all have the highest proportion of migrants in the Region with over 25% of their population being migrants. The paper failed to include Antigua and Barbuda, an OECS country which demonstrates a similar pattern, with close to 50% of its population being migrants. However, the paper notes that given that these countries have relatively small populations, using the percentage of migrants as a variable needs to be done with care since a small increase in migration in a small country could amount to a large percentage of the population.

3.4.3 Pull and push factors for migration

The ECLAC 2006 study outlined that migration trends are strongly related to socio-economic development, both in source and destination countries. Pull factors include: job availability, reasonable pay, personal security and desirable working conditions. Push factors include: social and political unrest, economic instability, high unemployment (particularly for younger people and little hope for improvements in the foreseeable future), no available jobs, undesirable working conditions and natural disasters.

The empirical research presented later in this study corroborates that many of the pull and push factors outlined above are indeed important determinants of migration in the OECS.

3.5 Impacts of Migration

An ECLAC 2005¹³ paper makes the point that “concern that the creation of a single market and economy could potentially lead to an inflow of labour, putting downward pressure on wages and ultimately leading to higher unemployment in the region cannot be disregarded.” Even though labour may cause this effect on certain economies, it is likely to cause the opposite effect on those economies from which labour moves – it is therefore more likely that there will be overall offsetting effects from the perspective of the Region as a whole.

Perez (2005) notes that the social and economic costs of migration include: the infringement on a country’s sovereignty and the influence on the racial composition of a society and on its politics.

Perez explains that limiting the movement of labour to certain categories of skilled labour and even to skilled labour as a whole is to a certain extent, justifiable because labour migration flows have been historically unskilled and moving in one direction from poorer (origin) to richer (destination) countries. He explains, however, that these flows have economic, social and political costs.¹⁴

Economic costs comprise the slowdown in the adoption of advanced technologies and the possibility that the contribution of migrants to production and revenue falls below the social services and transfer payments they receive. In addition, it also should be taken into account that countries tend to oppose the unrestricted migration of labour because they want to regulate foreign labor flows to suit their economic needs. Countries may be willing to accept unskilled labour in times of plenty but tend to reject it under scarcity conditions or during recessions.

On the issue of migration, Camille Nuamah et al (2005)¹⁵ argue the following:

- Migration affects labour markets in several ways including: a) workers may delay entry into the labour force as they wait for overseas job opportunities; b) remittances received may drive up the reservation wage of recipients and lead to higher domestic wage levels; c) brain drain; d) returning migrants bring back skills and resources.

¹³ Labour Market Trends and Implications of Regional Integration – ECLAC, September-2005

¹⁴ This is based on Meyers, E (2002) Multilateral Cooperation, Integration and Regimes: The Case of International Labor Mobility. Working PaperNo.61. University of California-San Diego. La Jolla, California.

¹⁵ Camille Nuamah, et al (April 2005) - OECS: Towards a New Agenda for Growth (World Bank study)

- With greater market integration in the region wages should become more aligned between countries as workers move. In the long-run, increased wage competitiveness and flexibility should stimulate investment and job creation.
- Migration opportunities also give an incentive for persons to be better educated which can have spillover effects on the local economy.¹⁶
- Intraregional migration should help to fill labour market gaps at the high and low end of the skills spectrum in the OECS and CARICOM as a whole. The OECS, because of the small market size, is likely to benefit more from migration than larger CARICOM economies making it easier to find specialized skills. Intra-regional migration should also help to reduce wage pressures that have adverse effects on competitiveness.
- Greater (sub) regional integration will help to reduce frictional impacts of migration as workers move more freely and wages align across countries. According to the paper, the OECS should push for faster integration and free movement to reduce regulatory constraints to the flow of workers.

The ECLAC 2006 paper suggests that migration has tremendous impacts on the population of the receiving country and refers to a study by ECLAC (1998). Migration also affects those moving as shown in a study by Oakes (1992) on immigration in the British Virgin Islands. Oakes pointed out that those who migrate have to obtain a work permit, and even after an extended stay (15 years and more) are still considered temporary workers and are subject to deportation and not allowed access to basic health care and education for children.

The ECLAC 2006 study refers to a recent study by Mills (2004), which critically analyzed the possible consequences of free movement in the CSME in terms of the impact on value of citizenship, sovereignty and nationality of independent Caribbean states. Mills claims that there is a risk in accepting cheap labour migrants as this will push locals out of positions and encourage unfavourable working conditions. In addition he outlines the possible overall implications of decreasing wages and benefit levels to locals and migrants in the long run. There is also a language issue as foreign language speaking migrants may have an impact on society as seen in the Bahamas with the use of Haitian patois by migrants.¹⁷

The ECLAC 2006 paper outlines costs of migration such as the cost to the taxpayer of training professionals who then migrate thereby threatening the economic and social sectors in the region despite the offsetting positive effects of remittances. The paper suggests that more local opportunities, benefits at work (pensions/health benefits), better child care and higher wages could act as incentives for people to stay rather than migrate.

In summarizing, the ECLAC 2005 study outlines some key points with respect to the impacts of migration:

¹⁶ During the Consultants' visit to St. Lucia, Grenada, and Antigua & Barbuda, the importance of more education and training was a recurring theme amongst policy makers, private sector and civil society.

¹⁷ Language is a problem in the CSME as far as Suriname is concerned and could become more complicated the more Haiti is integrated.

- **Gender issues:** Female migration is growing steadily within the region. This also includes moving for prostitution in tourist destinations.
- **Documentation:** Migration may be documented or undocumented and may also be irregular if people stay past their visa allowance
- **Differential impacts:** Not all countries are affected by migration in the same way; OECS countries tend to be source countries¹⁸ for migrants while other countries both receive and release migrants.
- **Unemployment, brain drain and remittances:** Countries with high unemployment rates tend to be characterized by persons leaving to become economically active and benefit from remittances received. If however there is a brain drain, these remittances tend not to compensate.

3.5.1 Policy Response to Migration

In terms of labour mobility within the Region, the ECLAC 2005 study recommends that

- Steps be undertaken to reduce the brain drain from the Region such as special tax breaks and other incentives
- Steps be undertaken to embrace regional migration

The paper recognizes that increased regional migration is likely to reduce migration out of the Region and hence reduce the brain drain for the Region as a whole.

3.6 Implications of the Revised Treaty for Labour Mobility within the CSME

Steven McAndrew of the CARICOM Secretariat wrote a paper in October 2005 on migration in the CSME.¹⁹ McAndrew looked at developments in CARICOM from the Grenada Conference of Heads of Government held in July 1989 to 2005. In the 1989 Conference of Heads it was decided that to aid development it was important to 1) deepen and strengthen the integration process, 2) expand the community and 3) participate fully and effectively in global trading agreements. The McAndrew paper describes the free movement of services (including the various modes), the Right of Establishment, the movement of certain employed personnel, and contingent rights.

McAndrew described the process by which member states agreed to remove legal and administrative restrictions to the free movement, which ultimately facilitated the signing of the Agreement by 12 CARICOM members, in 2006, for a Single Market. He outlined the main elements of the CSME and indicated the categories of wage or non-wage earners that could move freely within the Region after applying for a CARICOM Skilled National Certificate. He noted that self employed persons would be free to move and work within the Region. He supported the discussion with the example of two (2) carpenters with the same level of education and experience, one self employed and the other employed, but only the self-employed one would be allowed to work without a work permit in the host country.

¹⁸ The empirical work in this study finds that this does not apply to Antigua & Barbuda, which is a major receiver of migrants – close to 50% of the population is estimated to be migrants.

¹⁹ Steven McAndrew – “Migration in the CARICOM Single Market and Economy”, October 2005

In terms of intra-regional migration, the ECLAC 2005 paper made note of the different treatment of wage earners versus non-wage earners – with only certain categories in the former group being unrestricted. The paper suggests that the restriction on wage labour is in response to concerns of “large migratory dynamics where general free mobility is permitted.” The paper suggests that this is of particular concern in most OECS countries. The ECLAC 2005 paper made a comparison with the EU and noted that although the EU made restrictions on free movement for certain new member states, evidence has shown that intra-EU migration has been much less than anticipated. The low level of migration associated with integration was also corroborated with evidence from the USA which shows that inter-state labour mobility has not been significant, averaging only 2.65% of population in the 1990’s.

The ECLAC 2005 paper, based on trends in other integration movements and trends in CARICOM over the years, concludes that “the current limitations on labour mobility by excluding unskilled labour is misplaced; however, the more fundamental challenge to the Region is how to make education more relevant to the demands of the globalised economy.”

In another ECLAC paper by Esteban Perez’s (August 2005)²⁰ on the subject of limitations of labour mobility, Perez explains that the failure to address the issue of unskilled labour has its own costs. Placing the focus on skilled labour and giving it the facilities of free movement within the region may widen the existing disparity between skilled and unskilled labour and their remuneration levels. Skilled labour can acquire and enhance its existing level of skills by virtue of free movement. Unskilled labour is denied that right.

Perez suggests that besides the negative effects that this can have on equality and income distribution and thus economic growth, the current provisions on labour mobility place at a disadvantage those economies that have a relatively high percentage of the labour force that is unskilled. Barring the right of unskilled labour to move can further widen the existing economic and social asymmetries within the CARICOM region, which is contrary to the spirit of the CSME and to the basic principles of regional integration.

Perez continues by opining that granting the freedom of movement and the right of establishment only to skilled labour is equivalent to granting skilled labour the right to progress socially and economically and feels there is no foundation to deny that right to unskilled labour. He goes on to say that the OECS could view the incorporation of unskilled labour as a negotiating process. There is no doubt that the OECS will benefit from skilled labor, to the extent that it does not displace the status of some of its labour force. However, the issue of expanding the band of skilled labour to include agricultural workers for example, and movement of unskilled labor must be addressed.

²⁰Esteban Perez - The Effects and Implications of the CSME on the members of the OECS and the Utilization of Chapter 7 of the Treaty of Chaguaramas.

Perez states (Page 110) that “... having different policies for different types of labour within a single market is tantamount to fostering labour segmentation. Labour segmentation can widen inequality, productivity, growth and ultimately hamper macroeconomic convergence criteria.”

McAndrew noted that over the 1996-2005 period graduates had taken advantage of free movement more than any other category. This includes individuals that stayed in the country in which they studied. He noted that the majority of movement had occurred in Jamaica, Trinidad & Tobago and Barbados. He showed for the 1996-2005 period that 998 persons had moved into Barbados from other CARICOM countries. Their countries of origin were distributed as follows:

Country of origin	Number
Guyana	302
Trinidad & Tobago	294
Jamaica	191
St Vincent & the Grenadines	53
St Lucia	48
Grenada	32
Dominica	27

The remaining migrants were from Antigua & Barbuda, Belize, Montserrat, St. Kitts & Nevis and Suriname. Thus an average of 110 persons from CARICOM moved to Barbados to work on an annual basis.

McAndrew concluded that an effective monitoring arrangement was critical to control migration and to provide information to decision makers.

3.7 Education, Training, and the Labour Market in the OECS

The Camille Nuamah et al (April 2005) paper assesses the education and training policies in OECS countries and whether institutions provide the opportunities to build a skilled labour force. It addresses the quality of the education system, increasing access to tertiary education and job training (through re-allocation of public spending and private involvement) and producing skills demanded by employers. It also examines the functioning of labour markets and costs. The findings of the paper are interesting in the context of this study because one of the greatest fears that was commonly echoed by persons in the OECS during the empirical research was related to the fact that there should be sufficient tertiary training institutions to provide certification opportunities so that OECS residents could compete effectively against nationals of other CARICOM territories with university campuses.

The main findings and recommendations of the Nuamah et al paper are summarized below under a) Education and training; b) The OECS labour market and c) Migration.

3.7.1 Education and training

The following are the main points made concerning education and training:

- The OECS labour market remains fragmented because most governments still restrict movement between member states however free movement should commence within two years (due to the CSME and the free movement of labour).
- One year work permits are still required to fill certain positions in other countries, which means that workers have to go through the long process of renewing them. This hinders firms' abilities to fill specialist positions, expand production and create employment. The incidence of this should be reduced under the CSME.
- There is lower demand for certain types of tertiary education and the limited market space restricts the scope of opportunities for graduates. A larger market space will allow graduates to explore more technical and specialized skills.
- Job training is important in the supply chain of skilled labour, at the same time job training needs to be demand driven to be effective in increasing productivity and ensuring employment. The paper suggests that job training is lower in OECS countries than the rest of the Caribbean and Latin America. During the empirical research, this point was repeated to the Consultants on several occasions.
- In order to improve their skills base, the OECS countries need to improve the quality of education, continue expanding across secondary education and refocus skills training towards those demanded by employers. They need to adopt a sub-regional approach to teaching (similar curriculum, that focuses on appropriate competencies and skills, and certification across the region), thus conserving scarce resources, achieving economies of scale and facilitating teacher mobility.

3.7.2 CARICOM and OECS Labour Markets

The ECLAC 2005 paper notes that despite a common language and the proximity to the USA, CARICOM countries still experience high levels of unemployment; some of the main causes of unemployment in different segments of the labour market are then discussed. It was noted that unemployment tended to be higher amongst females and youths. There was also an inverse correlation between education levels and unemployment rates.

Nuamah et al argue that the OECS labour markets appear inefficient because of the coexistence of relatively high wages and persistent unemployment. Structural and frictional labour market imperfections result in job growth being restricted and unemployment and wages remaining high. The segmented labour markets prevent surplus labour from filtering towards labour shortages and results in skilled labour shortages coexisting with unemployment amongst unskilled labour.

In a speech on regional integration in a globalizing world by Augustin Carsens (2006), Carsens explained that the Caribbean needs to relax rigid laws that govern the labour market that can hinder economic flexibility, and distort wages and productivity. Increased intraregional labour mobility will ease shortages given that economies grow at different rates. In terms of migration, the losses of nationals to OECD countries far outweigh remittances received. According to Carstens, Caribbean countries need to address their education and migration policies to benefit the region first.

3.8 Capital Mobility and the CSME

According to Perez (2005) capital mobility is complementary to labour mobility. He explains that capital mobility is a reality, at least partially, within CARICOM. It may even be asserted that capital mobility is a phenomenon that has occurred with independence of the advancement and progressive implementation of the CSME.

Perez explains that there are several issues that need to be addressed in this area of capital mobility. First, the portfolio risk of some commercial banks is high. The dynamism of the financial sector has been driven to a great extent by government debt. It has not responded to the performance of the real sector of the economy. Thus finance is debt driven when in fact it should be real-investment driven but most Caribbean governments have government debt levels that are by standard criteria deemed to be unsustainable.

Second, the positive effects of the mobility of capital may not have been fully realized due to the disparity in the degrees of implementation and interpretation of existing laws and provisions. Third, there is also a high degree of discretion in government interventions, which can undermine any climate of certainty needed for investment decisions across the region.

Finally, the currency problem is a significant obstacle for the development of intra-regional capital mobility and capital markets. Some currencies are not convertible due to their high levels of instability. Other currencies are simply not acceptable. Furthermore, even the strongest currency is not used as means of payments in intra-regional trade due to its high transactions costs. It is unclear how a regional agreement can progress in its economic and social integration without any common regional means and standard of payment. One of the most quoted studies (Rose, 2000, p.7): states that “two countries sharing the same currency trade three times as much as they would with different currencies.” It therefore seems that the CSME countries could derive much economic benefits from adopting a common currency.

3.9 Gender Related Issues

In articles on Trade Liberalization and Social Conditions in the Caribbean 2006 and “Strengthening Gender Analysis: Securing Women’s Economic Future”, Caribbean

Association for Feminist Research and Action, 2004,²¹ Nelcia Robinson outlines some gender related issues. In the 2006 article she expresses that the CSME does not take a gender informed perspective that being male or female affects one's possibilities in the economic sphere. She goes on to say that the CSME is most limited in that it is designed for the integration of economies and enterprises and treats people as mere factors of production. She says that labour is afforded the least mobility in the arrangements of free movement. Hassle free travel is not guaranteed in the CSME.

With respect to the treatment of females, she states that "women agricultural traffickers, informal commercial traders, construction workers, general labourers, tradesmen, seamstresses, hair dressers, caterers and other small entrepreneurs and service providers can expect both class and gender discrimination at ports of entry simply because the CSME does not put their welfare at its center".

On the other hand she shows where some of the Articles of the Revised Treaty could be beneficially exploited by women. She says, "An optimistic scrutiny of the Articles of the CSME reveal a range of potential advantages of women. The CSME could help to relieve poverty and create new opportunities for women's advancement if implemented with attention to gender equality." Some examples of Articles which could benefit women are:

- Article 34 – (f) which emphasizes non-discrimination in ensuring access of non-nationals to land, buildings and other property could be of benefit to women bearing in mind their traditional interest in food security and food sovereignty. Agricultural policy article 57 – 1 (f) must recognize that access to and ownership of land is still a major issue for women in agriculture and if implemented in a manner that increases their property base could assist their access to credit for ventures that add value to agricultural production. Women could therefore benefit from land acquisition and agriculture.
- Article 44 – 1 (c) and (f) which speak to measures to facilitate the exercise of rights, abolition of exchange controls, and free convertibility of currencies, could facilitate higglers, hucksters and agricultural traffickers in their self employment initiatives. This would also benefit the Informal Commercial Importers who travel across the region to purchase durable goods for resale in their home countries. Many of these women report, happily that the attitude of customs officers towards them has improved considerably over the years. It is hoped that the CSME can reinforce this trend.
- Women who take opportunities offered to enhance their qualifications could also benefit from Article 35 – I which provides for the acceptance of evidence of qualifications, access to, and engagement in employment and non-wage earning activities in the community. This would allow women to move with their children and other dependent family members, if necessary. Articles 45, 46 – 1 and 4 (a) could favour women who are university graduates, or sportswomen, in the first

²¹ Nelcia Robinson (2006), Trade Liberalization and Social Conditions in the Caribbean, CAFRA News, and Nelcia Robinson (2004) "Strengthening Gender Analysis: Securing Women's Economic Future", Caribbean Association for Feminist Research and Action.

instance. Women need to be creative and strategic in order to maximize the benefits of the CSME to them.

Nelcia Robinson feels that prostitution could be a route taken by some women as a result of the free movement. This outcome was also outlined in the ECLAC 2006 study which explains that there could be an increase in prostitution in tourist destinations. Nelcia Robinson also feels that the structure of the CSME may have women viewed as a source of cheap exploitable labour.

3.10 Governmental Attitudes towards Migration

The ECLAC 2006 paper suggests that countries tend to want to restrict the further inflows of migrants' families as this burdens social services (education and health) and is highly costly. It finds that Caribbean countries tend to be reluctant to integrate foreigners into their society and argues that only Jamaica, Dominica and Trinidad & Tobago have made efforts to facilitate integration. At the same time several countries are attempting measures to reduce the incentive to leave or to induce return migration.

3.11 Conclusion

In concluding this literature review, it is important to note how important it is to have an effective regional labour marketing information system to manage and monitor labour market variables on a regional basis. Issues that will need managing and monitoring include:

- Changing productivity and competitiveness.
- Occupational wages and labour costs.
- Shifts in employment.
- Unemployment and underemployment.
- Mobilizing and developing human resources.

Labour market information is essential to analyze the challenges and to design policies and monitor their implementation. The weaknesses of present labour market information systems in the region hamper effective and timely monitoring of the labour market as well as designing appropriate policies

The ILO/US-DOL Caribbean Labour Market Information System (CLMIS) Project: enhancing labour market information for effective planning and monitoring will hopefully go a far way in addressing the quality and availability of regional labour market information.

4.0 Movement of Labour within CSME in Recent Years and Labour Market Impacts of Free Movement on the OECS

4.1 Introduction

In this chapter of the report, there will be a presentation and analysis of available data on movement of labour within the CSME region. There will also be a presentation of some labour market data on the OECS and an analysis of the likely movement of labour across the Region based on the calculation of an A-Z Index of Country Attractiveness of Labor (ICAL).

4.2 Movement of Labour within the OECS

In this section, there will be a presentation of data on the number of work permits and number of skill certificates issued by each OECS country to persons from other CSME member states. Work Permit Data were not received for St. Lucia and data on the number of Skill Certificates issued were not received for St. Kitts and Nevis.

4.2.1 Work Permits Issued by OECS Members

To date, in the case of the Eastern Caribbean member states, Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis St. Vincent & the Grenadines, the majority of all the work permits to CARICOM nationals have been issued to Guyanese nationals as indicated in Table 4.2.1 below.

Table 4.2.1 Work Permits Issued by Select OECS member states 2000-2006

Work Permits Issued	Antigua & Barbuda	Dominica	Grenada	St. Kitts & Nevis	St. Vincent & the Gren.	Total
Dominica	1610	0	29	37	13	1689
Bahamas	0	0	0	2	0	2
Belize	0	0	2	0	0	2
Grenada	212	39	0	13	13	277
Guyana	6594	145	701	363	158	7961
Jamaica	5486	70	168	124	33	5881
Trinidad and Tobago	407	40	590	99	113	1249
St. Vincent & the Gre.	417	221	83	33	0	754
St. Lucia	359	78	139	37	28	641
St. Kitts	157	25	1	0	3	186
Antigua & Barbuda	0	0	6	71	22	99
Barbados	235	46	79	25	40	425
Montserrat	262	10	2	61	0	335
Haiti	0	1142	0	0	4	1146
	15739	1816	1800	865	427	20647

- Table 4.2.1 above shows that over 20,000 work permits were issued by the five OECS countries to other CARICOM countries for the period, with Antigua & Barbuda issuing over 76% of them.
- Thirty-nine (39%) percent of the work permits or 7961 were issued to nationals of Guyana
- 5881 or 28% of the total number of work permits issued were issued to nationals of Jamaica
- Nationals of Dominica accounted for 8% of the total number issued
- Nationals of Haiti were issued with 1142 work permits from Dominica and this accounted for 6% of the total number issued
- Nationals of Trinidad and Tobago also accounted for 6% of the total number issued

These data suggest that geography and access are critical factors in terms of influencing where persons move. However, this is clearly not so in the case of Guyana, where we see Guyanese moving to Grenada as well as all the way west to Antigua and Barbuda. The push factor for Guyanese nationals is the economic situation in that country which sees persons moving in an effort to improve themselves financially.

- Antigua and Barbuda is the country from which Jamaican nationals received the highest number of work permits. It is interesting to also note that Antigua and Barbuda is in fact the closest CARICOM island state (apart from Haiti) to Jamaica.
- Nationals of Trinidad and Tobago have been issued with the highest number of Work permits from Grenada, which in terms of proximity is just a short flight away. It must also be noted that Grenadians have been going to Trinidad and Tobago from the early days of oil and what we may also be seeing now is Trinidadian nationals with Grenadian connections going back to Grenada to work.

4.2.1.1 Antigua & Barbuda

The table below shows the number of work permits issued to nationals from within the Eastern Caribbean Common Market and to nationals from the other CARICOM member states for the period 2001 – 2005.

- Seventy six (76 %) percent of all work permits issued by Antigua and Barbuda during the five-year period were issued to nationals from the CARICOM region. This shows that the majority of migrant labour is from within the CARICOM region.
- Antigua and Barbuda issued a total of 15,739 work permits to CARICOM nationals for the period 2001 – 2005, compared to totals of 1896 and 427 issued by Grenada and St. Vincent and the Grenadines respectively for the same period.
- Nationals from the Eastern Caribbean States accounted for 19% of the work permits issued to CARICOM nationals during the period by Antigua and Barbuda.
- Nationals from the non-OECS CARICOM states accounted for 81% of the work permits issued during the period.

- Guyana and Jamaica accounted for 42% and 35% respectively for all the work permits issued by Antigua and Barbuda to CARICOM nationals during the period
- Nationals from Dominica accounted for 53% of all work permits issued to OECS nationals and 10% of all work permits issued to nationals of CARICOM member states.

Table 4.2.1.1.1 Antigua & Barbuda -Work permits issued to CARICOM nationals – 2001-2005

	2001	2002	2003	2004	2005	TOTAL
TOTAL	5709	5199	3082	3612	3924	21526
TOTAL CARICOM	4408	4160	2268	2433	2470	15739
Other CARICOM	3598	3215	1704	2000	2205	12722
OECS	810	945	564	433	265	3017
Barbados	44	43	16	73	59	235
Belize	0	0	0	0	0	0
Dominica	403	595	366	111	135	1610
Grenada	37	37	22	93	23	212
Guyana	1854	1704	912	936	1188	6594
Jamaica	1552	1356	719	939	920	5486
Montserrat	93	51	30	68	20	262
St. Kitts/Nevis	28	24	10	56	39	157
St. Lucia	98	111	64	56	30	359
St. Vincent & the Grenadines	151	127	72	49	18	417
Suriname	0	0	0	0	0	0
Trinidad & Tobago	148	112	57	52	38	407

Table 4.2.1.1.2 below shows the number of work permits Antigua and Barbuda issued by category of workers for the five year period. These figures include work permits issued to persons who live outside the CARICOM region. It is important to note that in another study (Watson & Leander) done for the CARICOM Secretariat in 2001, the majority of the Security Guards and Domestic Workers employed in Antigua and Barbuda came from Guyana, Jamaica and Dominica. It is reasonable to assume that the lower level jobs in Antigua and Barbuda are taken by nationals of these three CARICOM countries.

With respect to categories of labour with respect to work permits issued by Antigua and Barbuda:

- Domestic Workers accounted for the lion share of work permits issued for the period, followed by Security Guards.
- A total of 2366 work permits were issued to Carpenters, Masons and other Construction Workers during the 5-year period.
- Hotel/restaurant workers were issued with 2009 work permits during the period.

The picture in the table below highlights the extent to which the economy of Antigua and Barbuda depends on outside skills to make up its work force. In terms of migration within the CSME, Antigua and Barbuda can be seen as a country with a need for certain skills from the rest of the Caribbean and there is therefore a high demand for migrant workers from other CARICOM countries. It is also generally felt that Antigua and Barbuda has an open door policy with respect to the movement of skills from outside which is corroborated by the data below.

Table 4.2.1.1.3 Antigua & Barbuda - Work permits issued by worker category 2001-2005

WORKER CATEGORY	2001	2002	2003	2004	2005	TOTAL
Domestic Workers	1720	907	438	479	705	4249
Security Guards	744	884	201	318	470	2617
Hotel/Restaurant Workers	427	477	322	426	357	2009
Carpenters, Masons etc	698	660	283	372	353	2366
Sales Clerks/Sales Men	333	485	249	214	210	1491
Managers	272	148	152	284	251	1107
Pilots and other related	91	113	77	105	94	480
Professionals	106	122	100	109	138	575
Office Clerks/Secretaries/Typists	94	167	92	84	61	498
Teachers	47	82	46	62	54	291
General Workers	214	366	160	219	204	1163
Gas Station Attendant/Cashiers/Shop Assts	192	227	121	175	177	892
Mechanics/Electricians	97	112	57	71	78	415
Beauticians/Cosmetologists	65	92	60	53	64	334
Drivers	16	65	19	33	42	175
Agricultural Labourers	103	213	115	46	66	543

4.2.1.2 Dominica

The Commonwealth of Dominica issued 1816 Work Permits to CARICOM nationals for the period 2000-2006. This is relatively low when compared to Antigua and Barbuda where in its lowest year, in 2003, a total of 3082 Work Permits were issued and a total number of 15,739 work permits were issued for the period 2001-2005. Unlike the state of Antigua and Barbuda, Dominica's economy is not heavily dependent on outside labour/skills.

The table below presents the data relating to the issuing of work permits to CARICOM nationals for the 7-year period 2000 – 2006:

- 89% of the work permits were issued to non-OECS CARICOM nationals

- 11% of the work permits were issued to nationals from the Eastern Caribbean states
- The highest number of work permits - 63% were issued to Haitian nationals
- Trinidad and Tobago and Guyana accounted for 12% and 8% respectively of the Work Permits issued.

Table 4.2.1.2.1: Dominica - Work permits issued to CARICOM Nationals – 2000-2006

	2000	2001	2002	2003	2004	2005	2006	TOTAL
TOTAL	150	135	166	301	255	406	403	1816
CARICOM NATIONALS	118	92	146	268	229	382	389	1624
OECS NATIONALS	32	43	20	33	26	24	14	192
Antigua & Barbuda	0	0	0	0	0	0	0	0
Barbados	6	6	1	6	12	10	5	46
Belize	0	0	0	0	0	0	0	0
Grenada	3	5	5	11	3	10	2	39
Guyana	21	17	30	25	21	17	14	145
Haiti	20	31	62	178	172	329	350	1142
Jamaica	19	15	17	2	4	4	9	70
Montserrat	6	2	1	1	0	0	0	10
St. Kitts/Nevis	2	22	0	1	0	0	0	25
St. Lucia	9	11	6	12	21	12	7	78
St. Vincent & the Grenadines	12	3	8	8	2	2	5	40
Suriname	0	0	0	0	0	0	0	0
Trinidad & Tobago	52	23	36	57	20	22	11	221

This is the first and only instance in this study where we see nationals of Haiti participating in the formal economy of a CARICOM member state. One could hazard a guess here that it is the similarity of the language as well as economics that are the two pull factors here. In addition, Dominica is not perceived as one of the strong OECS economies and it is not known for high wages. Consequently, it would not attract nationals from other CARICOM economies where higher wages are available.

Table 4.2.1.2.2 shows the sectors in the economy which benefitted from external skills.

Based on the information received, the dominant areas of the Dominican economy which benefitted from labour movement for the study period were:

- Agriculture, where 53% of the work permits issued were to persons who worked in this sector of the economy
- Community, Social and Personal services accounted for 15% of work permits issued to non-nationals
- Business Services and Construction accounted for 12% and 9% respectively of work permits issued during the period

Agriculture is a main stay of the Dominican economy and its reliance on labour from outside is reflected in terms of the number of work permits issued by this sector during the study period.

Table 4.2.1.2.2 Dominica - work permits issued by sector – 2000-2006

WORKER CATEGORY	2000	2001	2002	2003	2004	2005	2006	TOTAL
Agriculture	25	37	45	147	171	250	227	877
Hunting and Fishing	0		0	0	1	0	0	1
Mining and Quarry	3	0	0	0	0	0	0	0
Manufacturing	7	6	0	0	0	0	0	6
Electricity, Gas & Water	4	2	0	0	0	0	0	2
Construction	10	15	26	50	29	19	14	153
Wholesale & Retail	6	5	4	6	3	7	11	36
Hotels & Restaurants	11	19	9	10	16	10	16	80
Finance & Real Estate			2	2	0	5	3	12
Business Services	18	33	46	41	6	28	41	195
Public & Defense	49	0	0	0	0	0	0	0
Public & Health		0	31	0	10	0	0	41
Community, Social & Personal	17	18	0	45	19	77	91	250
TOTAL								1653

4.2.1.3 Grenada

The Table below shows the number of work permits that have been issued by Grenada to CARICOM Nationals for the period 2002 – 2006. The table also shows the total number of work permits issued by Grenada for the five year period.

- CARICOM nationals accounted for 64% of the total number of work permits issued during the five-year period.
- Of all work permits issued to CARICOM nationals during the period by Grenada nationals from the Eastern Caribbean States accounted for 14%.

- Nationals from the other CARICOM territories accounted for 86% of the work permits issued during the period.
- Nationals of Guyana and Trinidad and Tobago are the leading contenders for work permits issued by Grenada to CARICOM nationals for the period, accounting for 39% and 33% respectively.
- St. Lucia accounted for 53% of work permits issued to all OECS nationals and 8% of work permits issued to nationals of CARICOM member states
- St. Vincent and the Grenadines accounted for 32% of all work permits issued to OECS nationals and 5% of work permits issued to nationals of CARICOM member states.
- There is not much demand for work permits by nationals of Antigua and Barbuda, Belize, Montserrat, St. Kitts and Nevis and Suriname.

Table 4.2.1.3.1 Grenada - Work permits issued to CARICOM Nationals 2002 – 2006

	2002	2003	2004	2005	2006	TOTAL
	412	591	402	884	546	2835
TOTAL	238	344	206	691	321	1800
CARICOM NATIONALS	217	294	189	560	280	1540
OECS NATIONALS	21	50	17	131	41	260
Antigua & Barbuda	3	2	1	0	0	6
Barbados	6	18	7	41	7	79
Belize	1	0	1	0	0	2
Dominica	3	6	2	10	8	29
Guyana	64	80	63	318	176	701
Jamaica	29	48	22	44	25	168
Montserrat	0	1	1	0	0	2
St. Kitts/Nevis	0	0	0	1	0	1
St. Lucia	6	27	10	85	11	139
St. Vincent & the Grenadines	9	14	3	35	22	83
Suriname	0	0	0	0	0	0
Trinidad & Tobago	117	148	96	157	72	590

Table 4.2.1.3.2 below shows the various occupational groups for which work permits were granted to CARICOM nationals.

- Thirty two percent (32%) of the work permits granted by Grenada for the period were granted to Construction workers. This is understandable given the situation with Hurricane Ivan in 2004, where a lot of Construction workers were brought in to participate in the re-building process.
- Technical Workers accounted for 18% of the work permits issued and some of these technicians are connected to the Construction Industry.

- Managers and Professionals accounted for 16% of the work permits issued.
- Entertainment surprisingly accounted for 14% of the work permits issued over the period. It is surprising because one would have thought that the Artistes and Entertainers would have taken advantage of the Skill Certificates and would have gone that route.

One would have thought that after 2004, there would have been a significant decline in the request for work permits from Managers, Professionals and Artistes, since the whole idea is that these categories would switch from requesting work permits to requesting skill certificates. However, the data presented in the table below does not reflect a decline.

Table 4.2.1.3.2 Grenada - Work Permits issued by Occupation 2002 - 2006

CATEGORY	2002	2003	2004	2005	2006	TOTAL
Domestic Workers	15	17	8	10	5	55
Security Guards	1	2	1	1	1	6
Hotel/Restaurant Workers	2	0	0	0	0	2
Sales Clerks	6	4	0	2	3	15
Managers	25	25	17	32	25	124
Professionals	52	40	21	38	14	165
Other Clerical	2	8	3	2	3	18
Teacher/Principal	2	3		2	1	8
Construction Workers	10	2	3	423	136	574
Agricultural	1	4	1	4	2	12
Other Workers	40	0	5	12	9	66
Health Related	0	2	1	0	3	3
Singers, Artistes, DJs	59	63	33	34	56	245
Banker	2	6	0	0	0	8
Sailor	0	8	0	0	0	8
Technical Workers	0	90	123	44	68	325
OTHER						163
TOTAL	217	274	216	604	326	1800

4.2.1.4 St. Kitts & Nevis

St. Kitts & Nevis issued 865 Work Permits during the period 2002 - 2006.

- Seventy one percent (71%) of work permits were issued to non-OECS CARICOM nationals
- Twenty nine percent (29%) of work permits were issued to OECS nationals
- Forty two percent (42%) of work permits issued were to Guyanese nationals
- Fourteen percent (14%) of work permits were issued to Jamaican nationals and 11% to nationals of Trinidad and Tobago
- Nationals of Antigua & Barbuda and Montserrat were issued with 8% and 7% respectively.

Table 4.2.1.4.1. St. Kitts & Nevis - Work Permits issued to CARICOM Nationals 2002-2006

	2002	2003	2004	2005	2006	TOTAL
TOTAL	159	142	220	189	155	865
CARICOM NATIONALS	118	109	160	132	94	613
OECS NATIONALS	41	33	60	57	61	252
Antigua & Barbuda	3	4	25	18	21	71
Bahamas	0	1	0	0	1	2
Barbados	3	4	6	5	7	25
Belize	0	0	0	0	0	0
Dominica	7	8	8	7	7	37
Grenada	2	3	3	2	3	13
Guyana	77	81	99	70	36	363
Haiti	0	0	0	0	0	0
Jamaica	28	11	23	28	34	124
Montserrat	13	10	13	13	12	61
St. Lucia	8	4	6	10	9	37
St. Vincent & the Grenadines	8	4	5	7	9	33
Suriname	0	0	0	0	0	0
Trinidad & Tobago	10	12	32	29	16	99

There was no information available with respect to the number of work permits issued by occupation. The following however are some of the occupations which were granted work permits during the study period:

- Machine Operators
- Administrators

- Construction Workers
- Engineers
- Attorneys
- Architects
- Hairdressers
- Pharmacists
- Mechanics
- Teachers
- Labourers
- Technicians
- Farmers
- Accountants
- Caretakers
- Carpenters/Joiners/Furniture Makers
- Managers
- Chefs
- Welders

4.2.1.5 *St. Lucia*

Information was difficult to obtain from the Labour Commissioner's Office in St. Lucia. The Deputy Permanent Secretary with oversight for Labour up to the 5th June has been trying to get the data, but to no avail.

4.2.1.6 *St. Vincent & The Grenadines*

The table below shows the number of work permits which were issued to other states within the Eastern Caribbean Common Market and Other CARICOM member states for the period 2001 – 2006 by St. Vincent and the Grenadines.

- For the period 2001 -2006, St. Vincent and the Grenadines issued 427 work permits to CARICOM nationals.
- Nationals from the Eastern Caribbean States accounted for 19% of all work permits issued to CARICOM nationals during the period by St. Vincent and the Grenadines,
- Nationals from the other CARICOM territories accounted for 81 % of the work permits issued during the period.

Table 4.2.1.6.1: St. Vincent & the Grenadines - Work Permits Issued to CARICOM nationals 2001-2006

	2001	2002	2003	2004	2005	2006	TOTAL
TOTAL	60	59	68	83	63	94	427
CARICOM NATIONALS	47	44	60	71	53	73	348
OECS NATIONALS	13	15	8	12	10	21	79
Antigua & Barbuda	6	5	3	3	4	1	22
Barbados	10	4	5	5	10	6	40
Belize	0	0	0	0	0	0	0
Dominica	4	5	0	2	1	1	13
Grenada	0	1	3	0	2	7	13
Guyana	19	19	27	34	25	34	158
Haiti	0	0	0	0	0	4	4
Jamaica	1	2	3	11	5	11	33
Montserrat	0	0	0	0	0	0	0
St. Kitts/Nevis	1	1	0	1	0	0	3
St. Lucia	2	3	2	6	3	12	28
Suriname	0	0	0	0	0	0	0
Trinidad & Tobago	17	19	25	21	13	18	113

With respect to work permits issued to OECS Nationals:

- St. Lucia accounted for 35% of all work permits issued to OECS nationals
- Nationals from Antigua and Barbuda accounted for 28%
- Nationals from Dominica and Grenada accounted for 16% each

With respect to work permits issued to all CARICOM Nationals:

- Nationals of Guyana accounted for 45% of all work permits issued to CARICOM nationals
- Nationals of Trinidad and Tobago accounted for 32% of the work permits issued.
- There was insignificant demand from nationals of St. Kitts and Nevis, Dominica and Grenada.
- During the 6-year period, there were no work permits issued to nationals of Belize, Montserrat and Suriname.

Given the number of work permits issued by St. Vincent and the Grenadines, compared to the other Eastern Caribbean states, it is reasonable to assume that there is not much need for migrant labour in St. Vincent and the Grenadines. The relatively lower wage rates may also be responsible for this low demand.

The Table below shows the occupation/skill categories of the persons who were issued with work permits.

Table 4.2.1.6.2 St. Vincent & the Grenadines – Work permits issued by Worker categories - 2001-2006

WORKER CATEGORY	2001	2002	2003	2004	2005	2006	TOTAL
Domestic Workers/Caregivers	0	0	3	1	2	3	9
Hotel/Restaurant Workers	3	0	2	0	2	2	9
Carpenters, Masons, Mechanics, Electricians, Site Supervisors etc.	5	4	9	13	2	14	47
Sales Clerks/Sales Men	0	3	0	0	0	0	3
Managers	14	10	9	14	17	12	76
Pilots and other related	3	2	3	0	1	3	12
Professionals	8	20	16	16	11	18	88
Office Clerks/Secretaries/Typists	0	4	0	0	0	0	4
Teachers	5	0	1	4	9	8	27
Health Professionals	3	4	5	3	2	1	18
Heavy Equipment Operator/Driver	2	3	4	3	1	5	18
Furniture Maker	0	0	0	0	0	6	6
TOTAL							317

- The majority of the work permits (76 in total) were issued to persons in the Managerial category.
- A total of 47 work permits were issued to Carpenters, Masons and other Construction Workers during the 6-year period.
- Professionals were issued with 88 work permits.

The picture in the above table highlights the specific skills from outside which the economy of St. Vincent and the Grenadines depends on to make up its work force. There is a relatively great demand for professionals and managers. Engineering skills as well as skills in the construction sector are also in relatively high demand.

4.2.2 CARICOM Skilled National Certificates

The holder of a Skilled National Certificate can be permitted provisional or indefinite entry to another CSME member state. If a skilled national arrives in a host country to work and presents a Skilled National Certificate issued by the host country, he/she will be granted indefinite entry into that country.

Where a skilled national presents to the host country a certificate issued by the responsible authority in another member state, he/she will be issued provisional entry for up to six months, during which time, he/she must apply to the relevant agency for verification of that certificate. Upon verification, indefinite entry will be granted.

The table below shows that 311 Skilled National Certificates have been issued by Dominica, Grenada, St. Lucia and St. Vincent & the Grenadines between 2004 -2006.

Table 4.2.2.1 Number of Skilled National Certificates Issued by OECS Member States to Persons from other CSME member states 2004-2006

Skills Certificates Issued (2004-2006)	Dominica	Grenada	St. Lucia	St. Vincent & the Grenadines	TOTAL
Antigua & Barbuda	0	0	0	0	0
Barbados	0	3	5	2	10
Belize	0	0	0	0	0
Dominica	24	5	4	0	33
Grenada	0	39	3	1	43
Guyana	1	20	20	6	47
Jamaica	0	12	8	2	22
St. Kitts & Nevis	0	2	0	0	2
St. Lucia	0	2	98	0	100
St. Vincent & the Grenadines	0	4	2	31	37
Suriname	0	0	0	0	0
Trinidad & Tobago	0	4	11	2	17
TOTAL	25	91	151	44	311

To date, over two thousand (2000) Caribbean Community Skilled National Certificates have been issued to Skilled CARICOM Nationals wishing to access free movement within the Region. These have been issued by the relevant Ministries in the Member States participating in the CSME.²² This section of the report examines the number of

²² www.csmett.com

Skilled National Certificates which have been issued by select OECS member states to persons from other CSME member states.

4.2.2.1 *Antigua & Barbuda*

Antigua and Barbuda has not been able to properly implement the Skilled National Certificate because of problems with its laws. According to the Labour Commissioner, this is now being dealt with at the Cabinet level and there should be a resolution in the near future. In addition, in mid-2006, Antigua and Barbuda asked to be excluded from the group of CARICOM countries that will be required to implement the free movement of non-graduate teachers and nurses. At the Eighteenth Inter-Sessional Meeting of the Conference of Heads of Government of the Caribbean Community, the Prime Minister of Antigua and Barbuda, the Honourable Baldwin Spencer said that Antigua and Barbuda is a unique case because of its history of having an open door policy and hence he believes that a study of the Antiguan situation, pre and post free movement, should be carried out to ascertain how best the country can be able to meet its treaty obligations. The Heads agreed that Antigua and Barbuda should be exempted and that the CARICOM Secretariat will provide assistance in carrying out the study requested.²³

4.2.2.2 *Dominica*

The Commonwealth of Dominica issued a total of 25 Skilled National Certificates for the period 2004-2006. This figure is quite low when compared to 91 issued by Grenada and 151 issued by St. Lucia over the same period. It is interesting to note that:

- Twenty four (24) out of the 25 skilled certificates were actually issued to Dominicans, who now have the freedom to move.
- There were two media workers and the remaining 23 were Graduates who were issued with certificates
- There were 16 males and 9 females issued with certificates

Table 4.2.2.2.1: Dominica – Number of Skilled National Certificates Issued - 2004-2006

COUNTRY	2004	2005	2006
Dominica	3	5	16
Guyana	0	0	1
TOTAL	3	5	17

There seems to be no strong pull factor for other CARICOM nationals, who are able to move under the CSME arrangement, to move to Dominica. This is understandable given the relatively low wages and level of economic development in Dominica.

²³ Press release from the official website of the Antiguan and Barbudan government www.ab.gov.ag

4.2.2.3 Grenada

Table 4.2.2.3 below shows the number of Skilled National Certificates which were issued by Grenada for the period 2004 – 2006. The figures given also show the number of Certificates issued to Grenadians, which represent 43% of all the Skilled National Certificates issued.

Table 4.2.2.3.1: Grenada – Number of Skilled National Certificates issued - 2004 – 2006

Country	Skill Certificates Issued
Barbados	3
Dominica	5
Grenada	39
Guyana	20
Jamaica	12
St. Kitts & Nevis	2
St. Lucia	2
St. Vincent & the Grenadines	4
Trinidad & Tobago	4
TOTAL	91

If we take away the 39 certificates issued to Grenadians:

- Nationals from Guyana accounted for 38% of Skilled National Certificates issued,
- Nationals from Jamaica accounted for 23%.

University graduates accounted for the majority of the Skilled National Certificates issued as follows:

- University graduates - 80
- Media workers - 9
- Sports Person - 1

It was reported by Grenada that entertainers and artistes who came in the country for a short period are still in the habit of applying for work permits, even though they would qualify for a Skilled National Certificate under the current law.

It is interesting to also note that 79% of the non-nationals applying for Skilled National Certificates were between the ages of 20-40 years. Forty three (43%) of the applicants are female whereas 57% are male.

4.2.2.4 *St. Kitts & Nevis*²⁴

No data with respect to Skilled National Certificates are currently available for this CSME member state.

4.2.2.5 *St. Lucia*

Table 4.2.2.5.1 below shows the number of Skilled National Certificates which have been issued by St. Lucia during the period 2004-2006. The Table also shows the number of certificates issued by the St. Lucian authorities to its own nationals which represent 65% of all the Skilled National Certificates issued.

If we take away the 98 certificates issued to St. Lucians, we note that:

- Guyanese nationals accounted for 38% of the Skilled National Certificates issued. Again Guyanese nationals are showing a high desire to move and there is no real discrimination in terms of where they move to.
- Nationals from Trinidad and Tobago accounted for 21%.

Table 4.2.2.5.1: St. Lucia - Number of Skilled National Certificates issued - 2004-2006

Country	Skill Certificates Issued
Barbados	5
Dominica	4
Grenada	3
Guyana	20
Jamaica	8
St. Lucia	98
St. Vincent & the Grenadines	2
Trinidad & Tobago	11
TOTAL	151

- Eighty seven percent (87%) of all recipients of Skilled National Certificates are in the 23-44 age group. This is in keeping with the thought that younger persons who may have less dependents etc will be more prepared to move than those persons who are supposedly more settled in terms of dependents.
- Fifteen eight per cent (58%) of all applicants were female with the other 42% were male.
- Eighty (80) of the applicants were university graduates and 2 were sports persons. Information on the categories in which the other 69 fell was not available.

²⁴ Information is still outstanding

4.2.2.6 *St. Vincent & The Grenadines*

The table below shows the number of Skilled National Certificates which have been issued by St. Vincent and the Grenadines during the period 2004 -2006. The Table also shows the number of certificates issued by the authorities to its own nationals who represent a whopping 70% of all the Skilled National Certificates issue in St. Vincent & the Grenadines. As in the case of the Work Permits, it is found that St. Vincent and the Grenadines issued relatively fewer Skilled National Certificates than the other Eastern Caribbean member states studied.

Table 4.2.2.6.1: St. Vincent and the Grenadines – Number of Skilled National Certificates issued - 2004 -2006

COUNTRY	NO. OF SKILLS CERTIFICATES ISSUED
Barbados	2
Grenada	1
Guyana	6
Jamaica	2
St. Vincent & the Grenadines	31
Trinidad & Tobago	2
TOTAL	44

If the 31 Skilled National Certificates issued to nationals of St. Vincent and the Grenadines are taken away, then

- Guyanese applicants would have accounted for 46% of the remaining Skilled National Certificates issued.

Skilled National Certificates were issued to thirty one (31) university graduates, 9 Teachers and 1 Journalist during the period.

From the information collected to date, we observe that in the four Eastern Caribbean states examined, the University Graduates comprise the group which is making use of the opportunity for free movement, which the Skilled National Certificate presents. It is also the relatively younger CARICOM nationals who are making use of the opportunity to move freely within the CSME.

4.2.3 Business and Stopover Visitors

This section of the report presents the number of business and stop over visitors to five OECS member states. Whilst it was desirable to do this analysis using business visitors, this information was difficult to obtain in some of the countries. Consequently, in three instances, figures pertaining to stopover visitors were provided whilst in two instances, figures pertaining to business arrivals were provided.

Whilst we saw little or no demand for work permits from the nationals of Belize, Suriname and the Bahamas, this is not so in the case of Business and Stopover Visitors. This suggests that these nationals are more interested in visiting the OECS for business or holiday.

4.2.3.1 Antigua and Barbuda – Business Visitors

Table 4.2.3.1.1 shows the total number of CARICOM business visitors to Antigua and Barbuda for the period 2003 to March 2007. It is interesting to note that business travel only accounted for 17% of all CARICOM stopovers for the period under discussion. The data in the table below show the following:

- There is quite a lot of business travel between the OECS member states and Antigua & Barbuda as well as between the other CARICOM countries and Antigua & Barbuda.
- Forty nine percent (49%) of all CARICOM business travellers who visited Antigua & Barbuda during the period were from the OECS; whilst 51% of all CARICOM business travellers were from the other CARICOM countries.

Of all the CARICOM business visitors to Antigua & Barbuda for the period,

- Barbados nationals accounted for the highest number (21%)
- Nationals of Trinidad and Tobago accounted for 18%
- St. Lucia, St. Kitts & Nevis and Dominica accounted for 13%, 12% and 11% respectively
- Nationals from Jamaica and Montserrat accounted for 8 % and 7 % respectively

Table 4.2.3.1.1: Antigua and Barbuda - CARICOM Business Visitors - 2003 -March 2007

	2003	2004	2005	2006	Mar-07	TOTAL
TOTAL	5,047	6,001	7,133	6,900	1,064	26,145
Other CARICOM	2,627	2,856	3,447	3,772	662	13,364
OECS	2,420	3,145	3,686	3,128	402	12,781
Bahamas	26	19	21	22	2	90
Barbados	1011	1,210	1361	1525	326	5433
Belize	7	3	8	6	0	24
Dominica	537	720	780	649	78	2764
Grenada	174	177	162	182	13	708
Guyana	176	158	216	229	37	816
Haiti	5	6	5	9	1	26
Jamaica	429	531	594	554	92	2200
Montserrat	220	375	551	610	95	1851
St. Kitts and Nevis	693	913	924	683	79	3292
St. Lucia	592	732	934	723	99	3080
St. Vincent & Gren.	204	228	335	281	38	1086
Suriname	10	7	19	12	1	49
Trinidad and Tobago	963	922	1223	1415	203	4726

From the data gathered, it is reasonable to assume that nationals from Barbados, Trinidad and Tobago as well as from St. Lucia, St. Kitts and Nevis and Dominica have some business interests in Antigua and Barbuda.

4.2.3.2 Dominica – Stopover Visitors

In slight contrast to what obtained in Antigua and Barbuda, visitors from the OECS accounted for 51% of all the CARICOM nationals who were stop over visitors to Dominica for the period 2000 - 2005. Forty nine (49%) were from the other CARICOM member states.

Table 4.2.3.2.1: Dominica - CARICOM Stopover Visitors - 2000 - 2005

	2000	2001	2002	2003	2004	2005	TOTAL
Total	10714	14472	15573	18621	21616	20050	101046
Other CARICOM	4523	6439	5950	9261	12452	10615	49240
OECS	6191	8033	9623	9360	9164	9435	51806
Antigua and Barbuda	3292	4580	5365	5143	4995	5274	28,649
Bahamas	64	66	82	70	108	93	483
Barbados	1782	2335	2402	2200	2466	2304	13,489
Belize	17	24	20	29	18	22	130
Grenada	226	404	415	435	370	433	2,283
Guyana	271	353	355	313	358	322	1,972
Haiti	717	1090	1129	4575	7480	5808	20,799
Jamaica	419	506	466	483	473	507	2,854
Montserrat	183	163	229	160	204	220	1,159
St. Kitts & Nevis	477	590	838	666	619	601	3,791
St. Lucia	1615	1747	2218	2380	2481	2298	12,739
St. Vincent & the Grenadines	398	549	558	576	495	609	3,185
Suriname	8	37	21	28	26	31	151
Trinidad & Tobago	1245	2028	1475	1563	1523	1528	9,362

With respect to CARICOM stop over visitors to Dominica, Table 4.2.3.2.1 shows the following:

- Twenty eight percent (28%) came from Antigua & Barbuda and this represents the highest number of stopover visitors for the period
- The second highest number of stopover visitors (21%) came from Haiti
- Nationals from St. Lucia and Barbados accounted for 13% each
- Trinidadian nationals accounted for 9%

This data in this table show that there is a fair amount of intra-regional movement amongst the nationals from the OECS as well as from the wider CARICOM area. There is a relatively high number of Haitians who visited Dominica in the stated period. The fact that French creole is spoken in Dominica would definitely be an inducement for the French speaking Haitian visitors as well as the fact that they may have come in as visitors in the first instance to look for job opportunities.

4.2.3.3 Grenada – Stopover Visitors

Unlike Dominica and Antigua and Barbuda, where stopovers were divided fairly evenly between the OECS and the other CARICOM member states, 80% of Grenada’s stopover visitors were actually from other CARICOM member states with 20% visiting from the Eastern Caribbean Region during the 2000-2005 period. This is an interesting phenomenon and one could conclude that nationals from the other CARICOM member states are more likely to visit Grenada than nationals from the OECS.

Table 4.2.3.3.1: Grenada – CARICOM Stopover Visitors - 2000 -2005

	2000	2001	2002	2003	2004	2005	TOTAL
TOTAL	23,752	27,126	32,286	36,164	37,866	26,786	183,980
Other CARICOM	19,455	21,759	26,272	29,129	30,276	21,093	147,984
OECS	4,297	5,367	6,014	7,035	7,590	5,693	35,996
Antigua and Barbuda	542	668	747	746	1068	485	4,256
Bahamas	179	121	137	141	155	82	815
Barbados	4137	5166	6,354	6,040	6624	4569	32,890
Belize	48	48	70	64	44	33	307
Dominica	341	587	513	636	668	529	3,274
Guyana	1235	1434	1,340	1,489	1674	2164	9,336
Jamaica	1294	1339	1,076	1,365	1499	1133	7,706
Montserrat	137	92	91	157	115	73	665
St. Kitts and Nevis	278	408	409	293	423	223	2,034
St. Lucia	1362	1754	2,046	2,367	2306	2202	12,037
St. Vincent & the Grenadines	1637	1858	2,208	2,836	3010	2181	13,730
Suriname	43	41	76	72	52	57	341
Trinidad and Tobago	12519	13610	17,219	19,958	20228	13055	96,589

Table 4.2.3.3.1 above presents data on stopover visits by CARICOM nationals to Grenada for the period 2000 - 2005:

- Fifty two per cent (52%) of stopover arrivals were nationals of Trinidad and Tobago
- Nationals of Barbados accounted for 18% of stop over arrivals
- Nationals of St. Lucia and St. Vincent and the Grenadines each accounted for 7% of stopover arrivals

People generally tend to visit countries where they have relatives and friends. It is a known fact that many nationals of Trinidad and Tobago have relatives in Grenada

because of the migration factor in the days of the oil boom, which saw a lot of Grenadians leaving to work in the oil industry there. This could definitely account for the high number of stopover visitors from Trinidad and Tobago during the period under study.

4.2.3.4 St. Lucia – CARICOM Business Visitors

St. Lucia saw relatively more CARICOM business visitors during the period 2002 to 2005 than OECS Business visitors. Sixty nine percent of all CARICOM business visitors who visited St Lucia during the period were actually from the other CARICOM countries whilst 38% came from the OECS.

Table 4.2.3.4.1 presents information with respect to CARICOM business visitors to St. Lucia for the period 2002 – 2005:

- Barbados nationals accounted for the highest number (29%)
- Nationals of Trinidad and Tobago accounted for 24%
- Nationals from Jamaica accounted for 10 %
- Dominica nationals and nationals from St. Vincent and the Grenadines each accounted for 8% of all CARICOM business visitors

The data in the table suggest that nationals from Barbados and Trinidad and Tobago have strong business interests in St. Lucia as they do in Antigua & Barbuda.

Table 4.2.3.4.1: St. Lucia - Business Visitors - 2002 – 2005

	2002	2003	2004	2005	TOTAL
TOTAL	7,779	10,479	6,971	9,564	34,793
OECS	2,616	3,142	2,126	2,971	10,855
Antigua and Barbuda	484	606	339	522	1,951
Dominica	644	799	531	737	2,711
Grenada	460	461	465	654	2,040
Montserrat	32	47	42	43	164
St. Kitts and Nevis	248	384	202	267	1,101
St. Vincent & the Grenadines	748	845	547	748	2,888
Other Caricom	5,163	7,337	4,845	6,593	23,938
Barbados	2106	3031	1,962	3,042	10,141
Belize	20	34	6	41	101
Guyana	252	498	280	468	1,498
Haiti	15	22	6	20	63
Jamaica	752	918	931	755	3,356
Suriname	30	39	28	35	132
Trinidad and Tobago	1961	2748	1,605	2,203	8,517
Bahamas	27	47	27	29	130

4.2.3.5 St. Vincent and the Grenadines – Stopover Visitors

The information collected on stopover arrivals in St. Vincent and the Grenadines is lacking when compared to the data from the other OECS member states. There is a lack of up to date data collection technology, however, there are plans to commission a new software system which would be able to generate information in a more detailed way.

**Table 4.2.3.5.1: St. Vincent and the Grenadines - CARICOM Stopover visitors
2001 – 2006**

	2001	2002	2003	2004	2005	2006	Total
Total	21,489	24,308	26,198	29,244	32,582	30,673	164,494
Other Caricom	15,846	19,192	19,560	21,399	24,507	23,295	123,799
OECS	5,643	5,116	6,638	7,845	8,075	7,378	40,695
Antigua & Barbuda	878	988	1,109	1,200	1,357	1,583	7,115
Barbados	8,326	10,217	9,906	11,205	12,824	12,293	64,771
Grenada	2,552	2,001	2,667	3,175	3,268	2,501	16,164
St. Lucia	2,213	2,127	2,862	3,470	3,450	3,294	17,416
Trinidad & Tobago	7,520	8,975	9,654	10,194	11,683	11,002	59,028

Notwithstanding the lack of details, information on stopover visitors to St. Vincent and the Grenadines for the period 2001 – 2006 is presented in Table 4.2.3.5:

- Seventy five percent (75%) of the visitors came from the other CARICOM countries
- Twenty five percent (25%) of visitors came from other Eastern Caribbean states
- The majority of the visitors were from Barbados which accounted for 39% of all visitors
- Trinidad & Tobago accounted for the second highest number of visitors - 36%
- St. Lucia and Grenada accounted for 11% and 10% respectively of all CARICOM visitors

4.2.4 Residency Permits and Citizenship Certificates Issued

In the OECS, there are various kinds of residency permits issued to non-nationals. Persons have to meet specific requirements before residency status is granted. Temporary Residence Permits, Permanent Residence Permits and Citizenship are issued by the member states. For example in St. Vincent and the Grenadines, a Temporary Residence Permit allows a non-national to stay in the country on a temporary basis but does not allow him/her to work. In order to work in St. Vincent and the Grenadines, a non-national has to have both a temporary residence permit and a Work Permit.

4.2.4.1 Antigua and Barbuda

The Residency status referred to in the case of Antigua and Barbuda is Temporary. This Permit allows a non-national to work without the need for a Work Permit in the country. After holding this status for three years, a non-national may apply for citizenship.

Table 4.2.4.1.1 presents information with respect to temporary permits issued to CARICOM nationals during the period 2003 to 2005:

- Seventy eight (78%) percent of the permits issued were to nationals from the other CARICOM states
- Nationals from the OECS accounted for 21%
- Nationals from Guyana accounted for 38% followed very closely by Jamaicans who accounted for 37%
- Nationals from Dominica accounted for 16%

Table 4.2.4.1.1: Antigua and Barbuda - Temporary permits issued to CARICOM nationals 2003 to 2005

	2003	2004	2005	Total
TOTAL	1,530	1,995	2,157	5,682
OTHER CARICOM	1185	1561	1679	4425
OECS	345	434	478	1257
Barbados	6	9	10	25
Dominica	253	313	327	893
Grenada	12	15	15	42
Guyana	544	788	833	2165
Haiti	3	4	6	13
Jamaica	595	713	777	2085
Montserrat	2	7	7	16
St. Kitts and Nevis	2	10	8	20
St. Lucia	42	34	59	135
St. Vincent & the Grenadines	34	55	62	151
Trinidad and Tobago	37	47	53	137

4.2.4.2 *Dominica*

With respect to Dominica, the study will look at both the Temporary Residency Permits as well as the Permanent Residency Permits issued to non-nationals for the period 2001 – 2006. During this period, there were 29 Temporary Residence Permits issued and 26 Permanent Residence Permits issued.

Table 4.2.4.2.1 presents data with respect to the issuing of Temporary Residence Permits to CARICOM nationals for the period 2001 – 2006:

- Nationals from sister states in the OECS accounted for 22% of the permits issued
- Nationals from other CARICOM states accounted for 78% of the permits issued
- Jamaican nationals accounted for 45% of those issued
- Nationals from Trinidad and Tobago and St. Vincent and the Grenadines accounted for 14% and 10% respectively

Table 4.2.4.2.1: Dominica - Temporary Residency Permits issued to CARICOM nationals - 2001 – 2006

Temporary Residence	2001	2002	2003	2004	2005	2006	TOTAL
TOTAL	14	4	2	4	2	3	29
OTHER Caricom	14	2	1	2	1	1	21
OECS	0	2	1	2	1	2	8
Barbados	1	0	0	0	1		2
Grenada	0	0	0	0	1	1	2
Guyana	0	0	0	1	0	1	2
Jamaica	11	1	0	1	0		13
St. Kitts	0	0	0	0	0	1	1
St. Lucia	0	2	0	0	0	0	2
St. Vincent & the Grenadines	0	0	1	2	0	0	3
Trinidad & Tobago	2	1	1	0	0	0	4

Table 4.2.4.2.2 below indicates that the issuing of Permanent Residence Permits followed a similar trend as in the case of the issuing of Temporary Residence Permits for the period under study, except that more Guyanese were issued with Permanent Residence Permits.

Table 4.2.4.2.2: Dominica - Permanent Residency Permits issued to CARICOM nationals - 2001 – 2006

Permanent Residence	2001	2002	2003	2004	2005	2006	TOTAL
TOTAL	5	4	6	5	3	3	26
OTHER Caricom	5	2	5	3	2	1	18
OECS	0	2	1	2	1	2	8
Barbados	1	0	1	0	1	0	3
Grenada	0	0	0	0	1	1	2
Guyana	0	0	4	1	1	1	7
Jamaica	2	1	0	2	0	0	5
St. Kitts	0	0	0	0	0	1	1
St. Lucia	0	2	0	0	0	0	2
St. Vincent & the Grenadines	0	0	1	2	0	0	3
Trinidad & Tobago	2	1	0	0	0	0	3

The information from Table 4.2.4.2.2 can be summarised as follows:

- Nationals from Eastern Caribbean member states accounted for 31% of the permits issued which is slightly higher than the 22% in the case of the Temporary Residence Permit
- Nationals from other CARICOM states accounted for 69% of the permits issued, which is less than the percentage of Temporary Permits issued
- Nationals from Guyana accounted for the highest number of permits (27%) issued
- Jamaicans accounted for the second highest number of permits issued with 19%
- Nationals from Barbados, St. Vincent and the Grenadines and Trinidad and Tobago accounted for 12% each

4.2.4.3 Grenada

The information obtained from Grenada showed the number of Residence Permits as well as the citizenship status granted to CARICOM nationals for the period 2001 – 2006 as indicated in the two tables below. Five hundred and sixty three (563) citizenship certificates were issued whilst 32 Permanent Residency Permits were issued.

Table 4.2.4.3.1 Grenada -Citizenship status granted to CARICOM nationals 2001 – 2006

	2001	2002	2003	2004	2005	2006	Total
Citizenship							
Total	104	91	100	85	80	103	563
OTHER CARICOM	98	78	87	67	71	96	497
OECS	6	13	13	18	9	7	66
Antigua and Barbuda	1	0	0	0	0	0	1
Barbados	4	7	5	3	2	6	27
Dominica	1		2	1	2	2	8
Guyana	27	22	26	15	24	36	150
Jamaica	8	9	6	5	6	11	45
St. Lucia		5	2	4	2	2	15
St. Vincent & Gren.	4	8	9	13	5	3	42
Trinidad and Tobago	59	40	50	44	39	43	275

Table 4.2.4.3.1 above indicates the following with respect to citizenship granted to CARICOM nationals for the period:

- Nationals from other CARICOM countries accounted for 88%
- Twelve percent (12%) of the citizenships granted were to nationals from the Eastern Caribbean States

- Nationals from Trinidad & Tobago accounted for the highest number issued - 49%
- Nationals from Guyana accounted for 27%
- Eight percent (8%) were issued to nationals of Jamaica

The table below presents data with respect to the issuing of Permanent Residence Permit for the 2001 – 2006 period as follows:

- Ninety seven percent (97%) or 31 of the Permits issued were to nationals from other CARICOM member states
- Nationals from Guyana and Trinidad and Tobago each accounted for 41% of the Permits issued.

Table 4.2.4.3.2 Grenada - Permanent Residence Permit for the 2001 – 2006

Residence	2001	2002	2003	2004	2005	2006	Total
Total	10	6	8	5	3	-	32
Other CARICOM	10	5	8	5	3		31
OECS	-	1	-	-	-		1
Barbados			1	2			3
Guyana	3	1	5	1	3		13
Jamaica		2					2
St. Lucia		1					1
Trinidad and Tobago	7	2	2	2			13

4.2.4.4 St. Kitts & Nevis

St. Kitts and Nevis issued 274 Residency Permits to CARICOM nationals for the period 2002 – 2006. Of this total:

- Sixty three (63) or 23 % were to nationals of other Eastern Caribbean Member States
- Two hundred and eleven (211) or 77% were issued to nationals from other CARICOM member states

**Table 4.2.4.4.1 St. Kitts & Nevis - Residency Permits issued to CARICOM nationals
2002 – 2006**

	2002	2003	2004	2005	2006	Total
TOTAL	37	48	54	72	63	274
OTHER CARICOM	29	36	43	54	49	211
OECS	8	12	11	18	14	63
Antigua & Barbuda	0	1	1	2	2	6
Barbados	1	1	1	1	2	6
Dominica	2	2	2	3	3	12
Grenada	0	0	0	0	0	0
Guyana	18	22	27	33	29	129
Haiti	0	0	0	0	0	0
Jamaica	7	10	12	17	15	61
Montserrat	5	7	6	9	5	32
St. Lucia	1	1	1	2	2	7
St. Vincent & the Grenadines	0	1	1	2	2	6
Trinidad and Tobago	3	3	3	3	3	15

Table 4.2.4.4.1 above shows that with respect to CARICOM nationals who were issued Residency permits for the period;

- Nationals from Guyana accounted for 47%
- The second highest number of Permits were issued to Jamaicans – 22%
- Residents of Montserrat accounted for 12%

4.2.4.5 St. Vincent & the Grenadines

Six hundred and fifty five (655) Temporary Residence Permits were issued by St. Vincent and the Grenadines to nationals from CARICOM member states for the period 2001 – 2006. Of this total, 579 or 88% of the total were issued to nationals of Other CARICOM states with nationals from the OECS accounting for 12%.

Table 4.2.4.5.1 below shows the number of Temporary Residence Permits issued to CARICOM nationals during 2001 – 2006.

- Guyanese nationals were issued with the highest number of Residence Permits, accounting for 47%
- Nationals from Trinidad and Tobago were issued with 143 permits, which accounted for 22%
- Nationals from Barbados and Jamaica accounted for 11% and 10% of those issued
- Nationals from Suriname, Grenada and Dominica together accounted for 33 or just about 5 % of the permits issued

Table 4.2.4.5.1 St. Vincent & the Grenadines - Temporary Residence Permits issued to CARICOM nationals 2001 – 2006

	2001	2002	2003	2004	2005	2006	Total
TOTAL	79	95	115	138	99	129	655
Other Caricom	68	83	105	125	86	112	579
OECS	11	12	10	13	13	17	76
Antigua & Barbuda	4	3	2	3	2	0	14
Barbados	6	9	12	15	8	19	69
Dominica	1	6	2	3	2	4	18
Grenada	3	0	4	2	3	2	14
Guyana	29	50	57	67	51	48	302
Jamaica	4	5	4	14	10	27	64
St. Lucia	3	3	2	5	6	11	30
Suriname	0	0	1	0	0	0	1
Trinidad & Tobago	29	19	31	29	17	18	143

4.2.5 General Findings

- Guyanese nationals are high in terms of labour migration as noted by the demand for work permits but low in tourism travel in the region as seen in the business travel and stopover data presented
- Barbados on the other hand is low in terms of migrant labour but high in terms of business travel and stopover travel.
- Trinidad and Tobago – high in terms of labour migration as well as stopover travel to Grenada with proximity and family connection being the main reasons.
- Jamaica tends to follow a similar path as the Guyanese where they are relatively high in terms of labour migration but low in terms of business and tourism movement within the OECS

4.3 Labour market data

In this section, labour market data for CSME member states are presented. The following three tables summarize the population, the labour force and unemployment rate for all CARICOM countries (except Haiti).

4.3.1 Population Analysis

The table below shows that the fourteen (14) CARICOM members in the analysis have a total population of about 4.7 million who are 15 years and older; the OECS accounting for about 392,000 or 8.3%.

Table 4.3.1.1

MEMBER STATES	Total Population 15+		
	Women	Men	Total
Antigua and Barbuda 2001	24,810	21,000	45,810
The Bahamas 2004	120,680	110,730	231,410
Barbados 2002	110,400	99,000	209,400
Belize 2002	83,784	80,568	164,352
Dominica 2001	24,027	24,260	48,287
Grenada 2005	36,189	35,285	71,974
Guyana 2002	243,696	240,341	484,037
Jamaica 2006	990,525	945,825	1,936,350
Montserrat 2001	1,560	1,875	3,435
St. Kitts & Nevis 2001	16,682	16,213	32,895
St. Lucia 2004	59,950	57,241	117,191
St. Vincent & the Grenadines 2001	36,569	37,109	73,678
Suriname 2004	154,179	154,836	309,014
Trinidad & Tobago 2006	488,700	489,300	978,000
Total	2,391,751	2,313,582	4,705,834

4.3.2 Labour Force Analysis

The table below shows that the fourteen (14) member states have an estimated labour force of about three million with Jamaica accounting for about 1.25 million. The OECS account for about 256,000 or 8.5% of the labour force.

Table 4.3.2.2

MEMBER STATES	Labour Force		
	Women	Men	Total
Antigua and Barbuda 2001	16,432	16,665	33,097
The Bahamas 2004	86,055	90,275	176,330
Barbados 2002	69,300	74,100	143,400
Belize 2002	30,862	63,310	94,172
Dominica 2001	10,832	17,033	27,865
Grenada 2005	21,388	25,581	46,969
Guyana 2002	83,073	188,653	271,726
Jamaica 2006	557,525	695,525	1,253,050
Montserrat 2001	861	1,146	2,007
St. Kitts & Nevis 2001	10,644	12,391	23,035
St. Lucia 2004	36,572	42,220	78,792
St. Vincent & the Grenadines 2001	16,276	27,503	43,779
Suriname 2004	63,485	109,627	173,111
Trinidad & Tobago 2006	262,000	366,200	628,200
Total	1,265,305	1,730,229	2,995,533

4.3.3 Unemployment Rate Analysis

The table below shows that the average unemployment rate is 11.6% across the 14 member states. In the case of Grenada, St. Lucia and St. Vincent and the Grenadines are actually above average at 18.8%, 21% and 21.1 % respectively.

Table 4.3.3.1:

MEMBER STATES	Unemployment Rate		
	Women	Men	Total
Antigua and Barbuda 2001	8.8	8.0	8.4
The Bahamas 2004	11.0	9.4	10.2
Barbados 2002	11.8	8.0	9.8
Belize 2002	15.3	7.5	10.0
Dominica 2001	9.5	11.9	11.0
Grenada 2005	6.3	12.4	18.8
Guyana 2002	15.1	10.2	11.7
Jamaica 2006	14.5	7.0	10.3
Montserrat 2001	7.9	15.2	12.1
St. Kitts & Nevis 2001	3.7	4.2	4.0
St. Lucia 2004	25.0	17.5	21.0
St. Vincent & the Grenadines 2001	18.6	22.6	21.1
Suriname 2004	13.7	7.0	9.5
Trinidad & Tobago 2006	7.3	3.4	5.0
Average	13.5	10.	11.6

4.4 Labour Market Impacts of the Free Movement on OECS Members

The following section of the study examines factors that are likely to induce labour to move from one CSME country to the next. The factors are then rated, based on actual data and perceptions picked up by the A-Z Consultants during the empirical work, and used to calculate the A-Z Index of Country Attractiveness (ICAL). The results are presented in the tables below.

4.4.1 The determinants of Country Attractiveness to Labour in the CSME

The determinants of Country Attractiveness to Labour in the CSME are:

1. **The wage rates** –The higher the wage rate the more likely is that country to attract labour from other CSME countries because many people are responsive to wage rate. Wage rates will be measured by selecting a representative set of occupations and comparing the levels between members of the CSME.
Source of data: Labour Departments in various countries, Central Statistical Offices.

2. **The level of development** – A higher level of development of a country tends to attract people who feel this will lead to greater opportunities for themselves and family. The level of development is measured by per capita GDP, GDP growth, and economic stability (as measured by the inflation rate).
Source of data: CARICOM website (Statistics), ECCB website, UNECLAC website, various Central Banks, various CSOs.

3. **The absorptive capacity of the labour market** – The larger or more absorptive is a country's labour market, the more likely it is to attract persons from other CSME countries. Countries with larger labour markets and which are more diversified are likely to have a higher absorptive capacity. The size of the labour market and the diversity of production will be used as the proxy for absorptive capacity.
Source of data: CARICOM website (Statistics), ECCB website, UNECLAC website, various Central Banks, various CSOs.

4. **The perceived level of safety** – The higher the murder and crime rate in a particular country, the less likely are persons to want to move to these countries.
Source of data: A-Z Consultant's Interviews

5. **The perceived openness** of the country to people from other territories in the CSME – some countries are perceived to be less open than others in CARICOM – persons are less prepared to relocate to a territory where they perceive the degree of openness is low or where they feel they will not be welcomed.
Source of data: A-Z Consultant's Interviews

4.4.2 Rating of CSME Countries in Terms of Determinant of Labour Movement

Country	Wage Rates	Development	Size or Absorptive Capacity of Labour market	Perceived Safety Level	Perceived Openness
Antigua & Barbuda	High	High	Low/Medium	High	High
Dominica	Low/medium	Low	Low	High	Medium
Grenada	Medium	Low	Low	High	Medium
St. Kitts & Nevis	High	High	Low	High	Medium/Low
St. Lucia	High	Medium	Low/Medium	High	Medium
St. Vincent & Grenadines	Medium	Low	Low	High	Medium
Barbados	High	High	High/Medium	High	Low/medium
Belize	Medium/low	Low/medium	Medium	Low/medium	Medium
Guyana	Low	Low/medium	Medium	Medium	High
Jamaica	Medium	High	High	Low	High
Suriname	Low	Low	Medium	High	Medium
Trinidad & Tobago	High/Medium	High	High	Medium	High

In order to calculate the Index of Country Attractiveness to Labour (ICAL) the ratings contained in the above table were scored from 1 to 5 where 1 = Low and 5 = High. The table below shows the ratings assigned to each country and the overall total ratings. The ICAL is obtained by expressing the overall ratings as a percentage (in this case multiplying by four).

4.4.3 Computing the A-Z Index of Country Attractiveness to Labour (ICAL)

Country	Wage Rates	Development	Size or Absorptive Capacity of Labour market	Perceived Safety Level	Perceived Openness	Overall Score	ICAL
Antigua & Barbuda	5	3	2	4	5	19	0.76
Dominica	2	1	1	5	3	12	0.48
Grenada	3	1	1	5	3	13	0.52
St. Kitts & Nevis	4	3	1	5	3	16	0.64
St. Lucia	4	3.5	2	5	3.5	18	0.72
St. Vincent & Grenadines	3	1	1	5	3	13	0.52
Barbados	5	5	3.5	5	1.5	20	0.80
Belize	2	2	2	3	3	12	0.48
Guyana	1	2	3	3	5	14	0.56
Jamaica	2	5	5	1	5	18	0.72
Suriname	1	1	3	4	3	12	0.48
Trinidad & Tobago	4	5	5	2	4	20	0.80
Average	3.0	2.7	2.5	3.9	3.5	15.7	0.62

In terms of the countries that are likely to attract labour, those with high A-Z Index of Country Attractiveness to Labour scores are likely to have greater attractiveness. Barbados, Trinidad & Tobago, Antigua & Barbuda, St. Lucia, Jamaica and St. Kitts and Nevis appear to be the top six (above average ICAL) candidates and are likely to be most attractive to labour even though:

- The attractiveness of Trinidad & Tobago and Jamaica is significantly reduced by the actual and perceived level of crime
- Barbados' attractiveness is reduced by the fact that many persons feel that it is not welcoming and not open to outsiders
- The attractiveness of Antigua and Barbuda and St. Lucia (as for all OECS countries) is reduced by the absorptive capacity of the labour market.
- The overall attractiveness of Jamaica and to a lesser extent Trinidad & Tobago is reduced.

5.0 Knowledge, Opinions & Perceptions of Persons from the OECS and Jamaica on Free Movement of Labour within the CSME

5.1 Background Information on the Sample of Respondents

As mentioned earlier, four data collection instruments were administered to four target groups in this study. The four target groups were:

1. Antiguans & Barbudans, Grenadians or St. Lucians living in their home country. (These will be referred to as the base set of interviews or OECS interviews and the sample size was 30).
2. Antiguans & Barbudans, Grenadians or St. Lucians living outside of their respective countries. (These will be referred to as OECS Emigrants and the sample size was 9).
3. Jamaicans living in Jamaica. (These will be referred to as Jamaicans and the sample size was 20).
4. Randomly selected persons on the streets of the Antigua & Barbuda and Grenada. (These will be referred to as OECS Street interviews or OECS SI in tables and the sample size was 41).

This chapter of the study will provide the background information on the composition of the sample of Antiguans & Barbudans, Grenadians or St. Lucians living in their home country. The details of the analysis of the background and opinions for the other three samples will be presented in Appendices 2 to 4.

Background information will include: profession, gender, age range, marital status, number of dependents, highest level of training and income range. This is just for the first set of interviews, where the information from all three countries is corroborated.

5.1.1 Gender Breakdown- OECS

Category	Antigua & Barbuda	Grenada	St. Lucia	Total
Male	7	6	6	19
Female	3	4	4	11
Total	10	10	10	30

Although attempts were made to get an even distribution of males and females, the contacts received were predominantly male. However, there is sufficient female representation to facilitate the identification of any gender-related differences in responses.

5.1.2 Age Breakdown

Category	Antigua & Barbuda	Grenada	St. Lucia	Total
18-34	3	2	2	7
35-44	3	5	4	12
45+	4	3	4	11
Total	10	10	10	30

The majority of the interviewees are in their prime working years (25-50); however the sample included 19 year old student and a person of retirement age.

5.1.3 Marital Status

Status	Antigua & Barbuda	Grenada	St. Lucia	Total
Single	3	4	5	12
Married	6	5	4	15
Separated		1	1	2
Divorced	1			1
Total	10	10	10	30

The sample is evenly split between single and married persons, which is important because people's perception may be affected by whether or not they are married.

5.1.4 Number of Dependents

Number of Dependents	Antigua & Barbuda	Grenada	St. Lucia	Total
0	6	2	1	9
1-2	1	5	4	10
3-4	2	1	5	8
5-6	1	2		3
Total	10	10	10	30

Nine (9) respondents had no dependent children. Four (4) of these were married and from Antigua but had grown children.

5.1.5 Educational Background

Category	Antigua & Barbuda	Grenada	St. Lucia	Total
Skill Certification	2	1		3
Secondary	3	2	2	7
Diploma		2	2	4
Degree	5	5	4	14
No response			2	2
Total	10	10	10	30

All of the persons interviewed had more than primary education. 50% of those who responded had at least one degree.

5.1.6 Institutions in which interviewees were trained

Country	Country	Institution / Programme
Antigua and Barbuda	Antigua.	
	Trinidad and Tobago, US	Workshops
	Canada, US, administered in Antigua	Cave Hill (UWI) Programme at Centre for Management Development
	Cave Hill, Barbados	UWI
	Cave Hill Barbados	UWI
	Mona, Jamaica	UWI
	Skidmore NY	California State University
	Cave Hill, Barbados	1st Degree - UWI
	Did rest of training in Antigua	
	Antigua	Technical Centre
Antigua	Jolly Beach Hotel, bar tendering since 1988	
Jamaica		
Antigua	On Job, online courses	
Antigua	Youth Skill Training Centre	
Grenada	Canada	BA
	US	Diploma
	St. Augustine, Trinidad	UWI
	Grenada	On Job
	Grenada	
Grenada.	TCC; On Job	
Grenada, US, CARICOM, 6 months in India		

Country	Country	Institution / Programme
	Grenada	Correspondent courses
	Venezuela	Short course
	Sovol, Trinidad	
	Cave Hill, Barbados	UWI
St. Lucia	UK	
	Trinidad, Barbados and UK	Most was on the job training
	Jamaica	
	St. Lucia	Experience
	St. Lucia	On job
	Barbados and Trinidad	UWI
	St. Lucia	Arthur Lewis Community College
	UK	
	Trinidad	
	Canada	

5.1.7 Gross Monthly Income (EC\$)

Category	Antigua & Barbuda	Grenada	St. Lucia	Total
1,000 or less	1	1	2	4
1,001-2,500	1	2		3
2,501-5,000	3	1	3	7
5,001-10,000		3	3	6
10,001-15,000	2	2		4
15,001-20,000	1			1
>20000	2	1	1	4
Declined to answer			1	1
Total	10	10	10	30

5.1.8 Countries in which people have lived or visited (for base set of interviewees)²⁵

Country	Short Stay: Weeks	Medium Stay: 3 months to one year	Long Term Stay: Longer than one year	No Time Specified	Total
Antigua & Barbuda	2		1		3
Barbados	4	1	3	3	9
Belize					
Dominica	1			1	2

²⁵ See Appendices 2 to 4 for details on countries that persons in the other samples have lived or visited.

Country	Short Stay: Weeks	Medium Stay: 3 months to one year	Long Term Stay: Longer than one year	No Time Specified	Total
Grenada	2	1			3
Guyana	1		2		3
Jamaica		2	2	1	5
Montserrat	1				1
St. Kitts and Nevis	1				1
St. Lucia	2		1		3
St. Vincent and The Grenadines	5		1		6
Suriname					
Trinidad and Tobago	5	2	4	2	13

From the base set of interviews, four Antiguans had never been to another Caribbean country. Two said that they have visited all countries except for Belize and Suriname. Two St. Lucians have never visited another CARICOM country, while another two said that they had been all over CARICOM (except Belize and Suriname). All the Grenadians interviewed in the base set had been to other countries.

Trinidad & Tobago was the most visited country followed by Barbados then St. Vincent & the Grenadines and the Jamaica. None of the respondents have visited Belize or Suriname. It is worth noting that this pattern was observed in the other sets of interviews also.

In terms of Jamaican interviewees, nine (9) had never been to another CARICOM country, while 3 respondents from the OECS emigrant set had never been to another CARICOM country.

From the street interviews, ten (10) Antiguans and nine (9) Grenadians had never been anywhere else. Two Grenadians did not respond.

5.2 Awareness of the CSME

All respondents from the three OECS countries had heard about the CSME, mainly from the media (newspapers, radio, TV) but also from pamphlets, billboards, public announcements and promotions, school, business fora, street talk, work, training days and parliament. Four persons are actively involved in CSME related activities through work

Additional sources mentioned (from interviewees outside of the base set) included government information programmes, class projects, university, current affairs programmes, seminars, books, Consultations that Prime Minister Owen Arthur had on a few islands, the Grenadian Prime Minister in interviews, word of mouth, reading, school, direct involvement, and participation in the protocol committee for a Jamaican respondents.

In terms of awareness, most were moderately aware of the categories that were allowed to move freely under the CSME. Jamaican respondents were less aware than OECS respondents with 20% of respondents being unaware of it. The following table breaks down the frequency that the categories of labour that move freely were identified by respondents across the three OECS countries, OECS Emigrants and Jamaicans.

5.2.1 Awareness of categories of persons that can move freely under the CSME

Category	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrants Total	Jamaican Total	Grand Total
All Categories	3	2		5			5
Artistes	1	2	2	5			5
Musicians	4	4	2	10	1	1	12
Graduates	3	4	7	12	5	2	19
Sports Persons	1	1		2	1	2	5
Media Persons	1		1	2	2		4
Teachers		2	1	2	2	2	6
Nurses		1	1	1	2	1	4
Self-Employed		2		2		1	3
None	2	1	1	4	3		7

Out of the base OECS interviewees, 17% (five persons) were aware of all categories, while 13% (four persons) were not aware of any. Persons were most aware of the free movement of graduates, musicians and artistes. Relatively few were aware of the free movement of teachers, nurses, media persons, sports persons, or self employed or the various categories that can move with their companies. In many cases persons were close by saying professionals, skilled labour or technicians.

Overall, most were aware of graduates moving, followed by musicians and then teachers. They were least aware of self employed and media people. No body mentioned that businesses were allowed to move with their staff, which is also a group that is now free to move now.²⁶

²⁶ This question was not asked to street interviewees

5.2.2 Awareness of Process Required for Free Movement within the CSME

Category	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrants Total	Jamaican Total	TOTAL
Yes	4	6	1	11	3		14
No	6	4	9	19	6	20	35
Total	10	10	10	30	9	20	59

Nearly two-thirds of OECS respondents were unaware of the process that nationals of CARICOM have to go through to move freely within the CSME. With respect to the process, the Grenadians seemed most aware followed by the Antiguans and then the St. Lucians (where only one respondent was aware of the process). Of the 11 persons who answered yes, nine (9) seemed sure of the process stating that acquisition of a skills certificate is essential to benefit from free movement. The other two, from Grenada, were vague in their explanation with one stating that ‘papers have to be in order’ and the other stating that applicants need to go through a registration process.

OECS Emigrants were mildly aware with 33% of them answering yes. Jamaicans were the most unaware with 100% stating that they did not know the process required to move.²⁷

5.3 Perceptions about the Likely Effects of the CSME on the Local Economy

Rating	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrants Total	OECS SI Total	Jamaican Total	TOTAL
Positive	2	4	9	15	2	14	9	40
Neutral	5	3	1	9	5	16	8	38
Negative	3	3		6	2	9	3	20
Unsure						2		2
Total	10	10	10	30	9	41	20	100

When rating how much they thought the CSME would affect their economy, fifteen (15) OECS respondents gave positive ratings, nine (9) were neutral and six (6) were pessimistic.²⁸ On the whole, Antiguans were most neutral and St. Lucians were most positive, Grenadians were more evenly distributed between the three categories.

In terms of the OECS Emigrants, the majority were neutral (55%) while Jamaicans were on the border line of positive and neutral. Street interviewees were mainly neutral in their responses.

²⁷ This question was not asked to street interviewees

²⁸ Rating was done on a scale of 1 to 5 where 1 is positive, 3 is neutral and 5 is negative.

Overall, 40% had positive expectations, 38% neutral, 20% felt negatively and 2% were unsure of what to expect.

Some of the reasons given are outlined below.

5.3.1 Reasons for positive rating

1. So far, free movement has had a positive effect in filling skill deficiencies. There has not yet been any mass displacement of jobs and the situation is not expected to change. Rather, it should encourage nationals to improve skills and level of human capital.
2. Some Antiguans are not willing to work in certain jobs which migrants take on for even less than locals would work for. This is beneficial for all parties.
3. Qualified people contribute tremendously to the economy. Many of these are teachers and nurses – even though OECS Emigrants may take from social system, they still keep it running to an extent.

Street Interviewees had the following additional points:

The CSME will be positive in terms of benefiting the goods trade; raising professionalism of workers as the worst employees are pushed out of jobs; increasing competition and efficiency; new employees passing on new techniques and skills to current employees; investment in less developed countries and increased access to islands in the CSME.

OECS Emigrants had the following additional points:

A balance will be reached as skilled people sometimes are underemployed in some areas and there is need for these skills in other areas. It will help all in the region as they will no longer have to import people from outside the region to do certain specialized jobs. The CSME will be good facilitator in allowing more qualified individuals to come in and fill these positions

Jamaican respondents had the following additional points:

The ease of movement will be positive because it will bring about the possibility to earn more money and have a better quality of life. Foreigners may have a better work ethic than Jamaicans, which can be passed on to them. It is a positive thing that people in Jamaica who cannot get jobs will be able to move.

5.3.2 Reasons for neutral rating

1. Given that Antigua & Barbuda already has an open door policy, more people coming in will not have a major impact.
2. The removal of restrictions to the rights of establishment is likely to have a greater impact.

Street Interviewees added that skills may be lost to countries like St. Vincent and the Grenadines, but at least they will remain in the region. .

OECS Emigrants expressed that there may be problems with resentment when skilled people come in and fill middle and upper management positions. Some locals will feel threatened, but this will encourage them to work harder. It was also felt that there will be movement both ways, which will be offsetting.

Jamaicans added that some industries will benefit while others will not. It was also mentioned that people should have a limited time to find employment after which time they have to move on.

5.3.3 Reasons for negative ratings

1. The fact that many tradesmen are not certified and would therefore not be able to take advantage of free movement, while certified counterparts from other CSME members will be able to come in is problematic. It was also noted that even though many tradesmen are not certified, it does not mean they are incapable of adequately performing their jobs. It was felt that experience is sometimes worth more than a qualification, especially when one understands the local market and the running of the country.
2. Migrants will put a strain on the social system. The free school and hospital system in Antigua already supports many migrants and the cost to the state may have negative economic repercussions.
3. The categories that have access to free movement are currently confined to certified people. Given that OECS nationals will have to compete against nationals from countries with Universities, where many more graduates and professionals will be produced, the OECS will lose out.
4. Some industries, such as farming or vending, may suffer if others come in and flood the markets. There is a need to balance demand and supply and avoid excess supply and demand in these markets.
5. The economy of Antigua will suffer as money will be remitted to home countries.

Antiguans have a different perspective of free movement than other OECS members because they have been experiencing it to a degree with their open door policy, so they know first hand the effects that it can have.

Some Street Interviewees were concerned that crime may rise. There was also a concern that people with better qualifications will come and take jobs.

The view was expressed amongst OECS Emigrants that cheaper labour will come in and drive wages down. There was also a concern that individuals from campus countries will flood OECS labour markets.

Jamaicans added that the effects on the economy will depend on the degree of freedom for skill categories - total freedom of movement for unskilled persons could be disastrous. In addition, if too many come foreigners enter; the result may be loss of identity in Jamaica.

5.4 Reaction to Complete Free Movement for All Categories of Labour

Response	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrants Total	Jamaican Total	TOTAL
Yes	5	8	6	19	4	17	40
No	4	1	4	9	5	3	17
Neutral	1	1		2			2
Total	10	10	10	30	9	20	59

When OECS respondents were asked if they felt that all persons should be able to move freely regardless of skill level, 63% thought they should, 30% thought they should not and 6% were neutral. Some of the reasons given included:

5.4.1 Favorable responses to overall free movement

1. Every country needs unskilled people to do menial work.
2. Several respondents across all three countries felt that discrimination should not be encouraged. People would not move unless they had opportunities, therefore economic inactivity should not be a problem. If they do, it would be beneficial for all parties in terms of self-development (exposure to new environments) and contributions to society. In terms of the selected groups, decision makers make it look as if graduates have more to offer even though they tend to have general degrees and no idea of how to apply them. Some tradesmen, with years of experience but no certification, are held back. Anybody who feels underutilized should be allowed to move. Only those with criminal records should be restricted.
3. It would cement unity in the region. It needs to be thought through thoroughly however and streamlined. Laws also need to be harmonized.
4. It would give the opportunity to start a business and gain experience elsewhere.
5. One St. Lucian and one Grenadian, speaking from the perspective of non-campus territories, feel that having specific categories puts certain groups of workers at a disadvantage, such as those who do not have university degrees. For now it will give people the push needed to get more qualified but still, everybody should have the same opportunities.
6. As long as someone can do a job better, regardless of skill level, they should be allowed to move
7. Three Grenadians felt that this is the ultimate aim. They feel that the approach been taken is good and other categories should be phased in over time. We need to tread slowly at first however to avoid shocks and maintain control of workers coming in. People need to become more accepting as well and stop seeing others as foreigners.

OECS Emigrants respondents also felt that as long as unskilled workers are planning to make a fair contribution and move towards gainful employment there should be no

problems. If they move, they would have to be moving to a job or a source of income. If the region is to be unified, there should be no discrimination and everybody should have the right to make the decision to move and benefit from it. It is unlikely that there will be a large influx of these workers however because moving is not an easy process as there are many factors to consider.

Jamaican respondents argued that people should be free to move as long as they can find employment. If we are trying to establish one community, then there should be no discrimination. Unskilled people have a purpose also, and someone may have a demand for what they have to offer. Also there may be reasons other than employment that induce people to move and they should not be held back by skill level if this is the case.

5.4.2 Unfavorable responses to overall free movement

OECS respondents had the following explanations as to why it would not be a good idea to have total free movement, regardless of skill level:

1. There has already been an influx of workers who contribute little to the economy so free for all movement will perpetuate this situation. For a period of time, only a certain calibre of worker should be allowed to move. This was the feeling of several respondents over the three countries.
2. Infrastructure and resources are not ready to accommodate this
3. Two respondents, one from St. Lucia and other from Antigua felt that there may be an increase in social problems as different groups may not agree. Some locals will not be welcoming and may blame any problems on entrants from other CSME member states. In addition, there was concern over the formation of criminal gangs. Unless people are coming to fill a skills shortage or have something to offer they should not be allowed to because crime will increase.
4. There was concern over a potential brain drain from some OECS countries.
5. The country has already experienced negative repercussions from unskilled workers entering and accepting lower wages. Should more be allowed to enter this will continue to drive wages down.
6. Two Grenadians felt that once you are skilled enough to get a certificate you should be able to move. Low skilled workers should not be able to move. Skill levels ensure that certain standards are maintained and this is important.

OECS Emigrants suggested that small countries would be adversely affected if too many foreigners, especially unskilled ones, enter. Furthermore, if anyone is allowed to move there are potential problems with sub-standard work. With artisans it is not as easy to account for skills and they need to be careful of this. Total free movement could also contribute to unemployment in some states.

From the Jamaican perspective, it was argued that free movement needs to happen slowly to prevent job markets from becoming overcrowded.

5.5 Perceptions on Relative Wages and Earning Potential in the CSME

The following table captures responses to the question of how wages in the domestic economy compared to others in the CSME.

Wage Level	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	OECS Emigrants Total	Jamaican Total	Total
Unsure			3	3	2		6	11
Depends					7			7
Lower		7	1	8	6	4	10	28
The Same	1	2	2	5	7	1	1	14
Higher	9		3	12	16	3	3	34
Other		1	1	2	3	1		6
Total	10	10	10	30	41	9	20	100

OECS

- In terms of wage differentials, nine (9) respondents believed that they earned higher wages in Antigua & Barbuda, while one thought that, while Antiguan wages were the highest in the OECS, they were the same when compared to the rest of the region
- Three (3) thought that only Barbados had higher wages and one thought that Trinidad & Tobago also had higher wages.
- Three (3) mentioned that the cost of living in Antigua & Barbuda was higher so in real terms the net effect is negligible. One respondent felt that as market size increases, all countries' wages should improve.
- Seven (7) respondents felt that wages were lower in Grenada
- Three (3) St. Lucians felt that they had higher wages, three (3) were unsure of where they stood and one felt that wages were lower in St. Lucia,

OECS Street Interviewees argued that Grenadian wages are the lowest wages in the OECS region. However, it was felt that wages should level off across all countries as governments gear the education system towards developing the population. Others who felt that they would earn less elsewhere felt so because they developed a network and loyal customers at home. One vendor from Grenada feels that he would earn less elsewhere because locals would prefer to support locals selling similar products.

In terms of OECS Emigrants, two of the three Antiguan respondents living in St. Lucia felt that wages were higher at home because of factors including labour laws, restrictions and minimum wage system. It was generally felt that for high income workers wages are usually the same across the region. .

Four out of the six Grenadians living in Antigua and Barbuda and in St. Lucia felt that wages were lower for them at home but the cost of living needs to be considered. There is much cultivated food and land there and it is a community based society which may ease the burden of having to buy food. Antigua pays higher but one has to spend more money there

Jamaicans generally thought that they had lower wages than others in CARICOM. Some felt that it depends on where one moves to and the sector/ company that they work in. Like Grenadians, several respondents said that other countries may have higher wages but Jamaicans may be better off overall because of the lower cost of living.

5.5.1 Other factors that need consideration

Respondents outlined that other things need to be considered when comparing wages, such as the taxation system, the cost of living, energy costs, level of employment (skill level) and sector of employment. It was felt that the categories of workers should have been separated to get undistorted answers (or more accurate answers). The following are some of the points that were made.

1. Antigua has one of the highest per capita incomes in the region. Three respondents felt however that Barbados has higher wages, one felt that Trinidad did, two felt that Guyana had lower wages and one felt that Jamaica had lower wages. It was generally felt that wages in Antigua were higher than the Windward Islands, although the cost of living is lower in these islands.
2. Two Grenadians mentioned the cost of living. One said that it is lower than other OECS countries such as St. Vincent and the Grenadines, while the other said it is high and they can barely make ends meet. Energy costs are also high in Grenada, according to one respondent.
3. The tax regime in Grenada was also mentioned by three respondents. The threshold for paying taxes is EC\$5000/month. Taxation in Grenada is high when compared to other countries in the region but many escape paying these taxes so they may end up better off than other countries in the region.
4. One respondent mentioned that Grenadians in high level jobs have wages that are comparable across the board as most of them are employed in Pan Caribbean countries. This allows for easy transferal across the region.
5. Another respondent felt that Grenada had the lowest paid public sector jobs in the region. A high percentage of Grenadians work in the public sector.
6. Five respondents (3 from St. Lucia and 2 from Grenada) felt that wages were higher in some industries and lower in others.

7. One respondent from St. Lucia mentioned that, although there is a minimum wage, it has not been revised for years. There is no system there to protect employees.

5.5.2 Earning Potential Outside Home Country

Wage Level	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	Jamaican Total	Total
Unsure	1	1	2	4	6	10
Depends	3		2	5		5
Less	3	1		4	3	7
The Same	2	1		3	3	6
More	1	7	6	14	8	22
Total	10	10	10	30	20	50

When respondents were asked whether they thought they could earn more outside of their home countries, the responses generally highlighted their perceptions of relative wage and salary levels outlined above. Fourteen OECS respondents felt that they could earn more outside of their home country. Seven (7) were from Grenada, six (6) from St. Lucia and one (1) from Antigua. From the Jamaicans, 40% felt that they would be able to earn more elsewhere while 30% were uninformed of wages outside and therefore were unsure. In terms of OECS Emigrants, they tended to move because of an opportunity to earn higher wages.

OECS respondent's explanations for these perceptions included:

1. It depends on where one goes, the job one does and what company one works for.
2. From an Antiguan perspective, wages will be lower anywhere else in the OECS; however, wages are higher in Barbados.
3. One Antiguan felt that, although wages are higher than most countries, they have been rising at a lower rate than other countries. He feels that people are being paid less than they are worth.
4. It was felt that wages are higher in more developed counties such as Barbados and Trinidad & Tobago than they are in St. Lucia. However, the high cost of living in Barbados might offset the higher wages.
5. At certain skill levels, it is felt that wages are similar across the region.
6. Differences in wages depend on qualifications and skill levels. The uncertified probably would not benefit from higher wages should they move. Earning potential increases with level of qualification.
7. One respondent from St. Lucia works in a family business. Earning more in another country depends on the market for their particular product, so she is unsure of how she would benefit from expansion.

8. An insurance broker and a civil engineer with an established clientele and high levels of trust feel they would earn less in countries outside of home in the medium term, until they have developed new clients and adjusted to movement.
9. It was felt that it is possible to earn more in St. Lucia, Trinidad and Barbados than in Grenada.
10. One respondent felt that wages were generally higher in the OECS
11. One felt that wages should be raised across the spectrum

5.6 Willingness to move to work or live in another CSME member state

OECS respondents were asked whether they would consider moving to work or live in another CSME member state on a temporary or permanent basis. While 60% claimed they would be prepared to move on a temporary basis, only 17% were definitive about being prepared to move on a permanent basis. This reflects a high level of inertia with respect to permanent movement within the CSME. Details of responses are outlined below.

5.6.1 Willingness to move on a Temporary Basis

Temporary Movement	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	Jamaican Total	Total
Yes	4	8	6	18	30	13	61
No	6	2	4	12	9	6	27
No Answer					2	1	3
Total	10	10	10	30	41	20	91

From the base interviews it appears overall that more Grenadians (80%) than St. Lucians (60%) and Antiguan (40%) are willing to move on a temporary basis. This was not fully supported by the street interviews where 79% of Antiguan respondents were willing to move compared to 68% of Grenadians. However, there is arguably some inverse correlation in the OECS between the level of wages within the country in question and the willingness of persons to move temporarily.

In Jamaica however, although the general feeling is that wages are lower and more could be earned elsewhere, 68% of respondents who answered are not willing to move on a temporary basis – this shows that there are other factors other than wages that determine whether people move.

5.6.2 Willingness to move on a Permanent Basis

Wage Level	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	Jamaican Total	Total
Yes	3	1	1	5	10	5	20
No	6	7	8	21	27	14	62
Maybe	1	2	1	4	3		7
No Answer					1	1	2
Total	10	10	10	30	41	20	91

Overall, irrespective of country of origin, respondents expressed an aversion to leaving their homeland on a permanent basis. 70% of those interviewed claimed an unwillingness to move on a permanent basis. Although they would be willing to move on a temporary basis, maybe for financial gain, they would not be willing to move permanently with only 20% of respondents answering 'yes' that they would be prepared to move permanently.

A breakdown of reasons behind responses is provided in the following table which compares the response of each person in the OECS on Temporary Movement (TM) with their response on Permanent Movement (PM).

5.6.3 Willingness to Move - Temporary Movement (TM) versus Permanent Movement (PM)

The following table provides responses and explanations by OECS Respondents with respect to their willingness to move temporarily or permanently. The responses from the other groups can be obtained from appendices 2-4.

Country	TM	Explanation	PM	Explanation
Antigua and Barbuda	No	Not from his current vantage point.	No	No Explanation Given
	Yes	Would because of the nature of her company- which has a presence in other territories; and the nature of her job. She would be prepared to develop holdings in other countries.	No	Loves Antigua
	No	He loves Antigua and has a contribution to make there. Although he experiences high living costs, the quality of life in Antigua makes it worth it.	No	Loves Antigua
	No	He would not be willing to move at his age	No	No Explanation Given

Country	TM	Explanation	PM	Explanation
	No	She has already moved to Antigua permanently	No	Not elsewhere. Got married to Antiguan and is a resident. Lived there since 1969
	No	Has already been offered positions but she declined. Would only go if she had to.	May be	Only in the case of marriage
	No	He would only leave for a vacation	No	Unless he had to
	Yes	He wouldn't mind	Yes	No Explanation
	Yes	To gain a different type of experience and broaden his horizons	No	Wouldn't feel good. Home is home, no matter how hard it is
	Yes	If better opportunities present themselves he would consider moving	Yes	Depends on circumstances - e.g. Marriage
Grenada	Yes	He is not afraid to move because he has been doing so for most of his life. He has been thinking of setting up a business in Trinidad.	Yes	May settle in Trinidad
	Yes	However, he has a family and his wife works which could make it difficult. Mature decision making does not allow for a mass exodus to the big three countries. There are too many issues involved with dislocating	May be	It would take convincing. It is difficult to answer - many factors involved like uprooting children. And to whom does national treatment extend?
	Yes	Not a problem, although he has a family and wife	No	Has to have a major reason to leave for good.
	No	Would not be willing to move unless he was forced	No	Likes Grenada
	Yes	Good experience. She would do security work or anything else that would be beneficial	No	Must return to her roots/home
	Yes	Loves traveling. She would move to get experience and exposure	May be	Would have to get a feel for another place before could make that decision. Has no problems with leaving Grenada
	Yes	Once conditions are right he would be willing to move	No	Loves Grenada. Would only move to Jamaica
	Yes	If feasible he would consider it	No	Grenada is home
	No	Feels passionate about working with people that she knows and cares about. She is community	No	No Explanation

Country	TM	Explanation	PM	Explanation
		oriented. Has heart and passion and cannot give it elsewhere		
	Yes	Unlike many others, she is free to move because she has no family obligations. Other factors would have to be considered however, like already been established in Grenada and in her line of work.	No	Although it has problems, Grenada is home
St. Lucia	Yes	As a capital driven person he will go where there are opportunities and higher wages	No	Unless a situation, such as marriage, requires him to do so.
	Yes	Wants to set up his company in other countries, so would go for that purpose	No	Loves St. Lucia, knows the market and unless there was some problem there or better opportunities arise elsewhere, would not move.
	Yes	She would go for a new experience	No	She has lived elsewhere and it hurt her to move
	Yes	He would be willing to move instantly if invited	No	Wouldn't want to reside elsewhere
	No	He never gave it any thought	Yes	Only if circumstances permit - marriage, business expansion
	Yes	He would only go for a very short term	No	No Explanation
	Yes	If the opportunity arises she may be willing.	May be	No Explanation
	No	Not at this stage in her life	No	No Explanation
	No	She works in the family business and is settled there	No	Unless they branched out or she went to Trinidad
	No	No Explanation Given	No	Unless its to Canada

5.6.4 Most desirable CSME countries to live and work

- To develop an indication of which CSME countries are most attractive and most likely to attract migrants from the OECS, respondents were asked to rank their top four countries in which they would like live and work.

Most desirable CSME countries to live and work

Ranking	1 st	2 nd	3 rd	4 th	OECS Total	OECS Emigrant Total	OECS SI Total	Jamaican Total	Total
Barbados	9	4	8	1	22	3	21	14	39
Belize		1		1	2		2	2	4
Guyana	1		1	2	4		4	1	5
Jamaica	6	2	1	5	14	1	13		15
Trinidad & Tobago	7	6	1		14	1	11	12	27
Antigua and Barbuda	2	2	1		5	1	4	2	8
Grenada	1	2	1	1	5	1	1	3	9
St. Kitts		3	4		7	4	10	4	15
St. Lucia	3	4	2		9		16	5	14
Montserrat		1	1		2	3		1	6
Dominica			2	2	4		4	1	5
St. Vincent & The Grenadines		2	4		6		10	1	7
Total					94	14	96	46	250

The findings presented in the above table show that:

- Overall, amongst member states of the CSME, Barbados was the most mentioned single country in which respondents would like to work or live (22 mentions in the top 4), followed by Trinidad and Jamaica (14 top 4 places each).
- Barbados is the most popular first ranked destination, followed by Trinidad and then Jamaica.
- Crime and violence were identified as factors reducing the desirability if Jamaica and Trinidad & Tobago.
- The least popular are Grenada and Guyana followed by Antigua and Barbuda.
- Trinidad is the most popular second ranked destination followed by Barbados and St. Lucia.
- In terms of third ranked, Barbados is also the most popular, followed by St. Kitts and Nevis and St. Vincent and the Grenadines.
- Relatively few respondents, 40%, had a fourth ranked, however Jamaica was the most frequently mentioned amongst these.
- Amongst the OECS countries, St. Lucia was the most popular followed by St. Kitts & Nevis

In aggregate, the seven (7) OECS countries were mentioned in the top four 38 times, which is more than Jamaica and Barbados combined. The OECS is therefore quite popular among OECS residents as a sub-region to live and work in.

5.6.5 The explanations for rankings of each CSME country from all four sets of respondents

Country	Reasons for Consideration
Antigua & Barbuda	<ul style="list-style-type: none"> ○ Money is good there ○ Relatives live there ○ Familiarity ○ Easily accessible ○ Would be a dream to live there ○ Good, strong economy ○ Seems interesting ○ Warm people ○ Higher standard of living
Barbados	<ul style="list-style-type: none"> ○ Money is good there ○ Developed country ○ Desirable Terrain ○ Easy movement ○ Good social scene ○ Stable and disciplined society ○ People are familiar with it ○ Close proximity to OECS ○ Relatives live there ○ Strong Economy ○ Many studied or lived there and are familiar with it ○ Good Educational structure ○ Has a university ○ Could be comfortable there ○ Nice country but not that accommodating. Would have to know people there ○ Efficient communication system ○ Tripartite system ○ Dynamic economy and business sector ○ Very good governance ○ An excellent gateway and access to the outside world ○ Good environment ○ Trendy country ○ Possibility of an easier life ○ Relatively safe country ○ High standards and professionalism in business. Would like to pick their brains and see how and why they go about things the way they do. ○ Have friends there ○ Curiosity ○ Could have a better life there ○ High Standard of Living

Country	Reasons for Consideration
	<ul style="list-style-type: none"> ○ Good communication system ○ Banking sector similar to Jamaica in computer banking ○ Refined country ○ Laid back in her line of work (shipping) ○ Enlightened society
Belize	<ul style="list-style-type: none"> ○ Has potential ○ Visited there
Dominica	<ul style="list-style-type: none"> ○ More under developed may have more opportunities ○ Unspoiled land ○ Humanitarian efforts could be poured in ○ USA ○ Adventure purposes ○ Quiet country ○ Lower cost of living
Grenada	<ul style="list-style-type: none"> ○ Money is good there ○ Heard good things about the country ○ Could be comfortable there ○ Culture compliments Antiguan culture ○ Easily accessible ○ Good place to work
Guyana	<ul style="list-style-type: none"> ○ More under developed may have more opportunities ○ Has potential ○ Has a university ○ Hard working, multi-skilled people there ○ Could learn a lot from their experience - they are constructive, adaptable and versatile. Hustlers and survivalists could be trained by them. ○ Relatives live there ○ Needs people to go there and give their time – humanitarian efforts ○ Low cost of living ○ Big country ○ Lots of opportunities. Virgin land, waiting for action. Borders South American territories, gateway opportunities.
Jamaica	<ul style="list-style-type: none"> ○ Interesting country ○ Vibrant music industry ○ Relatives live there ○ Business opportunities ○ Has a university ○ Beautiful country ○ Good infrastructure ○ Major hub and shipping hub ○ Good food ○ Nice, warm, beautiful people ○ Some have friends there

Country	Reasons for Consideration
	<ul style="list-style-type: none"> ○ Reminds one respondent of Grenada ○ Topography is nice ○ Population and culture attracts him ○ Would like to experience life there rather than just hear about it. ○ Has international recognition. ○ Familiarity ○ Fast paced life ○ Vibes <p>Cons – Crime is a deterrent</p>
Montserrat	<ul style="list-style-type: none"> ○ To see the extent to which residents have suffered
St. Kitts & Nevis	<ul style="list-style-type: none"> ○ Proximity ○ Developing country with potential ○ Familiar society ○ Strong growing economy ○ Always had interest in going there ○ Impressive business reports ○ Impressive policy reforms that are transforming and diversifying the economy ○ Increasing GDP ○ High wages ○ Humanitarian efforts could be poured in ○ Nevis is quiet ○ Has friends and family there ○ Arable ○ Could work at the central bank ○ Close knit community ○ Nice country ○ No income tax. This is an important incentive in how it impacts earning potential ○ Good education system ○ Good market for one respondents profession (architecture)
St. Lucia	<ul style="list-style-type: none"> ○ Has opportunities there ● Good place to share knowledge ● Heard good things about it ● Booming hotel industry ● Good business prospects ● Has friends there ● Similar economy ● Has French influence ○ Nice way of life ○ Nice country ○ Relatively stable ○ Bigger than others in OECS

Country	Reasons for Consideration
	<ul style="list-style-type: none"> ○ a work in the day, party at night island
St. Vincent and The Grenadines	<ul style="list-style-type: none"> ○ More under developed may have more opportunities ○ Possibility of living a natural life ○ Natural untouched beauty ○ Easily accessible ○ Safe country ○ Similar background to Grenada ○ Stable currency ○ Gets along with the people ○ Good business prospects ○ Has family there ○ Visited it and liked the country
Trinidad and Tobago	<ul style="list-style-type: none"> ○ High Salaries ○ Interesting Country ○ Close Proximity to OECS ○ Has demand for expertise ○ Possibility for growth ○ Good educational structure ○ Has a university ○ Lively Place ○ Many opportunities there ○ Would be easy to work there ○ Nice people ○ One Grenadian man is married to a Trinidadian and would like his children to sow roots there. Another is also married to a Trinidadian woman so relocating would be easy, as would being placed in a job ○ Some have built a network there ○ Relatives there – support structure ○ Familiarity ○ Possible to achieve goals there ○ Industrious – would be good exposure ● Good resources ● One of the strongest economies in the Caribbean ● Always wanted to go there ● Similar region ● Fast paced lifestyle ● Good business prospects ● Low currency ● Faster circulation ● More insular ○ Diverse economy ○ Stability because of oil ○ Developed country

Country	Reasons for Consideration
	<ul style="list-style-type: none"> ○ Growing manufacturing sector ○ Strong Economy ○ A good market as they are utilizing technology more than most in the CSME (RBTT) ○ Monetary Factors ○ Attractive Lifestyle ○ Very Parochial ○ Dynamic culture ○ Great benefits ● CONS ○ Crime is a major deterrent

5.7 Expected changes in quality of life or standard of living due to moving to another CSME member state

The respondents from the OECS and Jamaican interviews were asked what aspects of their quality of life or standard of living they thought may change positively or negatively if they moved to another CARICOM country. The responses are captured below.

Positive Changes	Negative Changes
<ul style="list-style-type: none"> ○ If moving to a country with which one is familiar, a positive aspect is been reunited with family and friends ○ Business expansion, potential of receiving high returns ○ Opportunities for children’s development in terms of schooling and sporting facilities ○ Moving to a country like Jamaica would be positive in terms of increased diversity in entertainment and recreation. ○ Lucrative financial gains could lead to a higher standard of living ○ It would be a fresh opportunity to start over and apply experience gained ○ Improvements in social life ○ Countries like Barbados and Jamaica have higher standards of living. If one could enter the market at the same level, they would be better off. ○ If moving to a country with a larger 	<ul style="list-style-type: none"> ○ If one moves to a country where the cost of living is higher (such as Barbados) one might be worse off ○ Expanding a business is like starting over. Would have to develop a market for product/service and attract loyal clientele ○ Having to start over, adapt and adjust to a new way of life ○ With property prices high, may be expensive to relocate. ○ One would have to develop new networks ○ Would have to separate from family ○ Would miss home (although could visit) ○ May be less active in the church ○ Crime could cause you to lose aspects of freedom ○ Would have to develop new network of friends which would affect the quality of life in the short run. ○ Would miss beaches in Antigua

Positive Changes	Negative Changes
<p>population, market size would increase.</p> <ul style="list-style-type: none"> ○ Better work opportunities ○ Earn more money to remit back home to family. ○ Improved standards of living and quality of life. Would have to negotiate to be sure everything is in place before a move is made ○ May save more money to support family left at home ○ Would have a more laid back and easy going life as one escapes the stresses of home ○ New experience, adapting and getting to know new people would be good and result in social improvement. ○ The same real wages should maintain standard of living ○ Could experience a more diverse economy, which is good for personal development. ○ May learn more, opportunity to learn a new language (if move to the right place) and experience a new culture ○ It is a chance to interact with new people, widen horizons, and learn new skills. ○ Starting over is a challenge and could be one of the greatest teachers. ○ Increased levels of security ○ Financial benefits ○ Improved standard of life ○ More entertainment and relaxation 	<ul style="list-style-type: none"> ○ If real wages are lower it would lower standard of living. ○ Could lose support network ○ Places like Jamaica have complex social problems. Trinidad has racial problems ○ During the adjustment period one would have to deal with social, physical and psychological adjustments.

Several respondents argued that we have similar lifestyles throughout CARICOM so there should be no significant change in quality of life.

5.8. Expected Threats from Free Movement of Labour into the OECS

The OECS respondents were asked what threats they expected from free movement of individuals into their respective countries. Many of these were similar across the three countries, while a few were country specific. These are outlined below:

- 1) Free movement has been happening for years for top level positions. This is not threatening because it only occurs because these positions cannot be filled locally. The main concern is the bad attitudes and resentment towards these persons from locals.
- 2) There are fears that crime will increase as criminals enter under the guise of coming to seek lawful employment. The quality of life in Grenada may be affected as people start to live in fear, having to start locking doors and having burglar bars. There is also concern about deportees moving to OECS countries. May see an increase in guns and drug importations and activities. At the moment, the Antiguan police have a hold on the drug trade, but this may escalate out of control. There may be the movement of sophisticated, more mature criminals from larger countries who may find it easy to operate in smaller countries and may also influence amateurs in the country.
- 3) Fraudulent activity could increase in business activities. It is important to be sure of the nature of the people moving in, in terms of honesty in business practice.
- 4) Locals have a laissez-faire attitude to work while foreigners are more professional meaning that locals may be displaced as people would rather hire efficient workers
- 5) It is a major fear that people will come and take jobs. Foreigners may get preference over locals when being considered to fill a vacancy. Hopes were expressed that locals will get preference.
- 6) Money will be remitted back to people's home countries.
- 7) Anti-social habits may be brought in and transmitted to the local population.
- 8) People coming in may be willing to accept lower wages which could affect the wage structure in the local market or reduce wages in that industry across the board.
- 9) The influx of graduates from countries with universities may deplete opportunities for locals in the middle and upper income brackets.
- 10) Land is threatened as Alien Land Holding restrictions have been lifted for Caribbean Nationals so land prices and availability may soon be out of the control of Grenadians.
- 11) A possible decline in quality of work is also a concern as some disciplines are not regulated (e.g. engineering) and they could be at risk of hiring unprofessional people. A probation programme was recommended to ensure that accepted standards are met.
- 12) Could worsen the already high unemployment in countries such as St. Lucia.
- 13) There was a fear of an influx of unskilled workers, which could result in:
 - a) Divisions forming in communities resulting in the creation of gangs, especially because of the hostility that many Antiguan show towards immigrants. The country is already experiencing a decline in the level of community spirit and the safety of neighborhoods is waning.
 - b) Slum areas will grow because of an increase in idle people who do not want to work. If more people are displaced they may choose the easy option - idleness or crime
 - c) Added competition is a threat for business owners

OECS Street Interviewees mentioned social additional threats such as AIDS, Gambling, importation of bad habits, increases in drug activity, increases in prostitution and alterations to culture. In Antigua, they are already experiencing social problems from

foreigners such as increases in cursing, swearing, quarrelling, tensions and even day break-ins.

There are also concerns in Grenada about the quality of its labour force. They have no funds to raise the standards of local people in Grenada and foreigners will be at an advantage with their already high standards. Less educated people are threatened by their educational deficiencies.

Economic threats include money leaving the country with CARICOM investment and fears that Grenada does not have industries that could benefit from exports

OECS Emigrants had fears of foreigners coming and driving up prices as well as putting pressure on the health and education systems.

Amongst Jamaicans, several respondents felt that people in low level jobs may be affected, in terms of been displaced and not being able to develop their sectors like they may have been able to before. Some felt that Jamaican culture may be adversely affected. Others felt that if people flood to Jamaica, resources and infrastructure will be strained.

The following are explanations from OECS respondents who did not perceive any threats

- No real threat as long as those entering respect the country, its laws and give good quality work for the money they receive.
- It is felt that it is unlikely that there will be a large influx of workers into Grenada.
- Free movement is not a threat but will widen the pool of skills which should have a positive impact on the economy.

Responses from OECS Street Interviewees included the position that CARICOM countries have the same customs, just different ways of expressing ourselves so if things are implemented right there should be no threats.

Jamaican respondents who did not perceive threats felt that, unlike the market for goods, people will be able to compete on a more level playing field. In addition, the risks are specific to sector and quantity of workers coming in. For instance, more nurses would be beneficial, while there would be less need for domestic workers. Three other respondents could not see any direct threats.

Other issues mentioned by OECS respondents included:

- Concerns over inadequate public education about the free movement of labour and the CSME, which results in resistance and fear that outsiders will displace them in the labour market.
- A monitoring process is needed to track those who enter, in order to ensure compliance with what they said they came to do.

5.9 Increased competition for jobs because of the CSME

Expected Increase in Competition	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	OECS Emigrant Total	Jamaican Total	Total
Yes	8	9	10	27	39	7	16	89
No				0		1	1	2
Maybe	2			3			1	4
Both		1		1		1	1	3
No Answer					2		1	2
Total	10	10	10	30	41	9	20	100

Nearly all respondents felt it is likely that there will be increased competition for jobs due to the CSME. Their explanations are expressed below.

From OECS Respondents:

1. There will be an increase in competition from both the employee and employers perspective. Employees will be competing with each other for similar positions, trying to get the best job they can and employers will be competing amongst themselves, offering the best packages possible to ensure they get the best person for the job.
2. Competition will increase but mostly for graduates at the tertiary level. Those going for low level jobs or those that do not require a degree should not experience increased competition. As employers are obliged to advertise vacancies across the region, there will be more competition as graduates from other CSME countries apply.
3. Despite greater competition, a St. Lucian respondent felt that people who are highly skilled and good at what they do can generally find employment, so competition will not represent a threat. However, those at lower skill levels or who generally are not highly productive may feel the brunt of the increased competition.
4. Several persons felt competition for jobs will increase but this will be a good thing as it will breed efficiency, raise standards and increase the need and drive for individuals to become more qualified. The government in St. Lucia is trying to improve the human capital stock of its citizens by increasing the quality of primary and secondary schools as well as increasing access - every child is guaranteed a place in secondary school.
5. Several persons felt that with more people moving, competition will increase however this should not deter people but encourage them to go for what they want.

6. Although competition will increase, respondents felt that it will not be as great as some expect because there are many factors to consider when relocating such as family obligations, friendships, home, lifestyle, etc. There will not be a mass movement of people as they are already established in their own countries; movement will be reserved for the more adventurous.
7. Due to the expected increase in competition, one respondent from Antigua and Barbuda felt that locals should be given first opportunity to fill any post.
8. Even though increased competition for jobs is likely, a respondent was concerned that people in St. Lucia are still not becoming skilled. It is felt that the unskilled in St. Lucia will be exposed to more skilled counterparts from other countries, as seen in the construction industry.
9. Competition will increase initially but this should even out over time. Some countries will have a greater influx while movement to others will slow down until equilibrium is achieved.
10. A respondent from Grenada who answered 'both' yes and no felt that competition would be high if one is applying where there is a healthy pool of labour and would be low if there is need for labour in a certain market.
11. It was also felt that competition would increase in OECS countries because people from other member states will be attracted by the opportunity to earn a stronger currency.

Street Interviewees also felt that competition will increase as people look in the OECS for employment after restrictions are removed. As the pool of industrious, skilled people increases, locals may suffer and be displaced. However, it should encourage more people to get a tertiary education though.

OECS emigrants felt competition will not only increase between local people and foreigners but also between foreigners and other foreigners trying to access similar jobs in other countries. It will be beneficial however as it will stimulate growth and investment. Cost of development in developing countries will decrease as a result of having skills necessary. It was also felt that competition will increase for lower skilled professionals but not for those in higher positions

80 % of Jamaican respondents felt that competition for jobs would increase but it will be positive as the best personnel for positions will fill them, therefore people will get employment based on qualifications and skill level, rather than who they know. It was also felt that competition may be advantageous in that people may come in to do jobs that locals would rather not do, so in essence they would not be taking jobs from the local people.

5.10 Increased job opportunities because of free movement of labour and CSME

Persons were asked whether they expected an increase in job opportunities as a result of the free movement of labour. 73% of respondents felt there would be an increase in job opportunities as a result of the CSME. Respondents were also asked to indicate whether they felt the CSME as a whole would create greater job opportunities, given the free movement of capital, the rights of establishment and other regional factors. Responses and explanations are presented below.

5.10.1 Increased job opportunities due to free movement

Expected increase in Job Opportunities	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	OECS Emigrant Total	Jamaican Total	Total
Yes	6	9	7	22	28	6	14	70
No	3		2	5	7	3	4	19
Depends	1	1	1	3	3		1	7
Both					1			1
No Answer					2		1	3
Total	10	10	10	30	41	9	20	100

The following explanations were proffered to support the argument of increased job opportunities from OECS respondents:

- People coming in will stimulate economic activity and service providers will have a larger market to supply to due to the increase in population. This was mentioned by two insurance brokers, one in Antigua and one in St. Lucia.
- Several persons from Antigua & Barbuda and Grenada felt that job opportunities will increase for people who are qualified or certified. People need to train or re-train to increase their job opportunities. Where persons work in a very competitive field they would have to be exceptional at what they do to benefit from these new opportunities.
- One Antiguan felt that companies will grow as efficiency increases and fresh ideas come forth. This will increase job opportunities.
- Three St. Lucians argued that with a wider market, opportunities should increase tremendously for those who are allowed to move.
- Where the market is lacking competent people there will be opportunities for them to come and fill these gaps.
- Several persons argued that the free movement provides an opportunity to capitalize on skills and facilitate more effective matching of demand and supply for human resources. People will be more confident in applying for overseas jobs as rights increase and restrictions decrease. Employers will advertise regionally thereby increasing opportunities for all.

- People will be able to study the wage structure and labour laws in their field in different countries and move where they are more valued. The resources of the region will be pulled together and once labour laws are harmonized it should increase the level of direct investment and opportunities should proliferate.
- The free movement should remove discrimination in terms of country of origin. Potential employees will be assessed based on skills, level of expertise and experience. This will increase opportunities for those capable of performing.

An Antiguan cleaner felt that her opportunities would not increase as a result of the free movement but felt that there would be more opportunities for those who are qualified.

Some OECS Street Interviewees felt opportunities will increase because there will be more human resources at hand; there will be more jobs in the market; there will be increased investment; and there will be the cross-fertilization of ideas.

OECS Emigrants argued that job markets will be more accessible with the removal of work permits which will increase opportunities.

70% of Jamaican interviewees expected an increase in job opportunities while 20% thought that they would not increase. It was felt that the efficient entrepreneur will have many more opportunities throughout the region. They will be able to bring staff from Jamaica as well as employ locals in those countries.

Those who felt that their opportunities would not change much due to the free movement of labour felt so because currently there are not enough jobs available.

A taxi driver from Antigua & Barbuda feels that he will have no more opportunities as other countries are closed in his field but if more taxi drivers go to Antigua & Barbuda, he will have fewer opportunities.

Highly specialized respondents felt that their opportunities will not increase as they have always been there for those who demand their services. This demand should remain the same.

5.10.2 Job creation due to the CSME

Expected Increase in Job Creation	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrants Total	Jamaican Total	Total
Yes	8	6	4	18	4	15	37
No	1	1	3	5	4	2	11
Maybe	1	2	3	6			6
Both		1		1		1	2
No Answer					1	2	3
Total	10	10	10	30	9	20	59

Sixty two percentage (62%) of OECS respondents felt that there would be job creation while 17% felt the converse was true. The other 23% were unsure or felt it could go either way. Their feelings on this issue are outlined below:

- One Antiguan respondent felt that if small businesses come to set up, there may be job creation, but nothing significant as they would likely bring their own staff/family and employ a small number of locals.
- Another Antiguan felt that if companies expanded and set up in other countries they would not be able to bring all the workers they need from their home country and would therefore have to employ locals - relocation costs may not make it worth bringing a substantial number of staff, however, they would bring core members of their team.
- It was also felt that as companies move into new markets they would train locals in the operation of the business and more jobs created for them. Moreover, if big companies or corporations set up or expand throughout the OECS then there will be large scale job creation.
- One Grenadian respondent felt that people moving and buying property would create jobs as people would have to be hired to renovate and build homes
- If investors enter a country they would need skilled people. Increased investment should increase the number of jobs available; however locals would need to improve their skill and qualification levels to get access to these new jobs.
- Rights to establishment under the CSME will allow service providers to establish themselves in other countries, which should create jobs.
- One Antiguan respondent felt that it depends on the strategy adopted by the region. If niche markets are sought for the various member states it becomes more possible for each to attract investors and thus create more jobs.
- A couple of respondent (St. Lucian and Grenadian) felt that in the CSME, with the free movement of labour, it should be feasible to bring factors of production together and generate economies of scale. For instance, the skills in one country could be paired with capital investments in another; or natural resources in another country paired with manufacturing plants that can produce most efficiently in another. This should lead to more economic activity, more jobs been created and better salaries.
- If the service industry is developed then there will be more jobs created. However, there is less scope in certain industries, such as construction.
- Two respondents from St. Lucia felt that the free movement of people will not create jobs. Other aspects of the CSME however, such as the free movement of capital, will aid in job creation
- A respondent felt that the CSME should find unique niches and focus on them and avoid products that other countries can mass produce, such as bananas, because they will find a way to produce them cheaper and price us out of the market.
- Other respondents argued that new industries may be formed and create employment as a result of the CSME
- A Grenadian who feels unsure about the likely impact of the CSME on jobs has seen improvements in his own opportunities as a contractor with 7 employees but not sure that it is attributable to the CSME.

- Although business opportunities should become more available, the CSME may be a hindrance in terms of manufacturing as countries such as Trinidad & Tobago are able to produce mass quantities of product at very low costs. This, as well as competition from countries such as China, may reduce opportunities for small businesses and possibly cause their demise.
- Businesses may leave one location and move to another in pursuit of cheaper raw materials or labour, as a result they may reduce job opportunities in countries from which they move – the net regional outcome may be no job creation.

OECS Emigrants felt that once a single space is created, it is intended that economic activity and growth opportunities will increase. Therefore, it is expected that jobs will be created in the short to medium term, although this has to be paced to avoid shocks. Those who did not feel that jobs will be created felt that, rather than job creation, there will be the reshuffling of jobs or the transferal of people.

Several Jamaican respondents felt that companies and small business men may expand their business into other countries. More franchises will be established throughout the region, and more entrepreneurial activity, which could lead to more jobs. There will be an overall increase in productivity throughout the region and as a result jobs will be created and demand increases, companies may need to take on more labour. It was also felt that job creation is sector specific.

Those who did not feel that jobs would be created felt that there is too much red tape in Jamaica, which is an obstacle to investment. Also, factors such as crime and transportation affect decisions. Jamaica may have too many risks attached to it for investors. One respondent specified that people moving would not create jobs, but movement of other factors would.

5.10.3 Job security as a result of the CSME

Respondents were asked if they feel personally threatened with respect to their job by free movement and the CSME. Their responses and explanations are presented below.

Personal Threat to Employment	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	OECS Emigrant Total	Jamaican Total	Total
Yes		1	1	2	7		1	10
No	9	9	8	26	28	9	19	82
Other	1		1	2	6			8
Total	10	10	10	30	41	9	20	100

87% of OECS respondents feel secure in their jobs and feel that they are sufficiently competent and established in their field to retain their current positions. This is

interesting when the most common ‘threat’ mentioned was loss of jobs but it would appear that persons are concerned about other persons losing their jobs.

6% of OECS respondents feel threatened, including one who has a diploma and feels that someone with a degree could replace her. Another feels threatened because she has already seen applications come for her position!

Street interviews had the highest incidence of people claiming to be threatened in their jobs with 17% stating this. They are threatened because they feel that people will be waiting to come through the doors and employers may prefer foreigners.

Those who were not threatened had reasons such as there is demand for what they have to offer, they are well educated and specialized, and they are performing well in their current job at a high quality.

None of the OECS Emigrants felt threatened in their jobs because of reasons including a short supply and high demand for skills, working in an essential area where there is always demand for services, confidence in their level of performance and position in their companies

5.11 Opportunities and Concerns from the Free Movement of Labour

Respondents were asked to outline the perceived opportunities from the movement of labour into the OECS as well as the concerns about movement of OECS labour to other countries in the CSME. The numerous opportunities and concerns are summarized below.

5.11.1 Perceived opportunities from free movement of in labour into the OECS

- 1.** Exposure to more technical people with better business sense.
- 2.** An increase in the number of graduate level and quality workers will facilitate the pursuit of ventures that would otherwise not be feasible
- 3.** With an increase in skill levels and expertise smaller states may be better able to plan and implement a feasible developmental strategy.
- 4.** There will be more skilled persons, more diversity and more choice with more service providers
- 5.** Competition could breed efficiency. A larger labour market and pool of skills with more expertise will be able to impart skills to locals, raise standards and increase the level of work ethic. For example, when the Guyanese came in to help reconstruct Grenada, they passed on new methods of construction.
- 6.** Teachers/nurses and other skilled people coming in will provide a “brain gain” and help the country step up a notch.
- 7.** The cultural exchange will be a good thing.
- 8.** Building costs may go down and development will increase as people move in
- 9.** Skill deficiencies and vacancies may be filled with better trained personnel.

10. Human resources will be improved qualitatively and quantitatively.
11. New systems can be introduced.

Several respondents felt that it would be good because locals will be able to learn new skills and gain new experience and exposure. It will raise the collective consciousness of the people.

OECS Street interviewees argued that there would be increases in tourism, an increase in the number of tax payers, an increase in the rental of houses and purchase of land, retention of people in the region, and encouragement of people to get more educated in order to have access to free movement. Regional unemployment will be eased as opportunities increase. There will be an increase in foreign investment and people may come to capitalize and establish businesses. Wages may increase in certain positions and sectors while in others employers may save money as employees are willing to accept less

At the moment, employers have to settle for what they have and fill key positions from their current stock of labour. With free movement, these positions can be better filled and the country will benefit. There will also be a cross-fertilization of ideas and a transferal of culture, technology and know how.

OECS emigrants felt that an important opportunity would be the ease in getting private sector jobs with reductions in red tape. Trades people and services providers will see an increase in sales as their service is used more by others moving around the Region.

Jamaican respondents felt there would be an opportunity to earn higher wages and from information and culture sharing across the Region. General infrastructure will be improved with the sharing of resources. There will be increased professionalism, increases in export driven business and increases in foreign exchange earnings. An effort should be made to emulate what works in other islands and learn from them.

Remittances from people leaving were also seen as a potential benefit although they may be a loss to the country from whence they came.

5.11.2 Concerns about free movement of labour out of the OECS

OECS respondents had the following concerns about free movement of labour out of the OECS:

- A major concern was the possibility of the “brain drain” outweighing “brain gain”. The OECS needs to make sure that it attracts people and have a natural movement of labour in both directions.
- If skilled professionals such as accountants, teachers and nurses can get more money elsewhere there is the threat of losing even more of them (they are already in short supply in some places).

- Antigua already depends on many outsiders, which may be a contributing factor to the high standard of living. If the skilled people move elsewhere, the country could encounter serious difficulties.
- One respondent felt that if people who make a meaningful contribution to St. Lucia leave there may be drastic changes at home, especially if they are replaced by foreigners.
- Skilled people leaving may leave the unskilled at a disadvantage because unskilled workers often find jobs with skilled persons.
- People leaving would leave a void in the skills base, especially at the middle management level (which makes or breaks companies). This level is weak in the OECS at the moment and is in danger of getting worse.

OECS Street Interviewees raised the concern that foreigners moving in might not fully understand the needs of locals and may not deliver what the local market wants.

OECS emigrants included a concern about losing individuals before domestic needs are serviced and felt that more individuals need to be trained at a regional level to increase the pool of scarce skilled labour (teachers, nurses, etc) given that the labour force may be depleted as people look for better opportunities. This concern was also raised by Jamaicans.

Explanations from those who had no concerns

Those OECS respondents that were not concerned by movement out of the region gave explanations including the following:

1. Historically, migrants tend to go to North America rather than within the region. If they stay in the region as opportunities increase in the CSME, there would be no cause for concern because they should contribute to regional development.
2. Most persons feel safe at home and like the atmosphere and would like to stay to enjoy the fruits of their labour so are not likely to be induced to move, similarly for older people.
3. Antiguan salaries are quite competitive so it is likely to continue attracting labour rather than losing it.
4. Outflows will be matched by inflows so there is unlikely to be a major challenge.

Some OECS Street interviewees had no concerns and explained that movement has been happening for years, where people either leave to get qualified or employed and some never return. The CSME will give persons the opportunity to fulfill their potential, gain experience, gain employment and exchange skills. This will benefit both countries with high unemployment and those that have labour shortages.

Some Jamaicans felt that the free movement may reduce the brain drain out of the Region (to Metropolitan countries) that has been happening for years and give persons more important travel opportunities. A concern was expressed over the distance between Jamaica and the OECS countries which may require heavy government subsidies for air linkages to work.

5.12 Benefits to the OECS from Membership in the CSME

When respondents from the OECS were asked if they felt their country would benefit from membership in the CSME, 80% said “yes”. 90% of both Grenadians and St. Lucians said “yes” while only 60% of Antiguans said “yes”, the other Antiguans were uncertain. 75% of Jamaicans felt Jamaica would benefit. The responses and explanations are listed below:

Will Country Benefit?	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS Emigrant Total	Jamaican Total	Total
Yes	6	9	9	24	5	15	44
No			1	1	1	2	4
Uncertain	4	1		5		2	7
Both					1		1
No Answer					2	1	3
Total	10	10	10	30	9	20	59

5.12.1 Explanations from respondents who answered ‘Yes’:

1. People will contribute to their domestic economy or the economy of the member state to which they may move; either way, their contributions will increase regional GDP.
2. Unemployed and underemployed people will have the opportunity to make a difference.
3. There will be an increase in the domestic skill set as people come and perform tasks that the local population is not technically qualified to do.
4. There would be benefits from economies of scale.
5. The Region should also be stronger in negotiations as there strength in unity and in numbers.
6. There should be increased business prospects and workers will benefit from skilled workers coming in and those leaving will return with new skills
7. There will be a bigger market for goods produced. For instance, some farm produce is wasted at the moment – a larger market will have a greater capacity to absorb such goods.
8. People will be forced to improve themselves to deal with increased competition.
9. Increased togetherness in people in the region will encourage frequent travel and expand horizons and will also add to the richness of the culture.
10. With free trade, there will be an increase in imports and exports. Prices should fall locally and more should be produced for export.
11. The movement of people and capital will generate opportunities for businesses and attract more capital at better rates.
12. Harmonization of laws and taxes will help in facilitation of businesses.

Street interviewees also mentioned points 3, 6, 7 and 10 above. Other respondents saw potential benefits in the development of new regional industries, such as electronics, and take the focus off tourism. It was also felt that attitudes should change and standards improved with the transferal of skills, systems, knowledge, ways of doing business and an improvement in work ethic. It was also felt that as long as criminals stay out it will be good.

Benefits expected by OECS Emigrants included bigger markets for united trade which should facilitate improvements in infrastructure, create jobs for people, help people help themselves and develop the country.

Benefits seen by Jamaicans include the encouragement it will provide to Jamaicans to better themselves. At the moment, Jamaica is not competitive due to inefficiency and high levels of corruption.

5.12.2 Explanations from respondents who felt the CSME will not be beneficial

Comments from OECS respondents who felt the CSME would not be beneficial include:

- The CSME is geared towards bigger countries so small islands, with their small market size will encounter difficulties.
- Those in manufacturing will suffer. It would make no economic sense to continue as they would not be able to produce as cheaply as manufacturers in larger territories. Protective measures should be put in place to protect manufacturers.
- Bigger companies from bigger countries will be able to expand into smaller territories more easily than the converse.

Some OECS street interviewees had concerns about foreigners buying up local land and foreign companies bringing their own workers (instead of hiring locals) when they come to invest. OECS emigrants were concerned about capital flight and a loss of local control in critical areas.

5.12.3 Explanations from respondents who were uncertain

- These respondents generally felt that the OECS region has to fight for special and differential treatment in international negotiations because of their small sizes so the same principle should apply in the CSME; if they get this treatment then membership will be beneficial. The OECS should get more from the regional development fund (to which they also have to contribute) and this will be very important to the sub-regional economies.

5.13 Important Determinants of a Decision to Stay in Home Country

Respondents were asked the rate the degree of importance of the following factors in their decision to remain in their home country. The results are displayed in the tables below where NI=Not important; I=Important; VI=Very Important.

Antigua & Barbuda

From the table below it can be seen that for Antigua and Barbuda the six most important factors in order of rank were:

1) Closeness to family; 2) desire to contribute to your country; 3) low crime rate; 4) earning potential; 5) education system and 6) job prospects

Factor	NI	I	VI	N/A	Total
Closeness to Family		4	6		10
Governance	2	8			10
Education System	3	2	5		10
Social Services	3	5	2		10
Job Prospects	2	4	4		10
Low Crime Rate	1	4	5		10
Friends	3	6	1		10
Culture	4	6			10
Distance from Home	4	1	3	2	10
Entertainment and Recreation	3	6	1		10
Desire to Contribute to Country		5	5		10
Earning Potential	1	4	5		10
Church Association	3	3	4		10

Grenada

The table below shows that for Grenada, the six most important factors in order of rank were:

1) Desire to contribute to your country; 2) low crime rate; 3) closeness to family; 4) job prospects; 5) education system and 6) Governance

Factor	NI	I	VI	N/A	Total
Closeness to Family	1	3	6		10
Governance	3	4	3		10
Education System	3	4	3		10
Social Services	4	5	1		10
Job Prospects	1	4	5		10
Low Crime Rate		3	7		10
Friends	4	3	3		10
Culture	2	7	1		10
Distance from Home	4	4	2		10
Entertainment and Recreation	6	4			10
Desire to Contribute to Country	1	1	8		10
Earning Potential	3	5	2		10
Church Association	4	5	1		10

St. Lucia

The table below shows that for St. Lucia, the six most important factors in order of rank were: 1) closeness to family; 2) Friends; 3) desire to contribute to your country; 4) earning potential; 5) low crime rate; and 6) job prospects.

Factor	NI	I	VI	N/A	Total
Closeness to Family	1	4	5		10
Governance	4	6			10
Education System	1	7	2	1	10
Social Services	3	5	1	1	10
Job Prospects	1	5	3	1	10
Low Crime Rate		6	3	1	10
Friends	2	2	5	1	10
Culture	4	2	3	1	10
Distance from Home	4	2	3	1	10
Entertainment and Recreation	2	6	1	1	10
Desire to Contribute to Country		5	4	1	10
Earning Potential	1	4	4	1	10
Church Association	3	3	3	1	10

Overall for the three countries in aggregate, the six most important factors in order of rank were: 1) Desire to contribute to your country; 2) closeness to family; 3) low crime rate; 4) job prospects; 5) earning potential and 6) the education system.²⁹

Other Factors of Importance

It should be noted that all thirteen (13) factors included in the above analysis were considered very important and definitely important by several respondents.

In addition to the above factors, the following were identified by OECS respondents:

- Low taxes
- Politics / Political stability
- Better health facilities
- Improved communication system
- Marriage/relationship
- Stress relief

²⁹ See Appendices 2 and 4 for the ratings provided by OECS Emigrants and Jamaicans, respectively.

The above analysis shows that the decision to move away from one’s home to live or work in another country is not a simple one but is a multivariate assessment that could involve over twenty variables. The nationalistic factor of desiring to contribute to one’s country and social factors of family and low crime emerge as the most important factors for keeping persons in the OECS in their homeland.

This analysis supports the arguments that OECS or other member states should not be overly concerned about being overcrowded with persons from other CSME member states because there are many pull factors that act to prevent persons from leaving their homeland.

5.14 Importance of Specific Factors in an Individuals Decision to Move

Respondents were asked to rate the degree of importance of the following factors in their decision to move to another CSME member country. The results are displayed in the tables below.

Antigua & Barbuda

The table below shows that for Antigua & Barbuda, the six most important factors (in a decision to move to another country) in order of rank were:

1) low crime rate; 2) earning potential; 3) education system; 4) job prospects; 5) social services and 6) governance

Factor	NI	I	VI	N/A	Total
No Strong Family Attachments	2	5	1	2	10
Governance	1	7	2		10
Education System	2	3	5		10
Social Services	2	5	3		10
Job Prospects	1	5	4		10
Low Crime Rate	1	2	7		10
Friends	4	4	2		10
Culture	5	5			10
Distance from Home	5	2	1	2	10
Entertainment and Recreation	4	6			10
Earning Potential	1	4	5		10
Church Association	3	6	1		10

Grenada					
Factor	NI	I	VI	N/A	Total
No Strong Family Attachments	3	2	5		10
Governance	2	2	6		10
Education System	1	2	7		10
Social Services	1	1	8		10
Job Prospects	1	2	7		10
Low Crime Rate	1	1	8		10
Friends	5	3	2		10
Culture	3	2	5		10
Distance from Home	5	2	1	2	10
Entertainment and Recreation	5	3	1	1	10
Earning Potential	2	3	5		10
Church Association	2	5	3		10

For Grenada, the six most important factors in order of rank were:

1) Low crime rate; 1) social services; 3) education system; 3) job prospects; 5) governance and 6) earning potential.

St. Lucia

For St. Lucia, the six most important factors in order of rank were:

1) Earning potential; 2) low crime rate; 2) education system; 2) job prospects; 5) distance from home and 6) no strong family attachments.

Factor	NI	I	VI	N/A	Total
No Strong Family Attachments	3	4	2	1	10
Governance	4	4	1	1	10
Education System	1	3	5	1	10
Social Services	4	1	4	1	10
Job Prospects	1	3	5	1	10
Low Crime Rate	1	3	5	1	10
Friends	3	6		1	10
Culture	6	3		1	10
Distance from Home	2	4	3	1	10
Entertainment and Recreation	3	6		1	10
Earning Potential		2	7		10
Church Association	4	3	2	1	10

Overall for the three countries in aggregate, the six most important factors in order of rank were: 1) Low crime rate; 2) earning potential; 3) education system; 4) job prospects; 5) social services and 6) governance.

For Jamaicans, the six (6) most important factors that would encourage them to leave are 1) Earning Potential 2) The crime rate 3) Job prospects 4) the education system 5) social services. The most important factor is earning potential. Given that Jamaicans perceive wages to be low; this may be a major push factor in them leaving to the OECS region. The crime rate would also a major deciding factor in causing them to move.³⁰

The most important factors for OECS emigrants in their decision to move include:
1) Education System 2) Social Services and Job Prospects 4) Earning Potential 5) a Low Crime Rate 6) Governance.³¹

It is interesting that the education system ranked so high since most of the respondents moved to work and did not necessarily bring their children with them. Earning potential and its low rank however was not as surprising because most of the respondents were earning about the same as they were at home. Many of them were transferred by their companies or work in high level positions where wages are similar across the board.

Other Factors that would affect respondents' decisions

All 12 factors included in the above analysis were considered very important and definitely important by several respondents. In addition to the above factors, the following were identified as important by OECS respondents:

- Work Ethic
- Academic Reasons
- Stability
- Patriotic Reasons
- Service Organizations e.g. Rotary
- Social Aspects
- Nice Ladies
- Environment
- Lifestyle

Additional factors mentioned by Jamaicans include:

- Marriage
- Ease of Transportation

Additional factors mentioned by OECS emigrants include:

- Hurricane Ivan (Grenada)
- Wife got employment in foreign country (marital obligations)
- Got an opportunity
- Desired change
- Sports

The above analysis supports the earlier analysis in terms of showing that there are many important factors that must be in place in another country before someone from the

³⁰ See Appendix 4 for more details

³¹ See Appendix 2 for more details

OECS would consider moving. The social factor of low crime is the most important followed by the economic factor of earning potential.

5.15 Opportunities seen by respondents for themselves in the CSME

Respondents were asked to rank in terms of importance a set of opportunities that they see for themselves in the CSME. The opportunities were business prospects, job opportunities, meeting new people, and opportunities for collaboration. The opportunities were ranked from 1 to 5 (where 1 is very important and 5 is not important).

The following table lays out the results aggregated across all three countries

Ranking	1	2	3	4	5	No Answer	Total
Business Prospects	10	7	10		2	1	30
Job Opportunities	12	9	7		1	1	30
Meeting New People	4	11	11	3	1		30
Opportunities for Collaboration	7	12	8	3			30

Overall, job opportunities emerged as number one followed by business prospects.³²

1. The average ranking for Antigua & Barbuda for each opportunity is as follows:
 - a. Business Prospects = 2.25
 - b. Job Opportunities = 1.9
 - c. Meeting New People = 2.3
 - d. Opportunities for Collaboration = 2.3

This suggests that for Antigua & Barbuda job opportunities was considered most important followed by business prospects. Job opportunities emerged with an average rating of very important to important.

2. The average ranking in Grenada for:
 - a. Business Prospects = 2.3
 - b. Job Opportunities = 1.6
 - c. Meeting New People = 2.6
 - d. Opportunities for Collaboration = 2.6

This suggests that for Grenada job opportunities and business prospects are the most important. Job opportunities emerged with an average rating of very important to important.

3. The Average Ranking in St. Lucia for:
 - a. Business Prospects = 1.8
 - b. Job Opportunities = 2.1
 - c. Meeting New People = 2.7
 - d. Opportunities for Collaboration = 1.8

³² See Appendix 2 for a similar analysis for OECS Emigrants.

This suggests that for St. Lucia business prospects and opportunities for collaboration are most important and have ratings of between very important and important.

Apart from the above set, other opportunities that were mentioned include:

- The opportunity to buy land in Guyana before the economy becomes strong again and it becomes too expensive to do so. Land there will soon be very valuable.
- Developing good relationships among Caribbean people and socialize with different cultures.
- Ability to communicate in a problem free manner
- Entertainment opportunities
- Improvements in social services
- Cultural improvements
- Learn new perspectives
- Learn new methods of doing things

4. The Average ranking in Antigua for those who responded:

- a. Business Prospects = 1.6
- b. Job Opportunities = 2.07
- c. Meeting New People = 1.5
- d. Opportunities for Collaboration = 1.6

5. The Average Ranking in Grenada for those who responded:

- a. Business Prospects = 2.7
- b. Job Opportunities = 1.9
- c. Meeting New People = 1.7
- d. Opportunities for Collaboration = 1.6

Opportunities that OECS street interviewees saw for themselves in the CSME

The following table lays out the results from the two chosen countries:

Ranking	1	2	3	4	5	No Answer	Total
Business Prospects	7	10	5	2	1	16	41
Job Opportunities	14	8	6	2	1	10	41
Meeting New People	20	5	3	1	1	11	41
Opportunities for Collaboration	13	5	4			19	41

For OECS Street Interviewees the average ranking of opportunities that they see for themselves are as follows:

1. The Average ranking in Antigua for those who responded:
 - Business Prospects = 1.6
 - Job Opportunities = 2.07

- Meeting New People = 1.5
- Opportunities for Collaboration = 1.6

2. The Average Ranking in Grenada for those who responded:

- Business Prospects = 2.7
- Job Opportunities = 1.9
- Meeting New People = 1.7
- Opportunities for Collaboration = 1.6

Other opportunities that were mentioned include:

- Opportunity to live and work in Barbados and opportunities for growth and achievement
- Experience and comparison
- Improvement of local products
- Improved basic of life, such as a food places that opens after 9pm (in Grenada)
- Sharing of culture
- Improved standard of living

When Jamaicans were asked what the main opportunities they saw for themselves in the CSME, the following results were obtained:

Rank	1	2	3	4	5	N/A	Total
Business Prospects	11	3	3	0	1	2	20
Job Opportunities	11	0	4	1	1	3	20
Meeting New People	6	6	1	1	2	4	20
Collaboration opportunities	5	7	3	2	0	3	20

It can be seen that business prospects ranked first followed by job opportunities, then meeting new people and then collaboration opportunities.

Other factors mentioned by Jamaicans included:

- It will give the opportunity to mix and mingle with Caribbean people. Eyes will be opened as Jamaicans experience what is beyond these borders. Many people in Jamaica are ignorant to what is out there
- The increased availability of products

5.16 Is the CSME Good for the Region?

Respondents from the OECS were asked the final question: Do you think the CSME in general is good for the Region? The results are presented in the following table where it can be seen that 85% felt the Region will benefit. This suggests overwhelming belief in the potential of the CSME.

Will Region Benefit?	Antigua & Barbuda	Grenada	St. Lucia	OECS Total	OECS SI Total	OECS Emigrant Total	Jamaican Total	Total
Yes	8	10	9	27	33	8	17	85
No			1	1	5		1	7
Other	2			2	3	1	2	8
Total	10	10	10	30	41	9	20	100

Responses from Jamaican and OECS Emigrant participants showed that of the 20 Jamaican respondents, 85% felt that the CSME would be good for the region while 88% of the OECS Emigrants felt the same.

5.16.1 Reasons why the CSME is good for the Region

Respondents provided the following set of explanations of why they feel the Region will benefit from the CSME:

1. It will benefit the region as long as the OECS gets special treatment. The Regional Development Fund needs to be properly established
2. Each country needs an accreditation bureau with a standardization process.
3. It will cause people to develop excellence in what they do. If people see or work with skilled people they will be influenced by them. People will be encouraged to do better and raise standards across the region.
4. The CSME offers the region the opportunity to represent itself with a strong regional voice in terms of international negotiations.
5. The Region should experience increased tourism.
6. It removes artificial barriers and restrictions that have been established. The sea is our only natural barrier. Each island is unique but we have a shared history.
 - a. It facilitates economic opportunities as it will, amongst other things, free up persons to: move around; meet people; increase business opportunities; and increase the space in which they can trade goods and services.
7. It will facilitate pulling resources together and forming one strong nation - larger countries have merged to do certain things and have grown stronger because of it.
8. It will help to bring Caribbean people together by cross-fertilizing various cultures in the Caribbean and uniting us as one people
9. Currencies should strengthen
10. Better link to and knowledge of the world.
11. Region should be able to negotiate more equitable treatment on global markets because blocs are been formed all around the world and there is more strength in a bloc.

12. Economies of scale and greater viability with a greater market.
13. Lots of potential in terms of agriculture and manufacturing.
14. Entertainment is not marketed enough and the Caribbean needs to be marketed as one region to tourists.
15. The CSME should have happened long ago. There is a need to move quickly into the next phase of integration. The OECS already has a monetary union which works and can be used as a model. The OECS should become like one country. The OECS should have a greater “say” in matters relating to the CSME, for example, for the CCJ the OECS did not have a say even though it already has a sub-regional court system. The OECS needs to have a say in the Economic Union. The politicians are dragging their feet and putting fears in people e.g. Debt transferal, job threats etc. The Region needs to take this opportunity and run with it. There is too much talking and not enough action.
16. Inter-regional and intra-regional trade will increase and resources, such as people, our most vital resource, will be more productive.
17. The cost of governance if there is one governmental body will be a lot lower

OECS street interviewees felt that the CSME is a good thing for the region because blocs are forming everywhere and are a good way of uniting the people. However concerns were expressed with respect to culture and politics. There are opportunities however to start businesses where there are cheaper labour and fuel costs, abundance of resources, opportunities to buy in bulk and benefit from economies of scale. It is important to focus on the strengths, such as countries speaking with one voice. Once unified, CARICOM would be able to develop as a region and stand up to world forces.³³

Respondents from the OECS Emigrants felt that the CSME is beneficial for the region because some countries need help to further develop and can gain much from larger countries. It will allow young well educated people to progress into middle management positions and improve retention of skills in the region.³⁴

Respondents from Jamaica also made similar points and added that the CSME will increase economic diversity as a lot more will be offered, more choice and more opportunities. Furthermore the CSME, because of increased competition and choice, will force service providers to improve their service.³⁵

5.16.2 Reasons why CSME may not be good for the region, especially the OECS

The persons that felt the CSME will not necessarily be good for the Region gave reasons including, Governments should just interact more and assist each other rather than integrating. They gave other reasons including:

- The strong will get stronger and the weak weaker

³³ See Appendix 3 for more details

³⁴ See Appendix 2 for more details

³⁵ See Appendix 4 for more details

- OECS is not fully prepared. People need to start thinking, get more involved and become more educated.
- Companies may follow cheap labour and Antigua & Barbuda will lose jobs.
- The market will be opened up to criminals, who will be able to operate throughout the region.
- There may be problems with tourism and how it affects local culture.

Is CARICOM a Single Space?

The OECS Emigrants were asked if they perceived the Caribbean as a single space where all resources were equally accessible and shared. Those who thought it was felt that in the Caribbean it is considered more so than other blocs, but it just depends on how accessible resources are. One respondent has had no trouble accessing resources since living in Antigua

Those who thought it was not felt it might be single space in the long term, but is not the current reality. There is insularity and a low level of maturity within many people including the present crop of politicians. The Economic Union is a stepping stone to a political union and politicians like to be big fish.

When the OECS Emigrants were asked which country they found to be the least accessible in the region, the four respondents who answered said Barbados. They said that they have a strict, regimented, closely monitored system. They are very protective of what they have in terms of their education system, economic system, vast pool of trained individuals and high standards.³⁶

5.17 Summary

On the whole, the analysis in this chapter has shown that there is very strong support for the CSME and respondents have provided a whole spectrum of reasons to justify their opinions. However, some concerns were raised, which should be examined and dealt with by regional leaders before they become a reality.

³⁶ See Appendix 3 for the details on which CSME member countries the OECS Street Interviewees thought were the least accessible.

6.0 Interviews with Public Sector Officials in St. Lucia, Grenada and Antigua & Barbuda

During the fieldwork in the OECS, the A-Z Information Jamaica team held interviews with key public officials (Ministries of Labour or Trade) in each of the selected member states to determine their opinions, perceptions, fears as well as the current realities. These very detailed and interesting outcomes of these interviews are presented in this chapter of the report. The persons interviewed were:

Antigua & Barbuda

- Colonel Clyde Walker, Chief Immigration Officer
- Mr. Hesketh Williams, Labour Commissioner
- Ms. Barbara Williams – Trade Officer in the Ministry of Trade.

Grenada

- Oliver Joseph – Acting Permanent Secretary – Ministry of Foreign Affairs
- Asst Superintendent of Police Jessmon Prince – Chief Immigration Officer
- Cyrilla Steel – Foreign Services Officer/CSME Focal Point with responsibility for Skill Certificates
- Cyrus Griffith – Chief Labour Officer
- Eliot Bishop – Commercial & Industrial Workers Union
- Merryl Roberts - Public Workers Union
- Ray Roberts – Grenada Trade Union Council

St. Lucia

- David Dumacque – General Secretary, Civil Service Association
- Mr. Mark Louis – Permanent Secretary – Ministry of Labour Relations, Public Service
- Mr. Titus Preville – Deputy Permanent Secretary, Ministry of Commerce
- Mrs. Lisa Phillips – Commerce & Industry Officer, Ministry of Commerce
- Mr. Alexis Alcide – President, Seamen and Waterfront Workers Union
- Ms. Cecilia Adolph – General Secretary, Seamen and Waterfront Workers Union

6.1 Outcome of Meeting with Chief Immigration Officer – Antigua and Barbuda

On 24 November 2006, the two Consultants, Noel Watson and Denise Leander-Watson met with the Chief Immigration Officer, Colonel Clyde Walker at his Office.

The Chief Immigration Officer made the following comments with respect to the effect of the CSME:

- With respect to the implementation, it is necessary for the Government and officials to listen to the public – it is generally felt that the public is not sufficiently educated about the free movement of persons.
- The current government is re-visiting the law (Community Skills Act – 1997) because according to this law, persons from the relevant categories can enter Antigua and Barbuda today and can purchase land tomorrow. The Government feels that this is not good for Antigua and Barbuda.
- With respect to the Skill Certificate, Antigua and Barbuda has not issued any certificates. If someone from another member state presents a certificate at the airport, then Immigration would examine the certificate presented and would give the holder 6 months to stay in the country. However, Antigua and Barbuda is not issuing any certificates of its own. A qualified holder of a Recognition Certificate from another CARICOM state is still required to apply for a Work Permit.
- There is the perception that persons will come in and take jobs away from Antiguan if they are better qualified.
- With respect to construction in Antigua – a building site generally tends to have more than 60% of the workers being non-nationals, so that one could say that there is already free movement in the construction industry.
- Antiguan do not typically go to other islands in the Caribbean to look for work, so implicitly; free movement of persons should not matter to them, from the perspective of them wanting to move.
- The greatest fear of Antiguan is criminals coming from other areas in the Region.
- The Immigration Personnel see the CSME as necessary for integration. If you come in and cannot make a contribution to the development of the country, then it does not make sense.
- There is the understanding that it will be difficult for Antigua & Barbuda as a small island state to go alone and be recognized, so it is felt the islands must go together and speak with one voice.

- If nationals from another country lives in Antigua and Barbuda for 3 years or more, then they can qualify for residency status and would be issued a Residency Permit and would not need a Work Permit.
- Antigua and Barbuda and St. Vincent and the Grenadines have reneged on some aspects of the CARICOM agreement already.

Migration/Labour Statistics

The following is a break down of the main nationalities living in Antigua and Barbuda. These figures represent a combination of persons with Work Permits and Resident Permits

- Over 10,000 Jamaicans
- 10,900 natives of the Dominican Republic
- 11,000 Guyanese
- over 4,000 Montserratians

The Police officers making up the Constabulary Force are mainly from:

- Dominica,
- Grenada,
- St. Lucia and
- St. Vincent and the Grenadines.

There are few Barbadians and Trinidadians living and working in Antigua & Barbuda.

IMMIGRATION CONCERNS:

- **CRIME:** OECS citizens can use driver's licences, medical cards, electoral card and IDs to travel within the OECS region, effective the 15th Oct 2002. This agreement should be revisited and rescinded. From a security perspective, it should be mandatory for everyone to travel on a passport.
- **HEALTH:** There have been some cases of Guyanese citizens coming in with HIV/AIDS. Under the Immigration and Passport Act, any Immigration Officer can refuse entry to someone with a contagious disease or mental illness.
- **TRAFFICKING OF PERSONS:** Human trafficking is prevalent in the region with young girls from the Dominican Republic. Young girls from the Dominican Republic come to Antigua and Barbuda to work as domestic workers but in some instances, they are being taken away to work in brothels and their passports are seized..

6.2 Outcome of Meeting with the Labour Commissioner - Antigua and Barbuda

On 23 November 2006, the two Consultants, Noel Watson and Denise Leander-Watson met with the Labour Commissioner, Mr. Hesketh Williams at his Office and asked the following questions:

- 6.2.1 How do you think the CSME will affect the labour market in terms of:
- Employment
 - Wages

Labour Commissioner: There has been a serious influx of persons to Antigua and Barbuda from the Caribbean for the past 10 years. The main sources of migrant workers are:

- Jamaica
- Guyana
- The Dominican Republic

At the moment, the area of concern is the area of skilled labour. Antigua and Barbuda has not been able to implement the Skill National Certificate because of problems with the law. This is now being dealt with at Cabinet level. It is felt that Antigua and Barbuda and the other OECS countries are at a distinct disadvantage for the following reasons:

- Jamaica, Guyana, Barbados and Trinidad & Tobago have campus universities which mean that per capita they can turn out more graduates than can Antigua and Barbuda.
- Antigua and Barbuda is lacking in the Technical Vocational Institutions which some of the bigger countries have had for years. Consequently, Antigua and Barbuda is lacking somewhat in the critical areas of highly skilled, trained persons. It is therefore difficult to visualize an oversupply of skilled persons in Antigua and Barbuda to facilitate export to other CARICOM countries under the CSME.

There are some **disadvantages** to persons coming into work:

- When persons come to work, a lot of the monies earned are repatriated.
- A lot of persons coming in from outside to work do sometimes create certain types of social tension, which as a country you do not want – you hear people talking about people coming to take away their jobs etc.

On the other hand, there are some **advantages**:

- In as much as a reasonable amount of funds are repatriated, some of it is spent in the host economy
- The skills that others bring can be shared with the locals. For example, when the current labour boom subsides, there will be Antiguan to whom new knowledge and skills would have been transferred. The country will also benefit from the more knowledgeable and skilled worker.

6.2.2 Is there any category that you would not open up under the CSME?

Labour Commissioner: It was not a good move not to have signed on to allow nurses and teachers to move. Antigua and Barbuda is losing nurses to hospitals in North America and the United Kingdom. The Government has opened up a separation package and decided to let teachers go first. Persons who were employed elsewhere have been transferring into teaching because teaching pays more.

SALARIES - 2001

- Principal - \$41,000/year
- Probationary/ uncertified - \$19,000/year

There are still some concerns about some schools being short staffed. In spite of the wages, there always seem to be a shortage.

Question 3: What are some of the threats/challenges which you think the CSME will present?

- The Labour Commissioner thinks that Antigua & Barbuda is one of the most expensive places to do business, making it non-competitive in terms of other OECS countries. For example, if business persons moved business to Antigua and Barbuda, they should not have to pay higher wages.
- Wages in construction have not changed in the last 10-13 years. In spite of this fact, some non-nationals are still prepared to accept lower wages because it would still be much more than they would earn in their homeland.
- The following occupations are dominated by non-nationals as follows:
 - Cleaning the streets – 100%
 - Security – 99%
 - Hotel industry
 - Domestic workers – 100%
- Dominicans are good for the hotel industry because they can communicate with the French guests. Non-nationals would go the extra mile and tend to

work harder than the nationals. There are cases of local persons asking the non-nationals why they are working so hard.

- There is the need for Antigua and Barbuda to develop their human resource capacity. There needs to be programmers in place to ensure that the Antiguan are developed and exposed and are able to access training and actualize their potential. The Labour Commissioner feels that in order to end up in high end occupations, the following strategies are required:
 - It is necessary to have marketing programmes in place
 - Conduct career pathing at the schools
 - Infuse persons with that go get it mentality

6.2.3. What are the opportunities to be gained from the CSME for your country?

It depends on one's perspectives. Persons need to focus on the opportunities. Too much emphasis is being placed on what fears people have about what they may lose. People would not move to a country where they are not reasonably sure that there are opportunities – persons may move in response to a need in the country and in the process will help to build up the economy of that country

6.2.4 *Do you think there will be a preference to hire “foreigners” from other Caricom member states?*

- Persons who are from outside who are now permanently resident in Antigua and Barbuda tend to look outside for housekeepers, etc.

6.2.5 *To what extent are people informed or aware of the likely effects of the movement of labour on the job market?*

- There are not enough public education programmes in place. The Ministry of Trade is responsible for communicating the message. However, there are still many questions to be answered. Persons are coming to the Labour Commissioner's Officer because they expect it to be the centre of activity in this regard.

General Comment:

- Antigua & Barbuda has experienced an increase in criminal activity in recent years; however the Statistics do not show that that increase is related directly to the influx of the immigrant population.

6.3 Outcome of Meeting with Trade Official – Antigua and Barbuda

On 23 November 2006, two members of the consulting team, Ms. Denise Leander-Watson and Ms. Miranda Allbrook met with Ms. Barbara Williams – Trade Officer in the Ministry of Trade.

6.3.1 *What is the impact of the CSME on the island state of Antigua and Barbuda?*

The Trade Officer responded to the above question as follows by expressing that Antigua and Barbuda has agreed that they would go beyond the categories stated in the Treaty. However, they have entered a reservation with respect to nurses and teachers and will continue to do so as other categories open up. They have a very open policy towards CARICOM nationals living in Antigua and Barbuda who receive national treatment in terms of health and education benefits. However, there have been lots of problems in recent times in terms of the health and education benefits:

- For example, there is a medical benefit scheme. (Note that there is no such scheme in any other member state... issue of reciprocity.) Because of the increasing demand on this service, it is projected that some day it would not be able to service nationals because all the funds would be dried up. In addition, they are now expanding the diseases covered under the scheme – diabetes, asthma, etc. The average Antiguan has two (2) children so in major proportion of the persons in the hospitals having the babies are persons from the Dominican Republic; Jamaica and Guyana.
- In terms of education, there is currently an issue of over crowding in schools. Nationals are concerned that there may not be any space for their children when they decide to have children. Education is subsidized by the Government and non-nationals currently outnumber the nationals.

Antigua and Barbuda also has to look at the impact the CSME would have on Barbuda which is a small island with a population of 2000 persons, compared to 77,000 for Antigua.

The Government of Antigua and Barbuda is currently not issuing skill certificates. The legislation needs to be amended. The Movement of Factors Act did not take care of this amendment. As a matter of urgency, it needs to be worked on.

- Antiguans and Barbudans do not migrate in the Region – they tend to go to USA, Canada and Europe. The reason is that they perceive that they will not earn as much in any of the other regional countries. Antigua and Barbuda is a high wage economy in the OECS and in the rest of the Caribbean. There is a wage freeze in

the Public Sector, however a substantial percentage increase has been promised to the public sector – this would be paid based on experience or qualifications. This is an added incentive to stay in Antigua and Barbuda. This is part of the Public Sector Improvement Project.

6.3.2 *What threats/challenges do you think the CSME will present?*

- It is perceived that the persons who commit crimes are the non-nationals. For example, a national was killed by a non-national and it sparked some outrage in the country. There is generally acceptance from nationals from the sub-region. However, there are serious problems with Jamaicans and Guyanese and to a lesser extent with the Trinidadians. There is also a kind of love-hate relationship with the St. Lucians.
- There are concerns about how Antigua & Barbuda is going to finance its obligations to the CSME integration process. Each country has to be able to meet its financial obligations so the government will have to put programmes in place to meet the challenges spawned by the CSME.

Some persons are very skeptical of the impact of the CSME and are asking the following questions/making the following observations:

- How is Antigua and Barbuda going to safeguard against crime?
- What frustration will the tourism industry experience on account of the free movement?
- What is the cost of implementation of the CSME – is the process sustainable?
- Persons are concerned about being dislocated – best person for the job may be coming from outside
- Perception that the CSME is for academic/degreed persons not for the lower skilled persons – urgency for the harmonization and accreditation of tradespersons. Antigua & Barbuda is now getting involved in the TVET programmes, even though other countries are way ahead in this process. The question is “Should Antigua & Barbuda hold off and put these things in place?”
- Barbados, Trinidad and Tobago as well as Jamaica are campus territories for UWI, hence they have more graduates. There is the need for some level of tertiary institution in this country or the OECS sub-region. Antigua and Barbuda are behind as far as University graduates go. The Government, through the Board of Education, finances a lot of persons through scholarships to go to UWI. There is need to find ways of lessening the educational costs. However, UWI is saying that they will start losing money if they establish a campus in the sub-region.
- To overcome this problem, there is a need for offshore universities. However, there is need for an accreditation body so that these programmes can be properly accredited.

6.3.3 *How do you think the CSME will affect the labour market?*

- The construction industry is growing as a result Cricket World Cup and other programmes and initiatives in the tourism industry. There was a shortage of construction workers recently so more non-nationals were attracted.
- The Government has sought to put certain things in place to protect non-nationals:
 - Millennium Naturalization Act – naturalized about 700 persons at the turn of the new Millennium
 - Has tightened the Legal regulation for the security sector which employs a lot of non-nationals. The legislation speaks to the hours of work, wages, benefits, etc
 - Work is currently being done to review the minimum wage
 - The Labour Department is enforcing the need for persons to become unionized
 - There is need for more regulation outside of the Labour Code for non-nationals who are sometimes taken advantage of by their employers.

The Government of Antigua and Barbuda is currently:

- Reforming of the country's tax structure within the past year – Income Tax, Property Tax, Sales Tax. Persons earning below \$3000/month do not pay the Income Tax.
 - All indirect taxes will be repealed and be replaced with the VAT in 2007
 - The VAT will be up for review in 2008 to see if the revenue is being received.
- Increasing the salaries of the Police Force, consequently, it is now attracting Antiguan.

As non-nationals you now have to be living in Antigua & Barbuda for seven years straight before you are allowed to vote.

6.4. Outcome of Meeting with Key Grenadian Officials

21 November 2006

It was felt that it was more prudent in terms of time to have a joint meeting with four the key officials in Grenada. The Consulting team of Dr. Noel Watson, Denise Leander-Watson and Miranda Allbrook met with the following key government officials in the office of the Acting Permanent Secretary – Ministry of Foreign Affairs:

- Oliver Joseph – Acting Permanent Secretary – Ministry of Foreign Affairs
- Asst Superintendent of Police Jessmon Prince – Chief Immigration Officer
- Cyrilla Steel – Foreign Services Officer/CSME Focal Point with responsibility for Skill Certificates
- Cyrus Griffith – Chief Labour Officer

6.4.1 *Profile of Grenada*

Grenada has the following:

- Population of about 100,000
- Labour force of 36,000-40,000 persons
- Services contribute to about 76% of GDP
- Wages in Grenada are not high when compared with other OECS countries
- Grenada has the largest Public Sector in proportion to its population size amongst OECS member states
- Unemployment rate of about 13%

6.4.2 Impact of the Free Movement of Labour

Wages would not be a pull factor for Grenada

- Unless there are new businesses which require new skills there is not much opportunity.
- Traditionally, Grenadians have migrated to the UK and North America, and Trinidad & Tobago in the days of oil.
- Grenadians do not typically migrate to the OECS, given that they earn the same currency. They are migrating much less to Trinidad and Tobago because of the situation with crime.
- The main beneficiaries will be the service providers via mode 3.
- Grenadian-owned construction companies currently operate in St. Vincent and the Grenadines, Barbados and Trinidad & Tobago. There may be some construction workers who may also move.
- There will not be a great loss in terms of labour in Grenada since Grenadians value their freedom and security, which they enjoy in their country.
- It is felt that with respect to the Treatment of Modes 3 and 4 - movement of service providers - this needs to be fleshed out more by the relevant authorities in Grenada.

- There are some persons who come to establish business and still opt to apply for a Work Permit which is renewable each year.
- Since the commencement of the issuing of Skill Certificates, there have been no certificates issued to Musicians, who still apply for Work Permits.
- People come in to do domestic work mainly from Guyana and St. Vincent and the Grenadines. Citizenship is granted after 5 years.
- More men are moving than women based on the application for Skill Certificates
- It is expected that there will be an increase in the number of construction workers coming in after 2008 when the area becomes totally open.

6.4.3 Perceived opportunities for Grenada as a consequence of the CSME

- Service sector should grow and contribute to overall growth in the economy.
- Strong EC dollar is attractive to CARICOM service providers. So inflows of FDI is expected and there should be more CARICOM owed companies e.g. RBTT, CLICO, Republic Bank.
- At the lower levels, tradesmen may be able to move.
- Increased job opportunities in the private sector in the area of Informatics (there has been a World Bank stipulation of a zero growth policy in the Public Sector – the biggest employer in Grenada) which will help to provide jobs for those that would otherwise have gone into the Public Sector.
- Improved financial opportunities

6.4.4 Categories of workers that should not be allowed free movement

- When asked if there was any category of workers that should not be allowed free movement, the officials responded that there is no category of workers that should not be opened up to the free movement of labour.

6.4.5 CARICOM country perceived to be the least open

- The officials explained that Barbados is perceived as being the least open amongst CARICOM members

6.4.6 Perceived threats/challenges which the CSME will present

- Fears exist at the lower level especially amongst tradesmen because they are not certified. Some persons from other countries may be certified and get the job as a result. The Government is putting a system in place where tradesmen can get tested and through a system of upgrading become certified over a period of time e.g. mechanics, plumbers, electricians, carpenters etc. (Male, unskilled, uncertified).
- Fear that crime will increase – need a regional network to deal with this issue in terms of sharing of information and intelligence, etc

- Fear that there will be an issue with land – alien land holding is still in place, except in the case of companies which come in to establish businesses.
- It is felt that Grenada needs to be protected in the areas of goods and the alien landholding.

6.4.7 Other observations from members of the group:

- After Hurricane Ivan, the country went through a rebuilding phase which saw an inflow of 1000 persons from other CARICOM member states. These workers came mainly from Guyana, Trinidad and Tobago and Barbados. They were mainly carpenters, Engineers and Construction workers who came to rebuild 90% of the housing stock destroyed during the passage of Ivan. Most of them however had to apply for Work Permits because they did not qualify for skill certificates.
- Persons who are from outside who now permanently reside in Grenada tend to look outside for housekeepers etc.

The group noted very emphatically that “Everyone is in one accord with the CSME and that it should not under any circumstance be used as a political football”.

6.5 Meeting with Grenadian Trade Union Officials

22 November 2006

It was felt that it was more prudent in terms of time to have a joint meeting with the Trade Union officials in Grenada. The Consulting team of Dr. Noel Watson, Denise Leander-Watson and Miranda Allbrook met with the following key trade union officials:

- Eliot Bishop – Commercial & Industrial Workers Union
- Merryl Roberts - Public Workers Union
- Ray Roberts – Grenada Trade Union Council (umbrella group of all 8 trade unions on the island – 51 years old) – 10,000-15,000 workers

6.5.1 Perceptions about the CSME

The Trade Union Representatives at this meeting said that generally the Trade Unions in Grenada are not opposed to the CSME and what it stands for. It is felt that it has always been in operation but it is now given a name and consequently, it may now be fraught with bureaucracy. There is a school of thought expressed which does not see a flooding of persons to any one country nor the mass movement of persons from Grenada.

Integration has always existed within the trade union. The Caribbean Congress of Labour was formed in the 1960s in Grenada. There has also been some level of integration with the farmers' movements - there is an association of banana farmers - WINFA (Windward Island Farmers Association). The general feeling of the group was that the farmers and the Trade Unions could teach the politician "a thing or two" about integration.

6.5.2 Issues/Concerns

It is felt that the OOECS countries have a lot of catching up to do in terms of training and education. They are behind Trinidad & Tobago, Barbados and Jamaica. For example, Grenada is not in a position to produce some of the certification being asked for - the T.A. Marryshow College is now about 8 years old. The Government has done some work, for example, the TA Marryshow College is now linked to colleges in the West Indies as well as some of its programmes are linked to programmes in the UK and the USA.

It is felt that the government has not been involving the trade unions, the NGOs and the people in discussions about the CSME. There is not enough being done in terms of public education. There is a perception that that the language that is used turns people off because it is not spoken at the level to get to the man on the street.

- On the ground, there are some concerns as follows:

- Grenada is not a reading population. An appropriate method of communication needs to be devised, so that the information can get to the persons who need to know.
 - There is the perception that there will be an influx of Guyanese.
 - It is felt that some of the criminals from Trinidad & Tobago will come and operate in Grenada.
- There are serious concerns that the small islands will become consumers and not be able to compete with countries like Trinidad & Tobago who will flood the market with their products. The local bottling company will perhaps go out of business. Coca Cola is already crying out because the traders are bringing in bottled products from Trinidad & Tobago, which compete with their products.
 - The traders have now been the group that has replaced the banana growers in Grenada. These traders are now trading in competing goods from Trinidad and Tobago. The politicians do not want to touch these persons because they have no other viable option in terms of alternative livelihoods.
 - CRIME is the biggest concern of Grenadians – particularly crime emanating from Trinidad and Tobago.

6.5.3 Suggested Policy Changes

- It is felt that Grenada should be allowed to develop in an area where it has a competitive advantage. For example, CARICOM should help Grenada in the manufacturing of derivatives of spices etc. and do similar things with the other smaller islands. In this way, the smaller islands will feel more comfortable because at the moment their companies cannot compete with the companies from the bigger islands.
- There must be a policy across the Caribbean to deal with HIV/AIDS. An infected person who wishes to move must therefore get the same kind of protection in any country.
- There is the need for the integration of the labour laws/National Insurance benefits across the Caribbean.
- There is need for the harmonization of the training of public officers across the Caribbean.
- Because of the emphasis on certification, skilled tradesmen will have to become certified. There is need for a programme to show a man who is a mason for 20 years how he can go back to school to become certified. There are currently 2000+ employees enrolled at the TA Marryshow College.

- Government needs to put in place a budget for other agencies such as the Trade Unions and the Information Services to be a part of the CSME public education process;
- Problems of the brain drain – which can also create problems for Grenada.

6.5.4 Employment Issues

- There are fears amongst the low skilled and unskilled workers where the Grenadians can get \$50-\$60/day and the Guyanese workers may be willing to accept \$40/day. There is no job security at that level. Employers will capitalize on that kind of thing and would show a preference for contract workers.
- The Grenada Employers Association is a very principled organization. It is felt that it is the overseas investors (Syrians etc) who engage in unscrupulous employment practices. The local employers tend to be good in this regard.
- In terms of wages, it is perceived that:
 - Antigua and Barbuda and St. Lucia are significantly better off than Grenada.
 - Grenada is on par with St. Vincent and the Grenadines and maybe St. Kitts and Nevis
 - Grenada is better than Dominica.

6.5.5 Personal concerns

- It is felt that the Government should do all in its powers to ensure that Grenada is not opened up to sex workers.
- There may be an influx of Guyanese labourers coming in who will force the Grenadians out of jobs because they will be prepared to accept lower wages. On the other hand, it was felt by one representative present that these persons coming in will only help to raise the standards. The Guyanese came in after Ivan worked hard and set new standards of work for the Grenadians. If there is need for Guyanese workers, it should be done in such a way to ensure that the process is not prostituted.

6.5.6 Are some CSME countries perceived to be less open than others?

It is felt that Barbados is one CARICOM country, which is not opened, followed by Trinidad and Tobago. They do not like how the Barbadians treat fellow CARICOM nationals from Guyana. There is a feeling that the Barbadians have an “attitude problem” and one is not made to feel welcome. On the other hand, Grenadians feel at home going to the rest of the OECS.

6.6. Outcome of Meeting with Civil Service Association (Trade Union) – St. Lucia 20 November, 2006

**Mr. David Dumacque – General Secretary
(Represents civil servants, employees of statutory agencies and private employees)**

The following are the responses given by Mr. David Dumacque in a meeting with Dr. Noel Watson and team in St. Lucia.

6.6.1 What are the opportunities to be gained from the CSME for your country?

- Mr. Dumacque thinks that the CSME widens the job market. He does not think there will be mass migration.
- The CSME is a direct response to deal with the impact of globalization. Workers as a group already face the threat of marginalization, especially as there is a tendency for them to be too laid back. He thinks that the greater enemy is globalization and not regionalization. CSME is the vehicle that will help to counteract the effects of globalization.
- There are many opportunities for service providers to come and create jobs, especially given the fact that the St Lucians are not very entrepreneurial. It is better for persons from within the CSME to come and do business here instead of business persons from America and other developed countries. Private persons are taken up running small shops or retail outlets instead of manufacturing or creating a product. In other words there is too much trading business and not business of a productive nature.

In terms of training, he noted that:

- There is a skills training programme in place – 3 month training but maybe it is not adequate.
- There may be a crisis of middle management – need an institute to train middle managers.

6.6.2 Threats/challenges which the CSME will present

- In general, people are concerned about CSME being a threat for workers in St. Lucia.
- If workers come in from lower wage economies, then it may depress wages if they are prepared to accept lower wages.
- The process may result in de-unionization. Can they move and become unionized or will it be used as a bargaining chip? There needs to be a regional strategy to protect workers and disenfranchised persons

6.6.3 The likely effects on the labour market

- May depress wages in some segments
- Fear of the brain drain – this was a big concern in the health sector in terms of nurses going to the UK and Police going to the Bahamas. It is felt that there will not be much of a brain drain within the CSME because it tends to be more of an extra regional phenomenon.
- Gender-employment opportunities for women are necessary; legislation for equal pay for equal work had been implemented.

6.6.4 Have you seen any effects of the free movement of labour to date on the labour market?

- There was an influx of Guyanese labour before the CSME free movement of labour was introduced which did not cause any notable labour market dislocations. It is unlikely that the free movement under the CSME will cause any future dislocation either.

6.6.5 Which sector of the labour market do you think will be most affected by the overall free movement of labour?

- The manufacturing sector wants regulations implemented to level the playing field. The manufacturers need to start thinking outside the box and establish strategic relationships and alliances with other businesses in the region.

6.6.6 Have the labour laws been changed to accommodate the CSME?

A Labour Code has been recently implemented. The response to which is not so positive.

6.6.7 Other CSME related Comments:

- There has been a lack of consistent public education so that the citizens can understand the benefits of the CSME. How do we translate the benefits to the man in the street, so that there is an opportunity for a job, etc?
- Agriculture: There is the issue of lack of technology and access to financial resources. There is not enough adaptive research from CARDI to bring farmers from one level to another.

- CARICOM needs to give more attention to the regionalization of agricultural goods and marketing. CARICOM has set up the RTP, however, as a small farmer, he has not felt it.
- The demise of the banana industry has caused labour to go into the Construction industry for the past 3 years. What will happen when there is no boom?

**6.7 Meeting at Ministry of Labour Relations and Public Service – St. Lucia
20 November, 2006**

Mr. Mark Louis – Permanent Secretary - Labour Relations, Public Service

The following are the responses given by Mr. Mark Louis in a meeting with Denise Leander-Watson and Miranda Allbrook – members of the Consulting team.

6.7.1 What are the opportunities to be gained from the CSME for your country?

- Mr. Louis responded that he cannot see any great opportunities and very little will change because no significant migration will take place. He thinks that a St. Lucian would have no competitive advantage over his Grenadian counterpart? They are arguing for the Regional Development Fund because they are afraid of foreigners coming to St. Lucia. He does not think that this will happen.

6.7.2 What are some of the threats/challenges which you think the CSME will present?

- To facilitate regional free movement of people, the region has to look at the harmonization of laws. Laws and practices currently differ from country to country e.g., there is no Public Service Act or Legislation in St Lucia, which currently operates under the Staff Orders (colonial rule).
- Stigmatization of Guyanese in all countries even though we say we are one region.
- There is racial tension in the country due to a large influx of Indo-Trinidadians. People come with their cultural and religious orientation so St. Lucians have to be prepared to deal with this.
- Necessary to implement the harmonization of social security systems
- As a country, one now needs to be sensitive to the following:
 - Cultural diversity
 - Collective bargaining which needs to be tailor made to suit the fact that one has now to deal with a diversified workforce
- There are some persons who believe that persons will come and take their jobs.

6.7.3 What do you think are the likely effects on the labour market?

- **Wages and salaries**
 - no effect on the public service
 - may also have no effect on private sector in because they fall into line with the agreed unionized negotiated wage and salary
 - those organizations who recruit non-nationals tend to be in a non-unionized environment so this should not have a significant impact.
- **Brain drain** – wage rates are not so significantly different to create a major brain drain.

6.7.4 To what extent are people informed/aware of the likely effects or the implications of the effect of the movement of labour on the job market?

- People are informed through talk shows but it has not sunk into their psyche.

6.7.5 Have you seen any effects of the free movement of labour to date on the labour market?

- There has been no noticeable impact on wages or productivity since relatively few persons have been coming in.

6.7.6 Which sector of the labour market do you think will be most affected by the overall free movement of labour?

- If persons do move – the impact would be more at the professional levels – they would leave. Persons coming in would be in the teaching and nursing professions. In the financial sector, there will be persons who may come
- Cannot see any incentive for businesses to come for the following reasons:
 - Wage rates are high
 - Fuel rates are high
 - No real incentives

Conclusion: There will be no major change with the implementation of the CSME, people will not come to St. Lucia in droves as expected and people will not leave in their hundreds.

**6.8 Outcome of Meeting at the Ministry of Commerce – St. Lucia
20 November 2006**

**Mr. Titus Preville – Deputy Permanent Secretary
Mrs. Lisa Phillips – Commerce & Industry Officer**

The following are the responses given by the two St. Lucian Trade officials in a meeting with Dr. Noel Watson and team in St. Lucia:

6.8.1 Opportunities to be gained by St. Lucia from the CSME

- The availability of jobs throughout the region. People will come to St. Lucia but that is not necessarily bad thing.
- St. Lucia is a high paying country and can be seen as a progressive country. This is a pull factor.
- St. Lucians will be forced to upgrade their skill and productivity levels to compete in the emerging environment.
- The highly skilled professional sees it as an opportunity – they see opportunities to move to larger markets.
- University graduates go to Barbados and Trinidad looking for jobs. St. Lucians tend to move South in search of jobs in bigger economies.
- St Lucia is under-populated at the moment, so more persons in this space will not be a problem. Notwithstanding this, resources will need to be well planned – in terms of water, land etc.

6.8.2 Threats/challenges which the CSME will present

- People who are providing services and are not qualified – these persons will now face a challenge from qualified persons
- Persons coming in from outside - can cause wages to go down and impact the quality of life of St. Lucians.
- There are no active certification programmes, like those available in Jamaica, to train persons to become certified. For example, the trades persons are most concerned because they are not certified and may be open to competition from more qualified and certified persons from Jamaica or Trinidad and Tobago, especially since St. Lucia has no domestic certification agency. There could be problems in this category, if persons choose to take their ability to move seriously.
- There is a concern that the movement of persons in the region will affect the crime level in St. Lucia where there are currently only about 30 homicides per year.
- It was felt that uncertified construction workers and vendors are most threatened by the free movement of labour

6.8.3 Solutions to problems/challenges

- The Ministry of Education has been liaising with HEART in Jamaica to develop a similar model as the HEART/NTA model in an effort to put a skill certification programme in place.
- The officials are in the process of establishing a national certification and licensing authority for construction workers

6.8.4 Migration of Labour

On the subject of labour migration, the following was noted:

- persons have been moving within the Region for a long time - Trinidadians have been coming to work in St. Lucia and St Lucians have been leaving for years.
- It is perceived that St. Lucians are not bothered about who is coming and working
- **More women have applied for skill certificates than men**
- There are many Guyanese in St Lucia – they are mainly vendors who compete with St. Lucian vendors – there is a St. Lucian-Guyana Association. One of the biggest manufacturers on the island is a Guyanese.

6.8.5 Labour Market Information

- There is a shortage of labour in the construction industry and domestic workers industry
- Current unemployment rate is 15%
- Agricultural wages are generally lower.
- Agriculture had previously employed about 23% of the workforce. With the decline in the banana industry, there has been an increase in jobs in the tourism sector which however has not been growing at the same rate as the reduction in the agricultural sector.
- There has been no assessment of skills for St. Lucia, hence there is no true picture of the skills (quantity or quality) on the ground.
- There are few organized labour structures, for example, tradespersons are not organized, so it is difficult to consult with them as a group.
- Productivity levels are very low – there is a bad attitude to work amongst many locals. The Guyanese workers generally work longer hours.

6.8.6 Economic Realities

- There is a poverty reduction fund and other social interventions targeted to poverty reduction in St. Lucia
- The urban poor are more threatened because of issues of shelter, etc. The rural persons have food and shelter; however, this tends not to be the same for the poor living in urban areas.

6.9 Outcome of Meeting with St. Lucia's Seamen and Waterfront Workers Union 20 November, 2006

Mr. Alexis Alcide – President
Ms. Cecilia Adolph – General Secretary

The union represents stevedores, electricity workers, city council, almost (800 employees)

The following are the responses given by the two St. Lucian Trade officials in a meeting with Dr. Noel Watson and team in St. Lucia:

6.9.1 What are some of the threats/challenges which you think the CSME will present?

There are some natural disadvantages inherent in terms of the CSME,

- The competitiveness of the member states will be affected by domestic capacity which in St Lucia is limited. The country has three main economic sectors: tourism; agriculture; light manufacturing. Agriculture is not competitive – there is competition from other regions and there is an inability to produce the type of product which is competitive enough (for example, the bananas from Honduras compared with those from St. Lucia).
- Light manufacturing is very limited – has not grown and it therefore cannot compete with the other CSME countries like Trinidad & Tobago, Guyana and Barbados.
- Tourism will be the mainstay of growth within the economy – this was a decision made by the then government. It is felt that without a stable and strong agricultural and light manufacturing sector, the reliance on tourism is too heavy and so tourism should not be the leading sector. This sector is volatile in the sense that:
 - There are outside events which can intervene in one's ability to deliver this product.
 - Forests are being destroyed because of hotels etc (mangroves, beaches, are being depleted.) there is no sustainability.

CSME in general is a good idea. The concept of unity is good. However because of how St Lucia is currently organized, it does not have the capacity to compete effectively. After independence – mono-crop economy of sugar cane which was subsequently replaced by green gold – bananas which of course are no longer a viable product today.

In terms of trade and productive capacity, there is the perception that St. Lucia will be adversely affected by the CSME. However, the interviewee felt that St Lucia's problem is the combination of globalization as well as local policies. For example, the high cost

of money does not help, with a commercial borrowing rate of 18% - 26%. There is the need for developmental rates to facilitate business people moving into manufacturing.

The Union represented is in favour of capital investment – provided there is a clear policy which would ensure that St. Lucia benefits optimally. The perception is that labour is the most important factor of production – they create profits, hence workers must be able to share in the profits.

The Union itself has to do some work within its own leadership and membership to see how the CSME will affect them. There are still some unanswered questions, for example:

- Will your health benefits, social benefits and pensions for example be affected?
- When you leave, will your benefits be transferred?

The unions need to lobby and articulate these issues.

6.9.2 Have the labour laws been changed to accommodate the CSME?

The labour code has just been enacted and there are guidelines which go with the code.

6.9.3 Comments on the Public Education on the CSME:

There is a general perception from this group that there is not enough public discussion about the CSME on a consistent basis. There are some simple, basic questions which need to be answered in a very basic way, for example:

- What is the CSME?
- How will it benefit you?
- How will it affect the individuals in the country?

7.0 Findings from Focus Group Sessions in the OECS

Four multi-stakeholder focus group sessions were conducted in the OECS by members of A-Z Information Jamaica Limited over the period November 21st to November 24th 2006. Two focus group sessions were held in Grenada and two in Antigua & Barbuda.

The objective of the focus group sessions was to generate a more complete understanding of the nature and extent of the fears of negative repercussions of free movement of labour as well as the countervailing opportunities in the large market.

In each of the two countries, one focus group should include highly paid professionals and service providers (such as accountants, lawyers and doctors) and the other focus group should include lower paid professionals and service providers (trades people in certain self employed categories).

The A-Z Information Jamaica team worked with representatives from the Ministry of Labour in each country to coordinate these focus group sessions prior to visiting the member states. The focus group sessions were coordinated with varying degrees of success, however, in all cases important information flowed from the discussions.

The rest of this chapter provides the reports from each of these focus groups, each as a separate section.

7.1 Focus Group Meeting #1 - Grenada 21 November 2006

This focus Group Meeting was held at the Government Headquarters in St. George's. The table below lists the attendees.

7.1.1 Details of Participants in the Focus Group

Name	Organization	Sector	Position	Ever worked or lived in another CARICOM country	Nationality	E-mail address
Pauleen Finlay	Ministry of Education	Education	Snr Education Officer	Jamaica (study)	Grenadian	efindlay@caribsurf.com
Shane Felix	Arnwill Construction Ltd/	Construction	Operations Manager	St Lucia	St. Lucian	SHANEFELIX@gmail.com
Keith Friday	Ministry of Legal Affairs	Public Sector	Solicitor General	Trinidad, Jamaica & Barbados (study)	Born in Dominica	fridaykeith@hotmail.com
Nigel Gravesande	TA Marryshow Community College	Education	Registrar	Trinidad; Guyana	Guyanese	caesarnigel@yahoo.com
Jeffrey Britton	TA Marryshow Community College	Education	Deputy Principal	Bahamas	Grenadian	jefran5@gmail.com
Lincoln Morgan	TA Marryshow Community College	Education	Acting Principal	St Lucia; Trinidad (study)	Grenadian	linmorgan7@gmail.com
Kelwin George	NAWASA (water)	Utility	Deputy Financial Manager	Trinidad (study)	Grenadian	Kelmichael-george@yahoo.com

7.1.2 Introduction

The attendees were mainly Grenadian but it can be seen that they also included a St. Lucia, a Dominican and a Guyanese.

There were diverse views on the CSME and it was felt that it is generally a good thing for Grenada and the region. One of the views posited was the fact that globalization will affect us negatively if we do not unite. On the other hand, there were persons who saw the CSME as an imposition by politicians and are of the opinion that the “man on the street” should have been consulted before the implementation.

The Focus Group methodology used involved participants being asked to comment on ideas which were put forward and to respond to questions posed. The report below outlines the participants' views on the CSME.

7.1.3 Will CSME have positive or negative effects?

The following are some of the views which support the position that the CSME will have positive effects:

- The CSME should be supported even though there are negatives. It is necessary to look at the big picture because all countries have something to gain. Member states and individuals need to put themselves in the position where they can seize opportunities. One participant felt that a lot was lost when the Federation was lost and sees this as a way of getting some of it back. It is felt that the Federation disintegrated because of perceived negatives and it is hoped that this does not happen with the CSME.
- The resulting economic space that the CSME provides means that both financial and human resources can move freely.
- Free movement will make capital, goods and skills more accessible to Grenada. There will be new businesses and innovative ideas coming to Grenada. Grenada will now be able to recruit skills and competences from within the region. This should result in price reduction and variation of goods on the market.

Possible negative effects of the CSME

- There was one participant who felt that the CSME is not good for the OECS. The preference for the OECS to unite politically was expressed strongly. It is felt that the big four (4) countries are pushing the CSME because they have more to gain. There was skepticism over the implementation and operation of the Regional Development Fund, which is supposed to help the smaller countries.

Participants were invited to comment on various aspects of the CSME and based on their responses, a SWOT analysis was developed.

7.1.4 Strengths

It is felt that there are some lessons that could be learnt by CARICOM from the OECS whose members have already formed an economic union with a single currency. The OECS has been more advanced in terms of collaboration as a unified market and currently has the following in place:

- Joint procurement of pharmaceuticals
- Common mission in Brussels
- Joint representation in Ottawa
- A single currency
- One Central Bank – based in St. Kitts & Nevis
- A Secretariat - based in St. Lucia

Below are some of the strengths which Grenada has in terms of the CSME.

- Grenada has always been home to CARICOM Nationals working in the country, so the movement of CARICOM nationals is not strange to Grenada.
- There is currently substantial formal and informal trade with Grenada and some of the other CARICOM countries; for example, between Grenada and St Vincent and the Grenadines as well as between Grenada and Trinidad & Tobago (T&T) where Grenadians would take produce to T&T and bring items back. This existing trade regime must be capitalized on in the context of the CSME.

7.1.5 Weaknesses

The weaknesses identified were all internal to Grenada. It is felt that Grenada has some work to do in terms of coming up the curve in order to maximize the benefits from the CSME. Below is a list of weaknesses identified by participants in this focus group.

- In Grenada, there are no proper systems to facilitate individual development. It is felt that there needs to be a 3-year strategic plan for Grenada to facilitate the CSME. The strategic plan should look at:
 - Skills profiles
 - Gaps in skills
 - What training is required to fill those gaps
 - Training interventions to fill the gaps
 - A loan programme to encourage training
- The financial institutions are not in place to support persons who want to study or start new businesses. It was suggested that local banks need give reasonably priced student loans and reduce the difficulty in accessing funds.
- Grenada is seen as lacking in manufacturing because of lack of adequate incentive programmes. The Government needs to develop an incentive programme to encourage manufacturing.
- The Agricultural Sector has also died. The Government of Grenada needs a plan for the rehabilitation of the nutmeg sector for example; as well as the provision of incentives for farmers in terms of nutmeg trees planted.
- It was felt by some participants that Grenada and the smaller islands are at a disadvantage in the sense that business persons from Trinidad & Tobago and the bigger islands can come to Grenada to invest. It is felt that Grenadians do not like to invest in their country and that they need to understand the value of owning assets locally.

7.1.6 Opportunities

Apart from one participant, everyone saw where there is some benefit from the CSME which can accrue to the country as well as to the Region. These opportunities include the following:

- The redistribution of skills which would result in the opening up of labour market
- The harmonization of laws and regimes within the region
- Free movement of capital
- Investment and financing opportunities
- The sharing of expertise and knowledge
- The opportunity to maximize on the individual strengths of each country, so that the entire region will benefit

7.1.7 Threats

The participants also identified major threats which Grenada faces which they think could thwart the progress of the CSME. These threats include:

- Persons who are not appropriately certified will not be free to move throughout the CSME
- By the year 2010, there is an understanding that persons employed in the fields of nursing, education and pharmacy will require a degree.
- Lack of communication about the CSME to the wider population and hence a lack of understanding
- Increased subsidy and the imposition of non tariff barriers by developed countries
- Lack of knowledge of how the CSME is supposed to work by persons who are given the task to disseminate the information
- The limited development and in some instances, underdevelopment of local human resources
- Lack of adequate technology

7.1.8 CSME - challenges

The following is a list of challenges which the group felt the Region has to overcome if the CSME is to be a success story:

- The harmonization of the diverse foreign exchange regimes which exist in the Region
- The upgrading of the air transportation infrastructure in order to reduce the length of time it takes to fly within the region, for example, it takes eight (8) hours to fly from Grenada to Guyana and a mere three (3) hours to Miami.

- The region has no indigenous shipping industry, hence trade is determined by external carriers which results in making the prices of the goods uncompetitive.
- The diversity and plethora of external debt in the region
- The variability in economic development – natural, human etc
- The lack of effective anti-dumping legislation to combat the heavy subsidizing of agriculture by the developed world
- The need to fix the Maritime delimitation boundaries in the region – it is necessary for CARICOM to intervene in the following cases:
 - Trinidad & Tobago and Venezuela in the case of Grenada
 - Trinidad & Tobago and Barbados.
- Non-tariff barriers which are being implemented by the developed world
- The dismantling of preferential trade agreements by the developed world without allowing for a 10 to 15 year adjustment period
- Uncertainty over workers being able to move with their private pensions?

7.1.9 Regional Solutions

The following solutions were posited as means by which the Region will be able to overcome the weaknesses and threats to the success of the CSME:

- There is the need for the region to negotiate with one voice. The onus is on the Region to negotiate for what will benefit the Region.
- The Region needs to seek investment in areas which would benefit the entire region.
- The movement of graduates and off shore education - higher education has taken a new turn. The onus is on every country to take advantage of rather than limit the movement of graduates to develop domestic human capacity.
- The OECS has been better at unification than CARICOM as reflected by several tangible initiatives which have been successfully implemented and are working. These things should be copied at the regional level.
- Governments need to dialogue with the people on the CSME because many see it as an intervention by the politicians and are generally suspicious.
- There is the need for a common fiscal incentive regime to reduce the likelihood of the stronger economies granting better incentives as they compete for the same resources. There are currently different tax holidays in the member states – some have 7 years, 5 years or 3 years.
- There should not be restriction on any factors of production, for example, farmers, etc

- It is necessary to harmonize the pension rights across all member states in terms of portability of pensions
- There should be regional uniformity in education – uniform certification and accreditation

7.1.10 Advice to the Government of Grenada

When the participants of the first focus group session in Grenada were asked what advice they would give their government in terms of ensuring that Grenada maximizes the benefits to be derived from the CSME, they responded with the following tips:

- Invest in training of the workforce
- Communicate with the people
- Increase the education budget from nursery to tertiary
- Pass on basic information to the peoples of the Caribbean
- Develop and implement a three-year plan based on the benefits to be accrued from the CSME
- Ensure the competency of persons charged with the responsibility of disseminating information about the CSME to the general populace. These persons need to become more informed and understand what is going on

The only participant, who was totally against the CSME, said he would advise the Government of Grenada to “divorce the CSME and stick to the sub-regional organization of the OECS”.

7.2 Focus Group Meeting #2 - Grenada 22 November 2006

This Focus Group Meeting was held at the government Headquarters in St. George's. There was a slight problem in terms of the venue and was only attended by three persons. The three persons were all women and represented two of the groupings (nurses and teachers) that have just been added to the list of persons who are free to move within the region. The table below lists the attendees.

7.2.1 Participants in the Focus Group Session

Name	Organization	Sector	Position	Ever worked or lived in another CARICOM country	Nationality	E-mail address
Nestor Edwards	Ministry of Health	Health	Actg Chief Nursing Officer	Jamaica (study)	Grenadian	
Anne Gail James	Ministry of Education	Education	Teacher/ Guidance Counsellor	No	Grenadian	
Susan Francis	Grenelg Bottling Plant	Manufacturing	Team Leader (shift)	No	Grenadian	

The Focus Group methodology involved participants being asked to comment on ideas which were put forward and to respond to questions posed. The report below outlines the views of participants on the CSME.

7.2.2 Will CSME have positive or negative effects?

The following are some of the views which suggest that the CSME will have positive effects:

- There will be opportunities for nurses and other professionals to move within the CARICOM region.
- there is currently a shortage of nurses in Grenada, so persons coming in to take up vacant positions will not be a problem
- The CSME presents opportunities for persons to migrate and learn from others

Participants were invited to comment on the negatives of the CSME but none were forthcoming.

Participants were then asked to participate in a SWOT Analysis and to provide their opinions on strengths, weaknesses, opportunities and threats associated with the free movement of labour and the CSME.

7.2.3 Strengths

- The only strength identified was that teachers are very passionate about their jobs and will not take kindly to persons coming in and not maintaining the standards.

7.2.4 Weaknesses

The weaknesses identified were all internal to Grenada. It is felt by members of this focus group that Grenada is not really prepared to maximize the benefits from the CSME. Below is a list of weaknesses, identified by participants in this focus group.

- Grenada is not prepared for the CSME, since the mechanisms to support it are not currently in place
- The CSME causes people to fear for their jobs. Persons from rural communities are generally less educated and therefore will not be as competitive in the job market as the persons who are qualified.
- There is a lack of knowledge and understanding of the CSME as there are few public forums and communication initiatives in place to inform the people of Grenada about the CSME.

7.2.5 Opportunities

The following are opportunities which were posited by participants in this focus group:

- The Government has to address issues like working conditions, salaries etc in an effort to stem the migration of nurses.
- Policy makers should consult the grass roots before implementing new regimes like the CSME. It is felt that if the people are a part of the process, then they will take ownership of it and try to make it work.

7.2.6 Threats

The following are some of the threats which the participants in this group feel will evolve as a consequence of the CSME:

- There is the view that Grenadian-owned businesses will become extinct. There is already the perception that St. George's is part of Port of Spain judging from the nationality of businesses which are currently operating.
- The importation of other cultures may have a negative influence on children in Grenada
- The influx of persons from other member states may see a rise in certain diseases like HIV/AIDS, which would put severe pressure on the health system as well as on the budget.

- It is felt that the construction sector is at high risk since there is currently a requirement for workers in this sector to be certified. It is felt that the construction workers will not be sufficiently motivated to go and get certified to compete with their regional counterparts.
- Farmers are a dying breed and young persons are not going into farming
- There is the fear of competition in industries such as the bottling industry. The representative from the spring water bottling company in Grenada said that the company is small as is the domestic market so the CSME is a threat, since other water bottling companies may enter and set up operations.
- It is perceived that the CSME is a greater threat to young men than to women.

7.2.7 Categories of persons to whom Grenada should not open up

When participants in the Focus Group were asked if there are any categories of persons or workers to whom Grenada should not allow free movement, the following responses were obtained:

- It was felt that small businesses should be protected given that service providers can move freely.
- The Government should try to maintain a locally controlled police force. A deep concern was expressed about security and it was felt that only nationals should be allowed to enter the force.
- It was also felt that the construction field is at high risk given the requirements for tradesmen to be certified. Concern was due to the following factors:
 - facilities are not in place to support the certification process
 - Grenadian tradesmen may not be motivated to embark on a certification process.

7.2.8 Countries to which Grenadians typically migrate

As in most of the English-speaking Caribbean, Grenadians have a long trend in migration. They have traditionally migrated to places in North America and the U.K as well as Trinidad & Tobago during the oil boom in the 1970s.

After Hurricane Ivan in 2004, it was a very depressing period in Grenada, consequently many persons left for North America, Barbados and Trinidad & Tobago. It is generally perceived that Grenadians for the most part will only move if absolutely necessary. From interviews conducted, it definitely seems as if the older Grenadians are quite settled in their way of life and have no intention of moving to any other country. The younger folks appeared more inclined to emigrate.

There was a perception that Barbados is not an easy country to enter even though on paper they say that they are open. A feeling was expressed that Barbadians feel they are in a class above persons from some of the other CARICOM countries.

It was felt by participants in this focus group that if the cost of living was a little lower in Grenada, then persons would have been satisfied with their salaries. Money is not the principal factor why persons leave. People leave jobs for other reasons such:

- Lack of respect from supervisors and
- Poor working conditions.

7.2.9 Advice to the Government of Grenada

When the participants were asked to advise their government in terms of ensuring that Grenada maximizes the benefits from the CSME, they responded with the following tips:

- Pay attention to the development of human resources, empowering them through training and development – emphasizing the development of vocational skills where appropriate
- Improve education at all levels
- Provide more scholarships for persons wishing to embark on tertiary level training as well as professional type training
- Encourage and support entrepreneurs
- Enhance Grenada's competitive capacity
- Approach relevant issues with a cool head and be aware of the limitations which the country faces, especially in terms of human as well as natural resources.

7.3 Focus Group Meeting #3 - Antigua & Barbuda
23 November 2006

This meeting was held in the Conference Room of the Labour Commission.

7.3.1 Focus Group Participants.

Name	Organization	Sector	Position	Nationality	E-mail address
Ted Isaac	Jolly Beach Hotel/Antigua Hotel and Tourism Association	Tourism	General Manager/Chairman	Antiguan	
Laurent Gilkes	Contractors Association/Gilkes & Enterprises Ltd	Construct-ion	President	Antiguan	
Harry Hobson	Insurance Association of A&B	Insurance	President	Antiguan	hobsonharry@hotmail.com
Max Salvador	Antigua Power Company	Electric Utility			
Curtis McKay	Antigua Public Utilities Authority	Utilities	System Manager	Antiguan	
Nicholas Hadeed	Contractors Associations	Construct-ion	Vice President	Antiguan	

The Focus Group methodology used saw participants being asked to comment on ideas which were put forward and to respond to questions posed. The report below outlines the participants' views on the free movement of labour and the CSME.

It is felt that the CSME is already at work in Antigua and Barbuda because about 40-50% of the population is non-Antiguan.

The participants were invited to identify opportunities and threats of the free movement and the CSME.

7.3.2 Opportunities

The following are views which support the position that there are opportunities which will result from the implementation of the CSME.

- There will be a bigger pool to recruit from, especially at the managerial level in the tourism industry as well as in terms of tradespersons in the construction industry. There are more training institutions in Jamaica, Trinidad and Tobago and Barbados and to this end the rest of the region can benefit from this regional pool of trained human resources.
- The CSME will create opportunities for companies. Companies can come in set up agencies/branches.
- With the CSME, there could be an improvement in the system in the Caribbean – open the door for the standardization and certification of tradesmen in the region.
- There are many communication companies springing up. Antigua and Barbuda has to do marketing and customer service. When persons are coming from different countries, they will bring more to the table:
 - Different ideas
 - Creative ways of approaching problem solving etc.
- There has never been an Insurance Institution in Antigua and Barbuda for education and training of employees in the insurance industry. This institution was set up 2 years ago – it is an independent body – not as old as the Insurance Institutions in Jamaica and Trinidad and Tobago. There could be collaboration with these older institutions to facilitate its development in terms of the training, examining and certification role.
- Things are happening in Antigua and Barbuda as a result of the CSME and there has been some momentum in terms of getting things done.

7.3.4 Threats and Weaknesses

- Antigua and Barbuda is not as prepared from an infrastructural point of view as are some of the other member states for the following reasons:
 - No tertiary level training institutions
 - No institution to certify tradespersons
- There is the perception that the Insurance Industry is over regulated. There are too many obligations (financial and others).
- In an open market, competition in Information & Communication Technologies (ICTs) will be fierce and will favour companies with capital.
 - Draft of New Telecommunications Law and Regulations will therefore have to be tight and sound to deal with these issues.
 - Training/Education – In this fast paced, technological environment, an expert of 4 years ago can become a Dinosaur today. It is therefore necessary for programmes to be put in place to try to see how quickly staff can be trained to get up to speed in an environment where everything is IP based.
- Since there are no regulations in the construction sector, there is no guarantee that you can do what you say you can do. There is no certification process in place, so Antiguan are not certified. The industry is not prepared for the CSME even though implementation process should have forced the country to prepare. The Government is in the process of setting up a National Training Agency (NTA)

- which will start the certification process in 2007. However, the impact of the NTA process would not be felt until about 5 years from now.
- There will be an oversupply of construction workers after the World Cup is over.

7.3.5 Policy Initiatives to be taken by the Government

The following are some of the initiatives that the participants of this Focus Group advocated:

- There is the need to go into High Schools and encourage young students to start careers in Hotel Management. Antiguan generally do not want to do hotel management and hospitality because they see it as serving. The idea of a career in hospitality and hotel management will therefore have to be marketed by those in the business.
- In terms of language, the teaching of foreign languages should be promoted in schools in order to help to develop a cadre of bilingual/multilingual persons who can pursue careers in the hotels.
- Antigua & Barbuda is not prepared for the CSME. There is a lot of work to be done in terms of changing the mindset of Antiguan, namely as it relates to:
 - Attitude to work
 - Attitude to training
- The Government of Antigua & Barbuda has to set up a system whereby Contractors have to be certified – so that if there is a job in St. Kitts and Nevis, which requires certification, then an Antiguan has a chance of competing equally for that job. Ninety five percent of the Contractors in Antigua & Barbuda do not have tertiary level training.
- The Contractors Association has not had a Registration Act passed. They say that they have been trying to have one passed for the past 20 years. There is a Draft Act which is currently in the Government's possession.
- It is felt that it is a free for all in Antigua & Barbuda, where everyone is coming in and doing as they wish. The Chinese bid \$200,000 less than any Antiguan company and won a recent tender. The Government offers duty free concessions to KIER Construction and the Chinese but at the same time offers no duty free concession to local companies.
- There is the need for some proactive initiatives to be taken by the business community. Businesses need to rely less on Government. Antiguan businesses have to conduct market research, etc to see how they can negotiate to provide services for persons coming into the country. It is felt that it is the

businesses which should determine what the government does. Lobbying the government is very important in terms of growing the private sector.

- It is felt that Antiguan and Barbudans cannot compete effectively within the CSME because there is a problem with the Government. The Contractors Association only has 30 members and is finding it difficult to get the other 150 individual contractors to join. Social Security, Education and Health levies are seeing no increase in their statutory deductions from the employees of contractors because there is no registration policy in place.

7.3.6 Are there any CARICOM countries where it is difficult to enter?

- Barbados is the country which comes readily to mind. Barbados is for Barbadians. To some extent St. Kitts and Nevis is in a similar mould.

7.3.7 Should Antigua & Barbuda ask for more time to implement the CSME?

There is a general feeling that Antigua & Barbuda as well as other countries are way behind in terms of CSME readiness. Some of the comments to this question include:

- It has taken too long for Governments to be sensitive to the issue of free movement of skilled persons. There has been little or no planning on the parts of the Governments.
- There is lack of regulation –you have to do something or nothing will happen. For example, there should be the grading of the Contractors in order to separate the big from the small.
- There should be a plan in place to use the institutions in the big countries to bring the persons in the Leeward and the smaller islands up to speed through Scholarships (IT), etc.
- They can also ask the bigger countries to help to support the trainers

7.3.8 Other CSME related issues which the government of Antigua & Barbuda needs to consider

- The currency is a big issue. For example, there would be no incentive to work for J\$. It would be difficult to work in the other countries since it would be difficult to access resources there. For example, banks may have to start accepting collateral regionally. There needs to be some investigation done to examine if banks can use collateral wherever they are in the Region.
- Antigua & Barbuda has a disadvantage both in terms of its resources and economies of scale and it is therefore difficult to compete. Antigua & Barbuda does not bring much to the table in terms of competition with the bigger islands.

- There should be a suggestion that there should be a strengthening of the OECS at the cost of the bigger countries.
- It is felt that the nationals from the Dominican Republic, Jamaica and Guyana are taking the jobs of poor persons. The Antiguan unskilled labourer is generally a very poor person. Immigrants will work harder because of their situation and have to prove themselves over the local. The poor rural labourer has to find a way of getting onto the economic ladder.
- A national from the Dominican Republic can come to Antigua & Barbuda and work out of an office and go back home every week-end. The skilled artisans come to Antigua & Barbuda and will accept lower wages. Antiguan will no longer go into these trade areas - this has resulted in a demographic shift in Antigua & Barbuda. What can the government do? Should it stop outsiders from coming in or make help make Antiguan more attractive by offering the requisite training. The Contractor from the Dominican Republic will only hire Santa Dominicans. It is felt in some quarters that Antiguan are being marginalized in their own country.
- There is also the perception that the CSME will be disadvantageous to the OECS. There is need for equity and parity amongst member states before CSME can become a reality.
- There is a brain drain occurring in Antigua & Barbuda. Many of the persons going abroad to attend college do not return after the period of study has ended. Generally, an Antiguan will not migrate to the other CSME nations but to the USA, etc.
- If the problem with labourers (Construction) is not dealt with, there will be a dislocation of some persons in the society and one has to be careful with respect to the social ills which may arise. It is felt that the persons at the bottom are getting poorer.
- There are actually better incentives for Europeans to come into Antigua & Barbuda than for Antiguan themselves.
- With respect to Antigua & Barbuda, a lot more could have been done before the implementation of the CSME in terms of educating and informing the Antiguan. Education is very important to the survival of the lower skilled persons.

The following are some of the **Advantages** for Antigua & Barbuda as a country in terms of it being attractive for other persons from other member states:

- Free
- Safe – not much crime
- The economy is stable
- The Climate

7.4 Focus Group Meeting #4 –Antigua & Barbuda
24 November 2006

This focus group session was held at the offices of the Labour Commissioner in St. John's. There were nine (9) persons in attendance. Below is a table with the names of those persons present and the sector/organization they represent.

7.4.1 Details of participants

Name	Organization	Sector	Position	Nationality
Kara-Ann Spence	General Insurance Company	Financial	Accounts Supervisor	Antiguan
Colleen Richards	Vendors Association	Business	First Vice President	Antiguan
Icilda Cornelius	A&B Union of Teachers	Education	Teacher and member of the Union	Antiguan
Fitzroy Philip	Private Contractor	Construction	Electrician	Antiguan
Glenworth Davis	Contractors' Association/Davis & Davis Builders' Ltd. (12 years)	Construction	PRO / Founding Member	Antiguan
Sean Beazer	St. John's Taxi Association/Scenic Tours/ A&B Public Service Transport Union	Tourism	Secretary/ Owner/ Chairman	Antiguan
Adrian Julian	Ministry of Labour	Public Sector	Labour Statistics Officer	Antiguan
Samuel James	Ministry of Labour	Public Sector	Snr. Labour Statistics Officer	Antiguan
Lowel Jarvis	Antigua & Barbuda Institute of Architects	Architecture	President	Trinidadian

7.4.2 Will CSME have positive or negative effects?

When asked to comment on whether the CSME will have positive or negative effects, these were the comments:

Negative effects

Some persons have a negative perception of the CSME for the following reasons:

- Persons will be allowed to enter Antigua & Barbuda indiscriminately.

- Antigua & Barbuda has already been practicing the principles of CSME – it is obvious in the school system where in some schools in the island, the number of non-nationals outweighs the number of nationals on the roll. CSME will continue to cause an abuse of the free text books system. Some children visit for the summer and remain and enter schools and consequently these children get the same benefits as those of parents who have contributed to the education fund.

- The bigger construction companies from Trinidad & Tobago, Jamaica and Barbados may come and swamp the little contractors. The problem may not be with CSME but with the Government of Antigua & Barbuda. The Government needs to ensure that the technicians are trained to compete effectively.
- In terms of regulations, there are no standards in Antigua & Barbuda – there is the perception that they are not ready for the CSME since there are no universities, no colleges. Antiguan and Barbudans are not educated to meet the demands of the CSME. Consequently, there are not many skilled persons. The question is can Antigua and Barbuda compete in terms of education/training of its human resources? It is difficult to leave Antigua and Barbuda to go abroad for education - not only does an Antiguan have to give up his/her life, but they also have to finance their education to some extent. There is no level playing field. If Antiguan leave to go to school, they have to go overseas and give up their lives, families, etc.
- The CSME has merits but the foundation has not been laid, hence it would be difficult for Antigua & Barbuda to stay afloat.

7.4.3 Problems for Antigua & Barbuda with respect to the CSME

- CSME has been a big secret – not much communication. The first time many persons heard of the CSME, including persons in the field of labour, was when they were hearing about implementation; there was no plan to get Antiguan involved in the planning, etc.
- There has been very little involvement of the local architects in terms of the hotels which are currently going up – Architects are not getting work.
- Most of the times the Antiguan are not prepared to do practical or vocational training.
- There is a stigma associated with certain types of occupations, for example:
 - tourism – only drop-outs go into that area
 - vending and
 - taxi driving.

Antiguan need to go to other countries and learn from the crafts persons.

- The Chinese dominate the landscape as it relates to food, craft which you should get from the Caribbean. They have even introduced the “made in Antigua” sticker. They manufacture craft cheaply. The traders from other countries making the craft are going directly to the tourists as well as the fact that they are wholesaling to the Antigua & Barbuda vendors. What will happen when the free

movement of this category becomes legal? If Antiguan cannot deal with the people in the region, then it would be difficult to deal with globalization. Antiguan need to come together and work together as a group to derive the synergies and benefits. For example, the contractors should come together, whether formally or informally and purchase their materials together to benefit from the reduced costs.

7.4.4 Are there any occupational groups/skills that Antigua & Barbuda should choose to protect?

The following are the areas which the members of this focus group felt should be protected in some way within the context of the CSME.

- Tourism (GDP is 60% on tourism)
- Indigenous small businesses
- Construction – contractors entering Antigua & Barbuda must all be certified and licensed by a local body.

7.4.5 Are there any CARICOM countries which you perceive to be not easy to enter?

The group felt that the following countries are not as easy to enter:

- Jamaica
- Trinidad & Tobago
- Barbados

7.4.6 Opportunities for collaborating with other businesses and agencies in the region

- The Contractors Association of Antigua & Barbuda and the Master Builders Association of Jamaica have made an agreement to share their human resources, techniques and skills with each other. This will see the critical transfer of knowledge and skills between the two agencies.

7.4.7 Regional Solutions

- Barbados, Jamaica, Trinidad & Tobago and Guyana have universities. By 2020, all homes in the region should have at least one university graduate. There must therefore be a regional plan in place to achieve this or any other similar objective. For example, education in Barbados is highly subsidized.
- Regionally they should look at having a President – it should be rotated amongst the countries – for example, there should be one Minister of Finance for the region.
- There is no regional body in place to certify a nail technician or a barber? The NTA has recently been established.

7.4.8 With respect to the CSME, how would you advise the Government of Antigua & Barbuda?

Below are some of the issues which the people in this focus group session would advise their Governments to deal with:

- The Heads of Governments seem to have a different perspective of the CSME from the politicians on the ground. The Government needs to organize itself to ensure that the systems are working well so that all Antiguan and Barbudans can benefit.
- There are still persons who do not know about the CSME. For the past 5 years, nothing has been done to prepare the country for the CSME, even though it has been coming for a long time. A major Public Education Programme should be launched to fill this gap.
- There is a lack of knowledge in terms of understanding the CSME. For example, there are persons who do not know where to go for information. There was a suggestion that a 30-minute programme be done every day on the CSME on the government radio/television stations. There is a suggestion also that information be filtered through supermarkets, schools, churches, etc. It is felt that the persons responsible for giving information do not quite understand.
- Antigua & Barbuda is one of the few countries which has liberalized its construction rights. The advice here is that the government takes it back.
- The issue of non-nationals owning land – the OECS has lobbied strongly to have persons not own land through the Alien Land Holding process. The conclusion is that the Alien Landholding Act as it relates to land should be upheld by the Government.

8.0 Gender Implications for the OECS of the Free Movement of Labour and the CSME

8.1 Introduction and Summary

In order to identify any gender implications for the OECS from the free movement of labour and the CSME, a gender analysis was conducted using a combination of responses from the interviews with OECS residents and OECS residents randomly selected on the streets of Antigua & Barbuda and Grenada. The findings are compared with those from interviews conducted in Jamaica and those with OECS emigrants.

The sample therefore included a total of seventy-one (71) persons when the OECS residents and the street interviews were combined; the combination was done to generate a large enough sample of both males and females in order to make the gender analysis more meaningful and reliable. Amongst the 71 respondents, there were a total of 47 males and 24 females. The results were compared in some instances with findings from nine (OECS emigrants) and twenty (20) Jamaicans. The results in this analysis are expressed in percentage terms to adjust for the fact that there were more men than women in the sample.

8.2 Background Information

8.2.1 Age composition of the combined sample of 71

Age Category	Males (%)	Females (%)
18-34	40	33
35-44	26	55
45+	34	8
No Answer		4
Total	100	100

34% of those in the 45+ age category were male compared with 8% females. 55% of the females fell in the 35-44 age range compared to 26% of males. 40% of males fell in the 18-34 age category compared with 33% of females. Men dominated the younger and older age categories while women dominated the middle age category.

8.2.2 Marital Status

Status	Males (%)	Females (%)
Single	62	54
Married	34	38
Separated	2	4
Divorced	2	4
Total	100	100

The majority of respondents across both gender groups were single. Of the females, 54% were single while 62% of the males were single. 38% of females and 34% of males were married. 4% of the males were either divorced or separated compared to 8% of females.

8.2.3 Number of Dependents

Number of Dependents	Male (%)	Female (%)
0	40	38
1-2	34	29
3-4	17	21
5-6	9	8
No Answer		4
Total	100	100

Of the males, 40% had no dependants while 60% had dependents. 37% of females had no dependents while 59% had none.

8.2.4 Marital status and dependents

Status	Males	Females	Total
Single with no dependents	32%	29%	31%
Single with dependents	30%	25%	28%
Married with no dependents	6%	8%	7%
Married with dependents	28%	29%	28%
Divorced/separated with no dependents	2%	4%	3%
Divorced/separated with dependents	2%	4%	3%
Total	100%	100%	100%

Males and females in the sample had a similar distribution in terms of their number of dependents.

8.2.5 Educational Background

Category	Males (%)	Females (%)
Primary	6	4
Secondary	32	29
Skill Certification / Vocational training	19	9
Diploma	4	29
Degree / Tertiary	30	25
No response	9	4
Total	100	100

The sample contained persons with educational backgrounds across the spectrum.

8.2.6 Gross Monthly Income (EC\$)

Category	Male	Female
1,000 or less	9%	17%
1,001-2,500	28%	13%
2,501-5,000	30%	25%
5,001-10,000	13%	4%
10,001-15,000	6%	4%
15,001-20,000	2%	0%
>20000	2%	13%
Unemployed / Student	4%	13%
Declined to answer	6%	13%
Total	100%	100%

Females tended to dominate the highest and lowest monthly income categories.

8.3 Awareness of the CSME and Likely Effects on the Local Economy

All respondents were aware of the CSME so there was no gender difference with respect to basic awareness. The following table displays how males and females thought the implementation and presence of the CSME would affect the economy of their countries. *From these figures it may be concluded that more men are optimistic about the effects of the CSME than women.* 45% of males had positive expectations compared to 25% of females. 36% of males and 38% of females had neutral ratings and 17% of men had negative ratings compared to 33% of females.

Rating	Male (%)	Female (%)
Positive	45	25
Neutral	36	38
Negative	17	33
Unsure	2	4
Total	100	100

8.4 Earning Potential Outside Home Country

45% of males and 38% of females believe that they would be able to earn more outside their home country – in another CSME member state. 15% of males believe that they can earn the same and the same percentage thinks that they would earn less. 12.5% of females believe that they would earn less while the same percentage thinks they would earn the same. 20% of females and 12.5% of males are unsure of this and 12.5% of males and 13% of females think that wages depend on other factors, such as qualifications, company that one works for, country that one moves to or experience.

Wage Level	Males (%)	Females (%)
Unsure	12.5	20
Depends	12.5	13
Less	15	12.5
The Same	15	12.5
More	45	38
No Answer		4
Total	100	100

The difference in the perceptions of males and females is not enough to draw any conclusions.

8.5 Willingness to move on a Temporary Basis

The table below gives an overall breakdown of male and female willingness to move temporarily to work or live in another CARICOM country. It can be seen that males seem more prepared to move on a temporary basis than their female counterparts. This information is further broken down based on other important variables such as marital status and the number of children that they have.

Temporary Movement	Males (%)	Females (%)
Yes	76.6	50.6
No	21.4	46.2
Maybe	2	
No Answer		2
Total	100	100

8.5.1 Willingness of Males to move on a temporary basis based on their marital status and number of dependents

(Total=100%)

Status	Yes (%)	No (%)	Maybe (%)
Single with no dependents	27.7	4.3	
Married with no dependents	2.1	4.3	
Single with dependents	21.3	6.4	2.1
Married with dependents	21.3	6.4	
Divorced/separated with no dependents	2.1		
Divorced/separated with dependents	2.1		
Total	76.6	21.4	2.1

8.5.2 Willingness of Females to move on a temporary basis based on their marital status and number of dependents

(Total=100%)

Status	Yes (%)	No (%)	N/A (%)
Single with no dependents	21	8	
Married with no dependents		8	
Single with dependents	17	8	
Married with dependents	4.2	21	4.2
Divorced/separated with no dependents	4.2		
Divorced/separated with dependents	4.2		
Total	50.6	45.2	4.2

- Overall, a much higher percentage of males were willing to move, regardless of their marital status or the number of dependents that they had. 76.6% of males were willing to move compared to 50.6% of females.
- For both males and females, single people with no dependents were the most likely group to move (27.7% and 21% respectively).
- Overall, *relatively few married women*, especially those without dependents, were prepared to move. Marriage seemed less of a deterrent to movement for males compared to females.
- The females who had dependents but no spouse were the second highest group of females who were willing to move (17%) behind single females with no dependents.

8.5.3 Willingness of Males to move on a temporary basis by age

Age Group	18-34	35-44	45+
Willing to move Temporarily	89	75	69
Unwilling to move temporarily	11	25	31

8.5.4 Willingness of Females to move on a temporary basis by age

Age Group	18-34	35-44	45+
Willing to move temporarily	75	62	50
Unwilling to move temporarily	25	38	50

For both males and females there is an inverse relationship between age and willingness to move temporarily as people get older, the less likely they are to move.

8.6 Willingness to move on a Permanent Basis

Permanent Movement	Male (%)	Female (%)
Yes	30	8
No	62	50
Maybe	8	38
No Answer		4
Total	100	100

Overall, males are significantly more willing than females to move to another CSME member state on a permanent basis with 30% expressing a willingness to move compared to 8% of females. However, the ‘maybe’ category has 38% female and only 8% male. A higher percentage of males (62%) also stated that they would not be willing to move permanently compared to 50% of women.

8.6.1 Willingness of Males to move on a permanent basis based on their marital status and number of dependents

(Total=100%)

Status	Yes (%)	No (%)	Maybe (%)
Single with no dependents	10.6	17	4.3
Married with no dependents		6.4	
Single with dependents	6.4	21.3	2.1
Married with dependents	10.6	14.9	2.1
Divorced/separated with no dependents	2.1		
Divorced/separated with dependents		2.1	
Total	29.7	61.7	8.5

8.6.2 Willingness of Females to move on a permanent basis based on their marital status and number of dependents

(Total=100%)

Status	Yes (%)	No (%)	Maybe (%)	N/A
Single with no dependents	4.2	25.0		
Married with no dependents	4.2		4.2	
Single with dependents		16.7	8.3	
Married with dependents			25.0	4.2
Divorced/separated with no dependents		4.2		
Divorced/separated with dependents		4.2		
Total	8.4	50.1	37.5	4.2

- On the whole, a lower percentage of women (8.4%) were definitive about being prepared to leave permanently compared to men (29.7%).
- Of the 29.7% males who were willing to move permanently 10.6% were single with no dependents and 10.6% were married with dependents. This is compared

with 4.2% of females who were single with no dependents and 4.2% married with no dependents who said that they would be willing to move.

- On the whole, there were a higher percentage of males that were definitive about not being prepared to move permanently (61.7%) compared to females (50.1%). On the other hand there was a higher percentage of women that fall in the “maybe” category (37.5%) compared with men (8.5%).
- The 50.1% of females that was definitive about not being prepared to move permanently included 25% who were single with no dependents and 16.7% who were single with dependents. None of the 50.1% was married.
- A high percentage of males were not prepared to move permanently (61.7%) which included 21.3% who were single with dependents, 21% single with no dependents and 14.9% married with dependents.
- Married women, especially those with dependents, were the most uncertain category of all.

8.6.3 Willingness of Males to move on a permanent basis by age

Age Group	18-34	35-44	45+
Willing to move Permanently	42	33	38
Unwilling to move Permanently	58	66	62

8.6.4 Willingness of females to move permanently by age

Age Group	18-34	35-44	45+
Willing to move Permanently	13	15	0
Unwilling to move Permanently	87	77	100
No Answer		8	

The above data reiterate the fact that overall females are less willing to move permanently compared to their male counterparts. Young men showed the highest willingness to move and women of 45 years and above showed the greatest willingness to move. However, age does not have as strong an inverse relationship with willingness to move for permanent movement as it did for temporary movement.

8.7 Desirable CSME countries to move to by gender

Respondent were asked to name and rank the top four countries they would like to live and work in the CSME. The results are summarized in the following table.

Ranking	Male					Female					Total
	1 st	2 nd	3 rd	4 th	Male Total	1 st	2 nd	3 rd	4 th	Female Total	
Barbados	14	8	8	1	31	8	3	3		14	45
Belize		1			1		1		1	2	3
Guyana		2	2	1	5	1			1	2	7
Jamaica	6	6	3	8	23	2	2	1	1	6	29
Trinidad & Tobago	14	7	1	2	24	2		1		3	27
Antigua & Barbuda	1	2	1		4	2		2		4	8
Grenada		1		1	2	1	4		1	6	8
St. Kitts	2	2	5	3	12	1	1	2		5	17
St. Lucia	4	7	6	1	18	2	5		1	8	26
Montserrat							1	1		2	2
Dominica		1	1	4	6	1		2		3	9
St. Vincent and The Grenadines	2	4	6	1	13	1	1	1	1	5	18

- Overall, Barbados was the most common choice made with 45 individuals choosing this destination in their top four. This was followed by Jamaica with 29 and Trinidad with 27.
- Out of the OECS countries, St. Lucia was the most popular with 26 people choosing this followed by St. Vincent (18) and St. Kitts and Nevis (17).
- Apart from Suriname, which received no mention, the least popular choice was Montserrat (2), which only females chose, and Belize (3).
- Barbados was the most popular first choice destination for both males and females. 14 males and 8 females chose this. For males, Barbados was also the most popular second and third choices.
- For females, Barbados was the most popular first choice, St. Lucia was the most popular second choice and Barbados was the most popular third choice.
- Trinidad and Tobago was the equal first most popular choice for males, but females did not share this sentiment with only two choosing this. So Trinidad & Tobago is much less popular amongst women than their male counterparts.

8.8 Expected threats from the free inward movement

Respondents were asked if they expected any threats to their country from free inward movement of labour. The results are contained in the table below.

Expected threat	% of Male responses	% of Female responses
The crime rate in terms of drugs, murders and other felonies may increase.	32%	25%
Locals may lose jobs as better qualified, more educated, more professional and efficient workers move in.	23%	25%
OECS countries are at a disadvantage when having to compete with those from campus territories. They will be able to churn out large numbers of graduates and can benefit from free movement. Locals may be easily displaced or not considered for positions.	13%	13%
People will go to the OECS to earn EC dollars. Remittances will increase out of the country.	13%	4%
Local unemployment may increase as vacancies are filled by outsiders.	6%	8%
Non-nationals may be willing to accept lower wages, making them more desirable to employers.	2%	8%
Local self-employed people may have to drop prices to remain competitive.	2%	
People may need to start locking doors and putting on burglar bars, decreasing the quality of life.	2%	4%
Foreigners may disrupt the harmony of the country as they bring in their bad attitudes and habits. They may also influence the youths.	4%	8%
There may be factions formed in communities as people group together based on backgrounds.	2%	4%
Unrestricted movement may be a problem. It may lead to the mass movement of unskilled persons which is threatening as they may add to social disease and there would be more idle hands draining resources and not contributing.	4%	4%
Displaced individuals may take up crime.	2%	
Prostitution may increase.		4%
AIDS may spread throughout countries.		4%
Gambling may be introduced into countries.		4%
No Threat. More opportunities – widening pool of applicants and skills.	15%	4%
No threats from people coming from within the OECS.		4%
Not worried about crime because the CSME does not		13%

Expected threat	% of Male responses	% of Female responses
facilitate criminals moving. They move anyway.		
There may be the formation of gangs.		4%
Locals may not be accepting or welcoming of foreigners and this may cause problems.	4%	4%
The young population may be stolen by foreigners, endangering the future population.	4%	12%
There will be added competition for business owners. Some may even have to close down.	4%	4%
Land may be bought out by non-nationals:- Companies and individuals.		4%
Land and property prices may increase as demand increases and supply becomes scarcer.	2%	4%
There may be threats in integrating the police force and judicial system.	2%	
Poor people may be threatened.	2%	
People are not prepared and may be threatened and not benefit as much.	4%	
Will not benefit from exports.	2%	
Cultures will change as foreigners influence them.	4%	
Cost of production may be lower in more developed countries. As free trade increases, markets of the less developed countries may become saturated and OECS industries will lose out. Other industries, such as farming, may also suffer from free movement. Certain aspects of industry need to be secured to prevent total marginalisation.	4%	
Locals may get frustrated with the situation and leave, causing local brain drain.	2%	
It may cause a strain on the countries social system and resources.	2%	
Standards need to be set and disciplines regulated to protect from amateur 'experts'.	2%	
Fraudulent activities in business may increase.	2%	

It seems that women are most concerned with the crime rate followed by loss of jobs by locals. 13% of women were not threatened by an increase in criminal activity because they felt that criminals would move anyway.

Men were also most concerned with possible increases in criminal activity, followed by locals being displaced by foreigners. 15% of males were not threatened by the CSME, stating it will be beneficial rather than threatening. Equal percentages of men and women were concerned with the disadvantage of being from a non-campus territory when having to compete with those from Campus territories.

8.9 Expected Increase in Job Opportunities

The following table presents the findings when participants were asked if they expected an improvement in job opportunities with the CSME. Overall it can be seen that men were more optimistic than their female counterparts.

Expected Increase in Job Opportunities	Males (%)	Females (%)
Yes	83	46
No	9	33
Uncertain	4	21
No Answer	4	
Total	100	100

A very high percentage of men believe that there will be increased job opportunities due to the CSME with 83% expressing this compared to only 46% of women. 33% of females felt that opportunities would not increase, compared with 9% of males. 21% of women were uncertain compared to 4% of men.

The explanations given are summarized and stratified for gender below.

Explanation	Males (%)	Females (%)
Positive		
Access to a larger market means more opportunities. In all countries, CARICOM residents should have equal opportunities to local residents. Options should increase.	36	17
Will be able to match demand and supply for labour more effectively	4	13
People will have opportunity based of expertise, experience, qualifications and skill.	13	17
Only if there is increased demand for certain skills.	4	4
More businesses will become established, increasing opportunities for locals as they seek employees.	6	4
Companies moving in may increase training opportunities.	2	
With higher wages in some countries, there will be increased opportunities to make money	9	
Investment will increase in countries, increasing opportunities.	2	
Freedoms should increase as well as opportunities as restrictions at home will no longer be a major obstacle to doing as one pleases.	4	
Cross-fertilization of skills and expertise should increase opportunities.	4	
Graduates will have more opportunities.	4	
It will be an opportunity to decrease unemployment level	2	

Explanation	Males (%)	Females (%)
Positive		
Businesses can establish niche operations in other countries.	2	
Competition will give people the opportunity and push to retrain.	4	
With understanding, standardization and harmonisation of the labour laws, opportunities will increase.	2	
Free movement into countries will increase the population and thus the demand for certain products and services. Opportunity for economic growth.	4	
Where skills and expertise are lacking, there will be the opportunity to source suitable individuals from outside.	2	
Negative		
May hinder them in manufacturing. Countries that can manufacture more cheaply will drive them out of business.		4
Big companies will come and take over		4
Only graduates and foreigners will get more opportunities		4
Not for unskilled workers.		4
There are few vacancies as it stands. More competition as people come in will reduce opportunities for locals.		4
There is no scope for business openings.	2	
Competition will increase, decreasing opportunities.	2	
No Change		
There will be a shifting of personnel between countries rather than increased opportunities	4	

8.10 Increased competition for jobs as a result of the CSME

Respondents were asked if they expected an increase in competition for jobs as a result of the CSME. The table below shows that a very high percentage of both male (87%) and female (100%) respondents expected increased competition for jobs.

Expected Increase in Competition	Males (%)	Females (%)
Yes	87	100
No	7	
Maybe	4	
Both	2	
Total	100	100

Explanation	Male (%)	Female (%)
Once more professionals can have unrestricted access to open markets, there will be more competition as the pool of applicants and skills increases.	47	29
People who are not good at their jobs will face competition from more efficient workers.		8
People will need to improve their skills and education to remain competitive, raising standards and levels of efficiency.	21	29
Competition should only increase for jobs that require graduates and those in high level jobs.	21	8
Competition will increase as employees try to get the cream of the crop.	2	
Competition will especially increase in the OECS as people rush to earn a stronger currency.		4
Unemployed people and others all over the Caribbean will be looking for jobs, increasing competition, especially if they are looking for similar jobs.	21	8
Self-employed people may feel that there are more opportunities elsewhere. They may bring increased competition for those already set up in their trade at home.		4
As companies move in, competition between them will increase (local companies and foreign companies).	2	
Companies and governments will advertise positions across the CARICOM region, increasing competition for these jobs.	2	
Explanations for not as much competition		
Good workers should have no problem getting employed.		4
Lower skilled jobs and those that do not require a degree should have similar levels of competition.	2	4
There will not be mass movement of people as some may think. People have obligations at home.	4	4
If the level of competition is high enough, a situation of underpayment may materialise.	2	
Traders and service providers may have to lower prices in competition. Price wars.	2	
Competition may ease up in Antigua as people will have other countries that they can enter freely. It should increase elsewhere in the Caribbean.	2	
When the labour market is more fluid, it should be easy to get employed.	6	
Positions should be filled by locals first.	2	

8.11 Personal Concern about Job Security

Respondents were asked if they feel personally threatened with respect to their jobs. The table below shows that a high percentage of both males and females felt no personal threat for their jobs.

Personal Threat to Employment	Males	Females
Yes	9	17
No	79	71
Other	12	12
Total	100	100

The main explanations for males and females alike who felt threatened in their jobs had to do with lack of qualifications. They feel that they need to increase their standards to remain competitive.

8.12 Opportunities to be gained from inward movement of skilled labour

Respondents were asked what opportunities they expected for their country from free inward movement of skilled labour. The responses are summarized below.

Perceived Opportunity	Male (%)	Female (%)
There will be cross fertilization of skills, professionalism, methodology, technology as locals and nationals learn from each other. There is much to learn from people coming in.	32	33
Experienced professionals will raise the standard and work ethic and also help to develop the economy.	17	17
A new set of skills will be beneficial. Increase in number of graduates will be good as will improvements in human capital and resources.	21	13
Brain gain. Where there are shortages, gaps can be filled. Hopefully there will be more teachers and nurses.	15	13
Rights of establishment will help with economic growth in creating employment and increasing wealth.	13	13
There will be benefit from a mix of cultures.	10	12
Building costs may go down.		4
Development will increase.		4
There will be a real estate and construction boom.	8	4
The market will widen and there will be increased access.	2	4
Goods may become more affordable		4
There will be more taxpayers.	4	
May be able to pay foreigners less, if it is more than they would earn at home. Will save money.	2	4
Wages across the board may increase if foreigners demand a		4

Perceived Opportunity	Male (%)	Female (%)
certain wage, which employers will pay to benefit from their expertise.		
To be able to move freely, people will need a skills certificate. This will encourage further education or training.	4	4
There will be less hassle getting employment as an expatriate with removal of restrictions.	2	
People will be able to become economically active somewhere if they are unsuccessful at home.	2	
Expects infrastructural improvements.	2	
Trade opportunities should increase as countries focus on their niche.	6	
There will be increased diversity and choice of service providers.	6	
There may be opportunities for mass production.	6	
If structures are made to make people feel that they are a part of something, the region will maintain more human resources.	4	
There may be more problems than benefits in Antigua as they don't mix well with foreigners at the moment.		4
More advantages in people leaving as money will be sent back home.	2	
Opportunities may decrease as foreigners come and take jobs.	4	
None. Foreigners will just drain resources.	2	
Foreigners should only be allowed to come in to fill gaps in the market.	2	
None.	2	13

The most common point made from males and females is that people coming in will have a wealth of knowledge and skills to transfer to locals. Many also feel that there will be benefits in working alongside foreigners as work ethic is improved and standards are raised and the new set of skills that come in will increase economic growth.

Some important points raised by men that women did not mention include increasing the production base to facilitate mass production, increased trading opportunities as countries focus on their niche, and increased diversity and choice of service providers.

8.13 Concerns about free outward movement of skilled labour

Respondents were asked if they had concerns about the free movement of skilled persons out of their country. The responses are shown in the table below.

Concerns	Male (%)	Female (%)
If skilled professionals that are in short supply move, there is concern. They may have to import people from outside the region to replace them, who may not have a vested interest in the welfare of the people. Especially a concern for teachers and medical personnel.	2	17
Those who leave may find that they lose quality in their lifestyles. They may leave to become second class citizens.	2	
Those who leave are mainly educated people, which could be detrimental to the country. There is already a limited supply of skilled individuals. They need to find ways to attract people and retain them, such as increasing wages, which will be cheaper in the long run than the cost of retraining and losing skilled personnel.	15	
Many skilled people will leave if salaries get better elsewhere.		17
If skilled people leave, those left may be at a disadvantage. Wage levels may go down.	2	
“Brain drain” without guarantee of equal quality or quantity in “brain gain”.	8	8
Locals know best how to fill local demand. If they are replaced, the country may be at a loss.	8	
The culture and spirit of the country may be lost.	8	
No Concerns		
There will be losses and gains of people as they move where they find opportunities	26	33
There will be the exchange of skills, which is a good thing.	2	
People coming in may be better quality than those leaving.		4
People may leave and better themselves, so it is a good thing. If there are opportunities to fulfill potential, it is positive.	11	8
It is nothing new.	2	
Unlikely that people will leave, or be able to under the current categories. It is more likely that people will come in.	9	
There is an abundance of skilled people in certain sectors. A few leaving is of no concern.	2	
People leaving provide the opportunity to restructure	2	

Concerns	Male (%)	Female (%)
the country at a minimal cost.		
People leaving will facilitate increased remittances. This is the major source of income for many.	2	
None.	4	21

8.14 Overall Benefits from Membership in the CSME

Respondents were asked if they think that their country will benefit overall from membership in the CSME. The responses are presented in the following table.

Benefits to the Country	Male (%)	Female (%)
Will learn more professional ways of doing things, improving efficiency and innovative thinking.		8
Skilled workers coming in will contribute greatly to the economy, creating a more educated society.	6	8
People will improve themselves.		4
It will raise standards across the region.		4
People who leave will return with new skills.		13
Businesses will establish themselves, providing employment.		4
The OECS will benefit as long as it gets preferential treatment and help from the regional development fund.		4
If there are protective measures in place for manufacturing, the OECS should benefit.		4
It will increase the market size in terms of products and services and people who require these.	4	
It should stimulate the regional economy, leading to more jobs.		8
It will add richness to the culture.		4
Increased investment will be good.		8
It will increase tourism and foreign exchange earnings.	2	
In the long term, once things balance out, all should benefit.		4
It will increase the capacity to trade, increasing exports and imports. Prices should fall locally and more should be produced for export.	2	4
No Benefits		
It is geared towards bigger countries. Companies from big countries will be able to expand into the OECS more easily	2	4
People will come and take jobs and land.		4
If companies establish themselves outside of their home countries, they may bring their own employees.		4
None		17

8.15 Countries lived in or visited

Respondents were asked if they ever lived or stayed in any other CARICOM country. The findings are presented in the following table.

Country	Males				Females			
	Under 1 year	Over 1 year	No Time Specified	Total (%)	Under 1 year	Over 1 year	No Time Specified	Total (%)
Antigua and Barbuda	4	2	4	10		4		4
Barbados	6	11	13	30	4	4	4	12
Belize							4	4
Dominica	2		8	10				
Grenada	6			6				
Guyana	2	2	2	6		4		4
Jamaica	2	11	4	17		8		8
Montserrat	2		2	4				
St. Kitts and Nevis	2	2	4	8	4		4	8
St. Lucia	4	4	8	16	4			4
St. Vincent and The Grenadines	4		11	15	8	4	4	16
Trinidad and Tobago	11	11	15	37	4	8	8	20
No								42
No response				35				

Male: The most visited country by males is Trinidad and Tobago, followed by Barbados, and Jamaica. St. Lucia was the most visited OECS country followed by St. Vincent and the Grenadines, Dominica and Antigua & Barbuda. The least visited are Suriname, Montserrat, Guyana and Grenada.

Female: For females, the most visited was also Trinidad and Tobago, followed by St. Vincent and the Grenadines and then Barbados.

8.16 Opportunities Participants see for themselves in the CSME

The participants were asked to rank a set of opportunities from 1 to 5 (where 1 is high and 5 is low) in terms of how much they felt they presented personal opportunities for them.

6. The Average ranking for Females who responded are:
 - a. Business Prospects = 2.4
 - b. Job Opportunities = 2
 - c. Meeting New People = 2.1
 - d. Opportunities for Collaboration = 2.1

7. The Average Ranking for males who responded are:
 - a. Business Prospects =2.1
 - b. Job Opportunities = 1.9
 - c. Meeting New People = 2
 - d. Opportunities for Collaboration = 1.9

The following table lays out the results across gender in the OECS:

Job opportunities was ranked equal first with opportunities for collaboration by males and job opportunities was ranked first by females. Meeting new people and opportunities for collaboration were ranked equal second by females, while for males meeting new people is ranked third. Business prospects are ranked fourth by both males and females.

It is worth noting that comparing each opportunity, males ranked each opportunity higher than females.

8.17 Is the CSME Good for the Region

Respondents were asked if the CSME is good for the Region and the table below shows that a high percentage of both males and females think the CSME is good for the Region and the Region will benefit.

Will Region Benefit?	Males (%)	Females (%)
Yes	85	79
No	6	13
Other	9	8
Total	100	100

The reasons behind the explanations are presented in the following table.

Benefit	Male (%)	Female (%)
The free flow of skills will benefit everybody and help economies	11	8
A united voice will give strength at world negotiations	11	4
A united region will be stronger	15	4
Productivity will increase.	2	
Those who are prepared will benefit.	2	8
Economies will prosper.	6	
People will work harder to keep their jobs.	2	
As long as information on various regional opportunities is readily available.	2	
Free movement of capital will make economies prosper	2	4

Benefit	Male (%)	Female (%)
Free movement of people will make economies prosper.	6	
There is much to learn from each other, once we learn to appreciate similarities and differences.	2	
Trading opportunities in the region will increase	6	4
People who could not previously get employment may have more opportunities. Crime may decrease.	2	4
If a standardisation bureau is set up across the region, good quality work will stimulate growth.	4	4
If the RDF is set up properly to help disadvantaged countries, all should benefit		4
As long as the various problems surrounding it are addressed.	2	
It will improve standards of living.	6	
Investment will increase and increase opportunities.	2	
Education will equalize across the region.	2	
Bloc federation is important in remaining competitive in a globalised world.	4	
Companies will be able to move where costs are lower and resources are more available.	2	
Will have the opportunity to make bulk purchases.	2	
As long as the focus is on strengths rather than weaknesses it will be beneficial.	2	
Small countries will benefit more than big countries. Things that they already have in place can be introduced to smaller ones.	2	
There will be more jobs in the region.	2	
Tourism will increase.	4	
Cultures will be enriched as they mix.	4	
Can benefit from economies of scale	2	
No benefits		
Should leave countries as they are and find another way to pool resources.		4
Companies will follow cheap labour and some countries will have jobs and get more investment.		4
It will have both advantages and disadvantages	4	
Tourism is a problem in how it affects cultures. Have also become too complacent with it as a main industry. There are more resources to exploit in the Caribbean.	4	
Some countries may become overcrowded.		
Will have to safeguard against unfair pricing practices.	2	

8.18 Factors that would prevent or induce movement to another CSME State

Male and female respondents from the three OECS countries were asked how important the following factors were in causing them to stay in their home country or to move to another CSME member state. The interviews with Antiguans & Barbudans, Grenadians & St. Lucians living in their respective countries were used as the basis for the gender analysis. In this sample there were 19 males and 11 females.

8.18.1 Factors that would prevent movement to another CSME member state

The following two tables present the importance ratings attached to various factors that would prevent males and females from leaving their own countries. It should be noted that NI=Not important; I=Important; VI=Very Important.

Males	NI	I	VI	N/A	Total
Closeness to family	5	32	63		100
Governance	32	63	5		100
Education System	16	53	31		100
Social Services	37	42	16	5	100
Job Prospects	5.3	63	26.3	5.3	100
Low Crime Rate		47.4	47.4	5	100
Friends	26	31	37	5	100
Culture	37	42	16	5	100
Distance from Home	37	26	26	11	100
Entertainment and Recreation	5.3	47.4	42	5.3	100
Desire to contribute to home economy	11	26	58	5	100
Earning Potential	16	37	42	5	100
Church Association	32	37	26	5	100

Females	NI	I	VI	N/A	Total
Closeness to family	9%	45.5	45.5		100
Governance	27	55	18		100
Education System	36.4	27	36.4		100
Social Services	27	64	9		100
Job Prospects	27	9	64		100
Low Crime Rate	9	36	55		100
Friends	36	46	18		100
Culture	27	64	9		100
Distance from Home	46	18	27	9	100
Entertainment and Recreation	36	55	9		100
Desire to contribute to home economy		36	64		100
Earning Potential	18	64	18		100
Church Association	27	46	27		100

The summary table below shows that, in terms of factors that would prevent movement, desire to contribute to home economy and low crime rate were in the top three for both males and females. However, males seemed to place a higher ranking on closeness to family, entertainment and recreation, earning potential and friends. On the other hand, females placed greater emphasis on job prospects, education system and church association.

Rank	Males	Females
1	Closeness to family	Desire to contribute to home economy
2	Desire to contribute to home economy	Job prospects
3	Low crime rate	Low crime rate
4	Entertainment and recreation	Closeness to family
5	Earning potential	Education system
6	Friends	Church association

8.18.2 Factors that would encourage respondents to move

Males	NI	I	VI	N/A	Total
No Strong Family Attachments	21	26	37	16	100
Governance	21	42	32	5	100
Education System	11	26	58	5	100
Social Services	26.3	26.3	47.4		100
Job Prospects	5.3	41	47.3	5.3	100
Low Crime Rate	5.3	21	68.4	5.3	100
Friends	32	42	21	5	100
Culture	42	32	10	16	100
Distance from Home	47	37	5	11	100
Entertainment and Recreation	47	37	5	11	100
Earning Potential	5.3	42	47.4	5.3	100
Church Association	26.3	47.4	21		100

Females (%)	NI	I	VI	N/A	Total
No Strong Family Attachments	36	55	9		100
Governance	27	46	27		100
Education System	18	27	55		100
Social Services	18	27	55		100
Job Prospects	18	18	64		100
Low Crime Rate	18	18	64		100
Friends	54.5	45.5			100
Culture	36.4	18.2	27.3	18	100
Distance from Home	73	27			100
Entertainment and Recreation	27	73			100
Earning Potential	18	9	73		100
Church Association	36	46	18		100

Rank	Males	Females
1	Low crime rate	Earning Potential
2	Education system	Low crime rate
3	Earning potential	Job prospects
4	Job prospects	Social Services
5	Social Services	Education system
6	No Strong Family Attachments	Governance

Low crime rate, earning potential and job prospects were ranked in the top four by both males and females. However, men rated the importance of the education system and no strong family attachments higher than females who in turn rated governance higher than males.

On the whole there is a high level of similarity between the factors that would induce males and females to move to another CSME member state.

8.19 Summary of findings from interviews

1. Both males and females were found to be highly aware of the CSME
2. A high percentage of both males and females think the CSME is good for the Region and the Region will benefit as a result.
3. More males are optimistic about the effects of the CSME than females
4. The difference in the perceptions of males and females in terms of earning potential outside of their home country, is not enough to draw any conclusions
5. Males seem more prepared to move on a temporary basis than their female counterparts. Married women, regardless of whether they had dependents, were the least likely to be prepared to move temporarily.
6. Overall, males are significantly more willing than females to move to another CSME member state on a permanent basis with 30% expressing a willingness to move compared to 8% of females. However, the significant majority of both genders are not prepared to move permanently. Married women, especially those with dependents, were the most uncertain category of all in terms of willingness to move permanently.
7. In terms of the ranking of countries in terms of desirability to live or work, Barbados was most popular for both men and women; while Trinidad & Tobago was equally popular as Barbados for males, it was far less popular amongst women.
8. The increase in the crime rate in terms of drugs, murders and other felonies were identified as the greatest threats from the CSME by a significant number of both males and females.
9. Another potential threat identified by a significant number of males and females was that of locals losing jobs as better qualified, more educated, more professional and efficient workers move in from other CSME member states.

10. In terms of job prospects due to the CSME, males were more optimistic than their female counterparts.
11. A very high percentage of both males (87%) and females (100%) expected increased competition for jobs as a result of the CSME. Despite this finding, a high percentage of both males and females felt no personal threat for their own jobs and felt they could hold their own. The relatively few that felt threatened claimed it was mainly because of their lack of qualifications.
12. A significant percentage of both males and females felt that the greatest opportunity for their country from the inward movement of skilled labour was in terms of cross fertilization of skills, professionalism, methodology, technology as locals and nationals learn from each other.
13. More females seemed concerned than their males counterparts about the potential loss of skills to other CSME member states due to the free movement of labour.
14. Relatively few females seemed to have lived or worked in other CSME member states compared to their male counterparts. The most visited CSME member state was Trinidad and Tobago for both males and females.
15. Job opportunities, opportunities for collaboration, and meeting new people were rated highly by both males and females as personal opportunities from the CSME.
16. In terms of factors that would prevent movement from their home country, a) the desire to contribute to the home economy and 2) low crime rate were in the top three for both males and females. However, males seemed to place a higher ranking on closeness to family, entertainment and recreation, earning potential and friends. On the other hand, females placed greater emphasis on job prospects, the education system and church association.
17. On the whole there is a high level of similarity between the main factors that would induce males and females to move to another CSME member states – these factors were low crime rate, earning potential and job prospects. However, men rated the importance of the education system and no strong family attachments higher than females who rated governance higher than males.

Appendix 1.1: Data Collection Instrument

For Antiguans & Barbudans, Grenadians & St. Lucians

Perspectives on the Free Movement of Persons in the CSME (2006)

Section 1: Background Information

Date: _____ Interviewer: _____ Location: _____
Person interviewed: _____ Profession: _____
Gender: _____ Age: <25____, 25-34____, 35-44____, 45-54____, 55-64____, 65+____
Marital Status: _____ No of Dependents: _____
Highest level of training/qualification: _____
Company: _____ Position: _____
Gross Monthly Income: EC\$1000 or less EC\$1001- 2500
EC\$2501 – 5000 EC\$5001 - \$10,000 EC\$10,001- 15,000
EC\$15,001 - \$20,000 EC\$20,000 and over
Tel: _____ Fax: _____ e-mail: _____

Section 2: Opinions on Movement of Labour

1. Have you heard of the CSME?
Yes No
How did you hear about it? _____
2. Have you heard of the Free Movement of Skilled Labour?
Yes No
3. If yes, do you know the categories of workers who are currently able to move under the CSME?
Yes No
Explain: _____
4. Are you aware of the process required for a person to move?
Yes No
Explain: _____
5. How do you think the Free Movement of Skills will affect the economy of your island? Rate on a scale of 1- 5 where 1 is positively and 5 is negatively.
1 2 3 4 5
Explain: _____
6. Do you think all categories of workers, regardless of skill level should be able to move freely to any CARICOM member state of their choice?
Yes No
Explain: _____

7. Do you think wage and salary levels are a) higher _____; b) the same _____ or c) lower _____ in your country than in the rest of CARICOM?
 Explain _____

8. Do you think you will be able to earn 1) more; 2) the same or 3) less in other countries than in your country?
 Explain _____

9. Where did you do your training? _____
10. Would you consider moving temporarily to work or live in another country in the CSME?
 Yes No
 Explain: _____
11. Would you consider moving permanently to live/work in another country in the CSME?
 Yes No
 Explain: _____
12. Name and Rank the top four countries you would like to live and work in the CSME. _____

 Explain your choice: _____

13. What aspects of your quality of life/standard of living do you think would change if you move to another CARICOM country:
 Positive change _____
 Negative change _____
14. What are some of the threats that you expect from the free movement of skilled persons into your country?
 • From the OECS (Eastern Caribbean States) _____

 • From the rest of CARICOM: _____

15. Do you think that your job opportunities are improved with the CSME?
 Yes No
 Explain: _____
16. Do you think that there will be greater competition for jobs as a result of the CSME?
 Yes No
 Why: _____
17. Do you think more jobs will be created in the Region as a result of the CSME?
 Yes No
 Explain: _____
18. With respect to your job, do you feel personally threatened?
 Yes No
19. What are some of the opportunities for your country from the free movement of skilled persons **into** your country?
- From the OECS (Eastern Caribbean States) _____
 - From the rest of CARICOM: _____
20. What are some of your concerns about the free movement of skilled persons **out** of your country?

21. Do you think that your country will benefit overall from membership in the CSME?
 Yes No
 In what specific way will it benefit _____

22. Have you ever lived or stayed in any other CARICOM country?
 Yes No
 If yes, explain:

23. Which of the following factors do you consider important in choosing to stay in your country?

- Closeness to Family
- Type of Governance or Leadership
- Good education system
- Availability of social services
- Job prospects
- Low crime rate
- Friends
- Culture
- Distance from home (in terms of other CARICOM countries)
- Entertainment and Recreation
- A desire to contribute to the development of your country
- Earning power
- Church association
- Other _____

24. Which of the following factors do you consider important to induce you to move to another CARICOM country?

- No strong family attachments at home
- Type of Governance or Leadership in foreign country
- Good education system in foreign country
- Availability of social services in foreign country
- Job prospects in foreign country
- Low crime rate in foreign country
- Friends in foreign country
- Culture in foreign country
- Distance from home
- Entertainment and Recreation in foreign country
- Earning power in foreign country
- Church association in foreign country
- Other _____

25. What are the main opportunities that you see for yourself in the CSME? Rate on a scale of 1-5, where **1** is very important and **5** is not important.

- Business Prospects
- Job Opportunities
- Meeting new People
- Opportunities for collaboration
- Other _____
-

26. Do you think that the CSME in general is good for the Region?

Yes

No

Explain: _____

Appendix 1.2: Data Collection Instrument

For Antiguans & Barbudans, Grenadians & St. Lucians living outside their respective countries

Perspectives on the Free Movement of Persons in the CSME (2006)

Section 1: Background Information

Date: _____ Interviewer: _____ Location: _____
Person interviewed: _____ Profession: _____
Gender: _____ Age: <25 __, 25-34 __, 35-44 __, 45-54 __, 55-64 __, 65+ __
Marital Status: _____ No of Dependents: _____
Highest level of training/qualification: _____
Company: _____ Position: _____
Gross Monthly Income: EC\$1000 or less EC\$1001- 2500
EC\$2501 – 5000 EC\$5001 - \$10,000 EC\$10,001- 15,000
EC\$15,001 - \$20,000 EC\$20,000 and over
Tel: _____ Fax: _____ e-mail: _____

Section 2: Opinions on Movement of Labour

1. Have you heard of the CSME?
Yes No
How did you hear about it? _____
2. Have you heard of the Free Movement of Skilled Labour?
Yes No
3. If yes, do you know the categories of workers who are currently able to move under the CSME?
Yes No
Explain: _____
4. Are you aware of the process required for a person to move?
Yes No
Explain: _____
5. How do you think the Free Movement of Skills will affect the economy of your island? Rate on a scale of 1- 5 where 1 is positively and 5 is negatively.
1 2 3 4 5
Explain: _____
6. Do you think all categories of workers, regardless of skill level should be able to move freely to any CARICOM member state of their choice?
Yes No
Explain: _____

7. Do you think wage and salary levels are a) higher _____; b) the same _____ or c) lower _____ in your country than in the rest of CARICOM?
 Explain _____

8. Are you earning 1) more; 2) the same or 3) less in your present domicile than you would have in your country?
 Explain _____

9. Where did you do your training? _____
10. Have you moved temporarily to work in this country?
 Yes No
 If yes, are you the holder of a Work Permit or a Skilled Certificate?
 Yes No

11. Have you moved permanently to live in this country?
 Yes No
 If yes, Why: _____
12. How long have you been living in this country? _____
13. Name and Rank three other countries you would like to live and work in the CSME. _____

 Explain your choice(s) : _____

14. What aspects of your quality of life/standard of living do you think have changed since your move to this country:
 Positive changes: _____
 Negative changes: _____
15. What are some of the threats that you expect from the free movement of skilled persons into your country?
 • From the OECS (Eastern Caribbean States) _____

 • From the rest of CARICOM: _____

16. Do you think that your job opportunities are improved with the CSME?

Yes No

Explain: _____

17. With respect to your job, do you feel personally threatened?

Yes No

Explain: _____

18. Do you think that there will be greater competition for jobs as a result of the CSME?

Yes No

Why: _____

19. Do you think more jobs will be created in the Region as a result of the CSME?

Yes No

Explain: _____

20. What are some of the opportunities for your country from the free movement of skilled persons **into** your country?

- From the OECS (Eastern Caribbean States) _____

- From the rest of CARICOM: _____

21. What are some of your concerns about the free movement of skilled persons **out** of your country?

22. Do you think that your country will benefit overall from membership in the CSME?

Yes No

In what specific way will it benefit _____

23. Which of the following factors were important in your decision to move to this country?

- No strong Family attachments
- Marriage
- Type of Governance or Leadership
- Good education system
- Availability of social services
- Job prospects
- Low crime rate
- Friends
- Culture
- Entertainment and Recreation
- Earning power
- Church
- Other _____

24. Which of the following factors do you consider important if you were to choose to stay in your country?

- Closeness to Family
- Type of Governance or Leadership
- Good education system
- Availability of social services
- Job prospects
- Low crime rate
- Friends
- Culture
- Distance from home (in terms of other CARICOM countries)
- Entertainment and Recreation
- A desire to contribute to the development of own country
- Earning power
- Church
- Other _____

25. Have you ever lived or stayed in any other CARICOM country (apart from your country)?

Yes

No

If yes, explain:

26. What are the main opportunities that you see for yourself in the CSME? Rate on a scale of 1-5, where **1** is very important and **5** is not important.

- Business Prospects
- Job Opportunities
- Meeting new People
- Opportunities for collaboration
- Other _____

27. Do you think that the CSME in general is good for the Region?

Yes No

Explain: _____

28. Do you perceive the CARICOM Region to be a single space where you have equal access to resources wherever you go?

Yes No

Explain: _____

Appendix 1.3 Data Collection Instrument
For Randomly Selected Antiguan & Barbudans and Grenadians
Perspectives on the Free Movement of Persons in the CSME (2006)

Section 1: Background Information

Date: _____ Interviewer: _____ Location: _____
 Person interviewed: _____ Profession: _____
 Gender: _____ Age: <25____, 25-34____, 35-44____, 45-54____, 55-64____, 65+____
 Marital Status: _____ No of Dependents: _____
 Highest level of training/qualification: _____
 Gross Monthly Income: EC\$1000 or less EC\$1001- 2500
 EC\$2501 – 5000 EC\$5001 - \$10,000 EC\$10,001- 15,000
 EC\$15,001 - \$20,000 EC\$20,000 and over
 Tel: _____ Fax: _____ e-mail: _____

Section 2: Opinions on Movement of Labour

1. Have you heard of the CSME?
 Yes No
 How did you hear about it? _____

2. Have you heard of the Free Movement of Skilled Labour?
 Yes No

3. How do you think the Free Movement of Skills will affect the economy of your island? Rate on a scale of 1- 5 where 1 is positively and 5 is negatively.
 1 2 3 4 5
 Explain: _____

4. Do you think you will be able to earn 1) more; 2) the same or 3) less in other countries than in your country?
 Explain _____

5. Would you consider moving temporarily to work or live in another country in the CSME?
 Yes No
 Explain: _____

6. Would you consider moving permanently to live/work in another country in the CSME?
 Yes No
 Explain: _____

7. Name and Rank the top four countries you would like to live and work in the CSME. _____

 Explain your choice: _____

8. Do you think that your job opportunities are improved with the CSME?
 Yes No
 Explain: _____
9. What threats do you expect for your country from the free CSME? Explain ____
10. Do you think that there will be greater competition for jobs as a result of the CSME?
 Yes No
 Why: _____
11. With respect to your job, do you feel personally threatened?
 Yes No
12. What are some of the opportunities for your country from the free movement of skilled persons **into** your country? _____
13. What are some of your concerns about the free movement of skilled persons **out** of your country? _____
14. Do you think that your country will benefit overall from membership in the CSME?
 Yes No
 In what specific way will it benefit _____
15. Have you ever lived or stayed in any other CARICOM country?
 Yes No
 If yes, explain: _____
16. What are the main opportunities that you see for yourself in the CSME? Rate on a scale of 1-5, where **1** is very important and **5** is not important.
- Business Prospects
 - Job Opportunities
 - Meeting new People
 - Opportunities for collaboration
 - Other _____
17. Do you think that the CSME in general is good for the Region?
 Yes No
 Explain: _____

**Appendix 1.4 Data Collection Instrument
For Jamaicans Living in Jamaica
Perspectives on the Free Movement of Persons in the CSME (2006)**

Section 1: Background Information

Date: _____ Interviewer: _____ Location: _____
 Person interviewed: _____ Profession: _____
 Gender: _____ Age: <25___, 25-34___, 35-44___, 45-54___, 55-64___, 65+___
 Marital Status: _____ No of Dependents: _____
 Highest level of training/qualification: _____
 Company: _____ Position: _____
 Gross Monthly Income: J\$25,000 or less J\$25,001- 60,000
 J\$60,001 – 120,000 J\$120,001 - \$240,000 J\$240,001- 360,000
 J\$360,001 - \$480,000 J\$480,001 and over
 Tel: _____ Fax: _____ e-mail: _____

Section 2: Opinions on Movement of Labour

1. Have you heard of the CSME?
 Yes No
 How did you hear about it? _____

2. Have you heard of the Free Movement of Skilled Labour?
 Yes No

3. If yes, do you know the categories of workers who are currently able to move under the CSME?
 Yes No
 Explain: _____

4. Are you aware of the process required for a person to move?
 Yes No
 Explain: _____

5. How do you think the Free Movement of Skills will affect the economy of your island? Rate on a scale of 1- 5 where 1 is positively and 5 is negatively.
 1 2 3 4 5
 Explain: _____

6. Do you think all categories of workers, regardless of skill level should be able to move freely to any CARICOM member state of their choice?
 Yes No
 Explain: _____

7. Do you think wage and salary levels are a) higher _____; b) the same _____ or c) lower _____ in your country than in the rest of CARICOM?
 Explain _____

8. Do you think you will be able to earn 1) more; 2) the same or 3) less in other countries than in your country?
 Explain _____

9. Where did you do your training? _____
10. Would you consider moving temporarily to work or live in another country in the CSME?
 Yes No
 Explain: _____
11. Would you consider moving permanently to live/work in another country in the CSME?
 Yes No
 Explain: _____
12. Name and Rank the top four countries you would like to live and work in the CSME. _____

 Explain your choice: _____

13. What aspects of your quality of life/standard of living do you think would change if you move to another CARICOM country:
 Positive change _____
 Negative change _____
14. What are some of the threats that you expect from the free movement of skilled persons into your country?
 • From the OECS (Eastern Caribbean States) _____

 • From the rest of CARICOM: _____

15. Do you think that your job opportunities are improved with the CSME?
 Yes No
 Explain: _____
16. Do you think that there will be greater competition for jobs as a result of the CSME?
 Yes No
 Why: _____
17. Do you think more jobs will be created in the Region as a result of the CSME?
 Yes No
 Explain: _____
18. With respect to your job, do you feel personally threatened by the CSME?
 Yes No
19. What are some of the opportunities for your country from the free movement of skilled persons **into** your country?
- From the OECS (Eastern Caribbean States) _____
 - From the rest of CARICOM: _____
20. What are some of your concerns about the free movement of skilled persons **out** of your country?

21. Do you think that your country will benefit overall from membership in the CSME?
 Yes No
 In what specific way will it benefit _____

22. Have you ever lived or stayed in any other CARICOM country?
 Yes No
 If yes, explain:

23. Which of the following factors do you consider important in choosing to stay in your country?

- Closeness to Family
- Type of Governance or Leadership
- Good education system
- Availability of social services
- Job prospects
- Low crime rate
- Friends
- Culture
- Distance from home (in terms of other CARICOM countries)
- Entertainment and Recreation
- A desire to contribute to the development of your country
- Earning power
- Church association
- Other _____

24. Which of the following factors do you consider important to induce you to move to another CARICOM country?

- No strong family attachments at home
- Type of Governance or Leadership in foreign country
- Good education system in foreign country
- Availability of social services in foreign country
- Job prospects in foreign country
- Low crime rate in foreign country
- Friends in foreign country
- Culture in foreign country
- Distance from home
- Entertainment and Recreation in foreign country
- Earning power in foreign country
- Church association in foreign country
- Other _____

25. What are the main opportunities that you see for yourself in the CSME? Rate on a scale of 1-5, where **1** is very important and **5** is not important.

- Business Prospects
- Job Opportunities
- Meeting new People
- Opportunities for collaboration
- Other _____

26. Do you think the CSME is good for the Region?

Yes No

Explain: _____

Appendix 2: Analysis of Findings from Interviews with foreigners living outside of their home countries (OECS Emigrants)

Interviews were conducted via telephone with individuals who reside in two OECS countries: Antigua & Barbuda and St. Lucia, but who originally came from Grenada and Antigua & Barbuda. None of these are currently residing in their country of birth. Of those interviewed, four (4) individuals were from Antigua Barbuda but reside in St. Lucia, two (2) were from Grenada but reside in St. Lucia and four (4) were from Grenada but resided in Antigua & Barbuda. Contacts for these persons were provided by our liaison person in each of the two countries. A breakdown of the background of interviewees is presented below which will be followed by the detailed presentation and analysis of the responses given to the various questions posed.

Background Information

Gender

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Male	2	2	0	4
Female	2	1	2	5
Total	4	3	2	9

Age composition

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
18-34	2			2
35-44		2	1	3
45+	2	1	1	4
Total	4	3	2	9

This is a relatively older sample.

Marital Status

Status	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Single	2	1	1	4
Married	2		2	4
Divorced		1		1
Total	4	2	3	9

The sample is evenly split between single and married persons, this is important because people's perception may be affected by whether or not they are married.

Number of Dependents

Number of Dependents	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
0	1	1	1	3
1-2	3		2	5
3-4		1		1
Total	4	2	3	9

Educational Background

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Skill Certification	2			2
Degree	2	2	3	7
No response				
Total	4	2	3	9

77% of those who participated had at least one degree.

Gross Monthly Income (EC\$)

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
1,000 or less				
1,001-2,500				
2,501-5,000	1			1
5,001-10,000				
10,001-15,000	1	1	1	3
15,001-20,000	1	1	1	3
>20000		1		1
Declined to answer	1			
Total	4	3	2	9

88% of the participants were in very high income brackets (from EC\$10 000 to above EC\$20 000). One participant was in the mid-level salary range was a constable in the Antiguan police force. He was the only individual who had been in Antigua & Barbuda for an extended period of time. The others were on temporary work contracts.

Awareness of the CSME

All respondents had heard about the CSME, mainly from the media (newspapers, radio, TV). Other sources included government information programs, current affair programmes, and consultations that Prime Minister Owen Arthur had on a few islands.

When asked if they knew about the free movement of skilled labour, only one respondent had neither heard about it or was aware of the categories that were allowed to move. This was an Antiguan living in St. Lucia. All the others had heard of the free movement of skilled persons, but two others could not name any of the categories.

The following table displays the level of awareness of respondents of the categories of free movement under the CSME.

Awareness of categories of persons that can move freely under the CSME

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Musicians		1		1
Graduates	3	1	1	5
Sports Persons		1		1
Media Persons		2		2
Nurses	2			2
Teachers	2			2
Professionals	1	2		3
Skilled Labour	2			2
Artistes				
Staff				
Self-Employed				
None	1	1	1	3
Total	11	8	2	21

Awareness of Process Required for Free Movement within the CSME

Category	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	3			3
No	1	3	2	6
Total	4	3	2	9

Two-thirds of respondents were unaware of the process that nationals of CARICOM have to go through to move freely within the CSME. With respect to the process, only the

Grenadians living in Antigua & Barbuda were aware of the process. 75% of them were able to give a satisfactory answer stating that individuals would have to be qualified or certified in a certain skill or area, then they would need to register as a professional, present registration, get skills certificate and become a regional citizen.

Effects of the CSME on the Local Economy

Rating	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Positive	1	1		2
Neutral	3	1	1	5
Negative		1	1	2
Total	4	3	2	9

When rating how much they thought the CSME would affect their economy, two (2) respondents gave positive ratings, five (5) were neutral and two (2) gave negative ratings. Some of the reasons given included:

Reasons for positive ratings

- There will be lots of opportunities in the region once the CSME is fully implemented
- The main areas where personnel are lacking on most islands are in top and middle management positions. The CSME will be good facilitator in allowing more qualified individuals to come in and fill these positions.
- Where there is a shortage of labour, free movement will make it easier to meet demands with the removal of work permits
- Countries will benefit in different areas of expertise from increased quality of work and application of specialised skills
- A balance will be reached as skilled people sometimes are underemployed in some areas and there is need for these skills in other areas. It will help all in the region as they will no longer have to import so many people from outside the region to do certain specialised jobs. Should be more cost effective and beneficial.

Reasons for Neutral ratings

- There may be problems with resentment when skilled people come in and fill middle and upper management positions. These insecurities need to be managed
- Two respondents felt that there will be offsetting movement both ways.
- People coming in will make money, some of which will be remitted home, and vice versa.
- Competition will increase and some locals will feel threatened. This will encourage them to work harder however and do more to maintain their position if they feel that they could be replaced.

Reasons for Negative Ratings

- Cheaper labour will come in and drive wages down
- Tertiary education is limited so many in the OECS will not be able to take advantage. Individuals from campus countries will flood OECS markets.
- In Grenada they have done a bad job of educating the population. The people are not ready and Grenadians will feel a negative impact

Reactions to freeing up movement of labour for all skill levels

Respondents were asked if they think all categories of workers, regardless of skill level should be able to move freely to any CARICOM member state of their choice. The responses are presented below. Five of the nine respondents said “no”.

Response	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	2	1	1	4
No	2	2	1	5
Total	4	3	2	9

Responses from those who feel all skill levels should move freely

- As long as they are planning to make a fair contribution and move towards gainful employment. Need to be moving to a job or a source of income
- One respondent from Grenada felt that because of the economic climate at home, many don't like the idea. However, she feels that everybody should be able to make that decision and benefit
- This should be the aim, especially if we are trying to unify the region.
- If unskilled people are allowed to leave, one respondent does not expect a large influx of these workers to take advantage of the situation. Relocating is not an easy process and there are many factors to consider. If an unskilled person was to do this, they would not do so blindly and would have to be moving to more opportunities that they know of.

Responses from those who disagree

- Small countries would be adversely affected if too many foreigners, especially unskilled ones, come in.
- At this point the education system has a large part to play, in the OECS those enlisting in tertiary education do not compare to those from Jamaica, Barbados, and Trinidad & Tobago.
- Two respondents, both Grenadians living in Antigua & Barbuda, had concerns about the level of standards. One felt that standards would fall if unskilled people are allowed to move and that skilled people are needed to maintain the standards. The other felt that there were potential problems with sub-standard work. With certified professionals one can know what to expect. But with artisans it is not as easy to account for skills and they need to be careful of this.

- If there is no differentiation in skill level of those allowed to move in, it could cause social problems. Unemployment, which is already high, would go up. There would be more idle hands and people may try illegitimate ways to make ends meet.
- Job markets would become overcrowded and resources may be depleted.

Wage Differentials

When asked how domestic wages compared to others in the CSME, the respondents answered as follows:

Wage Level	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Lower	2		2	4
The Same		1		1
Higher	1	2		3
Both	1			1
Total	4	3	2	9

The three (3) respondents who were originally from Antigua and Barbuda felt that their wages were either higher (66%) or the same (33%) than the rest of CARICOM while four (4) of the Grenadian respondents felt that domestic wages were lower than elsewhere. One felt it was both higher and lower depending on the country and the other felt that they were higher. Their explanations follow:

Higher

- The Grenadian who answered that wages were higher was answering in terms of OECS wages compared with the rest of CARICOM. Also said that the cost of living is higher there.
- Antiguan wages are higher among OECS countries, especially with mid-upper management. This is why many people are migrating there. They are driven by the type of economy – low levels of performance in the agriculture sector, high levels of performance and higher wages in the service sector.

The Same

- For high income workers wages are usually the same across the region. They may be lower however for other groups such as middle management and unskilled workers.

Both higher and lower

- It depends on the countries that it is been compared to. Grenada has higher wages than Tobago but lower wages than Antigua and Barbados. There are some

- disparities in wages. Grenada is not at the top, but also need to consider cost of living
- An Antiguan in St. Lucia felt that wages were higher at home because of labour laws, restrictions and minimum wage system, which St. Lucia does not have

Lower

- Grenada has lower wages than most countries within the OECS. Maybe only St. Vincent and the Grenadines is lower. The value of wages however may not be as low when other things are considered. There is much cultivated food and land there and it is a community based society which may ease the burden of having to buy food. Antigua & Barbuda pays higher but one has to spend more money there.
- Two Grenadian respondents felt that domestic wages were lower but the cost of living is also lower than most in the OECS so it balances out
- The Grenadian who lives in St. Lucia felt that salary scales fit the economy.

Comparison of salaries in country of residence with country of origin

When asked if they were earning more in their present country of residence than they would be in their country of origin, the respondents answered as follows:

Wage Level	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Less				
The Same		3	1	4
More	3		1	4
Other	1			1
Total	4	3	2	9

Explanations from respondents who are paid more in present country of residence

- More money is earned in Antigua & Barbuda but the cost of living is higher so real wages may not be affected much. One felt that may have been better off if they had moved to Guyana.

Explanations from respondents paid the same in their present country of residence

- One works for a regional company whose wages are benchmarked across the region
- One is contracted in St. Lucia but still paid in Antigua so wages have not changed. She may be better off however because she has received a house, a car and allowances
- Wages remain the same for those in upper management positions

One respondent living in Antigua & Barbuda was unable to answer because they are currently unemployed.

From this we can see that none of the respondent moved where they get lower wages. They have moved to better themselves, because of company transferral or to gain a new experience. Most of them are in highly paid, high level positions.

Training Institutions Attended

Country of origin	Country where trained	Institution / Programme
Grenadians in Antigua & Barbuda	United Kingdom	
	Antigua & Barbuda Barbados	
	Antigua	Antigua Hospitality Institute - Hospitality Management
Antiguans in St. Lucia	Jamaica	UWI
	Cave Hill, Barbados Mona, Jamaica	UWI
Grenadians in St. Lucia	London	
	United Kingdom	
	New York	Baruch College

Movement to Foreign Country on a Temporary Basis

The respondents were asked if they had moved to their present country of residence on a temporary basis. The following table captures their answers:

Temporary Movement	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	2	2	2	6
No		1		1
Unsure	2			2
Total	4	3	2	9

Of those who said that they were there temporarily, two have two year contracts, three said they were there on a temporary basis and one is studying and feels that she may stay for one year after she completes her years. The two that were unsure have not made up their minds yet and the one that said they were not there on a temporary basis, the Antiguan in St. Lucia, said he would stay as long as he could because, although he liked home, he loves St. Lucia more because the people are less hostile and aggressive and he feels more comfortable there.

Immigration/Employment Status

When asked if they were in possession of a work permit or skills certificate, respondents gave the following answers:

Immigration/ Employment Status	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Work Permit Holder		3	2	5
Skills Certificate Holder				
Other	4			4
Total	4	3	2	9

- All the foreigners living in St. Lucia are holders of work permits
- None of those living in Antigua & Barbuda have work permits - one is a student; one had received citizenship and one works with a statutory body and does not require one. The fourth respondent did not specify why he did not hold one.
- A Grenadian in St. Lucia said they have to renew their work permit every year.
- The Antiguans in St Lucia have work permits, one for 2 years, and one for 9 months. The third respondent did not specify.

Willingness to move on a Permanent Basis

Respondents were asked if they would be willing to move to their country of residence on a permanent basis. The responses are presented below.

Wage Level	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes		1		1
No	2	1	1	4
Maybe	2	1	1	4
Total	4	3	2	9

- Of the 4 respondents who answered no, three did not explain why, and one, Antiguan in St Lucia, said he is just there under the terms of his contract. His family is still at home so even at the moment; he is back and forth between both countries.
- The Antiguan in St. Lucia who answered yes said he loves it there and is interested in buying a house.
- Of the four that answered maybe, one would stay if he got a salary increase or decided to start a business (he currently resides in Antigua), one said that it depends on the company as she may be shifted upon their request although she likes it in St. Lucia and the fact that the economy is stronger than it is at home in Grenada; and the third said that she would be able to live in St. Lucia permanently but would have to examine the school system. The fourth respondent gave no explanation.

Length of Time in Country of Residence

Country	Length of time resident in country
Grenadians in Antigua & Barbuda	2 years
	11 years
	2 years
	2 years
Antiguans in St. Lucia	11 months
	2 years
	1 year and 3 months
Grenadians in St. Lucia	3 years
	1 year and 7 months

Ranking of Desirability of Countries

Respondents were asked to name and rank three other CSME countries in which they would like to live and work. The following table presents the findings.

Country, Ranking	1	2	3	4	Total
Antigua and Barbuda	1				1
Barbados	2	1			3
Belize					
Dominica					
Grenada	1				1
Guyana					
Jamaica			1		1
Montserrat					
St. Kitts and Nevis	3	1			4
St. Lucia		2	1		3
St. Vincent and The Grenadines					
Trinidad and Tobago		1			1

It can be seen that St. Kitts & Nevis was the most favoured destination among these respondents. The second most popular destinations were St. Lucia and Barbados. Countries outside of the OECS were only mentioned five times out of 14.

Two respondents did not specify any other countries. One said no where unless an opportunity arose and the other said anywhere in the Region. He sees himself as a regional citizen and would move wherever there are challenges and jobs available as he is very adaptable. He has always had a nomadic lifestyle. He is deterred by crime in Trinidad and in Jamaica and by the lack of infrastructure in Dominica.

The explanations are elaborated in the following table.

Country	Reasons for Consideration
Antigua & Barbuda	<ul style="list-style-type: none"> ○ Good, strong economy
Barbados	<ul style="list-style-type: none"> ○ Strong economy ○ More Developed ○ Could have a better life there ○ High Standard of Living ○ Ease of Travel ○ Good communication system
Belize	
Dominica	
Grenada	<ul style="list-style-type: none"> ○ Home
Guyana	
Jamaica	<ul style="list-style-type: none"> ○ No Reason given
Montserrat	
St. Kitts	<ul style="list-style-type: none"> ○ Nice Country ○ No income tax. This is an important incentive in how it impacts earning potential ○ Good Education system
St. Lucia	<ul style="list-style-type: none"> ○ Good Education system ○ Nice size ○ Less developed ○ Likes it there
St. Vincent and The Grenadines	
Suriname	
Trinidad And Tobago	<ul style="list-style-type: none"> ○ Diverse economy ○ Stability because of oil ○ Developed country ○ Growing manufacturing sector

Changes in Quality of Life and Standard of Living in Country of Residence

Respondents were asked what aspects of their quality of life/standard of living they thought had changed since they moved to their present country of residence.

Positive Changes	Negative Changes	Other
<p>Grenadian in Antigua</p> <ul style="list-style-type: none"> ○ Mostly the same apart from earning a higher salary. Not sure how things in Grenada have been after Ivan <p>Grenadian in St. Lucia</p>	<p>Grenadian in Antigua</p> <ul style="list-style-type: none"> ○ Higher costs of living in Antigua ○ ‘Not from here’ comments <p>Grenadian in St. Lucia</p> <ul style="list-style-type: none"> ○ Crime is frightening in St. Lucia and there is need to 	<p>Grenadian in Antigua</p> <ul style="list-style-type: none"> ○ Moved recently and is not sure of differences yet. Left Grenada because of Ivan ○ 2 respondents –say it has been much the same

Positive Changes	Negative Changes	Other
<ul style="list-style-type: none"> ○ Move to St. Lucia from Grenada has been good for her children's development ○ Strong economy, good for tourism – from individual who moved from St. Lucia from Grenada <p>Antiguan in St. Lucia</p> <ul style="list-style-type: none"> ○ Two respondents got a car and a house ○ One respondent gets a warmer feeling from the people 	<p>be more cautious than in Grenada</p> <p>Antiguan in St. Lucia</p> <ul style="list-style-type: none"> ○ Crime and security an issue but it has had little impact 	<p>Antiguan in St. Lucia</p> <ul style="list-style-type: none"> ○ Two respondents experience much the same at the executive level. One would need better infrastructure and services to enhance his quality of life

Expected Threats from Free Movement into Countries

Respondents were asked to identify some of the threats they expected from the free movement of skilled persons into their country.

- Several respondents felt that criminal activities may increase and that sometimes genuine people may more trouble getting in than criminals
- Foreigners may come and drive up prices, although because of the reciprocal arrangement there might be a net effect
- There may be problems of social displacement. Communities of locals may come together and foreigners may group together. People will need to learn to live together. Has always been a risk but CSME may add to this
- Three respondents (2 Grenadians in Antigua and one in St. Lucia) mentioned that skilled people coming in may be even more skilled than locals and prepared to accept lower wages. This may create problems in the job market, driving wages down
- Three respondents living in Antigua were concerned about displacing people from their jobs but felt that things should even out as people move where they are needed.
- There may be problems with mass production. With free movement some people may be able to produce more at cheaper costs and smaller businesses may be at risk
- One respondent living in Antigua said that it is plain to see that people coming in will receive hostility
- Two respondents living in St. Lucia feel that the livelihoods of those who are uneducated will be at risk. Campus territories will have more qualified people who will get the better jobs that are available. They could displace locals.
- People coming in may also be a burden on resources in terms of health and education

Expected Increase in Job Opportunities

Expected increase in Job Opportunities	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	3	2	1	6
No	1	1	1	3
Total	4	3	2	9

- 2 respondents feel that with the removal of the work permits, the hassle will be removed and job markets will be more accessible
- 2 respondents will be able to work in other countries so opportunities will increase
- 3 respondents do not feel that the CSME will increase their opportunities because they have always had them. However, for people in lower positions and middle management, opportunities will increase.
- Opportunities may have always been there but many would not have looked for them. The CSME will encourage people to look further for these opportunities.
- With a wider labour market there will be more opportunities

Personal Job Security

Respondents were asked if they feel personally threatened by the free movement with respect to their own job.

Personal Threat to Employment	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes				
No	4	3	2	9
Total	4	3	2	9

None of the respondents felt threatened in their jobs. Their explanations for this are as follows:

- Two respondents feel secure because there is a shortage of accountants in the Region so been replaced is not a threat. The only threat would come from employers or government, and even if that was to happen, it would not be difficult to find a new job
- One respondent works in an essential area and there is always a demand for his services. With years of service and experience he does not feel threatened (he is a police officer)
- One is confident because she performs well
- One does not feel threatened but wonders if he should be
- One is not threatened by the CSME
- One feels secure at his level of employment

Expected Increase in Competition

Respondents were asked if they thought that there would be greater competition for jobs as a result of the CSME. The responses are captured below.

Expected increase in Job Opportunities	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	2	3	2	7
No	1			1
Both Yes and No	1			1
Total	4	3	2	9

Explanation from respondent who answered 'Yes'

- Competition will increase between local people and foreigners as well as between foreigners trying to access similar jobs in other countries
- There will be competition between employers trying to get the best employees and between employees trying to get the best jobs
- As educated, qualified people move in, they will raise standards. Usually people in Antigua know what they are up against, but a larger pool of skills will stop this and increase competition
- Will stimulate growth and investment. Cost of development will fall as a result of having skills necessary. Those developing countries will have an influx of skilled workers

Explanation from respondent who answered 'No'

- There will not be any more competition. If there is a boost in the manufacturing sector then there will be more jobs available

Explanation from respondent who answered 'both yes and no'

- Competition will increase for lower skilled professionals but not for those in higher positions

Job Creation Due to the CSME

Respondents were asked if they think more jobs will be created in the Region as a result of the CSME. The findings were mixed with respect to this issue and are presented below.

Expected Increase in Job Creation	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	2	2		4
No	2	1	1	4
Maybe				
No Answer			1	1
Total	4	3	2	9

Responses from those who feel that jobs will be created

- Once a single space is created, it is intended that economic activity and growth opportunities will increase. Therefore, it is expected that jobs will be created in the short to medium term, although this has to be paced to avoid shocks
- There will be a boost in the economy as opportunities for business increase
- With the movement of goods and services and as entrepreneurs move jobs may be created.
- There may be introduction of new trades that will create jobs

Responses from those who do not feel that jobs will be created

- Rather than job creation, there will be the reshuffling of jobs or the transferral of people
- Two felt that the stock of jobs will be depleted as individuals come in. One thought however that in the long run, jobs may be created

Opportunities for the Country from Free Inward Movement of Labour

The participants were asked what opportunities they saw for their country from free movement of labour into their country. Participants identified numerous opportunities. Their responses are laid out below:

- It will be easier to fill skill shortages
- It will be easier to get private sector jobs with minimal red tape
- Demand and supply will determine the allocation of resources
- Higher standards will be reached
- Will see improvements in standard of living
- People coming in with skills could train others
- People will develop a better work ethic
- Can replenish the stock of needed workers like teachers and nurses
- Businesses will come and set up
- There will be an increase in investments
- Will experience economic growth
- Opportunities will increase for landlords as the houses become scarcer and rents go up. People with property will generate a lot of income

- Migrant workers will benefit local trades people with their addition to aggregate demand
- Service providers, such as telecommunications operators, will see an increase in sales as their service is used more, both in the domestic market and when overseas calls are made.
- Construction should increase

Concerns about Free Movement Out of Domestic Countries

Respondents were asked about their concerns with respect to the free movement of skilled persons **out** of their country. Most persons claimed to not have any concerns. A couple of persons had concerns which included:

- The brain drain as people move in search of or in response to higher wages
- The labour force may be depleted as people look for better opportunities

Seven respondents had no concerns about free movement in, and their reasons included the following:

- It will work both ways.
- More nurses and teachers will stay in the region as there is increased access and more opportunities due to the CSME
- More worried about people moving in even though they do not expect many people to move in because of the low wages in Grenada
- Due to high unemployment at home, there are no concerns with people moving out to obtain employment – upward mobility
- Remittances will be sent back home

Perceived Benefits to home country from Membership in the CSME

Respondents were asked if they perceived that their country of origin will benefit overall from membership in the CSME. The responses are presented in the following table.

Will Country Benefit?	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	2	1	2	6
No		1		1
Yes and No	1			
No Answer	1	1		2
Total	4	3	2	9

Explanations from those who see benefits to CSME Membership

- Provides a bigger market for united trade. In Antigua there are 70 000 people and the private sector can go so much further with a Region of several million. Benefits will filter into all countries

- Considering all aspects of the CSME – increased investment, free movement of capital and rights of establishment – there will be overall benefits
- The work pool will increase
- Regional integration is a good thing but the government needs to prepare people more through improvements in educational infrastructure and general public education about the CSME and its likely impacts.
- Will be good in attracting skilled labour. Antigua has a small population and they need a critical mass of residents to utilize goods and services. There are less opportunities in a small pool, and they should increase as population increases

Explanations from those who see positives and negatives in the CSME

- Money will leave countries; people will not bank in local banks.
- It could facilitate improvements in infrastructure, create jobs for people, help people help themselves and develop the country

Explanation from respondent who see the CSME as having no benefits

- Antiguan living in St. Lucia, answered question from a nationalistic point of view. Although money will be going into Antigua, Antiguan will have less control

Factors That Affected Movement to Present Country of Residence

Respondents were asked to rate a set of factors in terms of importance in their decision to move to their present country of residence. The findings shown in the following table reflect that in terms of ranking the top five factors that influenced their movement to the current country of residence include: 1) the education system, 2) job prospects, 3) social services, 4) earning power, and 5) low crime.

Other factors that induced them to move included: Hurricane Ivan, wife secured employment in the current country of residence (moved with his wife), obtained an opportunity, desired a change, and sports.

Factor	NI	I	VI	NA	Total
No strong family attachments	8		1		9
Marriage	7	1		1	9
Governance	6	1	2		9
Education System	3		6		9
Social Services	4		5		9
Job Prospects		4	5		9
Low Crime Rate	5	1	3		9
Friends	6	3			9
Culture	7	2			9
Entertainment and Recreation	4	5			9
Earning Potential	1	4	4		9
Church Association	7	2			9

Factors that would induce persons to return to their home country

The respondents were asked to rank the following factors in terms of their importance in a decision to return to their home country. The top five factors were ranked as follows: 1) Desire to contribute to home country, 2) closeness to family, 3) low crime rate, 4) job prospects, and 5) earning potential.

Other reasons given included age and to start a business.

Factor	NI	I	VI	Total
Closeness to Family	2		7	9
Governance	4	3	2	9
Education System	3	4	2	9
Social Services	4	4	1	9
Job Prospects	1	4	4	9
Low Crime Rate		4	5	9
Friends	6	2	1	9
Culture	3	4	2	9
Distance from Home	3	4	2	9
Entertainment and Recreation	5	4		9
Desire to Contribute to Country	1		8	9
Earning Potential	2	3	4	9
Church Association	6	2	1	9

Countries that Participants have lived in or visited

Respondents were asked if they have ever lived or stayed in any other CARICOM country in the past. The table below shows that they have stayed in at least five countries and for long periods. St. Kitts & Nevis and Barbados were amongst those most mentioned.

Three respondents had not stayed in or visited any other CARICOM country

Country	Short Stay: Weeks	Medium Stay: Three months to one year	Long Term Stay: 1-5 Years	Extended Stay: 5 years or more	No Time Specified	Total
Antigua and Barbuda			1			1
Barbados	1		1		1	3
Belize						
Dominica	1		1			2
Grenada						
Guyana						

Country	Short Stay: Weeks	Medium Stay: Three months to one year	Long Term Stay: 1-5 Years	Extended Stay: 5 years or more	No Time Specified	Total
Jamaica			1			1
Montserrat						
St. Kitts and Nevis	1		1	2		4
St. Lucia	1				1	2
St. Vincent and The Grenadines						
Suriname						
Trinidad and Tobago				1		1

Opportunities Participants see for themselves in the CSME

The participants were asked to rank a set of opportunities from 1 to 5 (where 1 is high and 5 is low) in terms of how much they felt it was a personal opportunity for them. Job opportunities and business prospects emerged as the first two ranked opportunities.

8. The Average ranking for Grenadians in Antigua & Barbuda for:
 - a. Business Prospects = 2.5
 - b. Job Opportunities = 2
 - c. Meeting New People = 3
 - d. Opportunities for Collaboration = 3
9. The Average Ranking for Antiguan in St. Lucia for:
 - a. Business Prospects = 1.3
 - b. Job Opportunities = 1.3
 - c. Meeting New People = 3.6
 - d. Opportunities for Collaboration = 3
10. The Average Ranking for Grenadians in St. Lucia for:
 - a. Business Prospects = 3
 - b. Job Opportunities = 3
 - c. Meeting New People = 4
 - d. Opportunities for Collaboration = 4

The following table lays out the results across all three of the chosen countries:

Ranking	1	2	3	4	5	No Answer	Total
Business Prospects	2	4	2	1			9
Job Opportunities	2	6		1			9
Meeting New People		1	3	4		1	9
Opportunities for Collaboration		1	5	2		1	9

The Importance of the CSME for the region

When the participants were asked whether they thought the CSME was good for the Region, all who responded thought that it would be, as shown in the table below.

Is The CSME Good for the Region?	Grenadians in Antigua & Barbuda	Antiguans in St. Lucia	Grenadians in St. Lucia	Total
Yes	4	3	1	8
No				
No Answer			1	1
Total	4	3	2	9

Some of their explanations on why it will be beneficial are as follows:

- Yes. It is critical that we become unified as there is power in numbers. Because of globalisation this is even more important now. It will benefit everybody involved, although there will be some struggle and challenges
- The CSME is not only important for the free movement of skilled labour - it will be good if we unite for our negotiating powers, increase cooperation amongst ourselves and with the rest of the world. The difficulty, however, is not in the objective but in the implementation
- Some countries need help to develop more. Although challenges will be faced, there are lots of advantages with uniting the region
- It will allow young well educated people to progress into middle management positions.
- Stifled opportunities will be freed. People will be allowed to carry out trades that they would like to be involved in rather than restricted by lack of choice and opportunities.
- People go to the US or UK and get disillusioned and sometimes end up in worse situations, rather than a brain drain there will be retention within the region.
- We are all one people. Culturally, historically, we are the same. The CSME will help to break down barriers and insularity. With globalisation, we need unity

The CARICOM Region as Single Space

The participants were asked if they perceived the CARICOM Region as a single space where all resources were equally accessible and shared. Responses are outlined below:

Those who thought it was a single space suggested

- It is but it just depends on how accessible resources are
- CARICOM is considered more so than other blocs
- One respondent has had no trouble accessing resources since living in Antigua & Barbuda

Those who thought it was not a single space suggested

- May be it will be the case in the long term. There is insularity and a low level of maturity within people and the present crop of politicians affect this. The Economic Union is a stepping stone to a Political Union and these politicians like to be big fish.
- It would be ideal but it is not the current reality
- There are still many restrictions, even when just passing through immigration

Countries that are perceived to be closed

When the respondents were asked which country they found to be the least accessible in the region, the four respondents who answered said Barbados. They have a strict, regimented, closely monitored system. They are very protective of what they have in terms of their education system, economic system, vast pool of trained individuals, high standards.

Appendix 3: Analysis of data collection from Street Interviews done in the OECS

Interviews were conducted on the streets in Grenada and Antigua. Participants were chosen at random and they range across different occupations, age groups and genders. This was done to get the perception of the general population of two OECS countries on how they feel about the implementation of the free movement of labour, the CSME and how they feel it will affect them personally. The data collection instruments used in these interviews had fewer questions than the ones used for the other target groups; however it contained the most critical questions.

Based on randomly selected persons, nineteen (19) interviews were conducted in Antigua & Barbuda and twenty-two (22) interviews were conducted in Grenada.

Background Information

Gender

Category	Antigua and Barbuda	Grenada	Total
Male	13	15	18
Female	6	7	13
Total	19	22	41

Age

Category	Antigua and Barbuda	Grenada	Total
18-34	6	15	21
35-44	9	4	13
45+	4	3	7
Total	19	22	41

This sample included adults across the age spectrum. The Grenadian sample comprised more young persons than the Antigua & Barbuda sample.

Marital Status

Status	Antigua and Barbuda	Grenada	Total
Single	6	17	23
Married	13	4	17
Divorced		1	2
Total	19	22	41

The majority of the Antiguan population are married (68%) while the majority of the Grenadian population (77%) were single; this corresponds with the fact that the Grenadian sample comprised younger persons. However, overall there was a good mixture of single and married persons.

Number of Dependents

Number of Dependents	Antigua and Barbuda	Grenada	Total
0	3	15	18
1-2	9	4	13
3-4	4	2	6
5-6	2	1	3
No Answer	1		1
Total	19	22	41

The sample contained persons with different numbers of dependents but due to the younger Grenadian sample, there were typically fewer dependents amongst those interviewed from Grenada.

Educational Background

Category	Antigua and Barbuda	Grenada	Total
Primary	1	3	4
Secondary	7	9	16
Vocational / Skill Certification	3	5	8
Degree/Tertiary	7	3	10
No response	1	2	3
Total	19	22	41

39% of respondents had a secondary education as their highest level, while 10% had up to a primary education. A further 24% had tertiary education, 20% were trained in some vocational skill and the remaining 7% did not answer this question.

Gross Monthly Income (EC\$)

Category	Antigua & Barbuda	Grenada	Total
1,000 or less	1	5	6
1,001-2,500	7	6	13
2,501-5,000	7	6	13
5,001-10,000	1		1
> 10,000			
Declined to answer	3	5	8
Total	19	22	41

Two Antiguans that declined to answer were students. The other was a vendor who would not have a set monthly income. Overall 32% of respondents from the two countries earned between EC\$1001 – 2500 and a further 32% fell in the EC\$2501-5000 bracket. Of those who earned EC\$1001 – 2500, 46% were from Grenada while 54% were from Antigua & Barbuda. This is the same distribution for those in the EC\$2501-5000 bracket. 54% of the Grenadians earned between EC\$1001 – 5000, while 72% of Antiguans fell in this bracket. Of the six (6) respondents who earned EC\$1000 or less, 83% were Grenadian. The one (1) individual who earned between EC\$5001 and 10 000 was from Antigua & Barbuda.

Awareness of the CSME

All respondents from the two OECS countries had heard about the CSME, mainly from the media (newspapers, radio, TV) but also from seminars, word of mouth, media interviews with the Barbadian and Grenadian Prime Ministers, a class project, books, and Government information and from university.

Effects of the CSME on the Local Economy

The participants were asked how they would rate the CSME in terms of expected effects on their countries. The scale was between 1 and 5 where 1 is positive and 5 is negative. For analysis purposes this has been grouped into positive (1 and 2), neutral (2.5 to 3.5) and negative (4 and 5). The following table displays what the respondents felt.

Rating	Antigua & Barbuda	Grenada	Total
Positive	8	6	14
Neutral	7	9	16
Negative	3	4	7
No Answer	1	3	4
Total	19	22	41

When rating how much they thought the CSME would affect their economy, fourteen (14) respondents gave positive ratings, sixteen (16) were neutral and seven (7) were negative. Four (4) respondents were unsure or gave no response. Some of the reasons given included:

Reasons for positive rating

- There are many jobs that locals are not interested in doing that foreigners can come and do, such as construction. This will improve the economy and benefit the country.
- Skills will come in as people are free to move around and deficiencies will be filled.
- It will benefit trade in goods
- It will raise professionalism as incompetent employees are pushed out of jobs

- It will increase competition and people will learn new techniques from people coming in.
- Investors will have big opportunities in countries that are less developed
- It will be good as people will have access to all islands in the CSME. This will increase competition and opportunities

Reasons for Neutral Ratings

- There will be a balance of advantages and disadvantages
- Skills will be lost to some countries but at least they will remain in the region.
- There will be negative and positive effects. Grenada lacks skills and training facilities. People who have skills lack confidence. They may learn from foreigners

Reasons for Negative Ratings

- Two Grenadian respondents felt that Grenadians will be adversely affected because people with better qualifications will come and take jobs
- Several respondents felt that it could cause a brain drain as people leave to earn more money or find more opportunities
- Not ready for it. They have certification issues. Have high unemployment, only one college and few opportunities. Many employers are reducing staffing. Grenada needs to recover before CSME implementation.
- The level of crime may rise.
- Funds earned there may be repatriated. Currency is better in the OECS than in most countries. Trinidadians, Jamaicans and Barbadians will make better money there.
- There will be brain drain and brain gain, but foreigners may just come and exhaust the country's resources.

Wage Differentials

The participants were asked if they felt they would be able to earn more in other countries in the CSME. The following table displays their responses:

Wage Level	Antigua & Barbuda	Grenada	Total
Unsure	1	1	2
Depends	4	3	7
Less	3	3	6
The Same	4	3	7
More	6	10	16
No Answer	1	2	3
Total	19	22	41

Respondents who felt they could earn more elsewhere thought so because:

- Two Grenadians said that wages are lower in Grenada, as stated in statistics.

- Most would be able to earn more elsewhere if they get their qualifications up to speed
- Pay is more in bigger countries
- Wages for technical positions are higher in other countries
- Due to increased competition, employers will pay more
- One respondent from Grenada, although they get paid higher relative to other positions, felt that they would be able to earn more elsewhere with their university degree.
- One Grenadian respondent felt that employers do not have enough confidence in local people. They need to eradicate the political innuendo. Not every Caribbean country has the same scope, level of opportunity or attitude to work. Feels that he should be management by now based on performance, but there is too much politics. A change of environment would be good where people are more open minded and opportunities based on work
- Two Grenadians felt that they would be able to earn more in a country where the currency is stronger
- One Antiguan works for a radio station where wages are fixed. They feel that they would be able to earn more if they worked elsewhere.

Those who felt they would earn less elsewhere gave the following reasons:

- One vendor from Grenada felt that it would be difficult to fit in elsewhere and where people sell similar products, he would be at a disadvantage as a foreigner
- One Grenadian felt that they would earn less as a non-national
- One Grenadian felt that it would be difficult to earn more elsewhere as they already have steady customers and would have to rebuild a network of clients. One Antiguan also felt that it would be easier to operate from home.
- One Antiguan respondent felt that they would earn less elsewhere because the value of the dollar is less elsewhere
- Two Antiguan had high wages and expected to earn less elsewhere

Respondents who felt wages would be same elsewhere had the following explanations:

- Three respondents said that wages are dependent on qualifications. If you have them, wages should be the same across the board
- Wages for pharmacists are uniformed across the region
- Wages should level off across all countries as governments gear the education system towards developing the population

Willingness to move on a Temporary Basis to work or live

Temporary Movement	Antigua & Barbuda	Grenada	Total
Yes	15	15	30
No	3	6	9
Maybe	1	1	2
Total	19	22	41

Equal numbers of Antiguan and Grenadians said that they would be willing to move on a temporary basis. In terms of percentages, that is 79% of Antiguan respondents and 68% of Grenadian respondents who are willing to move temporarily.

Willingness to move on a Permanent Basis to work or live

Wage Level	Antigua & Barbuda	Grenada	Total
Yes	5	5	10
No	12	15	27
Maybe	2	1	3
No Answer		1	1
Total	19	22	41

Equal numbers of Antiguan and Grenadians claimed they would be willing to move permanently. In percentage terms, this is 26% of Antiguan and 23% of Grenadian respondents. 63% of Antiguan and 68% of Grenadian respondents claimed they would be unwilling to move on a permanent basis. Respondents overall were not inclined to leave home permanently.

The following table highlights specific reasons for support or for aversion to leaving home on a temporary and permanent basis.

Country	TM	Explanation	PM	Explanation
Antigua and Barbuda	No	Has to much work to be done in Antigua	No	Same reason
	Yes	Only if she has a spouse who wants to live there or lives there	No	Not in the Caribbean. People do not seem to be nice and genuine
	Yes	If I can get a job	No	Not in the Caribbean. More in the bigger countries like the US
	No	Used to Antigua and loves it there	No	Same reason
	Yes	Would have to meet requirements - have work permit or visa. Be organised	May be	Depends where
	May be	Watch it first. If sees success may go. If his local business fails then he may move	Yes	St. Martin
	Yes	Nothing to lose. Would get new experience	No	Antigua is home

Country	TM	Explanation	PM	Explanation
	Yes	Been contemplating it. Other countries are not the same though. Living in a different environment forces you to do your best	No	Loves home
	Yes	To experience what it is like to live in another country	No	Loves home
	Yes	To gain experience in his field of work	No	Would want to go to Canada or a bigger country
	Yes	Where the economy is better or there are more opportunities	Yes	A country where there is certainty, where lifestyle can be the same or improved. Won't go to the USA unless there is a good job to go to
	Yes	If it comes to that	No	Wouldn't want to
	Yes	If the opportunity presents itself	Yes	Same reason
	Yes	In the future if push comes to shove, depending on the work environment. Has 14 year old son who can't leave and can't be relocated at the moment if he was to move	May be	Difficult to do. Mass movement is a myth
	Yes	Has thought about it but the amount of adjustment is a deterrent. There is the attraction but also the fear of not succeeding, being unaware of barriers - relocation has to be well thought out. Need to be able to provide for family in hard times. There are the best opportunities for graduates and young professionals who are searching to find their niche. Can search for the best opportunities	Yes	Considered it
	Yes	Not to stay though	No	Would not want to leave permanently
	Yes	St. Kitts is close to home. Have good turnover there. They spend US\$ more there	No	Would never live anywhere else permanently
	Yes	If push comes to shove, will move wherever there are opportunities	Yes	If conditions were better

Country	TM	Explanation	PM	Explanation
Grenada	Yes	Barbados is a nice place	No	
	Yes	For vacation but not to stay	No	Friends and lifestyle would be missed. People more friendly in Grenada
	Yes	Likes travelling - opens the mind and broadens horizons. Allows one to rejuvenate	No	Grenada is home
	No	Too comfortable there. May go to Jamaica for 6 months, but too much crime there	No	
	Yes	Loves to travel, meet people and get new experience	No	Would want to come back to contribute to Grenada
	No	Very happy in her environment	No	
	No	Likes Grenada. There is no problem and therefore nothing to fix	No	
	Yes	Trinidad, St. Vincent, Barbados	Yes	St. Vincent - Grenadians are lazy. Agriculture is booming in St. Vincent
	Yes	Stay in region but only temporary	No	Would want to stay and contribute to the region
	No	Too tied up with family and trying to build a house. Has children in school, a baby and a wife who works in a bank.	No	Tied up and no place is sweeter than home
	Yes	Different opportunities. Scope in other countries to do the same thing	No	Loves Grenada
	No	Likes it in Grenada	No	Loves Grenada
	Yes	For experience and increase in salary. Granada one of the lowest paid	No	May be too challenging to start over. Would need to make new network
	Yes	-	May be	If things go well
	Yes	If the opportunity comes	Yes	Depends on how things work out
	Yes	Laws may be different	Yes	As a Caribbean citizen should be able to
	No	Loves Grenada. Accustomed to it. Had opportunity to live abroad and refused. You don't know what you're getting into	No	Loves Grenada

Country	TM	Explanation	PM	Explanation
	Yes	Thought about moving to St. Kitts to be a police but upsurge in crime has been a deterrent	Yes	Likes Barbados - would consider moving there
	Yes	To St. Lucia - nice place with more opportunities	No	Born and grown there. Has a different lifestyle and things to do, would not be as comfortable elsewhere
	Yes	Antigua has better weekly wages	Yes	Doesn't take long to get back home. Can have basics there but work abroad
	Yes	Would earn more money but would not like to stay away from Granada too long	No	Loves Grenada

Countries desirable to participants

Larger Countries	1st	2nd	3rd	4th	Total
Barbados	13	5	3		21
Belize		2			2
Guyana		3	1		4
Jamaica	2	4	3	4	13
Suriname					0
Trinidad and Tobago	7	1	1	2	11
Total	22	15	8	6	51
OECS Countries	1st	2nd	3rd	4th	Total
Antigua and Barbuda	1	1	2		4
Grenada		1			1
St. Kitts	3	1	3	3	10
St. Lucia	3	7	5	1	16
Montserrat					0
Dominica	1	1	1	1	4
St. Vincent and The Grenadines	3	3	4		10
OECS Total	11	14	15	5	45
Overall TOTAL	33	29	23	11	96

Overall, Barbados was the most mentioned country that respondents would like to move to (21 mentions in the top 4), followed by St. Lucia with 16 mentions, then Jamaica with 13 mentions until finally Trinidad and Tobago with 11 mentions.

The least mentioned countries were Suriname and Montserrat, which no one from the street interviews mentioned in terms of a desire to move to. This was followed by Belize with 2 mentions and then by Guyana and Dominica with 4 mentions each.

- Barbados is the most popular first choice destination
- St. Lucia is the most popular second and third choice destination.
- Jamaica is the most popular fourth choice destination
- Amongst the OECS countries, St. Lucia was the most popular followed by St. Kitts and Nevis and St. Vincent and the Grenadines
- Overall, the 7 OECS countries were mentioned in the top four 45 times, while the larger countries were mentioned 51 times.

Reasons for these choices

Country	Reasons for Consideration
Antigua & Barbuda	<ul style="list-style-type: none"> ● Warm people ● Higher wages ● Could enjoy higher standard of living ● Less restrictions on foreigners from the OECS
Barbados	<ul style="list-style-type: none"> ● Seems Interesting ● Knows people there ● Curiosity ● Aggressive ● Sensible government ● Prosperous country ● Nice Place ● Many opportunities ● Cleaner country ● Good location ● Always wanted to visit ● Could enjoy higher standard of living ● Has Family there
Belize	<ul style="list-style-type: none"> ● Visited there
Dominica	<ul style="list-style-type: none"> ● Quiet Place ● Lower cost of living ● Adventure purposes
Grenada	<ul style="list-style-type: none"> ● Good place to work
Guyana	<ul style="list-style-type: none"> ● Undeveloped ● Many opportunities ● Lots of potential ● Big Country ● Low cost of living
Jamaica	<ul style="list-style-type: none"> ● More developed ● Many job opportunities – bigger job market

Country	Reasons for Consideration
	<ul style="list-style-type: none"> • Has ties there • Fast paced life, like New York • Interesting culture • Music • Has friends there • Always wanted to go there • Similar to Grenada in terms of being laid back • More to do there • Has a girlfriend there • Vibes <p>CONS</p> <ul style="list-style-type: none"> • Crime is a major deterrent
Montserrat	
St. Kitts	<ul style="list-style-type: none"> • Visited there • Family ties • Familiar with it • Has friends there • Could work at central bank • Potential for growth • Nevis is quiet • Arable • Close knit community
St. Lucia	<ul style="list-style-type: none"> • Nice country • Has opportunities there • Good place to share knowledge • Heard good things about it • Booming hotel industry • Good business prospects • Has friends there • Similar economy • Has French influence • Nice way of life
St. Vincent and The Grenadines	<ul style="list-style-type: none"> • Similar background • Gets along with the people • Good business prospects • Similar to Grenada • Has Family there • Visited it and liked the country

Country	Reasons for Consideration
Trinidad and Tobago	<ul style="list-style-type: none"> • Good resources • One of the strongest economies in the Caribbean • Developed country • Always wanted to go there • Similar region • Fast paced lifestyle • Good business prospects • Low currency • Increased opportunities • Faster circulation • More insular <p>CONS</p> <ul style="list-style-type: none"> • Crime is a major deterrent

Expected Threats from Inward Free Movement of Labour

- Several respondents were worried about dislocation from jobs. More locals will become unemployed as better people fill vacancies from outside the country
- Several respondents are worried that crime will increase. Police are not trained to combat sophisticated criminals. They do not carry guns. The beach is an easy point of entry for many criminals.
- Crime is increasing anyway and the CSME will not necessarily increase it. There are, however, haunted youths that may be easily led.
- Foreigners will accept lower wages, especially the Guyanese, and this could disturb the wage structure
- AIDS is a concern. Individuals may be stigmatised at home, but free to roam on foreign soil
- They have no gambling in Grenada. The CSME may bring bad habits to the country. The government may be influenced by those with money
- Money will leave the country with CARICOM investment
- Qualified foreigners could benefit more than unqualified locals
- May be threats in integrating the police force and judicial system
- May be increase in drug activity. They need to be able to know about peoples backgrounds
- People are unprepared for and uninformed of the CSME.
- Grenada does not have industries that could benefit from exports
- Advantages for business men and artists. Travel leads to greater exposure
- They have no funds to raise the standards of local people in Grenada. Foreigners will be at an advantage with their already high standards. Less educated people are threatened by their educational deficiencies

- Grenadians are slowly paced and less inclined to adapt. They are also not an aggressive people. This may cause the free movement of people in to be a threat
- Unemployment will increase
- Prostitution will increase
- In Antigua, they are already experiencing social problems from foreigners. Increases in cursing, swearing, quarrelling, tensions and even day break-ins. There are rare instances of Antiguan committing crimes abroad. Most of the crime there is committed by foreigners.
- Many people that go to Antigua go there to sell items. Some of them, especially the Jamaicans, act as if they want to rule the country. If they were coming to be nurses or teachers it would be good because at least they would be making a beneficial contribution, rather than competing with local vendors and making it hard for self-employed people there.
- Foreigners may try to take over the country, especially those from bigger countries. This was a concern of three Antiguan
- More people will flood to the OECS region to earn EC dollars.
- People will collaborate in trade and try to undercut locals and make them have to drop their prices to remain competitive.
- The Antiguan culture will change. Attitude will worsen
- One Antiguan did not feel threatened and doesn't agree with peoples perceptions of jobs been threatened. We were taught that it takes a village to raise a child. Someone more skilled will bring benefits rather than threaten jobs. Will be more beneficial when different people migrate to the country. We all have the same customs, just different ways of expressing ourselves.
- Another Antiguan felt that if things were implemented right there should be no threats
- One Antiguan respondent was threatened by the fact that the cost of production is much lower in the MDCs. If a single space is created, there will be free movement of goods without complication. Their goods can come unhindered to the LDCs and this will cause OECS industries to lose out. All countries in the region have different economies producing differentiated products, for instance, Barbados' Sagicor bought out many insurance companies across the region; the flour mills in St.Vincent and the Grenadines and the Grenadines would be at the mercy of the Guyanese. In 1993-1994 the Common External Tariff was introduced that allowed goods from the MDCs to access the LDCs. Licences and quotas were removed. Trinidad increased exports and the exports of the OECS declined. If markets are further liberalised then this could worsen. Partnerships may be possible, but some companies are going to go under
- People may get frustrated and leave causing a brain drain situation. When they move to the other Caribbean countries they may become marginalised in the process. It may affect relationships between labour and management. Unions may have to play a more critical role in the process.
- There is a fear that locals will be pushed out of the system by non-nationals.

Increase in Job Opportunities

Expected increase in Job Opportunities	Antigua & Barbuda	Grenada	Total
Yes	12	16	28
No	4	3	7
Depends	2	1	3
Both	1		1
No Answer		2	2
Total	19	22	41

- It should make it easier to find employment
- One Grenadian accountant feels that there is no demand in her field. Competition may increase however because there are few trained accountants there
- Opportunities will increase throughout the region but not in Grenada
- Five respondents felt that there will be more businesses and therefore more opportunities. Companies coming in will create employment for locals
- With the opportunity to move there will be more job opportunities
- With higher wages elsewhere, there will be more opportunities to make money
- Rather than opportunities, there may be shifting of personnel between countries
- There will be more human resources at hand that will lead to better opportunities
- Several respondents felt that a bigger market means more opportunities
- Increased investment will lead to more opportunities
- Skilled individuals will get more opportunities unlike unskilled people
- There are more jobs elsewhere
- Opportunities will increase when looking at it from a regional perspective
- It will carry the CSME beyond Antiguan borders, where there is already an open door policy. There will be more opportunities for Antiguan elsewhere
- There will be more opportunities as cross-fertilization of technology occurs
- As a UWI graduate the region opens up (two Antiguan respondents). Qualified members will have a new world of opportunities. Some people are qualified and have no avenues for growth. They could move where economies are booming and better themselves. This could balance things out in terms of unemployment.

Those who felt that there would not be more opportunities felt so because:

- There are not enough jobs available as it is. People coming in will fill the few available vacancies
- One does not think there is scope for business openings in Antigua
- One respondent feels that there are no guarantees
- One taxi driver from Antigua & Barbuda feels that he will have no more opportunities as other countries are closed in his field. He heard that foreign taxi drivers could get shot in Jamaica. If more taxi drivers go to Antigua & Barbuda, he will have fewer opportunities.

Increased Competition because of the CSME

Expected Increase in Competition	Antigua & Barbuda	Grenada	Total
Yes	18	21	39
No Answer	1	1	2
Total	19	22	41

All the respondents felt that competition will increase once the CSME is implemented. Their reasons included the following:

- People will be attracted to the OECS because of the stronger currency
- With the market opened up, more people will enter hoping to trade their goods and services
- There will be more vendors
- There will be increased competition in accounting as few are specialised
- Several respondents feel that competition will be good because it will change the lazy work ethic of Grenadians. Traders will have to raise standards to do better than foreigners.
- Competition will bring forth stimulation
- Several respondents felt that more persons will be looking for employment and with the removal of restrictions they will be looking in the OECS.
- There will be more white collared positions and politicians
- Free movement of professionals will definitely create more competition. This will be higher for graduates and those in upper level positions.
- Competition may not threaten the livelihoods of less skilled individuals
- Graduates will move, increasing skilled labour supply in the region and increasing competition jobs. The main issue for OECS is that the campus territories will have an advantage in numbers of people who can move. An increase in skilled labour supply may reduce the price for it. In Antigua where there is a mass of unskilled, wages will remain high for graduates coming in while in places like Barbados wages for graduates are relatively lower. Other areas could absorb this labour and everyone will benefit
- It will be difficult to compete, but it has to be that way. Campus countries are at an advantage, but this will force people to get up and do something about their educational status. There will be increased numbers of people going for degrees because of fear of been left behind in the CSME. Places like Barbados and Trinidad have free or subsidised education. A greater percentage of their population is educated.
- Several respondents felt that more experienced people will increase competition as the pool of skilled, industrious people increases. Locals will suffer and be displaced and still may not be good enough to get employment if they leave
- There will be increased competition in business as well
- On individual felt that everybody will be looking for the same job

Job Security

Personal Threat to Employment	Antigua & Barbuda	Grenada	Total
Yes	3	4	7
No	14	14	28
No Answer	2	4	6
Total	19	22	41

80% of those who answered did not feel personally threatened in terms of their current jobs due to the free movement. The other 20% were uncomfortable in their positions with the idea of the CSME.

For those that felt secure/unthreatened their reasons included the following:

- Three respondents are persuasive and fully confident in their skills and professionalism
- There is demand for tradesmen in Grenada
- There is demand throughout the world for those in the IT field
- One Antiguan is educated and plans to continue to Ph.D level. Is broadening and diversifying his portfolio and is therefore not threatened
- One feels that they are an asset to Grenada
- Once you do a good job, employers should keep you on
- One is specialised
- Two are well experienced and trained in their lines of work
- One is not threatened because there are many other opportunities
- One is in possession of a government contract and can maintain an edge
- One does an excellent job, has a good personality and is honest
- One is thinking about retiring and starting their own business
- One Antiguan is a postman and a competitor would have to know routes and people by name to do his job effectively. Many houses have no numbers on them

Respondents who felt less confident in holding their positions felt so because:

- People will be waiting to come through the doors
- Employers may prefer foreigners
- Many Grenadians feel a degree of uncertainty
- One is threatened because of his trade. Once people become trained in his company it is easy for them to break off and start their own businesses
- One Antiguan taxi driver needs a new car to feel less threatened - passengers always look for the best car.

Perceived Opportunities from the Free Inward Movement of labour

All but ten respondents across the two countries stated what they felt would be opportunities for their countries from free inward movement of labour. Some reasons include:

- If skilled people are willing to work for less, employers could save money
- Several respondents felt that increased access to skilled persons is beneficial
- Several respondents felt that vacancies and deficiencies can be filled, such as in the engineering field. Those who leave or have left will be able to be replaced.
- At the moment, employers have to settle for what they have and fill key positions from their current stock of labour. With free movement, these positions can be better filled and the country will benefit.
- Five respondents felt that there will be different jobs available through job creation. There will be an increase in foreign investment and people may come to capitalize and establish businesses.
- There will be an increase in tourism
- The general market will be expanded
- Several respondents felt that it would be good because locals will be able to learn new skills and gain new experience and exposure. It will raise the collective consciousness of the people.
- Local Grenadians may have more opportunities if the training facilities were improved. They should have factories or training centres teaching people a trade or skill. There should also be places that disabled people can work.
- It will be good for the country's development.
- The economy will improve
- There will be increased trading opportunities. Countries can focus on their niche e.g. Pimento
- People will be influenced by other cultures which is a positive thing
- Several respondents felt that workers will be able to pass on techniques and methodology and higher levels of efficiency can be reached
- Several respondents felt that it will raise standards and open people's minds. It will also improve work environments and ethics, and increase productivity. At the moment, many workers in general are lazy, inefficient; shirk on the job, take days off. The increase competition will help to push them into shape.
- In order to move people will need a skills certificate. This will encourage people to get trained further.
- Wages may increase in certain sectors as experts from outside charge/negotiate a base rate. This happened in Grenada with construction workers who came to rebuild the country after Ivan. Before they came, the rate was EC\$80/day. It is now EC\$150.
- The production base could become more efficient.
- There will be less hassle in getting a job as an expatriate
- Three respondents felt that there will be a cross-fertilization of ideas and a transfer of culture, technology and know how.

- There will be more tax-payers
- There will be an increase in the rental of houses and purchase of land. There will be a real estate boom
- Antigua has a booming service industry and should be able to attract the best in the business. This may also influence others to open service industries.
- People will not need to leave the region
- It will ease unemployment throughout the region as people will have more in which to seek employment.
- The market will be opened up to those who excel at what they do, giving them the opportunity to apply their trade

Five respondents from Antigua & Barbuda felt there would not be any opportunities from people coming into their country; reasons for this include:

- A drain the country's resources.
- Foreigners may get priority in some jobs.

Five Grenadians felt that there were no opportunities from people moving in; explanations for this include:

- A Grenadian felt that opportunities will decrease as people come in and get work.
- Another felt that there are more opportunities in people leaving in terms of remittances.
- It was also felt that Grenada already has all the skills needed and they can supply most of their own needs.
- Another Grenadian respondent felt the country is not ready for the CSME and may experience a shock in its implementation.

Concerns about the Free Movement of People out of the Country

Most respondents had no major concerns about people leaving. Those who did, however, had the following reasons:

- There are concerns with brain drain. May lose quality people and not get the same calibre in return
- Skills will be lost, but they will be gained as well
- May cause shortages - such as in nursing. They will have to recruit more people
- It will make it difficult for those left behind. If skilled persons leave, they would set back progress because foreigners would not understand certain things as well as locals do.
- Could bring new things that people will like, but most people are traditional
- As people leave it may encourage more people to leave also
- Three respondents felt that it would be a loss and they may lose the spirit of Antigua.
- Skilled people who come to replace individuals may not be as skilled as they say that they are
- As demand increases, if the supply is not increased the costs of real estate will increase unless the government regulates it.

- It is mainly educated people who leave to better themselves, although a lot more of them should stay in their country.
- May further increase the ratio of non-nationals to nationals as more nationals leave.

Several respondents had no concerns. Some of their reasons are below:

- Many people are not worried because it has been happening for years, where people either leave to get qualified or employed and some never return. Others will move in to replace those lost
- If the country has nothing to offer then people should move.
- If people can fulfill their potential and get more opportunities then it is a good thing
- People may leave and it may cause brain drain, but they will gain experience
- In Grenada, workers are sometimes not appreciated as they give more but get less. It might be better for them if they leave

Ten other Grenadians had no concerns but offered no reason for this.

The following are reasons given by Antiguan respondents who had no concerns about people leaving their country:

- Several Antiguan respondents are not concerned because they have had no problem filling in gaps when people leave up until now. As long as those who come in are at the same level as those who leave
- One felt that it is unlikely that many people will leave Antigua. They only have 50 graduates annually. It is more likely that those from the more developed countries will go to Antigua and Barbuda for jobs
- As one Caribbean, they will be exchanging skills
- There are enough people there to do jobs. A few leaving is not a concern

Six Antiguan respondents who had no concerns provided no explanations for this.

Perceived Overall Benefits from CSME Membership

- It will be good as investment increases.
- Will have to try to know the benefits
- There will be an increase in tax revenues that will benefit the country
- Will help develop the country and change people's attitudes
- Should help develop new industries, such as electronics, and take the focus off tourism
- If we trade more freely with each other, we should be able to access cheaper goods and goods that are not produced locally

- Will improve bargaining power on the world market
- Will be able to share resources
- Economies will improve as better skilled workers enter
- There will be an increase in trained human resources. The challenge is to raise the overall number of those trained and certified so that opportunities will be more accessible to all.
- There will be a transfer of skills and knowledge and an improvement in work ethic.
- There will be a transfer in systems and the way of doing business
- There will be growth in the service industry, increased investments and expansion of new industries.
- New skills will come in to fill the skills gap, which is paired with increased productivity and quality levels.
- Will only benefit if decent, honest people move to work in other countries and enlighten other people while contributing to their economies. As long as criminals stay out it will be good.
- Standards will be raised across the region
- Several respondents felt that it should lead to more job opportunities and earning potential
- It will hopefully stimulate wage increases for people such as teachers
- Others will come to improve their country while locals leave to improve themselves
- Where gaps in the labour market exist they can be filled
- It will increase access to qualified people

Three Antiguan respondents were pessimistic about the gains from membership to the CSME (and one did not answer). Two Grenadians were pessimistic (and two did not answer). Some of their reasons included:

- One Grenadian felt that they would not benefit unless foreign investment provides local job opportunities, although even then companies may bring their own employees.
- Another felt that people will take jobs and land

Countries that have been visited or lived in

Country, Ranking	Short Stay: Weeks	Medium Stay: Three months to one year	Long Term Stay: Longer than one year	No Time Specified	Total
Antigua and Barbuda			1	2	3
Barbados			4	3	7
Belize				1	1
Dominica				1	1
Grenada					
Guyana			1	1	2
Jamaica			3	1	4
Montserrat				1	1
St. Kitts and Nevis	1			4	5
St. Lucia	1			4	5
St. Vincent and The Grenadines	1			5	6
Trinidad and Tobago	1	1	1	6	9

Trinidad and Tobago was the most frequented country, followed by Barbados. St. Vincent and the Grenadines follows this and is also the most visited OECS country, followed by both St. Kitts and Nevis and St. Lucia. The least visited countries are the least developed ones, namely Guyana, Dominica Montserrat and Belize. Suriname was not mentioned at all. No one from Antigua & Barbuda visited Grenada.

Ten Antiguans (53%) and nine Grenadians (41%) had never been to another CSME member state.

Opportunities Participants see for themselves in the CSME

The participants were asked to rank a set of opportunities from 1 to 5 (where 1 is high and 5 is low) in terms of how much they felt it was a personal opportunity for them.

11. The Average ranking in Antigua for those who responded:
 - a. Business Prospects = 1.6
 - b. Job Opportunities = 2.07
 - c. Meeting New People = 1.5
 - d. Opportunities for Collaboration = 1.6
12. The Average Ranking in Grenada for those who responded:
 - a. Business Prospects = 2.7
 - b. Job Opportunities = 1.9
 - c. Meeting New People = 1.7
 - d. Opportunities for Collaboration = 1.6

The following table lays out the results across the two countries.

Ranking	1	2	3	4	5	No Answer	Total
Business Prospects	7	10	5	2	1	16	41
Job Opportunities	14	8	6	2	1	10	41
Meeting New People	20	5	3	1	1	11	41
Opportunities for Collaboration	13	5	4			19	41

Overall, meeting new people emerged as the main opportunity identified by participants.

Other opportunities that were mentioned include:

- Opportunity to live and work in Barbados.
- Opportunities for growth and achievement
- Improvement of local products
- Improved “simplicities” in life, such as a food places that opens after 9pm (in Grenada)
- Sharing of culture
- Improved standard of living

Is the CSME Good for the Region

Will Region Benefit?	Antigua & Barbuda	Grenada	Total
Yes	13	20	33
No	5		5
Both		1	1
No Answer	1	1	2
Total	19	22	41

Reasons given include:

- The free flow of skills will benefit everybody and help economies
- It will give the region strength if all the countries speak with one voice. Working as individuals has been setting us back. Once unified, CARICOM would be able to develop as a region and stand up to world forces.
- Individual countries are too small to be separated. Can benefit from economies of scale, broadening market and united negotiating power
- Bigger voice bigger force
- More money will be coming in to countries with new developments and higher turnover. Economies will prosper and standards of living will go up

- Will learn from each other new customs and ways of doing things and indulge in the exchanging of skills. We will have to get in line with foreign standards e.g. improve computer literacy.
- It will work once we learn to appreciate each other. It will bring about not only movement of people, but the understanding and appreciation of each other - borders need to come down and will come down
- It will be good as long as there are measures in place to safeguard against disadvantaged situations. There would have to be measures in place to guard against things like unfair pricing practices.
- It will give people the opportunity to seek opportunities elsewhere if there are no viable ones at home
- New and improved businesses and overall economic improvement
- It will be beneficial in the long run. Free movement of people, capital and goods will greatly benefit the region.
- Has to do with blocs, which are forming everywhere. We need a way of uniting the people. Culturally and politically there will be problems though. But integration is needed as well as bloc development. The OECS has been able to do this. Antigua won't change much.
- Facilitate the starting of new businesses where there is cheaper labour, cheaper fuel, abundance of resources - need to take advantage of free movements. Have the opportunity to buy in bulk.
- Need to stop talking of the negative aspects - violence, job threats - and focus on the strengths.
- Some countries have better trained staff and better standard of living; this will spread across the region
- There will be more trading opportunities amongst ourselves and like any competition, it should be good to increase productivity
- Tourism will increase
- Politics in the Caribbean needs to be cleaned up. The region has become complacent with tourism when there are other resources that can be exploited. The people are the ones who are going to make this work. Governments need to address issues surrounding movement: there is need to know what people want and address these attitudes; there is need to eradicate problems, like not welcoming foreigners. Legislation needs to be forced to protect expatriates from harassment and discrimination. There is need to address issues that have a negative effect before there is full implementation otherwise it won't work; people will want to stay or return home
- People will be more careful in their jobs and work hard to keep them
- Grenada has a different culture and good things to offer the Caribbean. All countries will exchange skills and knowledge of what they are better at
- People will get to move, better skills in some areas, will help out people who want more. Smaller countries will benefit a lot, more than bigger countries. Bigger ones already have certain things that small countries are lacking.
- It will be good to meet people from different countries.

Those who did not feel that the CSME would be good for the region had the following explanations:

- It may be best to leave the countries as they are and find another way to pool resources. Companies may follow cheap labour and Antigua & Barbuda will lose jobs. Need to go another route
- The market will be opened up to criminals, who will be able to operate throughout the region.
- There are problems with tourism and how it affects local culture. It could become worse with the CSME
- Governments should just interact more and assist each other rather than integrating
- Two respondents just did not like the idea

Perceived Least Accessible CSME Member States

Respondents were asked to identify which CSME member states they found or perceived to be the least accessible to residents of other CSME member states. Overall, Barbados followed by Trinidad & Tobago emerged as the most closed/least accessible CSME countries in terms of the perceptions of Antiguans and Grenadians. The findings and explanations are summarized below.

Barbados:

5 Grenadians, 5 Antiguans

- They have a bad attitude
- They give priority to locals
- Think of themselves first
- Very insular
- Do not need CSME
- Closed
- Protective of their nationals
- They do not hire expatriates if locals can fill positions
- Unwelcoming
- Protective of their country
- Have an attitude
- Very tight community
- Restrictions on people and spouses – a professor who was working there was not allowed to bring his wife with him
- Heavily populated, nice climate and people but too protective
- Does not feel at home there
- Difficult to get into schools
- Very particular people
- Don't allow just anyone to benefit from the fruits of their labour
- They protect national pride and sovereignty

Antiguans seemed more resentful of the perceived attitude of Barbadians because they experience the opposite with their relatively open doors. In Antigua, foreigners are able to benefit from the social services, enter schools and hospitals, and work in the public service. There is easy access to jobs for foreigners.

Trinidad:

6 Grenadians, 2 Antiguans

- Inaccessible
- Think of themselves first
- Unwelcoming
- High level of restrictions
- Controlled
- To an extent they are closed

Jamaica:

1 Grenadian, 2 Antiguans

- Controlled
- Do not like Antiguans

St. Lucia:

1 Grenadian

- A no-nonsense country

Grenada:

1 Grenadian

- People there are frightened and skeptical

Guyana:

1 Antiguan

- Do not like Antiguans

Dominica:

1 Antiguan

- Heard that they were closed

One Antiguan felt that any country is difficult to enter. This is understandable coming from an Antiguan perspective where any other country would appear relatively difficult to enter.

Appendix 4: Analysis of Interviews conducted in Jamaica

Data collection was done by administering questionnaires to twenty individuals from Jamaica. These were done both over the phone and in person.

The following section looks at the background of the interviewees.

Background Information

Gender

Male	14
Female	6
Total	20

Marital Status

Status	Number
Single	11
Married	6
No answer	3
Total	20

Number of Dependents

# of Dependents	Jamaica
0	10
1-2	3
3-4	1
5-6	6
Nothing stated	6
Total	20

Educational Background

Category	Number
Secondary	2
Starting Tertiary	3
Diploma	1
Degree	8
ACCA; Tertiary	2
No response	4
Total	19

Gross Monthly Income (J\$)

Category	Number	Total
25,000 or less		
25001-60,000	1	1
60001-120000	5	4
120001-240,000	1	1
240,001-360,000		
360,001-480,000	1	1
>480,001		
Declined to answer	12	12
Total	20	20

Awareness of the CSME

There was quite a high level of awareness of the CSME amongst the Jamaicans interviewed as is shown in the following table.

Category	Awareness
Yes	18
No	2
Total	20

Two of the twenty Jamaicans interviewed had never heard of the CSME. They had to be informed of what it was and what it stood for before the concept was recognised

Of the 18 respondents who had heard of the CSME they had heard through the media (TV, radio, newspaper), word of mouth, News, reading, school, one is directly involved, one has working knowledge of it and one is involved in the protocol committee.

Awareness of categories of labour that have been granted free movement

In terms of awareness of the free movement of labour, 14 had heard about it while 6 had not. When asked about the awareness of the categories that are currently able to move, only ten (10) respondents were able to name any. The following table shows the level of awareness of the respondents on the groups that are currently allowed to move freely under the CSME.

Category	Level of Awareness
Musicians	1
Graduates	2
Sports Persons	2
Media Persons	
Nurses	1
Teachers	2
Professionals	5
Skilled Labour	3
Artistes	
Staff	
Self-Employed	1
Technicians	1
Service Providers	1
Total	19

When they were asked about the process required to move, all answered that they were unaware of it. Four respondents, however, attempted to answer. Some of the better responses were application through the passport office, who contacts the country, or deal directly with the passport office in the host country. Another said that one has to be registered and another said that one had to be skilled and from a CARICOM country.

Effects of the CSME on the Local Economy

Participants were asked to rate (on a scale of 1-5 where 1 is positive and 5 is negative) how much they felt that the free movement of labour would affect the economy of Jamaica. Their responses are shown in the table below:

Rating	Frequency
Positive	9
Neutral	8
Negative	3
Total	20
Ave: 2.65	

Positive

- The ease of movement will be positive because it will bring about the possibility to earn more money and have a better quality of life
- It will create a different dimension in the workforce. Foreigners may have a better work ethic than Jamaicans
- A shared market will be beneficial
- If only people skilled and qualified in a particular area are allowed to move it will be beneficial. It will provide a wider choice and range of available skills

- The Jamaican economy can benefit from a symbiotic relationship, although others might benefit more

Neutral

- Effects will differ between sectors
- People here who can't get jobs will be able to move and similarly for persons in other countries. Either way it will benefit both.
- Some industries will benefit while others will not. People should have a limited time to find employment after which time they have to move on

Negative

- There will be increased competition for jobs
- The qualified might migrate
- People will come and threaten jobs of locals
- It depends on the degree of freedom. Total freedom for unskilled persons to move could be disastrous.
- Jamaica not ready for this yet unlike countries like Trinidad. We will be adversely affected by this
- Foreigners may come and take local jobs. Better skilled Jamaicans may leave. The net effect may be negative.
- May lose the best and get worse to replace them. Low quality remuneration
- Brain drain, loss of identity, lack of qualified people left.

Should free movement be open to all categories of labour?

When the participants were asked if they felt that individuals should be able to move regardless of skill level, many were in favour of this. The following table captures their answers:

Should all skill levels be able to move?	Frequency
Yes	17
No	3
Total	20

It is interesting to see that so many Jamaicans feel this way about freedom of movement for all. 85% of respondents felt that all people should be allowed to move.

Most respondents had similar reasons. These are summarised below:

- It would be the ideal situation. People should be free to move as long as they can find employment. People should be able to go where there are more opportunities for them.
- If we are trying to establish one community, then there should be no discrimination. Unskilled people have a purpose also, and someone may have a demand for what they have to offer. Skills should be employable throughout the region

- People may have other reasons to move than finding employment and therefore they should not be held back by skill level

The Sceptics

- If movement is freed up totally, problems will occur. It needs to happen slowly to prevent the pool of workers been flooded by unskilled workers
- It could be counter-productive and create economic refugees

Wage Differentials

Respondents were asked if they felt that wages in Jamaica were higher or lower than they were in other CARICOM countries. A table of results and explanations follow but it can be clearly seen that most of the Jamaicans that responded felt that Jamaican wages are lower.

Wage Level	Frequency of responses
Lower	10
The Same	1
Higher	3
No Answer / Can't say	6
Total	20

Explanations included the following:

- It depends on to where one moves
- Several respondents said that it depends on the sector one works in
- It was felt that wages are higher in Barbados and Trinidad & Tobago but lower in Guyana
- Countries with strong economies will have higher wages
- Because of Jamaica's size and population, many Jamaicans have low wages
- Two respondents mentioned that Jamaica has a weaker currency than many other CARICOM states. When salaries are converted into foreign exchange Jamaicans clearly earn less

Higher wages in Jamaica

- One respondent has friends that work on other islands and earn less
- Several respondents said that other countries may have higher wages but Jamaicans may be better overall because of the lower cost of living. Inflation and purchasing power are important factors in considering the value of wages.

Earning potential in other countries

Respondents were asked whether they thought that they could personally earn more, same or less in other CSME member states. Consistent with the previous responses, most respondents felt they could earn more in other countries.

Wage Level	Frequency of responses
Lower	3
The Same	3
Higher	8
No Answer / Can't say	6
Total	20

Explanations for those who claimed “Higher”

- Nurses are not paid well in Jamaica
- But it depends on what one does. In certain sectors in Jamaica one can do very well but it might be easier to set up a business or be successful elsewhere
- Wages and salaries may be generally higher in other countries but if someone was moving it would be unlikely that they would move where they would get paid less
- Based on GDP, currencies, rate of exchange, some currencies pegged to the US dollar (Barbados, OECS). Minimum wages higher in other countries.
- There may be more room for negotiations, different culture, and new way of thinking. May be able to get higher salaries
- If given a position in an established company one should be able to earn more

Same

- Expects the same or less in other countries apart from Barbados
- For upper and middle management positions
- Remuneration for one respondent is set in US dollars may turn out to be the same, depends on conversion.

Less

- Two respondents feel that it would be difficult to earn more elsewhere based on field and network of clients built in Jamaica
- Friends experience implies that wages are less elsewhere

Inability to Answer

- Unfamiliar with other countries' economies or wages structure so would be unable to answer appropriately
- For lower skilled persons, the ability to earn more depends on where you move
- It depends on the stock of real estate. In Barbados, because of its small size, it would be impossible to have sustained earnings.

Institutions where Interviewees Were Trained

Country trained	Institution / Programme
Jamaica	On the job
Jamaica	UTECH
Havana, Cuba	Not stated
Jamaica	UTECH on the job
Jamaica	Kingston School of nurses (KPH and UK)
Jamaica	UWI Mona
Jamaica	On the job, UTECH, Infoserv, Microsoft courses
Jamaica	UWI, Edna Manley School of Art
Jamaica	UWI, Self trained
Jamaica, UK, US	Not stated
USA	Not stated
Jamaica	Not stated
Jamaica and Barbados	Not stated
Gave no related info	
Europe	
Trinidad, Jamaica, Norway	Trinidad - St. Augustine, Norway - Engineering, Mona – MBA
USA	Nova South Eastern Uni., UTECH, on job training
Jamaica and UK	Not given
Jamaica	UTECH
Jamaica	University College of The Caribbean

Willingness of Interviewees to Move from Jamaica

Interviewees were asked if they would consider moving temporarily or permanently to work or live in another country in the CSME. 65% said they would be willing to move temporarily but only 25% said they would be willing to move permanently.

Willingness to move on a temporary basis

Yes	13
No	6
No Answer	1
Total	20

65% of Jamaicans say that they are willing to move on a temporary basis while 30% say that they would be unwilling to do so. 5% did not answer.

Willingness to move on a permanent basis

Yes	5
No	14
No Answer	1
Total	20

70% of respondents said that they would be unwilling to leave Jamaica on a permanent basis, 25% said that they might be willing to do so and 5% failed to answer. The following table displays their reasons for these answers.

Willingness of Respondents to Move - Temporary Movement (TM) and Permanent Movement (PM)

TM	Explanation	PM	Explanation
Yes	Get a different experience and broaden horizons.	No	Comfortable in Jamaica
No	Not interested. Can make it in Jamaica where a network has been established.	No	No explanation
Yes	For new experiences, new culture and a change	No	There is no place like home. And instead of putting his skills and knowledge to advance another country, would rather use it in his own.
Yes	For the experience and a change of atmosphere	Yes	Possible if things work out temporarily.
No	Never thought about it. Loves Jamaica and has heard that people aren't as friendly and accepting. Others don't tend to like Jamaicans.	No	No explanation given
Yes	No explanation	No	No explanation given
Yes	Barbados is appealing	No	Loves Jamaica. Would only move to Canada permanently
Yes	Would be interesting, a nice cultural change and the chance to get an intimate knowledge of another country	No	The land of his birth. It's like a bad relationship; no matter how bad it gets still loves it. Would only leave if something major happened.
No	Needs to know of opportunities	No	Jamaica is home
Yes	Depends - where there is a good market for logistics. Could offer training, would be short term stay. Would only stay longer if ended up in a government position	No	No explanation given

TM	Explanation	PM	Explanation
Yes	For the experience	Yes	If necessary
No	Wouldn't be inclined at this stage because of his age. Would do a temporary 3-6 month consultancy contract	No	Too old
No	Has done so already	No	Jamaica is home
	No relevant information given		No information given
Yes	Establishing a network of agencies abroad	No	Loves Jamaica
Yes	If an opportunity arose would jump on it. Currently unemployed. Jamaica is at a dead end - you have to know people to do things. Knowledge, skill and ability should be what carries you, not who you know	Yes	Wouldn't rule it out. Would still keep property here but would go for an extended stay
Yes	If worth it	Yes	Would have to weigh up all factors
Yes	Doesn't see why not	Yes	Jamaica is nice, topography is nice, but other situations cause problems. The socio-political climate, economic problems, make it more undesirable
Yes	If offered the right package	No	Has strong ties in Jamaica
No	Would prefer to develop Jamaica	No	No explanation given

Countries that respondents find desirable and their Ranking

Respondents were asked to name and rank the top four countries CSME countries in which they would like to live and work. The table below clearly shows that Barbados is ranked first followed by Trinidad & Tobago. St. Lucia, St. Kitts & Nevis, and Grenada were the next three in the rankings. As a group, the OECS were in a similar category to Trinidad & Tobago in terms

Country, Ranking	1	2	3	4	Total
Antigua and Barbuda			1	1	2
Barbados	8	6			14
Belize	1			1	2
Dominica			1		1
Grenada			2	1	3
Guyana				1	1
Jamaica					
Montserrat		1			1
St. Kitts and Nevis		1	1	2	4

Country, Ranking	1	2	3	4	Total
St. Lucia	1	1	3		5
St. Vincent and The Grenadines				1	1
Suriname					
Trinidad and Tobago	6	4	2		12
Total	16	13	10	7	46

Reasons for selecting these countries as desirable

Country	Reasons for Consideration
Antigua & Barbuda	<ul style="list-style-type: none"> ○ seems interesting
Barbados	<ul style="list-style-type: none"> ○ Strong Economy ○ Banking sector similar to Jamaica in computer banking ○ Familiar territory ○ Refined country ○ Laid back in her line of work (shipping). They don't like Jamaicans though ○ Enlightened society ○ Calm, crime free environment
Belize	
Dominica	
Grenada	<ul style="list-style-type: none"> ○ One respondent worked there for weeks at a time and also visited socially and liked it. ○ Good market for architecture
Guyana	<ul style="list-style-type: none"> ○ Lots of opportunities. Virgin land, waiting for action. Borders South American territories, gateway opportunities. Ideal for ports but has issues with unionisation. Does lots of trade worldwide, opportunities are endless
Jamaica	
Montserrat	
St. Kitts & Nevis	<ul style="list-style-type: none"> ○ Good Market for architecture ○ Quietly growing economy
St. Lucia	<ul style="list-style-type: none"> ○ One Respondent visited there briefly ○ Nice country ○ Relatively stable ○ Bigger than others in OECS ○ A work in the day, party at night island
St. Vincent and The Grenadines	<ul style="list-style-type: none"> ○ Good Market for architecture
Suriname	

Country	Reasons for Consideration
Trinidad and Tobago	<ul style="list-style-type: none"> ○ Strong Economy ○ A good market as they are utilising technology more than most in the CSME (RBTT) ○ Monetary factors ○ Attractive lifestyle ○ Good Market for architecture ○ Metropolitan style of business. Easier to achieve and opportunities are available ○ Dynamic culture ○ Great benefits

Expected Changes in Quality of Life and Standard of Living

Respondents were asked what aspects of their quality of life/standard of living they thought would change if they moved to another CARICOM country. The responses are summarized below.

Positive Changes	Negative Changes	Other
<ul style="list-style-type: none"> ○ Increased levels of security ○ A fresh start – new people, new atmosphere ○ Financial benefits ○ Improved standard of life ○ More entertainment and relaxation 	<ul style="list-style-type: none"> ○ May lose friends and become disconnected from usual way of life ○ Would have to adapt to new social and work environment ○ Separation from family 	<ul style="list-style-type: none"> ○ Does not need to improve any aspects of his life, but would just go for the experience ○ Would have to make sure that standards are not diminished in any way. Would have to have a gardener, housekeeper, the same things as here, maybe more.

Expected Threats from Free Inward Movement of Persons from other Countries

Respondents were asked to indicate the threats expected from the free movement of skilled persons from other CMSE member states into Jamaica.

Perceived threats

- Several respondents felt that foreigners may affect the livelihood of Jamaicans. When someone leaves their home to work elsewhere they are likely to put more effort into the job and may outshine local employees. People here may lack a certain level of professionalism - especially many tradesmen (craftsmen, carpenters).
- If foreigner labour is cheaper and of a better standard, employers would prefer to hire them.

- Several respondents felt that people in low level jobs may be affected, in terms of been displaced and also not been able to develop their sectors like they may have been able to before. Competition will increase
- Crime may increase
- Three respondents felt that culture may be an issue, in terms of the Jamaican culture being affected and in terms of others adjusting to the local society
- There may be acceptance issues, although Jamaicans are usually very accepting of foreigners. There may be an adjustment period, both for Jamaicans and foreigners
- Many people will flood to Jamaica, using up resources and infrastructure.

Explanations from respondents who did not perceive any eminent threats

- Unlike the market for goods, people will be able to compete on more level terms.
- Three respondents could not see any direct threats
- One mentioned that it would be good depending on the type of skills that come in. For instance, more nurses would be beneficial. The risks are specific to sector and quantity of workers coming in.

Other Points

- One respondent mentioned a threat in terms of broader aspects of the CSME. He spoke of trade in goods where due to its oil and efficiency, Trinidad should benefit from economies of scale and may flood other markets
- Companies may come and take over the local market or drive locals out of business. In years to come, Jamaicans may not own anything
- Two respondents said Jamaicans should get priority if there are locals who are capable to filling positions. Another one said that there are laws that protect Jamaicans

Expected Increase in Job Opportunities

Respondents were asked if they think their job opportunities are improved with the CSME. The table below shows that 70% said “yes”.

Expected increase in Job Opportunities	Frequency of Responses
Yes	14
No	4
Unsure	1
No Answer	1
Total	20

Of all those who were asked, 70% expected an increase in job opportunities while 20% thought that they would not increase. All those who said no were males. The reasons given (for “yes”) include the following:

- People can search for what suits them

- Jamaica is already saturated and other CARICOM states are in need. More opportunities will open out for Jamaicans throughout the region
- Two respondents feel that other territories lack expertise in certain specialised areas that Jamaica can supply
- Several the larger job market will increase job opportunities
- The efficient entrepreneur will have many more opportunities
- Now that the CSME is implemented, people can go and set up businesses in other territories and not be forced to do so in conjunction with nationals. They will be able to bring staff from Jamaica as well as employ locals in those countries.
- There will be increased opportunities for advancement and investments. It will be good in terms of marketing

Those who felt that their opportunities would not change much due to the free movement of labour felt so because:

- Two respondents are highly specialised and their opportunities have been there throughout the region any way for anyone who demands these skills
- One respondent felt that there was enough demand already in his field
- There are more job opportunities throughout the islands with or without the CSME

Increase in competition due to the free movement of labour

Respondents were asked if they thought that there will be greater competition for jobs as a result of the CSME. The results in the following table suggest that most of them felt this would be the case.

Expected increase in competition for jobs	Frequency of Responses
Yes	16
No	1
Unsure	2
No Answer	1
Total	20

80 % of respondents felt that competition for jobs would increase. Their explanations include:

- Several persons felt that as the job market is opened to a wider range of human resources, there will be stiff competition
- Three respondents felt that there will be more competition, but it will be positive as the best personnel for positions will fill them
- It may get to the stage where skilled people start to compete with each other for jobs that unskilled people used to fill. People may have to lower their standards and expectations to gain employment.
- Two respondents felt that there will be increased competition, but it will force people to improve their skills to become more desirable to employers

- There will be increased competition among employers as they try to get the best workers. They will have more choice.
- Competition outside Jamaican borders will be limited to those who can afford the cost of passage
- Many expatriates are in the same skill area and will experience stiff competition
- Two respondents felt that, although competition will increase, there will be more jobs available
- It will be good though. People will be able to get employment based on their level of skill rather than on who they know

One respondent who was unsure felt that competition will increase in certain areas but that there may also be surplus labour (where applicants are unsuccessful in gaining employment). In others areas, the skill level or the number of people going for positions will remain the same. It may be advantageous in that people may come in to do jobs that locals would rather not do, such as in the UK where eastern Europeans, come and work in jobs that the British people would rather not do, so in essence they are not taking jobs from the local people

Expected Job Creation

Respondents were asked if they thought more jobs will be created in the Region as a result of the CSME. The table below shows that 75% of respondents expected job creation as a result of the CSME.

Expected Job Creation	Frequency of Responses
Yes	15
No	2
Unsure	1
Total	20

Explanations from those who feel there will be job creation

- Several respondents felt that companies and small businessmen may expand their business into other countries. More franchises will be established throughout the region, and more entrepreneurial activity, which could lead to more jobs. With the free movement of capital and labour there will be a spin off effect
- Conglomerated efforts - the joining of several countries resources - will help small countries meet export demands outside the Region. Industries that have been shut down because of low production may be reopened. There will be an overall increase in productivity throughout the region and as a result jobs will be created
- It will not necessarily spark job creation - more people do not mean more jobs. Other factors of the CSME however would.
- With a more open market businesses will not be restricted and there will be more cross-border setting up of premises. Lots of mode 1 trading in services should occur, increasing job opportunities. Tourism should improve. Overall, modes 1-4 services trade should increase due to increased openness
- It depends on the sector.

- It will be easier to attract foreign companies who can set up businesses and attract more Jamaicans. There will be job and business creation.
- There may be more access to jobs. Demand may increase and cause companies to take on more labour.
- Only time can tell. Depends on legislation. In the EU, new countries were let in on a restricted basis until they met certain criteria. The CSME could run into trouble if they do not consult the populous.

Responses from those who did not feel that jobs will be created

- In terms of job creation, there may be lots of red tape in Jamaica that is an obstacle to investment.
- Two respondents felt that factors such as crime and transport affect decisions. Risks are too high in Jamaica.
- One respondent expects the same number of businesses and the same number of jobs.

Job Security

Respondents were asked if they feel personally threatened by the CSME with respect to their job. 95% of respondents felt secure in their present employment and occupation and felt no threat. The one respondent who felt threatened is currently a student and not currently employed.

Personal Threat to Employment	Frequency of answers
Yes	1
No	19
Total	20

Expected Opportunities from Free Movement of Labour into Jamaica

Respondents were asked to identify the opportunities for Jamaica from the free inward movement of skilled persons. The following responses were obtained:

- One respondent felt that employers may increase wages to attract the best employees to their companies and wages may start to increase across the board
- More services, availability of more options and economical diversity.
- Four respondents felt that all will be able to get a lot more shared information across the board in CARICOM. Best practice knowledge will increase efficiency.
- There will be increased access to skills
- There will be increased professionalism
- There will be an increase in export driven business
- There will be an increase in foreign exchange earnings
- Where certain industries lack, there will be opportunity for them to become enriched

- Where Jamaica lacks personnel, there will be possibilities to fill these with skilled professionals from outside. These positions need to be available before people come in.
- With the expansion and transferral of business, more jobs will be created
- The standard of the local workforce may rise. It will also stimulate Jamaicans to work harder and better themselves to remain competitive.

Agriculture will be better, each country has a niche. Cottage industries should be developed in Jamaica. An effort should be made to emulate what works in other islands and learn from them.

Concerns about movement of labour out of Jamaica

Respondents were asked about their concerns with respect to the free movement of skilled persons **out** of Jamaica.

- Several respondents were concerned that if there are better jobs available elsewhere skilled people may opt to move, creating a local brain drain. It may leave Jamaica in a situation where only unskilled or semi-skilled workers remain.
- If people and service providers leave, we may have to go elsewhere for services, which would be more expensive.
- May lose universally demanded skills, such as doctors. People who are specialised to their domicile, such as lawyers, will not leave
- Several respondents felt that more skilled and semi-skilled workers will go for better wages and will help develop other countries at the expense of Jamaica.

Responses from those who were less concerned

- If it is movement on a temporary basis, just as a means to an end, one respondent has no concerns
- People have always been moving. The CSME may actually be beneficial in balancing things out as people come here. It may offset the brain drain that we are already experiencing.
- No concerns, just about the distance between Jamaica and the OECS countries. May need heavy government subsidies for air linkages to work
- Every Jamaican should travel and benefit from changes in the approach to business. Jamaicans can expand opportunities into CARICOM rather than to the US or UK. With education, people can find opportunities within.

Perceived Benefits to Jamaica from Membership in the CSME

Respondents were asked if they thought that Jamaica will benefit overall from membership in the CSME. The following table indicates that 75% of respondents felt that Jamaica will benefit.

Will Country Benefit?	Frequency of responses
Yes	15
No	2
Not Sure	2
No Answer	1
Total	20

Some of their explanations are as follows:

- There will be more opportunities. Jamaica is an attractive market and people will want to set up businesses here. This will result in less idle hands
- There should be improvements in governance.
- There will be more money in the country and Jamaica will experience cyclical growth. Two respondents feel that there will be more people employed. More will be able to enjoy a higher standard of living and aggregate demand will increase
- Unity is beneficial
- The CSME will encourage Jamaicans to better themselves. Jamaica is not that competitive due to inefficiency and high levels of corruption. Things will hopefully improve due to the CSME.
- CARICOM will start to share raw materials and there will be collaboration at all levels - production, marketing etc
- Jamaicans will learn new ways of doing things.
- Two respondents felt that there needs to be more public education. This needs to start at the school level with planned trips and information. Benefits will not be realised until people are fully aware
- Jamaica will benefit from qualified people coming into the country
- There will be collaborations in terms of the banking sector, agriculture and construction. People from smaller islands may come here to be more industrious
- Remittances will increase
- Two respondents felt that Jamaica will have a stronger economy and be able to exploit CARICOM markets. Jamaica should experience increased growth, development and investment opportunities.

Respondents who did not feel that the CSME would benefit Jamaica gave explanations including:

- One respondent did not feel that Jamaica would benefit. Benefits will occur on an individual level
- One respondent felt that the CSME is not a positive approach because it will lead to many other undesirable issues.

Countries that Jamaicans have visited or lived in

Respondents were asked if they have you ever lived or stayed in any other CARICOM country, the table below shows that about 50% had visited at least one country – Barbados was the most frequently visited.

Country, Ranking	Short Stay: Weeks	Medium Stay: Three months to one year	Long Term Stay: Longer than one year	No Time Specified	Total
Antigua and Barbuda				1	1
Barbados	1			2	3
Belize					
Dominica				1	1
Grenada				1	1
Guyana					
Jamaica					
Montserrat			1		1
St. Kitts and Nevis			1		1
St. Lucia				1	1
St. Vincent and Grenadines					
Suriname					
Trinidad and Tobago	2		1	1	1
None					9
Left blank/no location or time specified					4

Factors Considered Important in Decision to Stay in Jamaica

The participants were asked to specify the degree of importance they attached to the following factors in terms of their decision to remain in Jamaica. The results are displayed below:

Factor	NI	I	VI	N/A	Total
Closeness to Family	4	3	11	2	20
Governance	5	2	1	12	20
Education System	1	3	4	12	20
Social Services	1	3	4	12	20
Job Prospects	0	1	7	12	20
Low Crime Rate	3	1	5	11	20
Friends	8	7	3	2	20
Culture	5	6	7	2	20
Distance from Home	12	4	0	4	20
Entertainment and Recreation	7	2	7	4	20
Desire to Contribute to Country	5	7	6	2	20
Earning Potential	2	3	5	10	20
Church Association	15	1	0	4	20

The most important factors were ranked as follows: 1) closeness to family; 2) culture; 3) entertainment and recreation; 4) job prospects; 5) desire to contribute to country and 6) earning potential.

Importance of Factors in an Individuals Decision to Move

Respondents were asked to indicate the importance of certain factors as inducements to move to another CARICOM country. The results are displayed below:

Factor	NI	I	VI	N/A	Total
No Strong Family Attachments	9	6	2	3	20
Governance	6	2	1	11	20
Education System	5	4	8	3	20
Social Services	0	4	5	11	20
Job Prospects	1	6	11	2	20
Low Crime Rate	0	4	11	5	20
Friends	10	3	4	3	20
Culture	5	1	2	12	20
Distance from Home	5	2	0	13	20
Entertainment and Recreation	3	1	4	12	20
Earning Potential	1	2	13	4	20
Church Association	6	2	0	12	20

The top six ranked factors in terms of importance were: 1) earning potential; 2) job prospects; 3) low crime rate; 4) education system; 5) social services; and 6) friends.

Another other factors mentioned included marriage.

Main Opportunities Respondents see for themselves in the CSME

Respondents were asked to rate the importance of certain factors in terms what they consider to be the main opportunities that they see for themselves in the CSME (where 1 is very important and 5 is unimportant)

Rank	1	2	3	4	5	N/A	Total
Business Prospects	11	3	3	0	1	2	20
Job Opportunities	11	0	4	1	1	3	20
Meeting New People	6	6	1	1	2	4	20
Collaboration	5	7	3	2	0	3	20

Business prospects and job opportunities were ranked highest in terms of importance followed by meeting new people and opportunities for collaboration.

Other factors mentioned included, it will open the eyes of Jamaicans to what is available in the Caribbean.

Overall Benefits from Membership to the CSME

Respondents were asked if they think the CSME is good for the Region. 85% claimed it is good for the Region.

Overall benefits from Membership	Frequency of responses
Yes	17
No	1
No Answer	2
Total	20

Most respondents felt that the CSME would be beneficial and their explanations included the following:

- Competition is good and will help both the employer and employee as individuals try to better themselves and make themselves more marketable and as employers improve working conditions and remuneration packages to get the best employees
- Increase economic diversity. There will be a lot more on offer, more opportunities. At the moment options are limited in Jamaica and one has to keep going to the same people for certain things. With the CSME there will be more choice and everyone will have to improve their service
- Two respondents felt that it will facilitate unity in the Caribbean, where there will be strength. The positive aspects of each country will be magnified and the Region will become much stronger
- It will allow all to experience other cultures through integration.
- There will be increased earning power
- There will be a collective increase in the standard of living
- It will balance out the labour force and fill gaps where there are deficiencies
- CARICOM will have more strength at international negotiations. Divided we cannot compete against the 'superpowers' of the USA, EU, etc.
- Jamaica is lacking capital at the moment. The CSME will hopefully increase investment in Jamaica
- We will be able to share our knowledge, culture and our products/resources. This should foster a better understanding of our CARICOM neighbours with whom we already share a common history.
- The desire to leave the Region will decrease as more opportunities arise within it
- The sharing of knowledge and resources will help to build new industries.
- There will be more prospects for the unemployed
- There will be an increase in remittances
- There will be collective development.

Appendix 5.0

Appendix 5.1 Interviewees from St. Lucia

Name	Gender	Location	Profession	Telephone Number	Fax Number	Email Address
Defrietas, Danielle	Female	Castries	Administrative secretary		(758)4526696	bandagslu@candw.lc
Greaves, Kenneth	Male	Cul-de-sac	Small Business Owner	(758)7150709	(758)4581330	expressbrokers@hotmail.com
Khan, Edward	Male	Rodney Bay	Project Manager	(758)7218459	(758)4528211	khan.eg@gmail.com
King, Sidney	Female	St. Lucia	Quantity Surveyor	(758)7227978	(758)4528211	kingtara10@hotmail.com
Lake, Dave	Male	Castries	Student	(758)4530389		dclake@gmail.com
Lake, Davis	Male	Castries	IT Consultant	(758)4530389		lakey2@hotmail.com
Phillips, Trevor	Male	St. Lucia	Shipping Executive	(758)4527474	(758)4531473	tpagency@candw.lc
Sweeny, Theresa	Female	bone Terre	Teacher			sweeney@candw.lc
Tisin, Ignatius	Male	St. Lucia	Entertainer	(758)2862019		papavtisin@hotmail.com
Williams, Brenda	Female	Castries	Chartered Accountant	(758)4527317		brendab@candw.lc

Appendix 5.2 Interviewees from Antigua and Barbuda

Name	Gender	Location	Profession	Telephone Number	Fax Number	Email Address
Aska, Romeo	Male	St. Johns	Bartender/ Distributor	(268)7229371		
Christian, Arwain	Male		Banker	(268)4814200		rubbaz@hotmail.com
Floyd, Valerie	Female	St. Johns	Cleaner	(268)4626506		
James, Henson	Male	St. Johns	Insurance Sales Rep	(268) 4624187	(268) 4621692	junglevirgo@yahoo.com
Josiah, Austin	Male	Airport Rd, St. Georges	HR & PR director	(268)4805240	(268)4805298	ajosiah@stanfordeagle.com
Kentish, Jessie	Female	St .Johns	Teacher	(268)4612119		kenny1@kandyw.ag
Philip, Cecil	Male	St. Johns	Medical Doctor	(268)5603513		
Philip, Randy	Male		Electrical / carpentry	(268)7716826		
Quinland, Vernon (Jr.)	Male	St. Johns	Accountant	(268)7640506	(268)5622947	vgquinland@jollybeachresort.com
Underwood , Joan	Female	St. Johns	Human Resource Manager / Diplomat	268) 4802742		junderwood@abifinancial.com

Appendix 5.3

Interviewees from Grenada

Name	Gender	Location	Profession	Telephone Number	Fax Number	Email Address
Alexander, Esther	Female	St. Georges	Administrator	(473)4402532	(473)4404923	alexar80@yahoo.com
Andrews, Barbara	Female	St. Georges	Public Officer	(473)4402532	(473)4406609	barbara.andrews@gov.gd
De Allie, Christopher	Male	St. Georges	Chemical Engineer/ Accountant	(473)-4444157	(473)-4441676	cdallie@sissonspaints.com
Dumont, John	Male	St. Georges	Chief Executive	(473) 4409084	(473) 4406610	gdbank@spiceisle.com
John, Lionel	Male	St. Johns	Chauffer	(473) 4155804		
John, Nigel	Male	St. Georges	Civil Engineer	(473-440-2966	(473)4404182	JJ&A@spiceisle.com
Mitchell, Isaac	Male	happy Hill, St. Georges	Electrician	(473)4064550		
Parke, Susan	Female	St. Georges	Teacher	(473)4404935		
Shillingford, Damian	Male	St. Georges	Utility Executive	(473)4405573	(473)4404107	dshillingford@gmail.com
St. Bernard, Estella	Female	St. Georges	Security Guard	(473)4402737	(473)4407701	safeandsecure2006@yahoo.com

Appendix 5.4 OECS Emigrant Interviewees

Name	Gender	Residence	Nationality	Profession	Telephone Number	Email Address
Bowers, Kimberley	Female	St. Lucia	Antiguan	Marketing Manager	(758)2855714	kimberley.bowers@cw.com
James, Colin	Male	St. Lucia	Antiguan	Business Manager	(758)4529552	colin.c.james@cw.com
James, Kenneth	Male	Antigua	Grenada	accountant	(268)4816310	
James, Sandra	Female	Antigua	Grenada	accountant	(268)7610148	sandyk_j@yahoo.com
John, Christa	Female	Antigua	Grenada	Student	(268)7799421	
Mancini, Yvonne	Female	St. Lucia	Grenada	Management Accountant	(758)4539220	yvonne.mancini@cwplc.com
Mcburnie, Kenny	Male	Antigua	Grenada	Police	(268)7287983	kennymcburnie@hotmail.com
Pitt, Geraldine	Female	St. Lucia	Grenada	Sales	(758)4523400	geraldine.pitt@digicelgroup.com
Woodhouse, Keith	Male	St. Lucia	Antiguan	Hotelier	(758)4508523	woody@candw.ag

Appendix 5.5 Antigua & Barbuda Street Interviews

Name	Gender	Location	Profession	Telephone Number	Email Address
Augustus, Brian (Guyanese- Antiguan)	Male	Heritage Quay	Prison Officer		goingforward2005@yahoo.com
Burns, Fitzmore	Male	St. John's	Secondary school principal	(268)5621498	ucle.dukie@hotmail.com
Edwards, John	Male	St. John's	Customs Officer	(268)7235820	edwardsjji@hotmail.com
Foster-Sebastian, Clair	Male	Heritage Quay	Self employed painter	(268)7805063	
Janette	Female	The Vendors Mall	Student	(268)7287537	
Johnson, Novella	Female	St. John's	Hospitality Officer		
Lee, Marcel	Male	St. John's	Bar Tender		
Lewis, Adolph	Male	Genna's Village	Security guard, postman	(268) 7288560	
Lewis, Richard	Male	Heritage Quay	IT Consultant		cafset@candw.ag
Margaret	Female	Heritage Quay	Store Manager	(268)7716860	
Nsogi, Kwami	Male	St. John's	self-employed		
Paul, Jon	Male	St. John's	Taxi Driver		
Payne, Berthamae	Female	Heritage Quay	Receptionist		june_12@hotmail.com
Phillip, Maurice	Male	St. John's	Land Surveyor - chairman	(268)7288767	
Roberts, David	Male	St. John's	Pharmacist	(268)5623900	wandeler@actol.net

Appendix 5.6 Grenada Street Interviews

Name	Gender	Location	Profession	Telephone Number	Email Address
Alicia	Female	St. Georges	Unemployed		
Belfom, Roderick	Male	Grenada	IT Technician	(473)4162240	rbelfon@ardgrenada.org
Belgrave, Paul	Male	St. Georges	Banker	(473) 444 2265	pablobelos@hotmail.com
Cadet, Martin	Male	Carinage	Sales and service manager		martinandravcadet@yahoo.com
Cindy	Female	St. Georges	hairdresser		
Clarkson, Esther	Female	St. Georges	Chartered Accountant	(473) 4445375	dace11@hotmail.com
Edwards, Marlon	Male	St. Georges	Store attendant		
Emmanuel, Jeremy	Male	St. Georges	Banker	(4730 4160701)	
Francis, Anderson	Male	St. Georges	Auto sales		
Frank, Wendy	Female	St. Georges	Floor manager	(473)4063080	wendy@caribsurf.com
Gibbs, Joseph	Male	St. Georges	Carpenter		
Hewitt, Cheryl	Female	Gran Anse	Front Office Manager		
Holmes, Richard	Male	Grenada	Plumber	(473) 4426662	
Joseph, Bing	Male	St. Georges	Policeman		bingaj@hotmail.com
Martin, Greg	Male	Carinage	Student		
Mitchell, Doreen	Female	St. Georges	Street Vendor		
Moore, Angelo	Male	St. Georges	Business Man	(473) 5388472	rockers1987@yahoo.com
Mr. Thomas	Male	St. Georges	Taxi Driver	(473)4075694	
Noel, Raphael	Male	St. Georges	Security Guard	(473)4494453	
Samuels, Lucas	Female	Grenada	Financial advisor		cody.l.samuels@hotmail.com
Seaforth	Male	St. Georges	Driver		m_c4th@hotmail.com
Samantha	Female	Heritage Quay	Unemployed		
Stafford, Islyn	Female	St. John's	Vendor		
Stevens, Joe	Male	St. John's	Sales Rep		punchline_1@hotmail.com
Tonge, Valma	Male	Heritage Quay	Sales Clerk	(268)7626857	

Appendix 5.7 Jamaican interviewees

Name	Gender	Location	Profession	Telephone Number	Fax Number	Email Address
Channer-Cyril, Suen	Female	Tangerine Place	Nurse	968-1477		suechency@hotmail.com
Deon	Male	New Kingston	Architect	301-6632	764-2274	dacarchitects@gmail.com
Dewar, Everal	Male	Kingston	Accountant	926-4421		
Dunn, Steven	Male	Arcadia	Student	755-3375		sedunn@hotmail.com
Foster, Kerrith	Male	Red Hills	Physiotherapist	843-6911		delanojohn@hotmail.com
Fuller, Robert	Male	New Kingston	Architect			
Glanville, Donald	Male		Realtor	702-2756		realtorsinternatiomal@hotmail.com
Grace-Hylton, Judy	Female	New Kingston	Lawyer	968-1950	920-8385	
Heron, Hopeton	Male	Kingston	Engineer	920-7004		jie@cwjamaica.com
Johnson, Chorvelle	Female	Kingston		962-0000		
Johnson-Green, Beverley	Female	Kingston	Shipping Executive	923-3025		
Lawe, Christopher	Male	35 Trafalgar Rd	Life Underwriter	929-5074		chrislawe@hotmail.com
Lawrence, Marcia	Female	36B Shenstone	Sales	541-9000		sales4ever@hotmail.com
Mcleggon, Sasha	Female	New Kingston	Student	969-1005		ubuttu@hotmail.com
McInnis, Troy	Male	Lord's Rd,	Technical Operator	920-2212		tmsinnis@cwjamaica.com
McLean, Udemba	Male	New Kingston	Accounting Officer	370-3917		kariuki01@hotmail.com
Needham, Merrick	Male		Protocol and Civilian Logistics	924-0333		
Ranger, Dwayne	Male	Kingston	Doctor	887-4957		dwayneranger@hotmail.com
Sterling, Sheldon	Male		IT Banker	322-5308		
Valentine, Jermaine	Male	New Kingston	Web Designer/social worker	<u>322-9656</u>		xanubis@hotmail.com

Appendix 6: CONTACTS IN OECS FOR INFORMATION COLLECTION - OECS MOVEMENT OF LABOUR STUDY

DATA/ STATISTICS REQUIRED	Antigua & Barbuda	Dominica	Grenada	St. Kitts & Nevis	St. Lucia	St. Vincent & the Grenadines
Work Permits	Labour Commissioner - Mr.Hesket Williams 268-462-4988 deplabour@ab.gov.ag	Labour Commissioner - Mr. Arthur Smith Ms. Myrtle Lazare 767-448-2401 domtrade@cwdom.dm	Labour Commissioner Mr. Cyrus Griffith 473-440-2532 labour@gov.gd Claris Charles (Minister) - Ray Mapp (Secretary) 473-440-2166 clarischarles@hotmail.com	Ministry of National Security/Immigration Ms. Gail Gilbert 869-465-2521 natsec@sisterisles.kn gail.gilbert@gov.kn	Labour Commissioner Security/Immigration Mr. MacStephen Aubertin 758-452-3226/468-3172 macaubertin@hotmail.com Mrs Monbelley 758-468-3181 v_monbelley@hotmail.com Mr Brathwaite Asst Labour Commissioner 758-468-5210/3171	Office of the Prime Minister, Ms. Shelley Thomas 784-456-1111 pmosvg@caribsurf.com
Skill Certificates	Labour Commissioner - Mr.Hesket Williams 268-462-4988 deplabour@ab.gov.ag	Labour Department - Ms. Myrtle Lazare 767-448-2401 valr59@hotmail.com; myrtlelazare@hotmail.com	Immigration Dept Mr. Jesmon Prince 473-440-2456 immigrationnd@caribsurf.c om immigrationnd@spiceisle.c om	Ministry of National Security/Immigration Ms. Gail Gilbert 869-465-2521 natsec@sisterisles.kn gail.gilbert@gov.kn	Ms. Martha Auguste 758-468-4504/4519 foreign@candw.lc	Office of the Prime Minister Ms. Doren Simmonds Mr.Godfren Pompey (PS) 784-456-1111 ext 361 pmosvg@caribsurf.com
Temporary/ Business Visits	Central Statistical Office Ms. Joan Moses (Chief Statistician) 268-468-0451 Rohan Anthony 268-462-4775 268-562-2542 stats@ab.gov.ag	Central Statistical Office Mrs. Carrette (Chief Statistician) 767-448-2401 csoda@cwdom.dm Cindy Robyn	Statistical Dept Ms Margaret Frame (Chief Statistician) 473-440-1369 roldaframe@yahoo.com 473-440-4115 (fax)	Ministry of National Security/Immigration Ms. Gail Gilbert 869-465-2521 natsec@sisterisles.kn gail.gilbert@gov.kn	Statistical Dept Prunela Charles 758-452-3716 prunelacharles@gmail.com	Statistical Department Gatlin Roberts (Chief Statistician) 784-456-1111 ext 353 svg.stats@mail.gov.vc groberts.stats@mail.gov.vc
Permanent Migrants	Chief Immigration Officer 268-462-0773	Ministry of Legal Affairs 767-448-2401 Ms. Joyce Tavernier legalaffairs@cwdom.dm Ms. Dora Robin	Min of Home Affairs Ms Elizabeth Greenidge (PS) 473-440-2255 elizabeth.greenidge@gov.gd Ms. Alma Lawrence	Ministry of National Security/Immigration Ms. Gail Gilbert 869-465-2521 natsec@sisterisles.kn gail.gilbert@gov.kn	Min of Home Affairs Mrs. Lydia Sandiford 758-468-3604 thesandifords@hotmail.com	Immigration Department Mr. Rogers 784-457-1211 office.immigration@gov.vc

