

Observatory on Strategies and Mechanisms for Effective Public Management

Guyana

January 2016

This Observatory is being reviewed by the Government of Guyana



General Information

By Country: Indicators of Public Management

1. The Government of Guyana

[2012 Population & Housing Census](#): Presents preliminary population counts based on the census visitation record, purposely designed to capture basic features of the population per enumeration district.

2. The Commonwealth

[General Information](#): Presents key facts about Guyana (Geography, society, economy, politics, amongst other)

3. The Caribbean Development Bank (CDB)

[General Information](#): Presents key facts about the Government of Guyana (Area, Population, Time Zone, GDP, Currency).

4. Inter-American Development Bank (IDB)

[Governance Indicators Database](#): Presents indicators and statistics about Grenada.

5. The World Bank (WB)

[World Development Indicators](#): Presents indicators and statistics about Grenada.

6. United Nations (UN)

[World Statistics Pocketbook](#): Contains a series of economic, social, trade profile and environmental statistics and indicators.

By Country: Publications and Research Studies

1. Organization of American States (OAS)

["Decentralization and the Challenges to Democratic Governance"](#) (2008). Organization of American States (OAS).

2. Inter-American Development Bank (IDB)



"Guyana: Building Effective Governments: Executive Summaries of the Caribbean Country Studies" (2015), Inter-American Development Bank (IDB)

"Tourism and Ecotourism Development in Guyana: Issues and Challenges and the Critical Path Forward" (2015), Inter-American Development Bank (IDB)

"Guyana Property Rights Study" (2010), Inter-American Development Bank (IDB)

3. The World Bank (WB)

"Guyana's Hinterland and Community-Based School Feeding Programme" (2012), The World Bank (WB)

"Promoting Growth in the Caribbean: Tax Incentives in Theory and in Practice" (2013), The World Bank (WB)

4. United Nations (UN)

A. Economic Commission for Latin America and the Caribbean (ECLAC)

"Trade and Development Nexus: reflections on the performance of trade in goods under the Criforum-European Union Partnership agreement a Cariforum perspective" (2014), McLean Sheldon, Humphrey Errol, Khandan Jeetendra

"An assessment of fiscal and regulatory barriers to deployment of energy efficiency and renewable energy technologies in Guyana" (2014), Niel Gardner, Devon O;; Alleyne Dillon, Gomes Charmaine

B. United Nations Development Programme (UNDP)

"The 2013 Human Development Report – The Rise of the South: Human Progress in a Diverse World" (2013), United Nations Development Programme (UNDP).

"Caribbean Human Development Report 2012" (2012). United Nations Development Programme (UNDP).



Long Term Vision

Introduction

The Long term vision of Guyana is related to the “[National Development Strategy \(NDS\) 2000-2010](#)”. The National Development Strategy initiative brought together government, business, and civil society leaders to produce the country's first long-term strategy for sustainable development.

And it is put forward by Guyanese civil society both as a compass and as a framework for realizing our potential and for releasing our society and economy. It seeks to define most urgent priorities and, in every area, clearly lays down concrete policy reforms and actions.

The objectives of the strategy are as follows;

- The attainment of the highest rates of economic growth that is possible, by the year 2010;
- The alleviation of poverty;
- The attainment of geographical unity;
- The equitable geographical distribution of economic activity; and
- The diversification of the economy

Institutional Framework

1. The Ministry of Finance

The entity managing the Long-term Vision of Guyana is the [Ministry of Finance](#). The objective of the Ministry is to foster strong economic development by managing and maintaining sound public finances, providing a positive framework for public and private initiatives and mobilizing inflows and resources.

In regards to the National Development Strategy, the functions of the ministry are as follows;

- To manage generally the procedure to prepare it;
- To complete the plan;
- To submit the report submitted to Cabinet and be laid in the National Assembly

2. The National Development Strategy Committee

The National Development Strategy Committee (NDSC) is the entity carrying out the National Development Strategy. The functions of the committee are to put together all the recommendations contained in the draft and to come up with a consistent document.

Strategies and Mechanisms

The strategy has 30 priorities and each priority has detailed plan as below;

- Governance;
- Macro-Economic strategies and the management of the economy;



- Environment;
- Information technology;
- Energy;
- Sugar;
- Rice;
- Agricultural institutions;
- Not traditional agriculture;
- Fisheries;
- Forestry;
- Water;
- Mining;
- Manufacturing;
- Education;
- Health;
- Tourism;
- Urban Development;
- Land;
- Housing;
- The Amerindians;
- Gender Issues;
- The Family and its most vulnerable members;
- Labour and employment;
- Private sector;
- Poverty eradication; and
- Implementing the national development strategy



National Strategies/Planning

Introduction

The government of Guyana has the “[National Competitiveness Strategy](#)” as national strategies/planning, belonging with implementing “[National Development Strategy 2000-2010](#)” in long term vision.

The National Competitiveness Strategy (NCS) is the practical expression of this partnership between the Government and Private Sector which recognizes the dual responsibilities that each must play in delivering enhanced national competitiveness and greater economic growth. It is the expression of the need for a practical, action-orientated, solution-driven approach to working that is embedded in a close collaborative relationship between Government and the private sector.

The Government’s work in NCS has three essential components; as follows;

- The core policies;
- The sector policies; and
- The strategic sub-sector policies

The NCS will be implemented by the National Competitiveness Council (NCC), numerous Government and private sector agencies across a whole gamut of different policy areas. In many instances, this will be done through the normal activities of the Ministry or agency. In other instances they will be done through specific programmes or projects.

Institutional Framework

The National Competitiveness Council

The National Competitiveness Council (NCC) will take ownership of the NCS and act as central point of public-private leadership to ensure ongoing strategy development and implementation. It will be made up of representatives of the Government, Private Sector and organized labor.

The functions of the NCC are as follows;

- To promote and communicate the strategy locally and internationally
- To search for solutions for key cross-cutting issues challenges facing the country’s economic development;
- To search for synergies among donors to improve effectiveness of donor and lender institutions;
- To be supported by a new National Competitiveness Strategy Unit (NCSU) to provide the policy and technical support required for the ongoing development and implementation of the NCS
- To act as the Secretariat to the new NCC

Strategies and Mechanisms

In order to implement the strategy, NCS works through as follows;



- Regular activities of various Government agencies and private sector actors;
- Existing programs; and
- New programs
 - a) Support for Competitiveness Program
 - b) Agricultural Diversification Program

To ensure that the NCS has the desired bottom line impact on jobs, investment, an overarching monitoring and evaluation structure will be put in place. This framework will incorporate progress against the latest competitiveness indices developed internationally by important institutions such as the [World Economic Forum \(WEF\)](#) and the [World Bank](#) in order to effectively to track progress and to benchmark progress against Guyana's competitors.

The core elements of competitiveness policy are as follows;

- a) Incentive Structure
 - Macroeconomic Environment;
 - Trade regime;
 - Competition regime; and
 - Taxation policy
- b) Human resources
 - Education: Quality and relevance;
 - In-firm training;
 - TVET; and
 - Specialized training for advanced skills
- c) Infrastructure
 - Industrial infrastructure;
 - Telecommunications;
 - Electricity;
 - Water; and
 - Ports and water transportation
- d) Red tape
 - Investment set up;
 - Customs procedures;
 - Duty drawback; and
 - Enterprise registration
- e) Export information & marketing
 - Information on export markets; and



- Export promotion
 - Contacts with buyer, designers, retailers etc; and
 - Promotion of local private traders
- f) Investment
- Rules on entry, ownership and performance;
 - Investment incentive; and
 - Investment targeting and promotion
- g) Business development services
- Standards;
 - Research institutes and universities;
 - Extension services esp. for SMEs;
 - Organizational and management support; and
 - Technology information
- h) Legal system
- Commercial dispute resolution; and
 - Land and property markets
- i) Finance
- Access to long-term finance;
 - Foreign currency import finance;
 - Export credit insurance; and
 - Pre-shipment export guarantee



Public Budget

Introduction

The government of Guyana develops a plan containing all the revenues and expenditures for each financial year. The basic formulation is stated in [Article 218 Paragraph 1 of Constitution of Guyana](#).

Likewise, core aspects of budget process are mentioned in the [Fiscal Management and Accountability Act of 2003](#). The act is to provide for the regulation of the preparation and execution of the annual budget; the receipt, control and disbursement of public moneys; the accounting for public moneys; and such other matters connected with or incidental to the transparent and efficient management of the finances of Guyana.

Institutional Framework

The entity responsible for managing a public budget in Guyana is the [Ministry of Finance](#). The objective of the Ministry is to foster strong economic development by managing and maintaining sound public finances, providing a positive framework for public and private initiatives and mobilizing inflows and resources.

The Ministry are divided into; the [Accountant General Department](#); the [Administration](#); the [Office of Budget](#); and the [State Planning Secretariat](#).

In regards to budget function, the responsibilities of the Ministry shall include as follows;

- To manage the preparation of the annual budget proposal;
- To provide advice to the Minister on options to improve the cost of effective delivery of programmes;
- To set expenditure control limits based on annual appropriations;
- To monitor, control and report on key fiscal aggregates during budget execution;
- To monitor, control and report on the execution of the current and capital components of the annual budget;
- To co-ordinate the participation of the Ministry in programme evaluations;
- To prepare an End of Year Budget Outcome and 15 Reconciliation Report which shall form part of the annual consolidated financial statements; and
- To advise the Minister throughout the fiscal year on adjustments that may need to be made to the financial plan contained in the annual budget to ensure that fiscal targets are met.

Among the divisions of the Ministry, the Office of Budget manages the public budget. The objective of the Office of the Budget is “to foster strong economic development through effective management of the economy and more specifically public finances”.

The core responsibility of the office is to effectively and efficiently manage the budget of the Government of Guyana. This is facilitated through the operations of the Fiscal and Monetary Division with the assistance of the Debt Management Unit and the Enterprise Monitoring Division.



The functions of the office are; a) to prepare the country's annual revenues and expenditure estimates, management and monitoring of resource allocation and utilization combined with the formulation of economic policy; and b) to prepare and analysis of macroeconomic information, economic and fiscal policy generation which informs the national decision making bodies

The [structure](#) is divided into; the Fiscal and Monetary Division; Debt Management Division; and the Enterprise Monitoring Division.

Strategies and Mechanisms

In the [Fiscal Management and Accountability Act of 2003](#), the annual budget is defined as the financial plan for the delivery of the Government's programmes and policies for a fiscal year, which financial plan shall include;

- To estimate of the revenues from all sources during the fiscal year; 7 No. 1 of 1995. Schedule;
- To estimate of the current expenditures to be made during the fiscal year;
- To estimate of the capital expenditures to be made during the fiscal year;
- In the case of a projected surplus, the allocation of that surplus; and
- In the case of a projected deficit, the sources and amounts of financing required to fund that deficit;

Under the act, the Minister shall, not later than one hundred and eighty days prior to the commencement of each fiscal year, establish a timetable for the preparation of the annual budget proposal pertaining to the next ensuing fiscal year.

The Minister shall, not later than one hundred and eighty days prior to the commencement of each fiscal year, prepare and distribute a Budget Circular to all budget agencies.

A budget submission shall be prepared for each fiscal year by each budget agency in accordance with the rules, procedures and guidelines set out in the Budget Circular pertaining to that fiscal year. And it shall be approved by the concerned Minister for each budget agency prior to being forwarded to the Minister.

The Minister shall cause to be prepared an appropriation Bill in respect of each fiscal year detailing the appropriation of public moneys for all current expenditures, including entitlement payments, and all capital expenditures to be made by each budget agency. The appropriation Bill shall be presented to the National Assembly as part of the annual budget proposal.

The Minister shall determine the format for the presentation of the appropriation Bill and that format shall conform, so far as is practical, to accepted international standards for the classification of government finances.

Professionalized Civil Service

Introduction



Guyana has developed regulation in regards to the civil service. Under the article 135 of the Constitution, the Public Service Commission (PSC) was established. Also, the government of Guyana has made an effort to establish several regulation as follows;

- Public Service Rules (1987);
- Public Service Commission Rules (1998); and
- Table of Offences and Penalties.(6th Nov, 1987)

And these regulations are amended as follows;

- [Public Service Rules](#) (2004);
- Public Service Commission Rules(2010); and
- Table of Offences and Penalties.(2010)

The governmental entity responsible for covering civil service is the Public Service Commission (PSC). It was established by the [article 135 of the Constitution](#). The objective of PSC is to make Appointments to Public Offices and to remove and exercise disciplinary control over persons holding or acting in such Offices.

The roles and functions are as follows;

- Recruitment;
- Promotions;
- Dismissals;
- Resignations;
- Secondment;
- Reclassifications;
- Transfers;
- Acting appointments;
- Disciplinary matters;
- Extension of sick leave;
- Superannuation benefits; and
- Vacancy circulars

Strategies and Mechanisms

1. Entrance into the Civil Service

Under the Public Service Rules amended in 2004, the recruitment is defined as the system for selecting suitably qualified candidates for appointment to vacancies in the Public Service. And the appointment is defined as the procedure for formalizing the employment of persons in specific posts.

And under the [Article 201 \(1\) of the Constitution](#), the Public Service Commission has power to make appointments to public offices and to remove and to exercise disciplinary control over persons in such offices.



Recruitment to the Public Service is open to all Guyanese, and in special circumstances to non-Guyanese, between the ages of 16 and 54 years.

An application for entry to the Public Service must be completed on the prescribed form (PSC No.31 – Application for Appointment to the Public Service) and addressed to the Secretary, Public Service Commission or the relevant Permanent Secretary/Head of Department/Regional Executive Officer as appropriate.

Apart from the requirements of satisfying the basic qualification(s), job specification(s), stipulated for permanent appointment in the Clerical or Secretarial grades or such other grades as the Public Service Commission may from time to time specify, candidates may also be required to take written competitive examinations, attend interviews and do practical tests, where necessary.

2. Training

The Minister charged with the training function is responsible for the development of training policy, the approval of training programmes and the administration of training schemes for the Public Sector.

Since Staff Development is part of each manager's function: Permanent Secretaries/leads of Departments/Regional Executive Officers must ensure that this begins with formal and informal induction of new recruits to their Ministries/Departments/Regions. This must be followed by other relevant training at appropriate intervals.

With the approval of the Permanent Secretary of the Ministry responsible for training, the following types of training may be classified as 'duty';

- Practical attachment;
- Workshop;
- Seminar;
- Symposium;
- Training conference;
- Observation tour; and
- Short course not exceeding 12 weeks

3. Assessment and Promotion

Under the [Public Service Rules of 2004](#), the job evaluation is defined as the careful assessment, for classification/salary purposes, of the main factors related to a position, the amount of physical and mental effort, the knowledge, skills, abilities and the educational level, training and experience required for the performance of the job.

The responsibility for the evaluation and classification of positions lies with the Permanent Secretary, Public Service Ministry.

Applications for promotion must be made on the prescribed form (P.S.C. No. 30 – Application for Promotion) and addresses to the Secretary, Public Service Commission or Permanent Secretary/Head of Department/Regional Executive Officer, as appropriate in terms of Rule A2 (2).



Where such application is addressed to the Secretary, Public Service Commission, a copy there-of must be forwarded at the same time to the Permanent Secretary/Head of Department/Regional Executive Officer under whom the employee is serving.

In terms of the principles of selection for promotion, in considering the eligibility of Public Servants for promotion, the Public Service Commission shall take into account the educational qualifications, merit and ability, together with relative efficiency and experience of such employees, and should two or more employees be equally eligible for promotion the Commission shall give consideration to the relative seniority of the employees available for promotion.

Under the Public Service Rules amended in 2004, the promotion is defined as the appointment of staff in higher positions, not necessarily within any particular stream, Ministry, Department or Region.

4. Remuneration

The Government has introduced different salary scales in some agencies in order to maintain the qualified civil servants in key agencies such as the Guyana Revenue Authority.

The wage compression in 1999 was 8:1 compared to 6:1 in the early 1990s. Salaries were more compressed for the technical and professional staff with 3.5:1 and 6.6:1, respectively. Some organizations have tried to compensate for the low salaries through granting ad hoc benefits and allowances to supplement salary.

5. Disengagement

Under the [Public Service Rules of 2004](#), the definition of 'separation' is the cessation of employment of a Public Servant with the approval of the Public Service Commission or Permanent Secretary/Head of Department/Regional Executive Offices, as may be appropriate, for any of the following reasons;

- a) Dismissal or removal in consequence of disciplinary proceedings;
- b) Compulsory retirement;
- c) Voluntary retirement;
- d) Retirement on medical grounds;
- e) Retirement or termination of employment in the public interest;
- f) Termination of appointment on abolition of post or for facilitating improvement in the organization of the Ministry/Department/Region;
- g) Resignation either with or without benefits payable under any written law providing for the grant of pensions, gratuities or compensations;
- h) Abolition or expiry of the post;
- i) Where the post itself is of a temporary nature and is no longer necessary;
- j) During or on the expiry of a probationary period;
- k) Transfer to a post outside of the Public Service; and
- l) Death



Decentralization

Introduction

According to [the Chapter 7 of the Constitution](#), it states that the Local government is a vital aspect of socialist democracy and shall be organized so as to involve as many people as possible in the task of managing and developing the communities in which they live.

The [Local Democratic Organs \(LDOs\) Act](#) passed in 1980 added another administrative layer. According to the act, local democratic organ means any local government authority, and includes that of any city or town or of any division thereof established under section 4(1), and any Council established under the Amerindian Act.

Also the Act created 10 regions with respective Regional Administrations and Regional Democratic Councils, including 6 town municipalities (administered by town councils)¹², 19 district councils, 32 village councils, and 75 Amerindian councils. Regional Administrations were established to incorporate popular participation while managing within the general policies of the central government.

The act is to make provision for the institution of a country-wide system of local government through the establishment of organs of local democratic power as a vital aspect of socialist democracy, for the election of members of the National Assembly by regional democratic councils and the National Congress of Local Democratic Organs.

Otherwise, there are other regulations in regards to local government as follows; [Municipal and District Councils Act](#); [Local Authorities \(Elections\) Act amended in 2015](#); and [Local Government Act amended in 2015](#)

Institutional Framework

The Ministry of Local Government & Regional Development

[The Ministry of Local Government and Regional Development](#) is the primary Government Agency which links the various authorities with the Central Government. It facilitates, coordinates and monitors the execution and implementation of a number of projects, programmes and activities in the various local government arms/organs and ensures that these activities are in conformity with the legal framework and the policies of the Government.

The Mission of the Local Government and Regional Development is to supervise and maintain the legal regulatory framework of the system of local and regional administration and to encourage and facilitate the socio-economic development of all the administrative regions of Guyana.

For this purpose the Ministry supports the development of local governance by building Local Government capacity and maintaining an appropriate legislative, fiscal and regulatory framework for local governance.

The [divisions of the Ministry](#) are three; Main Office; Ministry administration; and Regional development.

Strategies and Mechanisms



Guyana has the [Regional Democratic Councils](#) which is the supreme Local Government Organ in each region with the responsibility for the overall management and administration of the Region and the coordination of the activities of all Local Democratic Organs within its boundaries.

Main Functions of the Regional Democratic Councils are as follows;

- To administer all services required within its boundaries (services such as health, education, public works etc) as set out by the laws;
- To coordinate the activities of the Local Democratic Councils and provide such cooperation and support as required. It should be noted that the Regional Democratic Council has some power delegated to it by the Minister responsible for Local Government;
- To develop regional facilities as it deems necessary; and
- To identify economic (revenue earning) projects and assists the Administration in executing works necessary for the development of the region.

The [municipalities](#) operate under the [Municipal and District Councils Act Chapter 28:01](#). The provision allows for a Mayor, Deputy Mayor and Councillors, the Town Clerk is the Administrator. Each Council has the responsibility for solid waste collection and disposal, maintenance of infrastructure services (roads, bridges, etc.), market facilities, and child welfare services among others.

Municipalities receive an annual subvention from the Ministry of Local Government & Regional Development. This is in accordance to budgetary allocations approved by Parliament and meant to execute developmental works. However, the collection of rates and taxes are the main source of revenue for these councils.

The [Neighbourhood Democratic Council](#) (NDC) covers a small geographic area within each region and is tasked with responsibility for the management and administration of these areas within its boundaries. Although the NDC's were established by an order under [the Local Democratic Organs Act 12 of 1980](#) it was not until 1994 that they were actually implemented.

Councillors are elected at Local Government elections which are held under the general supervision of the [Guyana Election Commission](#). The number of Councillors elected may range from 12 to 30 depending on the size of the population of the Neighbourhood and its topography. These Councils operate under [Local Government Act Chapter 28:02](#).

The Neighbourhood Democratic Councils receive a subvention from Central Government every year to assist in the execution of developmental works within the boundaries of the NDC.

Additionally each NDC collects rates and taxes from the established revenue base, these are retained by the said Council and used to provide effective and efficient services to the residents.

The functions are as follows;

- To provide efficient services for the residents as stated in the Laws. Services include sanitation, garbage disposal, road/dam maintenance, market facilities, burial grounds, abattoirs, drainage, etc;
- To maintain and protect public property; and
- To levy and collect rates



Coordination

General Information

Guyana recognizes the important of inter-institutional coordination with the aim of achieving national goals and plans in a more effective and efficient way.

The entity responsible for the coordination among government ministers and for the implementation of inter-institutional coordination activities is the [Cabinet](#), which is composed by the President, the Prime Minister, the Vice-Presidents, and such other Ministers as may be appointed to it by the President

Under the [Article 106 of the Constitution](#), the Cabinet is one of the supreme organs of democratic power in Guyana.

The purpose of the cabinet is to aid and to advise the President in the general direction and control of the Government of Guyana and shall be collectively responsible for the Parliament.

The cabinet meetings shall be presided over by as follows;

- The President;
- In the absence of the President, the Prime Minister; or
- In the absence of the President and the Prime Minister, such Minister as the President may designate.

The Cabinet may act notwithstanding any vacancy in its membership of the absence of any member thereof.

At the invitation of the President or of any person presiding at a meeting of the Cabinet, a Minister who is not a member of the Cabinet may attend that meeting and participate fully in the proceedings as if her were a member.

The Secretary to the Cabinet, who shall have charge of the Cabinet Office, shall be responsible in accordance with such instructions as may be given him by the President, for arranging the business for, and keeping the minutes of, the Cabinet and for conveying the decisions of the Cabinet to the appropriate person or authority and shall have such other functions as the President may direct.

The cabinet may establish sub-committees of itself for the purpose of attending to any of its responsibilities. And also the cabinet may in particular establish a finance subcommittee of itself to be assisted by experts and advisers, including the Auditor General, and charge it with responsibility for supervising the financial affairs of the State and for instituting, monitoring and enforcing systems of financial control and discipline throughout the service of both central and local government, including the service of corporations, boards and agencies established by the Government.

Information and Communication Technology

Introduction



The Government of Guyana is cognizant of the importance of Information and Communication Technologies (ICTs). Therefore, it has been promoting the transformation of the country into a knowledge society by means of the development and integration of ICTs.

The [article 146 of the Constitution](#) recognizes the importance of information, knowledge and the ability to disseminate and express that knowledge and information once acquired.

The government of Guyana established the “[The National Information and Communication Technology \(ICT\)](#)”. It is a plan to facilitate and ensure the dramatic increase of social and economic wealth at all levels; individual, organizational and national.

Under this plan, the national ICT vision is that “All citizens, businesses and public institutions in Guyana will have the opportunity to participate in the information and knowledge society in order to accelerate national development and prosperity”.

Institutional Framework

The Office of the President

The Office of the President is entity responsible for managing national ICT sector. The office is established by the [Article 89 of the Constitution](#). It is the head of state and the supreme executive authority, and Commander-in-Chief of the armed forces of the Republic.

In regards to the ICT, the Office of the President is prior entity to craft, on a nationally inclusive basis, the National ICT4D Strategy. And it organizes the group of professionals and workshop in order to implement the National ICT4D Strategy and to give every stakeholder an opportunity to craft the strategy.

Strategies and Mechanisms

“[The National Information and Communication Technology \(ICT\)](#)” provides specific strategies of national plan in regards to ICT.

The overall objective of the Strategy is to accelerate economic growth and social development in Guyana. The specific objectives include;

- To promote the development of ICT services and businesses to increase job opportunities and generally to improve the economic and social well being of Guyanese;
- To improve the delivery of, and access by all citizens to Government and other public services, including information on government activities and opportunities, public health, education and social development services;
- To improve the competitiveness of existing Industries and to facilitate the sustainable development of new enterprises, thereby supporting economic diversification;
- To increase Guyana’s international competitiveness in the delivery of goods and services to the global marketplace;
- To develop pertinent, strategic and focused network infrastructure to enable access to information and knowledge;
- To support national programmes and initiatives which foster social cohesion;



- To ensure access to reliable ICT at the lowest sustainable cost so that all Guyanese have the opportunity of participating in the information and knowledge society;
- To create access to reliable ICT at the lowest sustainable cost so that all Guyanese have the opportunity of participating in the information and knowledge society;
- To create a new generation of citizens that can use ICTs to leapfrog Guyana's development;
- To develop and implement the necessary policies, laws and regulations that supports the sustainable development of the ICT sector;
- To modernize Guyana's Public Administration, Industry, Commerce and Communications sectors;
- To support initiatives to encourage innovation and creation in the ICT sector

The ICT Strategy presents the results of the deliberations. The strategic objectives identified for each thematic area are as follows;

a) Capacity Building

- To develop and implement policies to integrate ICT into the education and training system;
- To develop and implement an effective scheme for skill retention;
- To encourage partnership to facilitate effective knowledge management; and
- To develop programmes to strengthen human capacity of the broader society

b) Development of Content and Applications

- To encourage the development and dissemination of local content;
- To promote the development and dissemination of local content;
- To improve the public's access to content;
- To develop and implement appropriate applications;
- To encourage partnerships among community networks (public, private and citizens in diaspora) in order to facilitate bottom-up approaches and inclusiveness;
- To develop and implement an e-government strategy;
- To develop and implement programmes geared to enhance delivery of health, education, tourism, commerce, banking, environmental services etc, using ICT; and
- To enhance Guyana's Disaster preparedness and mitigation capabilities through the application of ICT

c) Infrastructure and connectivity

- To promote ubiquitous access to information and knowledge;
- To promote access to reliable and advanced information infrastructure and internet access services at the lowest sustainable prices in all regions of Guyana; and
- To develop adequate infrastructure for Disaster Preparedness, Mitigation and Recovery



- d) Legislative and regulatory regime
 - To develop a legislative and regulatory framework to support a robust ICT infrastructure;
 - To develop a legislative and regulatory framework to foster and support utilization of ICT
- e) IT enterprise development
 - To establish IT Parks with adequate, robust and redundant infrastructure;
 - To use of current IT technology platform for niche enterprises; and
 - To promote the development of software

Gender Perspective

General Information

Guyana has established legislative foundation for the promotion of gender equality and the empowerment of women. The [Constitution of Guyana](#) provides that every woman is entitled to equal rights and status with men in all spheres of political, economic and social life. All forms of discrimination against women on the basis of gender or sex are illegal.

The Constitution further provides that every woman is entitled to equal access with men to academic, vocational and professional training, equal opportunities in employment, remuneration and promotion and in social, political and cultural activity.

Also the article 212 of the Constitution establishes five Rights Commissions generally aimed at strengthening social justice and the rule of law. Most relevant in this regard, is the [Women and Gender Equality Commission](#) (WGEC) tasked, inter alia, with promoting national recognition and acceptance that women's rights are human rights, and with respecting gender equality and the protection, development and attainment of gender equality.

17 Specifically the appointment of WGEC has contributed to gender equality and the empowerment of women. The Commission derives its mandate to "promote national recognition and acceptance that women's rights are human rights, respect for gender equality and the protection, development and attainment of gender equality."

Otherwise, Guyana had made several regulations in regards to gender affairs. The [Domestic Violence Act of 1996](#), especially regarding to No. 18 of the act, has provided relief to women and children in domestic conflict such as protection orders, tenancy orders and occupation orders. It also made provisions for user-friendly service delivery.

Also, the [Prevention of Discrimination Act of 1997](#) recognizes the right of women to equality of opportunity and treatment in any employment or occupation by stipulating that discrimination on the ground of sex, indigenous population, social origin, economic status, family responsibilities, pregnancy and marital status is prohibited. Women may seek redress for sexual harassment in the workplace under the provisions of this Act.

Citizen Participation in Public Management

General Information



The Guyana is making important efforts to implement the principles of civil empowerment and citizen participation.

As member of the [Caribbean Community \(CARICOM\)](#), Guyana signed in the [Charter of the Civil Society for the Caribbean Community](#) which is a document that outlines civil participation and empowerment for the entire Caribbean region and aims to strengthen confidence in governance by creating a truly participatory political environment to promote genuine consultation in the process of governance, among its other goals.

[Article XVII](#) of the Charter defines "good governance" as being "just, open and accountable". It acknowledges that the roles of government, social partners and civil society are complementary and central good governance, and that it is the role of the States to define and delineate the rights and responsibilities of each to ensure equal participation. It requires that the States establish effective systems of consultation between the Government and the people to promote and facilitate civil participation in the democratic process.

Also Guyana cooperates with member states a step to improve citizen participation through "[2010-2014 CARICOM eGovernment Strategy](#)" which has been created to significantly improve the performance of government. Under this strategy, Guyana states that good governance is the priority for citizen participation in policy development, democratic attributes, security, political accountability and values-based government.

Transparency and Accountability

Introduction

The government of Guyana recognizes the importance of transparency and accountability through several regulations.

Guyana established the [Access to Information Act 2011](#). It provides for setting out a practical regime of right to information for persons to secure access to information under the control of public authorities in order to promote transparency and accountability in the working of the Government and public authorities and for the appointment of the Commissioner of Information.

Also the government of Guyana has legal framework to manage fiscal in the public sector. The [Fiscal Management and Accountability Act 2003](#) is the act to provide for the regulation of the preparation and execution of the annual budget and public money. And it deals with such other matters connected with or incidental to the transparent and efficient management of the finances of Guyana.

Institutional Framework

The Ministry of Finance

The Ministry of Finance has responsibility for national accountability. In terms of accountability, the duties of the Ministry are as follows;

- To prepare the Budget Circular;
- To present the annual budget proposal to the National Assembly;



- To present any supplementary or amending estimates proposals to the National Assembly;
- To control and monitoring execution of the annual budget and, within the powers and authority vested in the Minister under this Act, adjusting budget allocations seeking to achieve the fiscal objectives set out in the annual budget;
- To manage and account for the finances and the public debt of the State, including contingent liabilities;
- To publish regular reports on the progress of the execution of the annual budget; and
- To prepare consolidated financial statements for the Government for subsequent audit by the Auditor General and presentation to the National Assembly

Strategies and Mechanisms

The Access to Information Act 2011

The [Access to Information Act 2011](#) has an objective to extend the right of members of the public to access information in the possession of public authorities by;

- Creating a general right of access to information in documentary form in the possession of public authorities limited only by exceptions and exemptions necessary for the protection of essential public interests and the private and business affairs of persons in respect of whom information is collected and held by public authorities; and
- Making available to the public, information about the operations of public authorities and, in particular, ensuring that the authorizations, policies, rules and practices affecting members of the public in their dealings with public authorities are readily available to persons affected by those authorizations, policies, rules and practices.

Under the [Access to Information Act 2011](#), the right of access to information means the right to do as follows;

- To inspect any work, documents or records;
- To take notes, extracts or certified copies of documents or records;
- To take certified samples of material;
- To obtain information in any digital or electronic mode or through printouts where such information is stored in a computer or in any other similar device;

The act states that the President shall appoint a Commissioner of Information who shall be a person of eminence in public life with wide knowledge and experience in law, science and technology, social service, management, journalism, mass media or administration and governance.

The Commissioner of Information has the power as follows;

- To require a public authority to take any steps as may be necessary to secure compliance with the provisions of this Act;



- To require a public authority to compensate the complainant for inconvenience suffered;
- To request and examine any disciplinary action taken against any officer in respect of the administration of this Act;
- To indicate efforts by the public authorities to administer and implement the spirit and intention of this Act;
- To make recommendations for reform, including recommendations in respect of the particular public authorities, for the development, improvement, modernization, reform or amendment to this Act or other legislation or the common law; or
- To address any other matter relevant for operation of the right to access to information

Evaluation of Policies and Programs

General Information

The government of Guyana is making efforts in order to provide evaluation of policy. The entity responsible for coordinating the monitoring to the progress of plan by reviewing annual reports is the Ministry of Finance.

The function of the ministry is to make priority-setting (mainly on evaluation plans), managing evaluation in an early stage, and leading performance reporting. Each year it publishes the Mid-Year Report. Recently '[Mid-Year Report 2015](#)' is published.

The evaluation of the progress of plan/project and budget is implemented by these sectors as follows;

- Education;
- Health;
- Housing;
- Water;
- Sanitation;
- Agriculture;
- Infrastructure; and
- Information and Communication Technology

Quality of public services

General Information

Guyana is making a lot of efforts in order to improve the quality of public services to all citizens. Accordingly, under [the National Development Strategy](#) of Guyana, the government establishes the plan to make the public service be more effective and efficient. In the 3.IV.4 of the National Development Strategy, it is stated that the process of Public Service Reform which has been undertaken since 1990 will be intensified.



The objective of the strategy will be to hone the Service into an efficient organization capable of performing the increasingly sophisticated duties of a modern society. To this end the numbers of the Public Service will be reduced; its operating systems modernized; modern technology introduced; and higher salaries paid.

To that end, as part of the [Caribbean Community \(CARICOM\)](#), Guyana signed and ratified the [Revised Treaty of Chaguaramas Establishing the Caribbean Community including the CARICOM Single Market and Economy](#) of July 5th 2001, an international legal instrument whose main objectives are ([Art. 6](#)) as follows;

- a) To improve standards of living and work;
- b) The full employment of labour and other factors of production;
- c) To be accelerated, co-ordinated and sustained economic development and convergence;
- d) The expansion of trade and economic relations with third States;
- e) The enhanced levels of international competitiveness;
- f) The organization for increased production and productivity;
- g) The achievement of a greater measure of economic leverage and effectiveness of Member States in dealing with third States, groups of States and entities of any description;
- h) The enhanced co-ordination of Member States' foreign and foreign economic policies; and
- i) The enhanced functional co-operation, including; 1) more efficient operation of common services and activities for the benefit of its peoples; 2) accelerated promotion of greater understanding among its peoples and the advancement of their social, cultural and technological development; and 3) intensified activities in areas such as health, education, transportation, telecommunications.