

# **CO-OPERATIVE REPUBLIC OF GUYANA**

## **Public Administration Country Profile**

Division for Public Administration and Development Management (DPADM)

Department of Economic and Social Affairs (DESA)

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# GUYANA

[Click here](#) for detailed map of Guyana



Source: [The World Factbook - Guyana](#)

## Government type

Republic (within the Commonwealth)

## Independence

26 May 1966 (from UK)

## Constitution

6 October 1980; amended 1996 ([in brief](#))

## Legal system

Based on English common law with certain admixtures of Roman-Dutch law

## Administrative divisions

10 regions

Source: [The World Factbook - Guyana](#)

In 1999, Bharrat Jagdeo succeeded President Janet Jagan, the widow of the founder of the People's Progressive Party (PPP), Cheddi Jagan.

In March 2001, the People's Progressive Party (PPP), a predominantly Indo-Guyanese party that has held power since 1992, again won the parliamentary and legislative elections, with the support of allies from the civic movement.

A major challenge is the intricate relationship between demography and the ethnic and political divide.

Source: [UN OHCHR – Mission to Guyana...](#) (8 January 2004)

# 1. General Information

1.1 People	Guyana	Suriname	TTO	1
<b>Population</b>				a
Total estimated population (,000), 2003	765	435	1,303	
Female estimated population (,000), 2003	394	219	658	
Male estimated population (,000), 2003	371	216	645	
Sex ratio (males per 100 females), 2003	94	98	98	
Average annual rate of change of pop. (%), 2000-2005	0.24	0.8	0.34	
<b>Youth and Elderly Population</b>				b
Total population under age 15 (%), 2003	30	31	22	
Female population aged 60+ (%), 2003	8	9	11	
Male population aged 60+ (%), 2003	6	7	9	
<b>Human Settlements</b>				c
Urban population (%), 2001	36	75	75	
Rural population (%), 2001	64	25	25	
Urban average annual rate of change in pop. (%), '00-'05	1.36	1.26	1	
Rural average annual rate of change in pop/ (%), '00-'05	-0.49	-2.1	-1.18	
<b>Education</b>				d
Total school life expectancy, 2000	9.9 <sup>i</sup>	..	11.4 <sup>iii</sup>	1
Female school life expectancy, 2000	9.9 <sup>i</sup>	..	11.5 <sup>iii</sup>	1
Male school life expectancy, 2000	9.8 <sup>i</sup>	..	11.5 <sup>iii</sup>	1
Female estimated adult (15+) illiteracy rate (%), 2000	1.9	7.4 <sup>ii</sup>	2.3 <sup>iv</sup>	2
Male estimated adult (15+) illiteracy rate (%), 2000	1.1	4.1 <sup>ii</sup>	1.1 <sup>iv</sup>	2
<b>Employment</b>				e
Unemployment rate (15+) (%), 1999	11.7 <sup>v</sup>	14 <sup>vii</sup>	13.1 <sup>viii</sup>	1
Female adult (+15) economic activity rate (%), 1999	39 <sup>vi</sup>	33	47	2
Male adult (+15) economic activity rate (%), 1999	81 <sup>vi</sup>	61	75	2

Notes: <sup>i</sup> 1995; <sup>ii</sup> Year unknown; <sup>iii</sup> 2000/2001; <sup>iv</sup> 1990; <sup>v</sup> 1992; <sup>vi</sup> 1992-1993; <sup>vii</sup> First semester, Age 14+ years; <sup>viii</sup> Excluding unemployed not previously employed

1.2 Economy	Guyana	Suriname	TTO	2
<b>GDP</b>				a
GDP total (millions US\$), 2002	710	895	9,372	
GDP per capita (US\$), 2002	920	2,116	7,111	
PPP GDP total (millions int. US\$), 2002	3,154	..	12,014	
PPP GDP per capita(int. US\$), 2002	4,085	..	9,115	
<b>Sectors</b>				b
Value added in agriculture (% of GDP), 2002	30.8	11.1	1.5	
Value added in industry (% of GDP), 2002	28.6	19.6	40.6	
Value added in services (% of GDP), 2002	40.6	69.3	57.9	
<b>Miscellaneous</b>				c
GDP implicit price deflator (annual % growth), 2003	4.7	30.3 <sup>1</sup>	5.6	
Private consumption (% of GDP), 2003	52.6	66.4 <sup>1</sup>	61.8	
Government consumption (% of GDP), 2003	27.7	34.5 <sup>1</sup>	10.4	

Notes: <sup>1</sup> 2002

<sup>1</sup> United Nations Statistics Division:

<sup>a</sup> Statistics Division and Population Division of the UN Secretariat; <sup>b</sup> Statistics Division and Population Division of the UN Secretariat; <sup>c</sup> Population Division of the UN Secretariat; <sup>d1</sup> UNESCO; <sup>d2</sup> UNESCO; <sup>e1</sup> ILO; <sup>e2</sup> ILO/OECD

<sup>2</sup> World Bank - Data and Statistics:

<sup>a</sup> Quick Reference Tables; <sup>b</sup> Data Profile Tables; <sup>c</sup> Country at a Glance

1.3 Public Spending	Guyana	Suriname	TTO	
<b>Public expenditures</b>				3
Education (% of GNP), 1985-1987	8.5	10.2	6.3	a
Education (% of GNP), 1995-1997	5	3.5 <sup>i</sup>	4.4 <sup>i</sup>	a
Health (% of GDP), 1990	2.9	3.5	2.5	
Health (% of GDP), 1998	4.5	..	2.5	
Military (% of GDP), 1990	0.9	..	..	b
Military (% of GDP), 2000	..	..	..	b
Total debt service (% of GDP), 1990	74.5	..	8.9	
Total debt service (% of GDP), 2000	16.2	..	6.8	

Notes: <sup>i</sup> Data refer to a year or period other than that specified

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Guyana 1991-1995	Guyana 1996-2000	Latin America & Caribbean average <sup>4</sup> 1996-2000	Excluding Caribbean average <sup>4</sup> 1996-2000	Middle income group average <sup>4</sup> 1996-2000
<b>Employment</b>						
Civilian Central Government <sup>5</sup>	(,000)	13.0	5.2			
	(% pop.)	1.57	0.61	0.69	0.74	0.59
Sub-national Government <sup>5</sup>	(,000)	3.0	2.9			
	(% pop.)	0.37	0.34	0.69	0.74	0.59
Education employees	(,000)	1.0	3.9			
	(% pop.)	0.12	0.46	0.58	0.58	1.20
Health employees	(,000)	2.0	4.6			
	(% pop.)	0.25	0.54			0.70
Police	(,000)	..	1.5			
	(% pop.)	..	0.18			0.30
Armed forces	(,000)	2.0	1.6			
	(% pop.)	0.24	0.19	0.34	0.37	0.46
SOE Employees	(,000)	33.0	26.9			
	(% pop.)	3.98	3.14	2.16	2.16	3.61
Total Public Employment	(,000)	54.0	46.7			
	(% pop.)	6.52	5.44	..	..	6.05
<b>Wages</b>						
Total Central gov't wage bill	(% of GDP)	4.4	6.5	6.6	5.6	8.5
Total Central gov't wage bill	(% of exp)	..	21.6	20.3	19.7	21.6
Average gov't wage	(,000 LCU)	180	..			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..			
Average gov't wage to per capita GDP ratio		2.6	..	1.8	2.0	4.2

Source: [World Bank - Public Sector Employment and Wages](#)

<sup>3</sup> UNDP - [Human Development Report 2002](#)

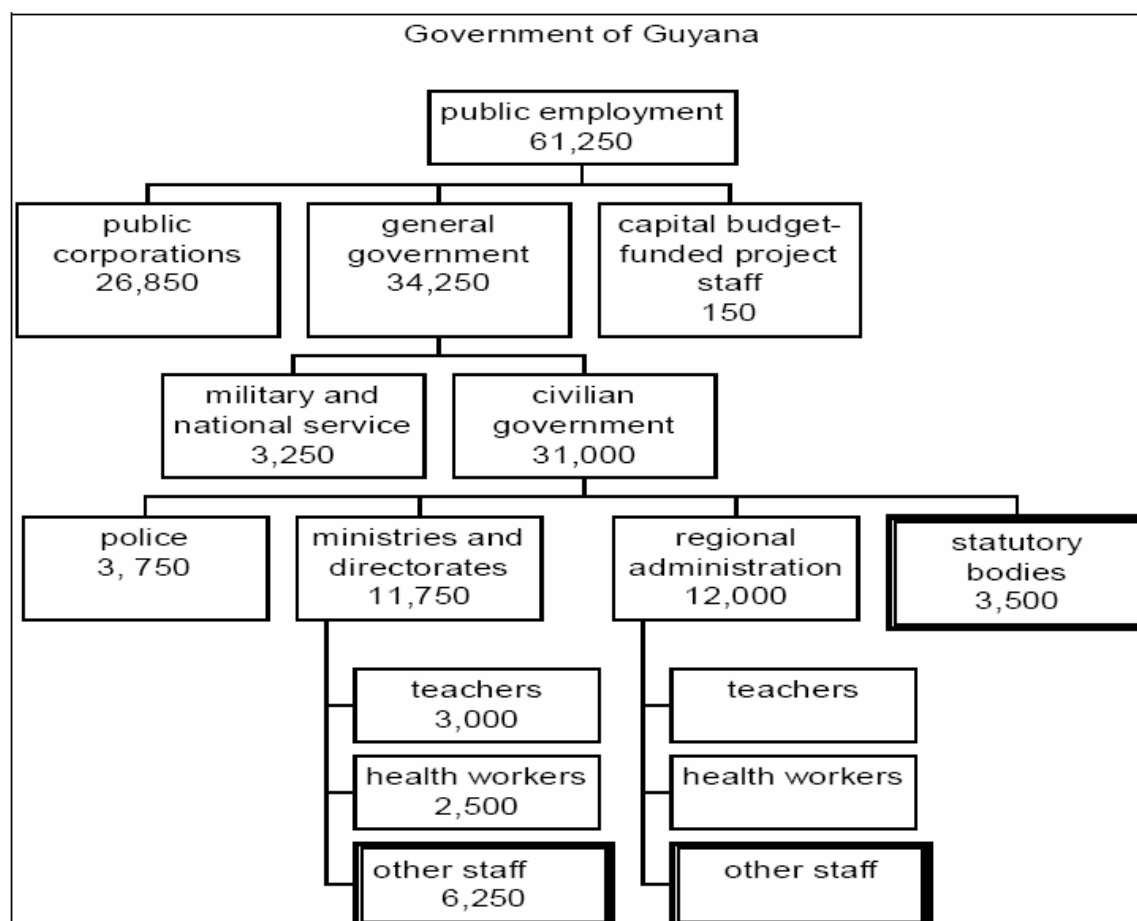
<sup>a</sup> Data refer to total public expenditure on education, including current and capital expenditures.

<sup>b</sup> As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

<sup>4</sup> Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

<sup>5</sup> Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

Structure of Executive Government in Guyana according to World Bank mission in November 1999:



Number of employees in the central public service according to the Ministry of Public Service Management (2000)<sup>6</sup>:

Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Number of employees	52	1686	2841	879	1095	545	288	374	344	278	230	162	61	45	18

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

<sup>6</sup> Guyana Police Force excluded.

## 2. Legal Structure

[Click here](#) for structure of Government.

Guyana has a republic-style Government with an executive president as Head of State. The newly revised 1980 Constitution provides for the fundamental rights and freedom of the individual irrespective of race, political opinion, colour, creed and sex. The constitutional amendments were essentially done through the period 1999 to 2002.

Source: [UN OHCHR](#) - [State Party Report \(29 July 2002\)](#)

### 2.1 Legislative Branch

Unicameral National Assembly (65 elected by popular vote; members serve five-year terms.<sup>7</sup>  
*women in parliament:* 13 out of 65 seats: (20%).<sup>8</sup>

The Parliament of Guyana consists of the President and the National Assembly.

Members of the National Assembly are elected by secret ballot in accordance with a system of proportional representation. The ten geographical constituencies will elect twenty-five members of the National Assembly and the remaining forty members will be elected will be chosen from party-lists. All members serve five-year terms.<sup>9</sup>

**Fact box:**

*elections:* last held 19 March 2001 (next to be held March 2006)  
*election results:* seats by party - PPP/C 34, PNC 27, GAP and WPA 2, ROAR 1, TUF 1

The Speaker may be elected either from among the members of the Assembly who are not Ministers or Parliamentary Secretaries or from among persons who are not members of the Assembly but are qualified for election as members.

The role of the National Assembly fall into three main categories: legislative, financial and oversight. 1) The legislative role is to approve bills; 2) The financial role is to keep the various ministries operational and within a budget; and 3) The oversight role is to ensure that the Government is kept transparent and accountable.<sup>10</sup>

The power of Parliament to make laws is exercised by Bills passed by the National Assembly and assented to by the President. Where the President withholds his assent to a Bill, he shall return it to the Speaker within twenty-one days of the date when it was presented to him for assent explaining why he has withheld the assent.

Within six months of returning a bill, a motion supported by the votes of not less than two-thirds of all the elected members of the National Assembly will re-submit the bill for assent. It shall not again be presented to the President for assent unless of the Bill being so returned upon the Assembly resolves that the Bill be again presented for assent. The President shall then assent to it within ninety days of its presentation.

Source: [Constitution of Guyana](#) - [Chapter VI](#)

<sup>7</sup> Source of fact boxes if nothing else stated: [The World Factbook](#) - [Guyana](#)

<sup>8</sup> [Inter-Parliamentary Union](#) - [Women in National Parliaments](#)

<sup>9</sup> [CNN \(Electionwatch\)](#) - [Guyana](#) & [Sustainable Development Networking Programme](#) - [National Assembly](#)

<sup>10</sup> [Sustainable Development Networking Programme](#) - [National Assembly](#)

## 2.2 Executive Branch

*cabinet:* Cabinet of Ministers appointed by the president, responsible to the legislature  
*elections:* president elected by the majority party in the National Assembly following legislative elections, which must be held at least every five years; prime minister appointed by the president

The executive authority of Guyana is vested in the President. The President is the Head of State and Commander-in-Chief of the armed forces of the Republic.

Any list of candidates for an election to the National Assembly designates one of those candidates as a Presidential candidate. An elector voting in favour of a list is also voting in favour of the Presidential candidate named in the list. A person elected as President after the year 2000 is eligible for re-election only once.

The President appoints an elected member of the National Assembly to be Prime Minister. The Prime Minister is the principal assistant of the President in the discharge of his executive functions and leader of Government business in the National Assembly.

Vice-Presidents and other Ministers shall be appointed by the President from among persons who are elected members of the National Assembly or are otherwise qualified to be elected as such members. Not more than four Ministers and two Parliamentary Secretaries shall be appointed by the President from among persons who are qualified to be elected as members of the National Assembly.

The cabinet consists of the President, the Prime Minister, the Vice-Presidents, and such other Ministers as may be appointed to it by the President.

The Leader of the Opposition is elected by and from among the non-governmental members of the National Assembly.

Source: [Constitution of Guyana](#)

## 2.3 Judiciary Branch

Supreme Court of Judicature; Judicial Court of Appeal; High Court.

The Judicial branch vests its authority in the courts. The courts determine and interpret the law. The courts are independent and impartial and subject only to the Constitution and the law.<sup>11</sup>

The Supreme Court of Judicature consists of the Court of Appeal and the High Court. The Judges of the Court of Appeal are the Chancellor, who is the President of the Court of Appeal, the Chief Justice and such number of Justices of Appeal as prescribed by Parliament. The Judges of the High Court are the Chief Justice and such number of Puisne Judges prescribed by Parliament. The Chancellor and the Chief Justice are appointed by the President acting after consultation with the Minority Leader.

Source: [Constitution of Guyana - Chapter XI](#)

In 2001, the Constitution was amended to place the authority to appoint judges and determine tenure with the Judicial Service Commission (JSC). The JSC has the power to appoint the Director and Deputy Director of Public Prosecutions, the Registrar and

<sup>11</sup> [Sustainable Development Networking Programme - Branches](#)



Deputy Registrar of the High Court, and the Registrar and Deputy Registrar of Deeds. The amendments also allow the President, on the advice of the JSC, to make temporary appointments of judges to sit in magistrate courts and the High Court. The magistrate courts deal with both criminal and civil matters. Magistrates are members of the civil service and trained lawyers, and specially trained police officers serve as prosecutors in lower magistrate courts. The Ministry of Legal Affairs, headed by the Attorney General, is the principal legal advisor to the State. The Director of Public Prosecution is statutorily independent and can file legal charges against offenders. The Constitution provides that anyone charged with a criminal offense has the right to a hearing by a court of law.

Source: [U.S. Department of State \(Human Rights\) - Guyana \(2003\)](#)

## **2.4 Local Government**

The Local Democratic Organs (LDOs) Act passed in 1980 added another administrative layer. The Act created 10 regions with respective Regional Administrations and Regional Democratic Councils, including 6 town municipalities (administered by town councils)<sup>12</sup>, 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.

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\) \(edited\)](#)

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<sup>12</sup> [UN OHCHR - State Party Report \(29 July 2002\)](#)

## 3. The State and Civil Society

### 3.1 Ombudsperson

Articles 191 to 196 of the [Constitution](#) provides for the Ombudsman.<sup>13</sup> The Ombudsman, who is appointed by the President in consultation with the minority leader, has the task of investigating complaints against government departments, with the exception of those filed against the Public Service Commission, the Police Service Commission, or the Teaching Service Commission, all of which have constitutional status. The term of office is four years.

The Ombudsman is the only official empowered to carry out all necessary investigations. Once this process has been completed, he or she reports the results along with any recommendations to the department in question.

Source: [Centro de Estudios de Justicia de las Americas \(CEJA\) - Ombudsman](#)

See also: [Constitution of Guyana \(Title 55, Subtitle 2\)](#)

### 3.2 NGOs

[Click here](#) for a non-exhaustive list of profiles of NGOs in Guyana.

### 3.3 Civil Society

Social Partners, a non-partisan, multiracial lobby group consisting of leaders of the Guyana Bar Association (GBA), the Private Sector Commission (PSC) and the Guyana Trades Union Congress (GTUC), played a discreet but watchful part in the debate on the main problems of Guyanese society in 2002, and in the proposals put forward. The group has consistently called on politicians and parties to focus primarily on issues of economic and social development and thereby transcend racial polarization. It has drawn the main political parties into compromise and encouraged them to make room for civil society in the political debate and economic policy-making. It acts as an informal conduit for intimate dialogue between the various protagonists.

The Guyana Human Rights Association (GHRA) is another key body in the defense of human rights. It is well known for its monitoring of action by the Government and the political parties and for its human rights education for the general public.

The Carter Center, which is funded by the United States Agency for International Development (USAID), supports projects aimed at improving governance and the administration of justice, and at developing alternative conflict-resolution mechanisms, in particular mediation between individuals and communities.

Source: [UN OHCHR - Mission to Guyana and Trinidad and Tobago \(8 January 2004\)](#)

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<sup>13</sup> The Ombudsman was first introduced in 1967 ([click here](#), page 7).

## 4. Civil Service

The Public Service in Guyana includes public servants working for ministries and their affiliated departments, the Regional Associations and the Constitutional Agencies. Available government estimates from 1999 indicate that there were 21,206 public service posts of which 12,024 (57%) were filled and 9,182 (43%) were vacant. Of the recorded 21, 206 positions, 63% were in ministries, 31% were in Regional Administrations and 6% were in Constitutional Agencies. Three-fourth of the filled positions in the public service were in the lowest 5 grade levels.

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

### 4.1 Legal basis

The [Constitution](#) of Guyana sets out the legal framework for the functioning of the state. Under the Constitution of Guyana, the President has complete authority over the structure of the Government and its Ministries. The Ministries are structured into a number of divisions, which are the direct responsibility of the Permanent Secretary.

[Article 135](#) of the Constitution provides for a Public Service Commission (PSC). The composition and functions of the Public Service Commission (PSC) are set out in articles 200 to 205 of the Constitution ([click here](#)).<sup>14</sup> The PSC Rules (1998) specify the legal regulations covering such diverse issues as appointments, promotions, transfers, retirement, discipline, conduct, and related personnel management issues. The Commission delegates, with due approval of the Prime Minister, the administrative powers to a Permanent Secretary, head of Department or the Clerk of the National Assembly. The new Public Service Commission was formed on December 30, 2003.<sup>15</sup>

The Head of the Public Service serves as the Head of the Presidential Secretariat, as the Cabinet Secretary, and as the Senior Public Servant in the Office of the President, which now contains the department of Public Service Management, the former Public Service Ministry, which has its own Permanent Secretary.

The responsibility for personnel policy and administration is divided between the Public Service Commission and the Public Service Management (PSM), individual Ministries, Regional Administrations, and, for payroll purposes, the Ministry of Finance. PSM is responsible for all personnel policies in the public service. Its responsibilities include determining the number of posts in the Ministries, establishing salary and grading levels, and developing training programs. The individual Ministries and Regional Administrations are responsible for day-to-day management of staff, their training and appraisal, and for maintaining employment and salaries within limits approved by PSM.

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\) \(edited\)](#)

### 4.2 Recruitment and Promotion

The Service Commissions, which represent a horizontal check on the Executive, are empowered by the Constitution "to make appointments to public offices and to remove and exercise disciplinary control over persons holding or acting in such

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<sup>14</sup> The other Service Commissions are the Teaching, Police and Judicial Service Commissions.

<sup>15</sup> [U.S. Department of State \(Background Notes\) - Guyana](#). See also: [Government Information Agency - "Public Service Commission fully installed" \(January 7, 2004\)](#)

offices". In order to protect merit in public appointments, the Service Commissions in Guyana carry out the recruitment themselves, specifying *ex ante* who the line agencies can recruit. Although the arrangements in Guyana *per se* are not unusual or unworkable, delays in approving appointments by the Service Commissions has sometimes led line agencies to appoint temporary staff outside of the Public Service Commission recruitment regime.

There are four distinct modalities of recruitment in the Guyana public service (see table below), excluding the Guyana Defense Force. Conceptually, recruitment differ in two principal dimensions: (i) arrangements for ensuring that recruitment is on merit (merit protection); and (ii) arrangements for preventing over-hiring (establishment control). Where Service Commissions are in place, staffing totals are constrained by a headcount, in principle ensuring that staff totals are within an agreed establishment total. The relevant Service Commission, acting within its constitutional prerogative, ensures merit protection. Outside of the Service Commissions, staffing totals are in principle constrained by constraints on the wage bill. Merit is the responsibility of the boards of management at agency level, and the hiring manager when ministries recruit temporaries.

Source: [World Bank \(Guyana\) - Public Expenditure Review \(August 20, 2002\)](#)

Personnel management responsibilities in different parts of the public sector:

Recruitment and merit protection regime	Merit protection responsibility	Estimated staff totals
Traditional public service incl. constitutional agencies (health and other non-teaching staff)	Public Services Commission	Estimated at 16,463 (estimate at 17,438 prior to the corporatization of Georgetown hospital)
Teaching service--including temporaries and unqualified	Teaching Services Commission	An estimated 8,916 teachers
Agency level – includes Project Executing Units, Guyana Sugar Company, other state corporations and the Statutory Bodies	Boards of Management for public enterprises and statutory bodies	Estimated 33,663 (this includes 25,875 staff in Guyana Sugar Company and the other state corporations)
Ministry-recruited temporaries	Hiring manager	Estimated 1,659

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

### 4.3 Remuneration

Following a two-month strike in May-June 1999, the Arbitration Tribunal awarded an increase in public salaries. Civil service salaries were raised by 31 percent through the binding arbitration award by a Tribunal. An additional 27 percent increase was granted in the year 2000.

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

Despite these considerable pay rises for most civil service officials, the pay level remains insufficient to attract and retain highly needed technical staff and managers. The Government has introduced different salary scales in some agencies in order to attract and retain qualified civil servants in key agencies such as the Guyana Revenue Authority.

Source: [World Bank \(Guyana\) - Public Expenditure Review \(August 20, 2002\) \(edited\)](#)

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. The table below shows that these can represent a very significant proportion of total remuneration in some entities. The first row shows average ratio of total benefits to total emoluments by year. The second row illustrates how much higher than the average the maximum ratio of benefits to emoluments can be in some particular organizations.

Variation of benefits and allowances:

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
Average	12.4	15.8	20.8	14.7	15.9	13.4	12.4	13.4	16.2	14.1
Maximum	46.6	47.5	59.4	68.3	62.0	59.1	57.0	51.1	41.9	52.5

In 1993, a 14-grade salary structure was introduced and on the basis of job evaluation, all existing posts were mapped on to the new structure:

Grade	min	mid	max
1	19,000	20,342	21,679
2	20,728	22,373	24,019
3	22,405	24,254	26,097
4	23,427	25,408	27,391
5	26,395	29,816	33,238
6	30,384	34,338	38,288
7	34,991	43,371	51,755
8	42,664	53,311	63,960
9	51,646	66,035	80,428
10	63,871	84,210	104,550
11	80,328	106,950	133,579
12	98,886	136,515	174,141
13	125,167	172,790	220,418
14	152,310	217,542	282,775

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

#### 4.4 Training

Source: [Institution - Title](#)

#### 4.5 Gender

Some countries have adopted new laws applicable to both private and public sectors: Guyana's Prevention of Discrimination Act No. 26 of 1997 (which also covers sexual harassment in section 8);

Source: [ILO \(DIALOGUE\) - Comparative study of contents of civil service statutes \(2001\)](#)

[Click here](#) for ILO website on Equal Employment Opportunities in Guyana.

## 5. Ethics and Civil Service

### 5.1 Corruption

The CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	Country						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
..	Country	..	..	..	..	..	..
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

**Surveys Used:** Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

**Standard Deviation:** Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

**High-Low Range:** Provides the highest and lowest values of the sources.

**Number Institutions:** Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

**90 percent confidence range:** Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

According to a World Bank analysis based on a survey of public officials in Guyana undertaken between November 1999 and January 2000, there is a strong perception of the existence of corruption in the public sector, and only 9% of officials reported having known of another official being disciplined for embezzlement. 93% of all surveyed officials believe that corruption is significant in the public sector, and 9% of officials reported having known of another official being disciplined for embezzlement.

Officials in regulatory agencies (such as Land Registry, Supreme Court Registry, Customs and Excise, Births and Deaths Registry and licensing agencies) had the most opportunity for corruption - more than those in service delivery agencies (such as hospitals, educational institutions) or in positions involving purchases on behalf of government. Public officials believe that corruption was observed most often around a) evasion of taxes and customs duties, and (b) to avoid harassment by police or regulatory bodies.

Officials consider that reporting corruption can be best encouraged by ensuring that the identity of the person who reports the incident of corruption will be kept secret. Officials believe that merit-based recruitment, better pay and stiffer punishment will reduce corruption in the public sector.

Source: [World Bank \(Guyana\) - The experience and perceptions public officials in Guyana \(2000\)](#)

The Integrity Commission, created in 1997, is headed by Bishop Randolph George and comprises members of civil society. It stipulates that the President, Ministers of Government and senior public service officers submit declarations on their assets.

Section Four of the Act contains a Code of Conduct, which states: "Any person in public life who is in breach of any provision of the Code of Conduct shall be liable, on summary conviction, to a fine of \$25,000 and to punishment for a period of not less than six months and not more than one year".

In the past, the Integrity Commission had publicized a notice regarding some public officers' failure to comply with the Commission's Act. The notice listed eleven MPs and 31 regional officials who have not complied with the statute.

Source: Office of the President - "President swears in Integrity Commission" (October 26, 2004)

## **5.2 Ethics**

Source: Institution - Title

## 6. e-Government

### e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

### Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

### Telecommunications Infrastructure Index:

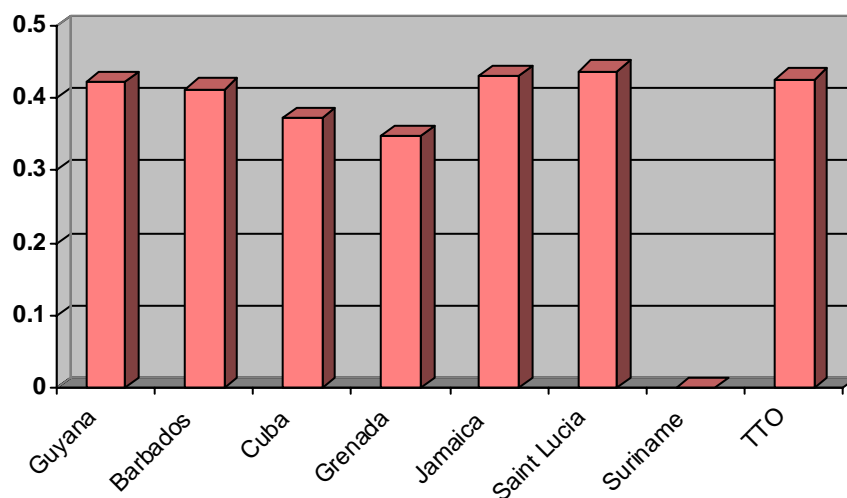
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

### Human Capital Index:

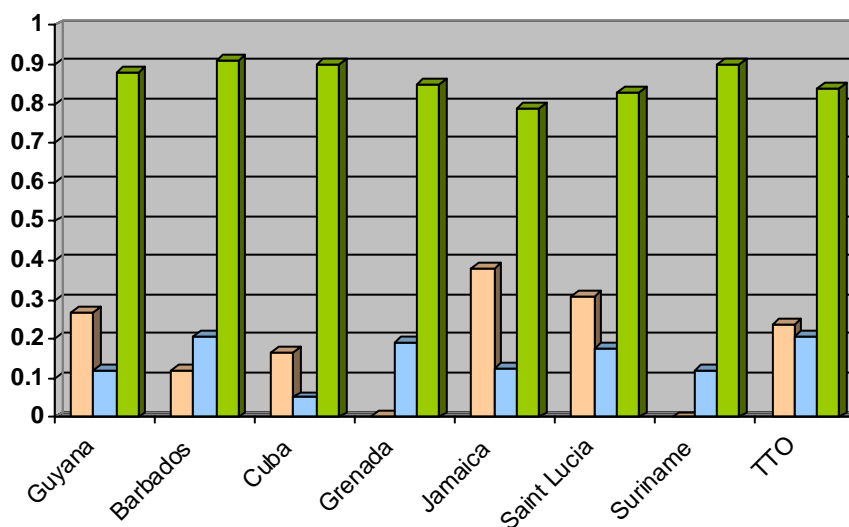
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

### e-Government Readiness Index



Source: United Nations – World Public Sector Report 2003

### Web Measure Index Telecom. Infrastructure Index Human Capital Index



Source: United Nations – World Public Sector Report 2003



**e-Participation Index:**

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

**e-information:**

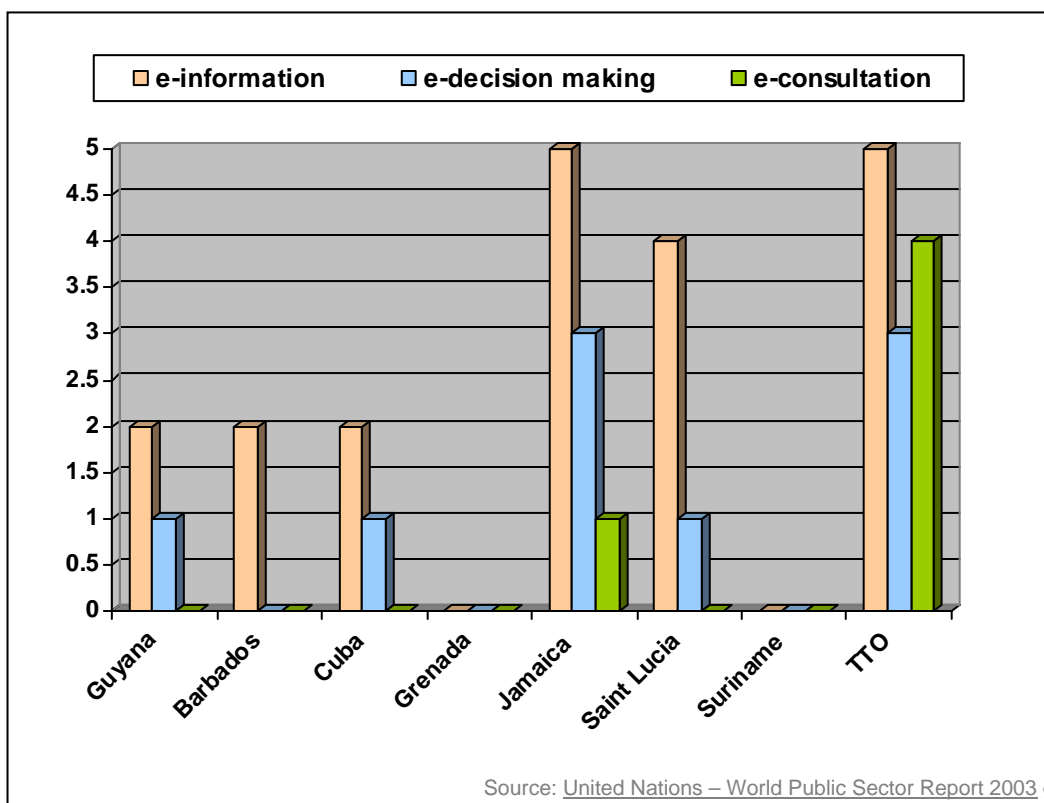
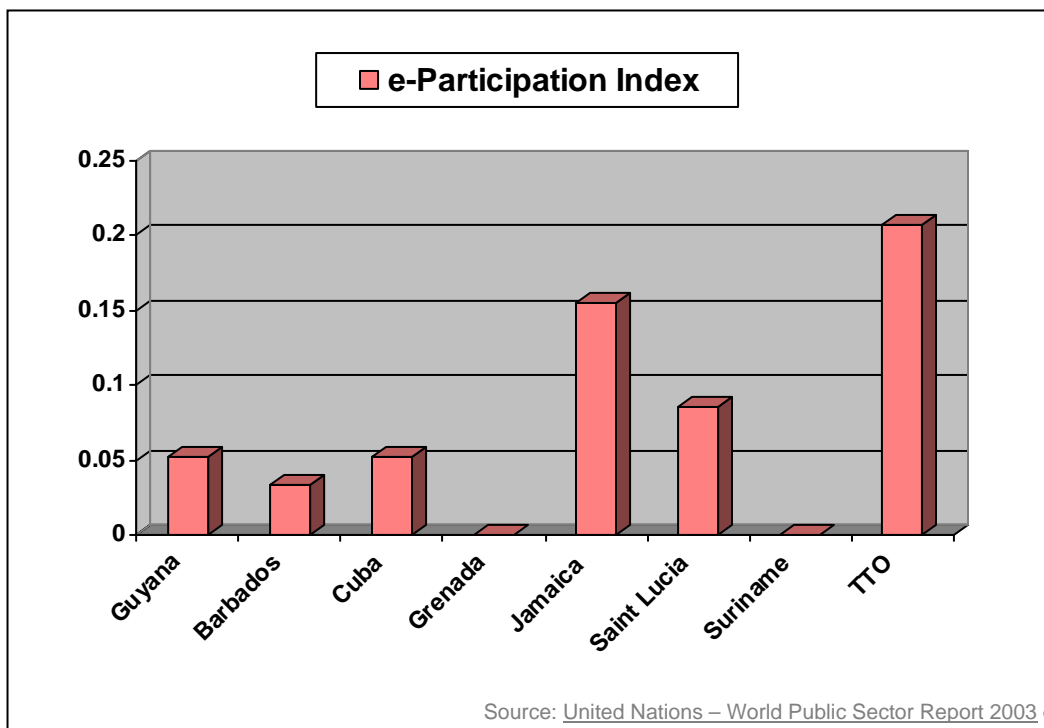
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

**e-decision making:**

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

**e-consultation:**

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.



## 7. Links

7.1 National sites	
Authority	Topic
Office of the President	<a href="http://www.op.gov.gy/">http://www.op.gov.gy/</a>
Government Information Agency	<a href="http://www.gina.gov.gy/">http://www.gina.gov.gy/</a>
Government Ministries	<a href="http://www.gina.gov.gy/ministries.html">http://www.gina.gov.gy/ministries.html</a>
Parliament	<a href="http://www.sdn.org.gy/parliament/">http://www.sdn.org.gy/parliament/</a>
Acts of Parliament	<a href="http://www.sdn.org.gy/parliament/acts1.htm">http://www.sdn.org.gy/parliament/acts1.htm</a>
Sustainable Development Networking Programme	<a href="http://www.sdn.org.gy">http://www.sdn.org.gy</a>

7.2 Miscellaneous sites	
Institution	Topic
Centro Latinoamericano de Administracion Para el Desarrollo (CLAD)	<a href="http://www.clad.org.ve">http://www.clad.org.ve</a>
Caribbean Community (CARICOM)	<a href="http://www.caricom.org/">http://www.caricom.org/</a>
Development Gateway	<a href="http://www.developmentgateway.org/countryprofile/...">http://www.developmentgateway.org/countryprofile/...</a>
Inter-American Development Bank (IADB)	<a href="http://www.iadb.org/exr/country/eng/guyana/">http://www.iadb.org/exr/country/eng/guyana/</a>
Organization of American States (OAS)	<a href="http://www.oas.org">http://www.oas.org</a>
Unit for the Promotion of Democracy (UPD) - OAS	<a href="http://www.upd.oas.org">http://www.upd.oas.org</a>
United Nations in Guyana	<a href="http://www.un.org.gy/">http://www.un.org.gy/</a>
United Nations Development Programme (UNDP)	<a href="http://www.undp.org.gy/">http://www.undp.org.gy/</a>
UNPAN	<a href="http://www.unpan.org/virtual_library-byregion.asp">http://www.unpan.org/virtual_library-byregion.asp</a>
World Bank (WB)	<a href="http://www.worldbank.org/gv">http://www.worldbank.org/gv</a>