

REPORT ON RESEARCH ON THE AWARD OF ACADEMIC SCHOLARSHIPS IN GUYANA

Research done by: Ms. Lyris Primo, Consultant

TABLE OF CONTENTS

1.0 Introduction	1
2.0 The Role of Academic Scholarships In the Development of Guyana	5
3.0 Issues of Ethnicity in Guyana and the Role of the Ethnic Relations Commission	14
4.0 The Survey	16
4.1 Results of the Survey	17
4.1.1 Public Service/Public sector Organisations	17
4.1.1.1 Public service Ministry	17
4.1.1.2 Office of the President	25
4.1.1.3 Awards Offered Under ITEC	30
4.1.1.4 Scholarships Offered Through the OAS	34
4.1.1.5 Guyana Sugar Corporation	40
4.1.1.6 Guyana Geology & Mines Commission	47
4.1.1.7 Guyana Power & Light	52
4.1.1.8 Guyana Energy Authority	57
4.1.1.9 Guyana Lands & Surveys Commission	61
4.1.1.10 Environmental Protection Agency	63
4.1.1.11 University of Guyana	64
4.1.1.12 Hinterland Scholarship Programme	69
4.1.2 Private Sector Organisations	76
4.1.2.1 Banks DIH Ltd.	76
4.1.2.2 Guyana telephone & Telegraph Co. Ltd.	80
5.0 Findings	84
6.0 Recommendations	87

APPENDICIES

1.0 INTRODUCTION

1.1 On April 11, 2007 the Ethnic Relations Commission (ERC) formerly initiated research to determine the equity with which academic scholarships have been awarded in Guyana. The consultant Lyris Alicia Primo agreed to undertake the research, the outcome of which is a “comprehensive *report*” which aims at “*identifying existing activities, processes and procedures used to select eligible persons and comparatively assess whether or not there has been an equitable approach towards all concerned*”.

1.2 The research focused on those organizations, public and private, that were known, or thought to have scholarship programmes for the general public and or for the development of staff in the respective organizations. It was expected that a survey of a representative number of beneficiaries, and unsuccessful applicants would have been done but, the

requisite information needed to facilitate this exercise was not forthcoming from most of the sample organizations which participated in the research exercise.

1.3 The researcher encountered unexpected difficulties in obtaining specific detailed information especially from the two main organizations charged with the responsibility for awarding academic scholarships on behalf of the Government of Guyana to Guyanese viz: the *Public Service Ministry* and the *Office of the President*. As a result, the outcome of the research is therefore less than desirable.

1.4 For the purpose of this research the term "*academic scholarship*" includes awards for all types of training opportunities available to the Guyanese populace at large and specific "staff development" opportunities available to employees of specific organizations.

1.5 Based on the Terms of Reference (please see Appendix i), the scope of the research should have covered the period 1997

to 2006 examining the processes, etc of awarding academic scholarships (as defined for this exercise) of public, private and diplomatic organizations in Guyana. However, many of the organizations which participated either did not have records for as far back as 1997 or did not have programmes as early as that period.

While the main focus of the research was equity with regard to ethnicity, it was considered useful to also look at gender, age and socio-economic status as well. The information provided however resulted in the researcher being limited to examine ethnicity and gender only.

1.6 The methodology used involved:

(i) a survey of those organizations which were administering academic scholarship programmes. This was done by first conducting telephone interviews to determine which organizations within the public and private sectors, and diplomatic community had scholarship programmes and were willing to participate in the research (please see Appendix ii for

list of organizations so contacted); distribution of questionnaires to those willing to participate in the exercise (please see Appendix iii for the particulars of those organizations); face to face interviews with representatives of some of the participating organisations (please see appendix iv for list of persons so interviewed);

(ii) an examination of the role of academic scholarships in the general development of Guyanese human resources.

(ii) a brief overview of ethnic relation issues in Guyana and the role of the ERC.

2.0 THE ROLE OF ACADEMIC SCHOLARSHIPS IN THE DEVELOPMENT OF GUYANA

2.0.1 Any examination of the role played by the award of academic scholarships in Guyana has to be addressed within the context of the development of education generally.

2.0.2 The earliest record of schooling in Guyana dates back to Dutch rule and the arrival of a religious instructor in Essequibo in 1685. Because 17th and 18th century planters sent their children to Europe to study, local education developed slowly. Private schools and academies for the children of prospering non-British colonists were established and maintained in the colony during the 19th century. The first known reference to the establishment of public schools was made early in the 1800s.

2.0.3 By 1834 there were numerous schools, both elementary and secondary, in British Guiana's urban centres. After the abolition of slavery in 1838 many Africans quickly made use of the educational opportunities open to them as this was seen as a means of escaping working on the plantations and moving into more desirable clerical positions.

2.0.4 By 1841 there were 101 elementary schools most of which were under the direction of the London Missionary Society. A teacher training school and a college were opened in the 1850s. Primary education became compulsory in 1876 but truancy was common.

2.0.5 The British planters and bureaucrats discouraged the education of the Indian indentured labourers. The then government stated in 1904 that Indians should not be prosecuted if they objected, on religious grounds, to sending their daughters to school, while many parents kept the boys away to work on the plantations. It was not until 1933 that the Indo-Guyanese leadership became successful in changing the government's policy.

2.0.6 For most of the colonial period secondary education was restricted to the upper and middle classes. With the exception of a very few SCHOLARSHIPS, secondary education was paid

for by parents and not the government. Thus, most of the students who completed primary school were excluded from a secondary education

2.0.7 The reason for the lack of interest in providing secondary education opportunities to the masses was premised on the traditional chauvinistic British view that the “*purpose of secondary education was to prepare the elite for its role in society.*”¹

2.0.8 In the 1940’s, or even earlier, the colonial government, recognizing that many talented Guyanese children were being denied a secondary education because of their socioeconomic status introduced the *BRITISH GUIANA SCHOLARSHIP* programme that rewarded students based on their performance at the scholarship examinations. The programme provided *scholarships* on a county basis whereby 10 scholarships were allocated to Demerara, 2 to Berbice and 1 to Essequibo. These

¹ <http://countrystudies.us/Guyana/44.htm>.

***scholarships* allowed deserving students to attend, at that time, the premier educational institutions in Guyana, *Bishop's High School* for girls and *Queen's College* for boys. The *British County Scholarships* provided funds to cover tuition, books, uniforms and a monthly stipend.**

2.0.9 Other organizations such as lodges provided *partial scholarships* to those who did not perform well enough to earn a *British County*. However, some students were yet unable to take up these *scholarships* because their parents could not have afforded to pay the costs not covered by the *partial scholarships*.

2.0.10 By the mid 1950's the Government of the day opened the first Government Secondary School in East Ruimveldt so as to allow more children access to free secondary education.

2.0.11 By the 1960s British Guiana's education system provided for free elementary education for children 6-14 years old although families needed to purchase all necessary materials.

The effort of the churches had made it possible for the system to expand all over the country. It was estimated that over 90% of all school age children were enrolled in the so-called primary schools. There were some private schools not aided by the government.

2.0.12 Primary education covered the bulk of the population while the situation at the secondary level was quite different. The secondary schools maintained by the government were available only to those who were able to obtain very good results at the *Common Entrance Examination*.¹ These superior results earned the student a *FREE PLACE* in the government-run secondary schools. The only other option available for non- Free Place winners was the private independent schools which were only possible for those who could afford fees or who were awarded some other kind of *scholarship* such as those awarded to deserving children of members of the British Guiana Police Force or *athletic scholarships* offered by some privately run

¹ Later came to be known as the Secondary School Entrance Examination.

secondary schools. The distribution of the secondary schools was such that in many cases there was not only the issue of fees but also the board and lodging for the child away from home.

2.0.13 With regard to post-secondary education, particularly at university level, most of Guiana's brightest minds had to compete for the coveted *British Guiana Scholarship* that afforded them the opportunity to study abroad, in most cases, in Britain. The *scholarship* was awarded to the student with the best performance at the GCE "A" Level examination. For many years only one such *scholarship* was awarded annually.

2.0.14 The practice of awarding *Guiana Scholarships* to students who would have excelled at the GCE "A" Level examinations continued until around the 1980s when it became too costly for the Government to maintain. Students who could not have afforded to finance their own studies abroad then had to rely on such organizations as Demba (now GUYMINE)

Bookers Sugar Estates Ltd., (now GUYSUCO) the British Council, and other such places for *scholarships*.

2.0.15 The education system in Guyana continued to progress rapidly as the nexus between education and development was emphasized by all governments in Guyana. Consequently there developed a number of post secondary education institutions including the GTI, GSA and UG to name a few.

2.0.16 By 1975 the then government abolished private education and became responsible for providing free education from nursery school through the university level in Guyana. The need then for *academic scholarships* to obtain a good education in Guyana was therefore no longer necessary. Rather, in the secondary education system students were awarded places according to their performance at the Secondary Schools Entrance Examination. To attend UG students were required to satisfy the basic entry requirements and successfully sit an entry test, in addition to serving one year in the Guyana

National Service. Public Servants attending UG in those days were granted “study leave” with full pay for the duration of their programmes and were also required to complete one year in the Guyana National Service. Persons who were recipients of Government of Guyana academic scholarship awards through the PSM to pursue university studies abroad were also required to serve one year in the Guyana National Service. In the cases of Public Servants and PSM awardees a contract to serve the Guyana Government upon completion of studies was among the obligations of the students.

2.0.17 By the 1990s there was a reversal of the policy of free education by the government and privately run schools were re-introduced at all levels. The paying of fees was reintroduced at UG and the need for *academic scholarships* to pursue post-secondary education in Guyana resurfaced.

2.0.18 The award of *academic scholarships* in Guyana continues to play a very important role for those desiring to pursue, in particular, a university education whether in or

outside of Guyana. Consequently, the Government of Guyana (GOG) and other public and private sector organizations maintain programmes to award academic scholarships based either on merit or financial need, or to develop the organization's HR needs.

2.0.19 Opportunities for *academic scholarships*, while not many, exist through a number of Government of Guyana programmes in cooperation with friendly countries or through other organizations which have an interest in developing skilled/educated/qualified workers for themselves.

3.0 ISSUES OF ETHNICITY IN GUYANA AND THE ROLE OF THE ETHNIC RELATIONS COMMISSION

Ethnic insecurities are a reality in Guyana. While several initiatives to grapple with this issue, in some instances with support from the International Community, there is still a lot more work to be done.

3.0.1 The Genesis of Guyana's Ethnic/Racial Conflict

According to *Dr. Prem Misir* in his article *“Defining the Indian Diaspora Agenda In the Caribbean”* the genesis of the race/ethnic conflict in Guyana could be traced to the strategy used by the planters to *“limit the bargaining power of the freed Africans after the emancipation of slavery and the introduction of Indian labourers under the indentureship system”*. According to Misir, *“Indians were not transported from India to fill a labour vacuum on the sugar plantations”* since *“freed Africans were available in sufficient numbers to man the wheels of the sugar plantations”*. Misir and other writers argue that the Indians were used by the planters to provide a cheaper source of labour as the freed slaves were demanding higher wages. This action by the planters engendered severe resentment by the Africans against the Indian indentured servants.

Other historians have argued that the ethnic/race conflict in Guyana had its origin in the split of the Peoples Progressive Party in the 1950s.

Whatever the source of the conflict, the reality is that it still exists today and has the effect of impeding Guyana's social, cultural and economic progress.

In an effort to promote ethnic/racial harmony and reduce conflict which has a tendency to increase around national elections, a decision was taken to establish a constitutional body to facilitate the process. The ERC came into being in 2000 by constitutional amendment (#2) for this purpose. It is in keeping with its mandate to "*investigate and pronounce upon issues of ethnic relations in Guyana*" that the current research was commissioned.

4.0 THE SURVEY

The survey was conducted by means of telephone and one on one interviews and questionnaires. Questionnaires were distributed to sixteen (16) organizations (please see Appendix iii) and thirteen (13) were completed and returned (please see Appendix v). The three that were not returned, after repeated

requests, were all from the private sector (please see Appendix vi). Only one of these organizations, *Republic Bank* offered an explanation (albeit verbally) for not being able to complete and return the questionnaire.

It should be noted here that after it was realized that the information on ethnicity of awardees was not forthcoming from some organisations in the form originally requested, the consultant was forced to modify the questionnaire to capture the information in a different format. (Please see Appendices vii and viii).

4.1 RESULTS OF THE SURVEY

4.1.1 PUBLIC SERVICE/PUBLIC SECTOR ORGANISATIONS

4.1.1.1 THE PUBLIC SERVICE MINISTRY¹ (PSM)

(i) “ The PSM has overall responsibility for the management of Government Ministries, Departments and Regional Administration, especially in areas of organization design, development and maintenance of relevant policies, systems and procedures, so as to facilitate the efficient and effective implementation of government’s policies and programmes”² Consequently the responsibility for training and developing a cadre of highly qualified individuals to serve in the public service falls under its purview. More specifically, the Training Division of the Ministry carries out these functions.

The functions have two distinct components namely Staff Development Training and Scholarship Administration. For the purposes of the research *academic scholarship* will be used to refer to both since the information provided made no distinction and it will not necessarily have any material impact on the outcome.

¹ The questionnaire completed by the Office of the Minister did not provide the bulk of the information requested. In the area of ethnicity of scholarship awardees the Minister advised that records “are not stored according to ethnicity. Efforts to obtain lists of names of awardees and unsuccessful applicants were met with the response that “the information is confidential and a court order would be required to release it.

² PSM website: www.sdn.org.gy/psm/

(ii) The Ministry, acting on behalf of the Government Of Guyana, provides opportunities for training and development of Public Service employees (existing and prospective) to enhance their “qualifications and provide practical expertise, based on skills needed to facilitate GOG’s development agenda.¹

(iii) The *Scholarship Programme* is administered by the Training Division of the Ministry and includes offers provided through bilateral cooperation with friendly countries and other international/regional organizations, such as Cuba, India, China, the OAS and others. Awards tenable at local institutions are provided on behalf of the GOG.

(iv) Procedures for Accessing Scholarships

- Eligibility Criteria for GOG Awards

GOG awards fall into two categories viz: *Scheme “A”* and *Scheme “B”*.

¹ Questionnaire

Scheme “A” caters for (a) Guyanese who have not been employed in the Public Service/ Sector; (b) those who have been continuously employed for a period of less than five years.

Trainees may pursue studies at either the undergraduate or post-graduate level and are granted study leave without pay (in the case of those employed in the public service). However if a trainee is “nominated” under this scheme to pursue any kind of studies including participation in a short course, seminar, workshop, etc., he/she will still be in receipt of salary.

Scheme “B” caters for those Guyanese who have been employed in the Public Service/Sector for a period of five continuous years or more prior to receiving the award.

Here, candidates may pursue studies at all levels including short term (up to 12 weeks duration), seminars, workshops, etc. and be granted study leave with full pay.

- Application and Selection Process

- Applications from suitably qualified candidates are invited through advertisements in the national newspapers.

-Applications are received and documented by the Training Division, PSM.

-Selection of the best-suited candidates to receive awards is made by a broad-based panel comprising representatives from UG, PSM, TSC, PSC and the Private Sector.

- Benefits

The GOG on its own or through offers by friendly governments funds tuition and other fees associated with the programme being pursued, travel to and from Guyana (where the award is tenable at an institution outside of Guyana), living expenses, etc.; study leave (with full pay for those with more than five years continuous service and those who have been nominated for an award).

- Obligations

Recipients of GOG awards are required to enter into an agreement with the GOG to serve, on completion of his or her training, between one and five years continuous service depending on the duration of the training programme.

Other obligations are elaborated in *SECTION E* of the very dated *PUBLIC SERVICE RULES, 1987 edition*. While some of these conditions are obsolete e.g. National Service, many others still apply.

(v) Awards (2003-2006)

The period to be examined by the research was stated as 1997 to 2006. The information provided by the Office of the Minister of the PSM covered the period 2003 to 2006. The following explanation was offered “*most of our records which were not computerized before 2003 were destroyed during a construction mishap in 2002. The records available will not reflect an accurate account of all of the scholarships between the years 1997-2002. Therefore I am submitting the records which are accurate for the years 2003-2006*”.¹

Following is the information as provided by the Office of the Minister:

- Total number of scholarships awarded from
2003-2006: 1230**

¹ Questionnaire

- **Certificate: 280**
- **Diploma : 220**
- **Undergraduate: 710**
- **Post graduate : 10 (9 masters; 1 PhD)**
- **Medicine : 650**
- **Engineering : 70**
- **Dentistry : 15**
- **Education : 41**
- **Management: 25**
- **Agriculture: 123**
- **Staff development: 306**
- **University of Guyana : 187**
- **GSA : 45**
- **Cuba : 725**
- **India : 157**
- **Mexico : 30**
- **New Zealand : 6**
- **GTI : 5**
- **UWI : 10**

- **USSR : 35**
- **China : 9**
- **Colombia : 6**
- **Brazil : 5**
- **Cost of Awards**
 - **Medicine : US\$26,000**
 - **Engineering : US\$ 24,800**
 - **Dentistry : US\$ 27,800**
 - **Agriculture US\$ 18,000**
 - **Management G\$ 1,250**

COMMENTS

The information provided by the Office of the Minister, PSM does not allow for the examination of the ethnic, or gender, of *academic scholarship awardees* of the GOG. While the procedures employed appear to be transparent there is no way of being certain without the necessary information.

Because of the perception among the general Guyanese public that there is discrimination along ethnic lines in the process of awarding *academic scholarships* by the GOG, it should have

been in the interest of the PSM to provide all necessary information to remove all suspicions that exist in the minds of the general public.

Outside of the PSM providing the information relative to the ethnicity of the awardees, a list of the awardees' names and addresses would have given a general idea of ethnic distribution.

It is worthy of note here that the researcher was able to ascertain the ethnic distribution of recipients of Government of India's awards which are offered to the GOG and administered by the PSM. This will be further elaborated on in the section of the report dealing with Indian Government awards through its ITEC programme.

4.1.1.2 THE OFFICE OF THE PRESIDENT

(i) The Office of the President, through its Scholarship Section has responsibility for the selection of awardees for scholarships provided to the GOG through the GUYANA/CUBA JOINT COMMISSION, SPECIAL SCHOLARSHIP AWARDS which began in 2002 when the GOG secured 350 scholarships, and continued in 2006 when another 715 awards in the field of Human Medicine, and an additional 205 in the fields of Agriculture Science and Engineering were received. After selection, the remaining aspects of managing the programme is passed over to the PSM.

(ii) Procedures for Accessing Awards

- Eligibility Criteria¹

Candidates must:

- have at least 5 subjects at the CSEC or GCE O'Level examinations which must include English, Mathematics and the relevant core subject(s)**
- not be more than 25 years old at the time of applying;**

¹ Criteria are as specified by the Cuban Government

-be medically fit (supported by a medical certificate);

-be residing in a less developed community.

NOTE: Priority is given to persons from low income families.

- Application and Selection Process

- Applications are invited from suitably qualified candidates by means of the national newspapers.

- Candidates then submit their applications to the Scholarship Section of the OP where those satisfying all requirements are short-listed.

- Short-listed candidates are interviewed by a broad-based panel of experts who thereafter award scholarships to the best candidates. (Please see Appendix ix) for the composition of the panel).

- Benefits

The Government of Cuba funds accommodation, meals, tuition for a period of six years inclusive of a period of one year for Spanish language training. The GOG funds the students'

international travel and provides a stipend of CDN\$50 per month per student.

- Obligations

Awardees are contractually committed to returning to Guyana after the completion of their studies to serve the GOG for a period of five years in a position and at a salary and other prevailing conditions at the particular time dictated by the PSM on behalf of the GOG.

Awardees' passports are endorsed with regard to contractual obligations.

(iii) Awards

Please see Appendix x for details of total number of awards and areas of studies for the period 2002 to 2006; Appendix xii for awards by Guyana's Administrative Regions; Appendix xiii for awards by gender.

COMMENTS

The information provided by OP while of a very high quality and detail did not give the researcher any way of determining the ethnic spread of awardees of Cuban scholarships. The explanation offered was that “ethnicity is not a consideration in the awarding of scholarships”¹. While this may be so, there is a perception among the Afro-Guyanese population that it is. The refusal to provide the type of information that would have in some way contributed to the removal of that perception will rather have the effect of re-enforcing it. Repeated requests to the Office of the Permanent Secretary of OP for lists of names and addresses of awardees and unsuccessful applicants remain unacknowledged.

While the information provided does not lend itself to determining categorically that there was no ethnic bias in the award of the scholarships, it provides opportunity to determine whether there was bias according to gender and geographic location.

¹ Questionnaire

From the information provided it is clear that there was no bias in favour of geographic location. Appendix xi shows that the vast majority of the awardees in each year (2002 to 2006) are from Region 4 the region with the largest population in Guyana. The second, third and fourth largest groups hailed from Regions 6, 3 & 2 respectively with a combined total of 248 over the period which is less than the overall total for region 4 of 284.

With regard to gender, Appendix xii shows that for the overall period males outnumbered females. It was only in 2006 when the female awardees outnumbered their male counterparts.

This situation is clearly contrary to national trends where females out-perform males academically. The only explanation that can be drawn from these figures is that parents might

generally be reluctant to send their daughters to study in Cuba. A clearer understanding of what these figures mean would have been had if ethnicity information or at least the names of awardees had been forthcoming

4.1.1.3 Awards Offered Under ITEC

(i) ITEC is a Division of the Ministry of External Affairs of the GOI and is responsible for the implementation of its economic cooperation programme that targets fellow developing countries. Training constitutes the main component of the programme and accounts for over 40% of the annual budget.

Guyanese have benefited from a number of training opportunities provided through ITEC. The programme in Guyana is administered by the PSM on behalf of the GOG.

While the bulk of the awards are offered to pursue short term programmes (twelve weeks or less), there are a few

opportunities for longer term programmes at the under-graduate and post-graduate levels.

(ii) Procedures for Accessing Scholarships

-The Government of Guyana is awarded 40 slots annually (previously 35) and the PSM, in keeping with Guyana's developmental needs selects from the information provided through the High Commission of India, the most relevant programmes.

-The PSM circulates this information to the Heads of appropriate Ministries and Government Departments, requesting nominations.

-Nominees follow the standard procedures for applying for awards through the PSM which processes the applications accordingly.

- Benefits

The GOI bears all associated costs including round trip airfare, tuition fees, living allowances, medical expenses, book grants and extra baggage allowance. ([www.http://itec.nic.in](http://itec.nic.in))

- Obligations

The obligations of awardees under this programme are governed by those established under the rules of the PSM.

(iii) Awards

-Based on the information provided by the PSM one hundred and fifty seven (157) scholarships were awarded to Guyanese under the ITEC programme during the period 2003 to 2006. As mentioned earlier no further details were forthcoming from the Ministry.

However while researching the matter of ethnicity issues in Guyana on the world wide web the consultant discovered an article authored by Dr. Prem Misir, Pro-Chancellor, University of Guyana, titled “*Defining The Indian Diaspora Agenda In the*

Caribbean” (www.uog.edu.gy/files/documents/prochancellor/). In the section of the article dealing with India’s educational connection to the Caribbean, Misir states, “Through scholarships and other forms of educational assistance, India continues to reach out to the Diaspora, including Caribbean Indians; in fact India has reached out to Caribbean non-Indians too.”

Misir went on to support this position by presenting statistical data reproduced in Table 1

Table 1 : Indian Staff Development Scholarships to Guyana

Years	2000	2001	2002	2003	2004	2005	Total	%
Ethnicity								
Africans	6	6	1	3	18	11	45	41
Indians	5	5	6	7	22	5	50	45
Others (mixed)	3	1	1	6	3	1	15	14
Total No. of Scholarships	14	12	8	16	43	17	110	100

Source: “Defining the Indian Diaspora Agenda” by Dr.Prem Misir, P.7

It is worthy of note here that Dr. Misir cited The PSM as his source for the data outlined in the table.

Notwithstanding this however, the data aids the discussion, (though it seems to be at variance with that provided by the PSM) in showing, at least in this category, that awards were

¹ Defining the Indian Diaspora Agenda; p 6

granted equitably. However what needs to be examined is whether other ethnic groups were equally nominated and if all nominees were awarded scholarships. The current system where it is left up to the heads of department alone to nominate persons provides scope for bias one way or the other.

4.1.1.4 Scholarships Offered Through the OAS

(i) The OAS, of which Guyana is a member, is a grouping of Nations of the Western Hemisphere that focuses on, among other things, “confronting shared problems such as poverty...”

(http://www.oas.org/key_issues/eng/KeyIssue_Detail.asp?Kis_sec=20). In its Strategic Plan for Partnership for Development the OAS states its principal goal as being to “support member states in their efforts to reduce poverty and inequity, to provide equality of opportunities and to eradicate extreme poverty through building human capacity and strengthening institutions”

(http://www.oas.org/key_issues/eng/KeyIssue_Detail.asp?kis_sec=19). The provision of academic scholarship opportunities to

individuals of member states is one of the many means used by the OAS to achieve this goal.

(ii) Procedures for Accessing Scholarships

- Eligibility Criteria

The following factors are considered when awarding scholarships:

- the objectives and priorities established in the Strategic Plan for Partnership and Development;**
- the training priorities of member states;**
- the merits and overall credentials of the candidate including his/her academic and professional background;**
- the financial need of the candidate;**
- an extensive and equitable geographic distribution for the benefit of all member states and that takes into account the greater needs of the smaller and relatively less developed countries.**

- Application and Selection Process

-The OAS Permanent Office in Guyana receives information on the announcement of scholarships from the General Secretariat (GS) which it passes on to the NLO (Permanent Secretary, Ministry of Foreign Trade and International Cooperation). The NLO in turn passes the information over to the PSM who administers the process on behalf of the GOG.

-The PSM advertises in the national media for applications from qualified Guyanese citizens.

-Applications are received and recorded by the PSM.

-The PSM ensures that applications meet the eligibility criteria and then passes them on to a pre-selection committee made up of representatives of (a) *OAS HQ*; (b) *OAS Permanent Mission in Guyana*; (c) *NLO*; (d) *PSM*

-The pre-selected applications are forwarded, through the Permanent Mission, to the Scholarship Selection Committee at OAS HQ where scholarship awards are made.

-The G S publishes, on the OAS website, the list of scholarship awardees by name and nationality (the GS also publishes the particulars of pre-selected applicants on its website).

-Benefits

Awardees receive funds to cover, in full or in part, university tuition and mandatory fees, international travel to and from the place of study, health insurance, living expenses, the purchase of books and other study materials, and for a dissertation or for other work required for graduation.

-Obligations

Each awardee must:

-fulfill all requirements of the programme for which the scholarship was awarded;

-observe the laws of the host country and the regulations of the place of study or research;

-return to reside in his/her sponsoring country upon completion of studies. (In the case of Guyana this follows the standard PSM procedures).

(iii) Awards (2002-2006)

No information was available for the period prior to 2002.

As mentioned previously, information on awards/awardees of scholarships administered by the PSM was not forthcoming. An attempt to access the information from the Ministry of Foreign Trade and International Cooperation was just as unsuccessful. Therefore, the consultant was forced to go directly to the OAS HQ in Washington which quite readily provided a list of recipients of scholarship awards for the period 2002 to 2006. (Please see Appendix xiii). Details concerning institution, field of study and level of qualification were however not received.

COMMENTS

An examination of the procedures for accessing awards provided through the OAS shows that it is quite transparent up

to a point. The stage prior to submission to the pre-selection committee provides scope for abuse. Access to the applications received prior to pre-selection could have been quite instructive.

A perusal of the list of recipients indicates an ethnic distribution of awardees (based on names which may not be 100% accurate) with 50% Afro-Guyanese, 26 % Indo-Guyanese and the remaining 23% mixed. This could be explained by the fact that Afro-Guyanese more than any other ethnicity satisfied one of the requirements of “financial need” or that the majority of applications were from Afro-Guyanese, or that the applications from Afro-Guyanese met all OAS criteria.

With regard to gender, females outnumber males (consistent with national trends in the field of academics).

NOTE: The reason for elaborating on the scholarships provided through the OAS and the Governments of India and Cuba was because more information was readily available for these programmes.

4.1.1.5. GUYANA SUGAR CORPORATION (GUYSUCO)

(i) GUYSUCO is one of the largest employers in Guyana and is also a major contributor to its GDP. GUYSUCO boasts a cadre of highly qualified and competent professional and technical persons, a result, at least in part, of its policy of awarding academic scholarships to persons on its staff and those not yet on staff, inherited from its predecessor Bookers Sugar Estates Ltd.(BSEL).

(ii)From 1997-2002 GUYSUCO's scholarship programme was executed along the lines of BSEL's policy, which was simply to provide pre-appointment and post-appointment training opportunities through its cadet and employee development scheme.

CADET SCHEME

Under this scheme GUYSUCO sought mainly professional and technical cadets who were trained to become accountants and personnel managers or enter the field of science, Engineering, Agriculture and Sugar Technology.

- Procedures for Participating in the Scheme

-Eligibility Criteria: Applicants had to satisfy the basic requirements for entry into any University.

Training in the field of Agriculture was provided at the undergraduate and diploma levels.

At the undergraduate level candidates were required to possess at least 5 GCE “O” Level subjects and 3 at GCE “A” Level. English Language, Mathematics and Science subjects were required among the subjects obtained at either level.

At the Diploma level nominees were chosen from among persons employed on estates who showed some aptitude for agricultural work.

Successful selectees were sent to either the GSA or the Eastern Caribbean Institute of Agriculture and Forestry (ECIAF) to pursue a two-year programme.

The academic requirement to attend the GSA or the ECIAF was 5 subjects at the GCE “O” Level including English Language and a Science subject and mathematics in the case of the ECIAF.

- Application and Selection Process

After determining the number of cadets to be selected in any one year, the company would publicly invite applications.

Completed application forms together with birth certificates and certificates of academic qualifications were sent to the Personnel Director.

(iii) In the post 2003 period GUYSUCO's policy was virtually the same except that it was incumbent on each employee to take responsibility for his/her development which is separate and apart from the company provided training and development.

- The Cadetship Scheme

Here, GUYSUCO seeks mainly professional and technical cadets to fill senior and middle-management positions based on the projected needs of the organization. Unlike the pre-2003 period, awards are granted at the post-graduate and undergraduate (including diploma and certificate) levels.

- Procedures for Accessing an Award

- Eligibility Criteria

-Post Graduate Level

Candidates seeking awards at this level must possess:

- acceptance at an approved university;**
- at least on year's service with the organisation;**
- performance acceptable to the company (based on annual performance appraisal).**

External candidates must satisfy the academic requirements of an approved University and successfully serve a pre-cadetship period of one year.

- Undergraduate Level

External and Internal candidates must satisfy the academic requirements determined by GUYSUCO and successfully serve the corporation for at least one year prior to proceeding to study.

Internal candidates who have served the corporation satisfactorily for three years or more are not required to serve the one year pre-cadetship period of attachment.

- Application and Selection Process

- offers are advertised either internally or externally depending on the discipline;**
- applications are submitted through the Estates to Head Office for processing (external applications are submitted directly to Head Office);**
- the Personnel Division at Head office short-lists the best applications based on the established criteria;**
- short-listed candidates are interviewed by a panel (comprising appropriate GUYSUCO representatives) which recommends candidates for awards;**
- recommendations are forwarded to the Chief Executive Officer, through the Human Resources Director, for final approval.**

(iv) Awards (1997 -2006)

For the period 1997 to 2006 GUYSUCO awarded 134 academic scholarships tenable at institutions in and out of Guyana at a total cost of six hundred and twenty million dollars (\$620M)

broken down as follows: 1997: \$1,040,000; 1998; \$171,533; 1999: \$61,947; 2000: \$79,604; 2001: \$36,037; 2002: \$46, 787; 2003: \$160,355; 2004: 43,340; 2006: \$10,969 (Please see Appendix iv for details).

The information provided shows that 49% of the awards were granted to pursue studies at the BSc level, 41 % at the diploma level, and the remaining 10% distributed among post-graduate, certificate, etc. The vast majority of the awardees pursued studies in Agriculture and Engineering.

With regard to gender 122 were male reflecting the male dominance of the workforce. The question here is whether women are not encouraged to join the workforce or whether there is no interest.

Regarding race/ethnicity, 62% of the awards were given to Indo-Guyanese; 29% Afro-Guyanese and the remainder undeterminable. (The method used to determine ethnicity was based on the names of awardees).

Historically Indo Guyanese have dominated the sugar industry which could explain the distinctive bias in the award of

academic scholarships. Interestingly, of the total number of Afro-Guyanese awarded scholarships 59% pursued studies leading to a bachelor's degree compared to 43% for Indo-Guyanese. The larger percentage of Indo-Guyanese pursuing studies leading to a diploma from the GSA, could be attributed to the method of selection. The method of selecting candidates who "*showed aptitude for agricultural work*" is somewhat subjective and lends itself to abuse.

COMMENTS

Overall, the system used for awarding scholarships appears for the most part to be fair. The ethnic and gender distribution is reflective of the employee profile of the organization. Nonetheless there are two areas of concern in the selection process i.e. (i) Final approval for awarding scholarships resting with the CEO alone and (ii) the method used for selecting candidates to pursue the diploma in agriculture at the GSA.

4.1.1.6 GUYANA GEOLOGY & MINES COMMISSION (GGMC)

(i) The GGMC was created in 1979 and is concerned with the regulation of Guyana's mining sector. The commission is comprised of 5 divisions to carry out its role viz: Geological Services, Mines; Environment and Petroleum. The Administrative and Financial Divisions support the other three in the discharge of their functions.

(ii) Policy for awarding Academic Scholarships

The GGMC, in keeping with its human resource needs awards *academic scholarships* to eligible persons.

***Scholarship* opportunities are provided annually for attendance at the University of Guyana.**

(iii) Procedures for Accessing Scholarships

- Eligibility Criteria

Candidates are required to possess the basic UG academic requirements of 5 passes at the CSEC inclusive of English Language, and Mathematics, depending on the field of study.

- Application and Selection Process

- applications are invited from suitably qualified persons through advertisements in the national media,

- eligible applicants are short-listed by the Personnel Department of the GGMC with input from other relevant department heads;

- short-listed candidates are interviewed by a panel comprising personnel and other appropriate staff of the GGMC. Once the panel is satisfied with the candidates' suitability, scholarships are awarded.

- Benefits

- the award covers the cost of tuition, book allowance, and a monthly stipend;

- awardees attaining a grade point average of 3.0 and above receive an additional incentive.

- Obligations

- beneficiaries are required to sign a contract to serve the GGMC for five years on completion of their studies.

(iv) Awards

Table 2 : No. Of Scholarships Awarded by GGMC (1997-2006)

Year	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	Total	%
Ethnicity												
African	4	0	0	3	0	0	0	4	0	10	21	67
Indian	4	0	0	0	0	0	0	3	0	3	10	33
Total	8	0	0	3	0	0	0	7	0	13	31	100

Table:2 shows that for the period 1997 to 2006 GGMC awarded 31 academic scholarships of which 67% went to Afro-Guyanese and 33% to Indo-Guyanese. This is reflective of the ethnic composition of the staff at the organization. Historically, the

mining sector tended to attract more Afro-Guyanese in the same way that the sugar industry tended to attract more Indo-Guyanese. Another study should be conducted to explain this phenomenon.

Table 3 : Institution, Level of Qualification, Field of Study (GGMC Awardees)

Year	Institution	Level	Field of Study	Ethnicity	No
1997	UG	Bachelor's Diploma	Computer Studies	African	1
			Surveying	African	3
				Indian	4
2000	UG	Bachelor's	Mining Engineering	Indian	3
2001	UG	Bachelor's	Mineral Proc. Eng	African	1
				Indian	1
			Geotechnical Eng	African	2
2004	UG	Bachelor's Diploma	Geoenv. Eng.	Indian	1
			Geological Eng.	African	1
				Indian	1
2006	UG	Diploma	Geological Eng	African	6
				Indian	3
		Bachelor's	Geo-tech Eng	African	4
Total					31

Table 3 shows that with regard to level and field of study there is no marked preference based on ethnicity.

COMMENTS

The system employed by the GGMC is quite transparent and seems fair. The disparity in ethnic distribution, as stated before is reflective of the ethnic composition of the workforce.

No information was provided on gender.

4.1.1.7 GUYANA POWER AND LIGHT (GPL)

(i) The GPL is Guyana’s premier supplier of electricity services.

Its stated mission is “*To provide an expanding customer base with electricity services which are technically, financially and environmentally sustainable, achieving best practice and acceptable international norms, delivered by our people performing in accordance with company values to the highest ideals of work excellence...*”(<http://www.gplinc.com/>)

To facilitate this mission, GPL embraces a policy where any Guyanese citizen within a specified age group, who possesses the necessary qualifications, and is willing to serve the company, is provided *scholarship* opportunities to advance their career objectives. These opportunities are accessible not only to current employees but to qualified members of the general public.

(ii) Procedures for Accessing the Opportunities

- Eligibility

- candidates must have completed training in a field compatible with GPL's long or short term goals.

- Application and Selection Process

- applications on a standard form are completed and submitted (with all relevant certifications attached) to the *Training and Development Manager*;

- the applications are forwarded to the *Human Resources Director* for further processing and selection of suitable candidates;

- the HR Director forwards the selected applications to the *Board of Directors* for final approval;

- awardees are put through an established screening process to further determine their suitability by under-going a period of on-the-job training for six months before commencing studies.

- Benefits

- GPL funds the cost of tuition.

- Obligations

- Awardees are required to serve the GPL for a period so specified by the Company.

(iii) Awards (2002-2005)

Information has been provided for the period 2002 to 2006 where nineteen (19) academic scholarships were awarded. All awards were tenable at the University of Guyana. Eight (8) were granted to pursue studies at the Bachelor's level and the remainder at the Diploma level.

Table 4 : Scholarships Awarded by GPL (2002-2005)

Year	No	Name of Awardee	Field of Study	Level of Qualification	Ethnicity	Gender
2002	9	Denise Fraser	Elec. Eng.	Diploma	African	Female
		Kenneth Quintyn	Elec. Eng.	Diploma	African	Male
		Ray De Leon	Elec. Eng.	Bachelor's	African	Male
		Peter Langevine				
		Mortimer Rose	Elec. Eng	Bachelor's	African	Male
		Charlene Profit	Elec. Eng.	Bachelor's	African	Male
		Denise Johnson	Accounts	Diploma	African	Female
		Leslyn Samuels	Accounts	Diploma	African	Female
		Ian Cole	Elec. Eng.	Diploma	African	Female
		Elec. Eng.	Diploma	African	Male	
2003	3	Nigel Chetram	Elec. Eng.	Diploma	Indian	Male
		Jawan				
		Kandernath	Elec. Eng.	Diploma	Indian	Male
		Dexter Clarke	Elec. Eng.	Diploma	Indian	Male
2004	3	Samuel Blackman	Elec. Eng.	Diploma	African	Male
		Neville Sam	Elec Eng.	Diploma	African	Male
		George Dyal	Elec Eng.	Bachelor's	African	Male
2005	4	Subash Nipal	Elec. Eng.	Diploma	Indian	Male
		Sheldon Umrao	Elec. Eng.	Diploma	Indian	Male
		Mark Braithwaite	Elec. Eng.	Degree	African	Male
		Ravin Deo	Elec. Eng.	Degree	Indian	Male
		Shivdas				
TOTAL	19					

COMMENTS

From the gender perspective, Table 4 shows that there is an overwhelming bias in favour of males. However, this could be explained by the nature of the organization whose functions require the services of more males for its core operations. This is supported by the fact that of the four (4) female awardees two (2) pursued studies in non-engineering fields.

Of the nineteen (19) scholarships awarded, the Table shows that thirteen (13) or 67% went to Afro-Guyanese which again reflects the dominance of that ethnic group in the workforce.

Although the process for awarding scholarships appears generally to be transparent, there is yet scope for abuse at the stage where the *Human Resources Director* is solely responsible for recommending awardees for approval by the *Board of Directors*. In the interest of transparency, the HR Director alone should not be vested with this responsibility.

4.1.1.8 GUYANA ENERGY AUTHORITY (GEA)

(i)The GEA is responsible for ensuring the rational and efficient use of imported petroleum-based energy sources, while encouraging, where economically feasible and environmentally acceptable, increased utilization of renewable energy sources.

(ii) Policy for Awarding Academic Scholarships

The organizations policy on awarding academic scholarships is limited to facilitating staff members who initiate their own career development programmes.

(iii) Procedures for Benefiting Under These Arrangements

-the respective staff member identifies appropriate courses/programmes; applies and gains acceptance at the appropriate institutions and is released with full pay to pursue his/her studies;

- candidates are not required to serve the GEA upon successful completion of their studies but are free to either return to the GEA or serve in any other organization in Guyana as their contribution to national development.

(iv) Awards (1997-2006)

Under this system, for the period 1997 to 2006 twenty nine (29) members of staff were released to pursue a wide range of training programmes including participation at workshops, and

academic studies in and out of Guyana. (please see Appendix xv for details).

Among the institutions attended by sponsored staff members were: UG, GTI, Global Accountancy, The Business School, Board of Engineers of Trinidad & Tobago, Hongzon Regional Centre (Asia-Pacific) for Small Hydro Power, Centre for Development of Advanced Computing (Indian Govt), University of Calgary, Canada, Institute of Business, UWI.

Areas of study included Management, Accounting, Economics, Information Technology, Sustainable Energy Development, Environment, Engineering, Secretarial Studies, etc.

The levels of study included Degrees (7) (undergraduate (4) and post-graduate (3)); Diplomas (13) and Certificates (26).

Ethnic Distribution

Of the twenty nine (29) members of staff benefiting under this system seventeen (17) or 58% were Afro-Guyanese; nine (9) or 30% were Indo-Guyanese and the remaining four (4) or 12% were mixed¹.

¹ The information on ethnicity was provided by the GEA

COMMENTS

The information as outlined in the foregoing shows that the organisation's system for facilitating staff development is quite unique in Guyana and probably works well because of the small size of the organization.

The types of training facilitated and the system for such facilitation shows clearly that all employees are given the same opportunities to benefit.

The high number of Afro-Guyanese is indicative of the ethnic composition of the staff, at least at the middle and lower levels of the organization.

The gender distribution of seventeen (17) females and twelve (12) males is acceptable given the nature of programmes/courses as listed in Appendix xvi.

4.1.1.9 Guyana Lands & Surveys Commission (GLSC)

(i) Policy on Providing Academic Scholarships

- The policy focuses on providing academic *scholarship awards* to those persons identified to take up Management positions within the organization.

Lower level workers identify and gain admission to programmes/courses relevant to the operations of the organization and the GLSC finances and provides time-off to pursue them.

(ii) The Programme

The GLSC Human Resource Development Plan is budgeted for annually.

- Eligibility Criteria

- staff members benefit under the HR development plan based on their years of service with the organization and their appropriate academic qualifications.

- Benefits

- GLSC funds the cost of programmes/courses and grants time-off to approved staff members.

-Obligations

Beneficiaries are contracted to serve the organization for periods ranging from two and one half to five years after successfully completing their studies.

(iii) Awards (2002-2006)

Appendix xvi sets out complete details on the beneficiaries under GLSC's HR Development Programme. It is quite obvious that there is a concentration on short courses conducted in-house and by the PSM.

COMMENTS

While the information provided is very much appreciated, the fact that it is focused on in-house and similar types of training is not strictly in sync with the general thrust of the research.

Nevertheless it is worthy of note that the information provided shows that all staff have equal access to training opportunities and benefit therefrom regardless of gender or ethnicity.

4.1.1.10 ENVIRONMENTAL PROTECTION AGENCY

From a telephone conversation with the Executive Director, EPA, the researcher got the impression that the entity provided opportunities to members of staff to access academic scholarships. However, the information provided did not support this.

Rather, the information provided in the completed questionnaire advised that the “Agency did not award scholarships, staff benefited from workshops and short courses.”

The PSM rules governing GOG awards are used to select individuals to participate in the workshops.

No other information was provided.

4.1.1.11 THE UNIVERSITY OF GUYANA (UG)

(i) Policy on the Award of Academic Scholarships

UG provides opportunities for academic scholarships at two levels: a) waivers of tuition fees for staff and certain dependents and, b) Scholarships and fellowships offered by the Association of Commonwealth Universities (ACU).

(ii) The Programmes

a) Waiver of Tuition Fees for Staff and Certain Dependents.

- Procedures for Accessing Waivers

- Eligibility Criteria

·The staff member must have completed a minimum of four (4) years permanent, full-time paid resident service without a break.

·Dependents include: i) a natural child of a permanent full-time employee under the age of twenty one (21) years at September 1 in the year of the first registration; b) the legal spouse of a permanent full-time employee.

·In both cases applications must be supported by the requisite documentation including the basic requirements for entry into UG.

-Application and Selection Process

The staff member is required to indicate on the UG Student Application Form the department in which he/she is employed.

The Head of Department must approve the application. Once the staff member's/dependent's admission to the programme applied for is approved, he/she is then required to complete a request for waiver form. Provided that the staff member /dependent satisfies all of the requirements, the application is approved by the Administration.

a) ACU Scholarships and Fellowships

(i) Procedures for Accessing Scholarships

· Eligibility Criteria

These are established by the various Commonwealth member countries offering scholarships in any particular year.

- Application and Selection Process

- Information on ACU offers is circulated among the various faculties which are invited to submit nominees to either the Deputy Vice-Chancellor or Registrar. The Deputy Vice-Chancellor/Registrar meets with the Committee of Deans to select awardees based on criteria established by the countries offering scholarships/fellowships in a given year, the candidate's/nominee's profile, and the needs of the University.

Nominations are forwarded to the governing body in the particular Commonwealth country offering the award for final selection.

Candidates nominated by UG have to compete with those from other Commonwealth countries.

(iii) Awards (Waivers and ACU Scholarships 1997-2006)

Table 5 shows that for the period under review UG awarded a total of one thousand and two (1002) waivers and seven (7) ACU scholarships (please see Appendix xvii for details). The figure representing total waivers is somewhat mis-leading because of

the system of awarding waivers each academic year, rather than have them automatically continue throughout the duration of the programmes. For example, on the list of names of beneficiaries provided, one pursuing a four year programme is recorded as having received a waiver in each of those four years.

Table 5: Scholarships awarded by UG (1997-2006)

Year	Waivers	ACU Awards
1997	Not offered	Nil
1998	Not offered	1
1999	129	2
2000	150	Nil
2001	148	Nil
2002	128	1
2003	133	Nil
2004	126	1
2005	114	2
2006	94	Nil
Total	1002	7

COMMENTS

A perusal of the lists at *Appendix xviii* indicates that the vast majority of beneficiaries of waivers tend to be Afro-Guyanese. It would be very fair to suggest, in the absence of any other

kind of evidence that the ethnic profile of the staff of the institution is responsible for this.

However, an examination of the seven persons who benefited under the ACU programme (based on names) are all afro-Guyanese. While this may appear to be deliberate, the process for accessing these awards as elaborated in the foregoing allows all eligible staff members to benefit. Because the process is quite competitive, it is the best of the lot that are awarded these scholarships throughout the British Commonwealth.

4.1.1.12 HINTERLAND SCHOLARSHIP PROGRAMME

(MINISTRY OF AMERINDIAN AFFAIRS)

(i) The Hinterland Scholarship Programme was established by the Government of Guyana to provide students from hinterland communities of Guyana with quality secondary and/or technical education which they otherwise would not be able to access in their communities. The programme also aims to provide the opportunity for the integration of hinterland students into the wider Guyanese society.

The programme falls under the purview of the Ministry of Amerindian Affairs since, it was initially established as “*The Amerindian Scholarship Programme*” and catered exclusively to Guyanese of Amerindian ancestry. However, the changing demographics of Guyana’s interior locations have made it necessary to change the focus group to reflect this reality.

(ii) The programme offers two types of scholarships: a) Secondary School; b) Technical Scholarships to students from Regions 1, 7(with the exception of Bartica), 8 and 9, and all Amerindian and riverain communities in Regions 2, 3, 4,5,6 and 10.

a) Secondary Schools Scholarship

This aspect of the programme caters to students who would have completed the Secondary Schools Entrance Examination (now Grade 6 Assessment) in any given year.

The scholarships are awarded at two levels viz: *Regional and National.*

The *Regional Scholarships* allow students to attend secondary schools within their regions of origin while the *National Scholarships* allow students to attend secondary schools on the coast.

To be eligible for a *Regional Scholarship*, the student must attain a score of no less than 470 and no more than 480 at the SSEE, while for the *National Scholarship*, the student needs a score in excess of 480 to qualify

- Application and Selection Process

a) *Secondary School Scholarships*

Beneficiaries are not required to apply for these scholarships. Rather, they are selected by the Ministry of Amerindian Affairs based on their performance at the SSEE.

The Ministry obtains information on students' performance from the Examinations Division, Ministry of Education, and awards scholarships accordingly.

b) *Technical Scholarships*

Applications are submitted to the Ministry of Amerindian Affairs where they are assessed by the appropriate staff members and selected for an award based on qualifications, acceptance at the appropriate institution and geographical spread.

Technical Scholarships are awarded on a residual basis and are considered after all of the secondary scholarships are awarded in a given year.

-Benefits

The GOG covers the costs of tuition (where relevant), boarding and lodging, uniforms, annual traveling to and from the interior, examination fees, and medical expenses. The GOG also contributes to the costs incurred for school projects and CSEC School Based Assessments (SBAs)

- Obligations

Awardees are expected to maintain an overall average of 65% throughout the duration of the scholarship. In the case of the Secondary School Programme, this is five years and in the Technical category, from one to three years.

Awardees are also expected to participate in all national and extra-curricular activities of the Ministry of Amerindian Affairs.

(iii) Awards (1997 to 2006)

Table 6 shows that, for the period under review the GOG awarded four hundred and fifty six (456) Hinterland Scholarships of which two hundred and seventy two (272) or 60% were in the Secondary School Programme and one hundred and eighty four (184) or 40% in the Technical Programme.

Table 6: Hinterland Scholarship Awards (1997-2006)

Year	Total	Type of Scholarship		Gender	
		Technical	Secondary School	Male	Female
1997	33	8	25	11	22
1998	39	1	38	12	27
1999	51	16	35	21	30
2000	57	38	19	29	28
2001	37	23	14	15	22
2002	24	10	14	14	10
2003	29	17	12	13	16
2004	52	10	42	23	29
2005	96	38	58	43	53
2006	38	23	15	14	24
Grand Total	456	184	272	195	261

Awards under the SS programme were tenable at schools at all levels of the secondary school system with the majority at the Junior Secondary level. In the Technical category awardees generally attended such institutions as the GSA, GTI, Carnegie

School of Home Economics, GITC and a small number attended UG (please see Appendix xviii).

COMMENTS

A perusal of the lists of awardees under the *Hinterland Scholarship Programme* at *Appendix xix* indicates a mixture of ethnicities (based on names) reflecting the populations of Guyana's hinterland Regions. Naturally, because they comprise the bulk of the population in these areas, awardees of pure and mixed Amerindian ancestry pre-dominate.

On the question of gender, males received 43% of the awards while females received 57%. It was only in one year, 2000, that the males outnumbered the females and then, by only one. This does not reflect a policy favouring females but rather, it is in keeping with the national trend which tends to suggest that females, in general, out-perform their male counterparts in things academic. It is worthy of note that in the Technical awards males out-numbered females.

Of the one hundred and eighty four (184) awarded, one hundred and ten (110) went to males.

The process used to select scholarship awardees in the Secondary School Programme does not lend itself to manipulation at the level of the MAA since it is based purely on SSEE scores achieved by students over which the MAA has no control. Any manipulation of the system could be easily identified and quickly dealt with.

The process for selecting awardees in the Technical category is not so transparent, and could easily be manipulated given the limited number of scholarships available. However, the consultant has not seen any evidence of such manipulation.

4.1.2 PRIVATE SECTOR ORGANISATIONS

(i) Five private sector organizations were given questionnaires but completed forms were returned by only two. Those returning completed questionnaires were (a) Banks DIH Ltd. and (b) Guyana Telephone and Telegraph Co. Ltd.

4.1.2.1 BANKS DIH LTD.

(i) Banks DIH Ltd. is one of Guyana's oldest and largest food and beverage manufacturers with an excellent record of human resource management that includes comprehensive staff development programmes.

(ii) Policy on Awarding Academic Scholarships

The organisation's policy on awarding academic scholarships to suitably qualified staff members is in keeping with its current and future human resource needs.

(iii) Procedures for Accessing Scholarships

- Banks HR needs are determined at the level of Heads of Departments. Suitable individuals are identified and recommended by departmental heads and approved by a committee of Executive Directors.

- Eligibility Criteria

- Candidates must satisfy the entry requirements of the UG.

- Candidates must have a minimum of 2 years service in the relevant area.

- Benefits

Banks DIH bears the total cost of tuition while beneficiaries continue to receive their full salary through out the period of study.

- Obligations

Awardees are required to serve the company for 5 years after successful completion of their studies.

(iv) Awards (1997-2006)

Table 7 shows that for the period 1997-2006 Banks DIH Ltd awarded twenty five (24) *academic scholarships* tenable at UG with the exception of two. Of the twenty four (24) awardees, three (3) were Indo- Guyanese; eight (8) Afro-Guyanese; and thirteen (13) Mixed. (*Information provided by the company*).

Gender-wise, there is a preponderance of males (86% or 20). This statistic seems to reflect the gender profile of the staff employed in the core operations (factory) of the organization. Of the three female beneficiaries, two pursued studies in non-technical areas.

Table 7 : Scholarships Awarded by Banks DIH Ltd. (1997-2006)

Year	Institution	Level of Studies	Field of Study	Ethnicity	Gender	No
1997	UG	Diploma	Marketing	Mixed	Male	2
1998	UG	Diploma	Computer Science	I (1) M (1)	Male	2
1999	-	-	-	-	-	0
2000	UG	Bachelors	ElecEng	Indian	Male	1
	UG	Bachelors	Mech. Eng.	African	Male	1
	UG	Diploma	Elec Eng.	African	Male	1
2001	UG	Bachelor's	Marketing	Mixed	Male	2
	UG	Bachelor's	Mech Eng	Mixed	Male	1
2002	UG	Bachelor's	Mech. Eng	African	Male	1
	UG	Bachelor's	Civil. Eng.	Mixed	Male	1
2003	UG	Diploma	Marketing	Mixed	M (1) F (1)	2
2004	UG	Bachelor's	Mech. Eng.	M(1) A(1)	Male	2
2005	UG	Bachelor's	Civil Eng.	Mixed	Male	1
	UG	Bachelor's	Elec. Eng.	M(1) A(1)	Male	2
	-	Certificate	Management	Mixed	Female	1
	-	Certificate	Internal Auditing	I(1) A(1)	Male	2
2006	UG	Bachelor's	Tourism	African	Female	1
	UG	Bachelor's	Mech. Eng.	African	Male	1
TOTAL						24

COMMENTS

The process followed by Banks DIH in the award of academic scholarships to their employees seems quite fair and transparent. The ethnic distribution is reflective of the ethnic composition of the workforce as is the gender distribution.

4.1.2.2 GUYANA TELEPHONE AND TELEGRAPH CO. LTD. (GT&T)

(i) GT&T is Guyana's leading telecommunications company and launched its scholarship programme in 2006. Consequently only one year could have been examined to determine the equity of access.

(ii) Policy on Awarding Academic Scholarships

GT&T's policy on awarding academic scholarships is to provide opportunities to first year students of UG in the field of Engineering or Computer Science based on merit and financial need.

(iii) The Programme

As mentioned before, the programme was launched in 2006 and offers four scholarships for four consecutive years each to UG first year students in the afore-mentioned disciplines.

(iv) Procedures for Accessing Awards

- Eligibility Criteria

- Candidates must:

a) demonstrate a commitment to the development of Guyana;

b) be a first year student at the UG;

c) be no more than 25 years old;

d) be a Guyanese resident domiciled in Guyana for the last five years;

e) demonstrate the need for financial assistance;

f) have a minimum of five CSEC subjects with grades one and two;

g) be committed to extra-curricular activities.

- Application and Selection Process

- GT&T's advertising agent works with the Ministry of education to promote the scholarship programme to Fifth and Sixth Form students throughout Guyana.

- Candidates are required to complete a prescribed application form for submission to the GT&T or UG.

- **GT&T Marketing Department examines applications to ensure their compliance with stated requirements.**
- **A panel comprising representatives of GT&T and UG short-lists the most suitable applicants and invites them for an interview.**
- Candidates are selected for awards based on their performance at the interview in conjunction with other stated eligibility criteria.**
- **Benefits**
- **GT&T funds the entire cost for tuition for four years.**

(V) Awards (2006)

The total number of applications received by GT&T was fourteen (14). The ethnicity of the ten unsuccessful applicants was five Afro and five Indo Guyanese. While they all met the eligibility requirements performance at the interview was the deciding factor in this very competitive process.

The ethnic composition of those awarded scholarships was as follows; Indo-Guyanese 2; Afro-Guyanese 1; Mixed 1.

Gender-wise, two each of male and female were awarded scholarships.

As the programme got started only one year ago there is no trend to analyse.

COMMENTS

The processes employed by GT&T in administering their scholarship award programme appears to be quite transparent and equitable. It is just unfortunate that only four scholarships are available making the contest quite competitive. The process does not seem to have much scope for abuse.

5.0 FINDINGS

5.1 Introduction

As alluded to in other parts of the report the researcher encountered much unexpected difficulties in accessing requisite information for the conduct of the research, especially from the main GOG organizations, PSM and OP.

Consequently the outcome has not been as enlightening as was desired. Nevertheless some useful conclusions have been drawn from the information that was received, for which the researcher is quite grateful.

5.2 Equity in the Access of Academic Scholarships in Guyana

As stated in the Introduction of the Report, EQUITY was considered from the perspectives of gender and ethnicity. Although the TOR had indicated other aspects the lack of detailed information from those submitting completed questionnaires forced the researcher to limit the scope to gender and ethnicity.

5.2.1 Gender

The research found that in all organizations examined, the procedures and processes followed for accessing *academic scholarship* awards in Guyana provides for equality of opportunity regardless of gender. There is no indication from any of the entities that there are deliberate policies to ensure such gender equity.

It is only in male dominated organizations such as GUYSUCO, BANKS DIH LTD., GPL and the Guyana Lands and Surveys Commission where it appears that males are preferred over females. The question is why is there such a stark gender imbalance in these types of organizations when quite a number of programmes/projects had been commissioned to train women in non-traditional areas? A study, not necessarily by the ERC should be undertaken to examine this phenomenon.

5.2.2 Ethnicity

It cannot be over-emphasised that the lack of information from the two main organizations responsible for administering

academic scholarship programmes on behalf of the GOG has left the analysis somewhat incomplete. This is so because, in the minds of the general public, equality of opportunity in accessing *academic scholarships* does not exist. Whether there is any justification for this perception could only be ascertained by examining all pertinent information.

If the findings by Dr. Prem Misir, on the ethnic distribution of awardees under the ITEC programme are considered, then, there is a strong possibility that the perceptions of inequality may be unfounded.

Generally, from the available information examined on other organizations' procedures and processes, the researcher must conclude that there is considerable equality of opportunity in the award of academic scholarships in Guyana.

6.0 RECOMMENDATIONS

6.1 Authority of the ERC to Demand Information

The researcher is of the view that the work of the ERC would be much enhanced if the organisation is given the authority to demand information through appropriate legislation.

6.2 Management Information Systems

The refrain that *“records are not stored according to ethnicity”* suggests that, in light of Guyana’s ethnic realities, some serious attention should be given by organisations in the Public and Private Sectors, to collecting and storing information on employees’ ethnicities in all areas.

It may be argued that in a small society like Guyana this would not be necessary. However, the need to store information in this form becomes apparent when exercises such as this one are being undertaken. Further, the ready availability of this kind of information to decision makers could help shape relevant

policies aimed at promoting racial/ethnic harmony in the Guyanese society.

6.3 Access to Public Information

The difficulties experienced in accessing public information that would have allowed a much more meaningful examination of the equality of access to opportunities for academic scholarships by all eligible Guyanese brings into focus the need for the enactment of appropriate legislation.

APPENDICES

- i Terms of Reference
- ii Organisations Contacted by Telephone
- iii Organisations sent Questionnaires
- iv One on One Interviews
- v Completed Questionnaires returned
- vi Un-rturned Questionnaires
- vii Original Questionnaire
- viii Modified Questionnaire
- ix Composition of Cuban Scholarship Interviewing Panel
- x Undergraduate Studies in Cuba
- xi Cuban Awards by Region
- xii Cuban Scholarships Gender Summary
- xiii OAS Awardees
- xiv GUYSUCO: Awards' Costs
- xv Guyana Energy Authority: Course of Study/Training
- xvi Guyana Lands & Surveys Commission: Scholarship details
- xvii University of Guyana: Tuition Waivers and ACU Scholarship/Fellowship Awardees
- xviii. Hinterland Scholarship Awardees

**PROPOSAL TO THE ETHNIC RELATIONS COMMISSION (ERC)
IN GUYANA TO UNDERTAKE RESEARCH IN THE AWARD OF
SCHOLARSHIPS TO DETERMINE WHETHER OR NOT THERE
HAS BEEN AN EQUITABLE APPROACH TOWARDS ALL
CONCERNED.**

1. **Consultant:** Lyris Alicia Primo
2. **Qualifications and Experience:** Please see curriculum vitae submitted on Monday February 12, 2007
3. **Outcome of Research:** The outcome from the research is “**a comprehensive report identifying existing activities, processes and procedures used to select eligible persons and comparatively assess whether or not there has been an equitable approach towards all concerned**”.
4. **Scope of Work:** Based on discussions with the Chairman and Chief Executive Officer of the Ethnic Relations Commission the consultant will examine the following for the 10 year period 1997 to 2006:
 - (i) the availability of academic scholarships offered by the Government of Guyana (including the Hinterland Scholarship Programme), selected private sector companies, and some sections of the donor community (whether independently or as part of technical assistance to the Government of Guyana);
 - (ii) the eligibility requirements of applicants for the scholarships;
 - (iii) the decision making processes employed by the specified organisations in making the awards;
 - (iv) the various levels of studies for which awards were granted viz: certificate, diploma, graduate and post graduate degrees;
 - (v) areas of study for which awards were given (including ethnicity, age, gender; religion, socio-economic background of awardees);
 - (vi) institutions at which awards were tenable;
 - (vii) the costs of these awards (whether shared or wholly funded).

The consultant will also interview a representative sample of applicants who were unsuccessful in receiving awards.

5. The research will entail the preparation of questionnaires to be completed in meetings with (i) officials from the appropriate government ministry (ies)/agencies; private sector organizations and donor agencies to gather data on

the processes and procedures employed in the award of academic scholarships in Guyana, and (ii) unsuccessful applicants. Secondary sources of information such as previous documented studies, either from the internet or other sources, will also be used.

The consultant will also give an overview of the history of scholarship awards in Guyana, the Government of Guyana's policy on awarding academic scholarships, ethnicity issues in Guyana, and the mandate of the (ERC).

Upon completion, the consultant will present three hard copies of the report to the ERC.

- 6. Duration of Research:** Three months.
- 7. Fee:** \$ 1,000,000.00 (one million dollars).
- 8. Terms of Payment:** 30% upon signing of contract; 30% upon submission of mid-term report; 40% upon satisfactory completion and submission of final report.

ORGANISATIONS CONTACTED BY TELEPHONE

1. Guyana Geology & Mines Commission
Brickdam
Georgetown.
Contact: Mr. Christopher Roberts, Personnel Officer
Telephone: 225-2862
2. Guyana Forestry Commission
Contact: Mr. Dhanraj Bipcharran, Human resources Manager
Telephone: 225-7735
3. Guyana Energy Agency
295 Quamina Street
Sth Cummingsburg
Georgetown.
Contact: Mr. Joseph O’Lall, Chief Executive Officer
Telephone: 226-0394
4. Environmental Protection Agency
University of Guyana Campus
Turkeyen
Greater Georgetown.
Contact: Mr. Doerga Persaud, Executive Director
Tel: 222-2231
5. University of Guyana
Office of Resource Mobilisation and Planning
Turkeyen
Greater Georgetown.
Contact: Dr. Marlene Cox, Director
Telephone: 222-4932
6. Guyana Lands and Surveys Commission
Durban Street, Lodge
Georgetown.
Contact: Mr. R. Rambarran, Manager, Corporate Affairs
Telephone: 226-6877
7. Guyana telephone & telegraph Company Ltd.
Brickdam
Georgetown.
Contact: Ms. Rhonda Johnson, Mktg. Division
Telephone: 225-1315
8. Banks DIH Ltd.
Thirst Park
Georgetown.
Contact: Mr. P. A. Carto, H.R. Director
Tel: 226-2491

9. Demerara Distillers Ltd.
Diamond
East Bank Demerara
Contact: Ms. Moneeta Singh, Ass't GM, Human Resources
Telephone: 265-2087

10. Geddes Grant Guyana Ltd.
Ruimveldt
Georgetown.
Contact: Mr. Roy S.S. Persaud, CEO
Telephone: 226-8606

11. Republic Bank
New Market Street
Georgetown.
Contact: Ms. Anita Mohabeer, HR Manager
Telephone: 223-7938

12. GUYSUCO
Ogle Estate
East Coast Demerara.
Contact : J. Walcott
Telephone: 222-6030

13. Inter American Development Bank
High Street
Kingston, Georgetown.
Contact: Ms. Ava Yarde
Telephone: 225-7950

14. Organisation of American States
Brickdam
Georgetown.
Telephone: 227-6229

15. Public Service Ministry
164 Waterloo Street
Georgetown.
Contact: The Honourable Minister, Dr. Jennifer Westford
Telephone: 227-1193

16. Office of the President
New Garden Street & South Road
Bourda, Georgetown.
Contact: Mr. Gordon Chase, Scholarships Coordinator
Telephone: 226-1470

17. Ministry of Amerindian Affairs
Hinterland Scholarship Programme
Princes Street, Charlestown
Georgetown.

18. Guyana Power & Light Inc.

40 Main Street

Georgetown.

Contact: Mr. Dennis Swan, Manager, Training Division

Telephone: 226-3312

19. Hinterland Scholarship Programme

Ministry of Amerindian Affairs

Princes Street, Georgetown.

Contact: Ms. Rosamund Daly, Senior Social Worker, Education & Culture

ORGANISATIONS WHICH RECEIVED QUESTIONNAIRES

<p>1. Guyana Geology & Mines Commission Brickdam Georgetown. Contact: Mr. Christopher Roberts, Personnel Officer Telephone: 225-2862</p> <p>2. Guyana Forestry Commission Contact: Mr. Dhanraj Bipcharran, Human resources Manager Telephone: 225-7735</p> <p>3. Guyana Energy Agency 295 Quamina Street Sth Cummingsburg Georgetown. Contact: Mr. Joseph O’Lall, Chief Executive Officer Telephone: 226-0394</p> <p>4. Environmental Protection Agency University of Guyana Campus Turkeyen Greater Georgetown. Contact: Mr. Doerga Persaud, Executive Director Tel: 222-2231</p> <p>5. University of Guyana Office of Resource Mobilisation and Planning Turkeyen Greater Georgetown. Contact: Dr. Marlene Cox, Director Telephone: 222-4932</p> <p>6. Guyana Lands and Surveys Commission Durban Street, Lodge Georgetown. Contact: Mr. R. Rambarran, Manager, Corporate Affairs Telephone: 226-6877</p> <p>7. GUYSUCO Ogle Estate East Coast Demerara. Contact : J. Walcott Telephone: 222-6030</p>	<p>12. Guyana telephone & telegraph Company Ltd. Brickdam Georgetown. Contact: Ms. Rhonda Johnson, Mktg. Division Telephone: 225-1315</p> <p>13. Banks DIH Ltd. Thirst Park Georgetown. Contact: Mr. P. A. Carto, H.R. Director Tel: 226-2491</p> <p>14. Demerara Distillers Ltd. Diamond East Bank Demerara Contact: Ms. Moneeta Singh, Ass’t GM, Human Resources Telephone: 265-2087</p> <p>15. Geddes Grant Guyana Ltd. Ruimveldt Georgetown. Contact: Mr. Roy S.S. Persaud, CEO Telephone: 226-8606</p> <p>16. Republic Bank New Market Street Georgetown. Contact: Ms. Anita Mohabeer, HR Manager Telephone: 223-7938</p>
---	--

- | | |
|---|--|
| <p>8. Public Service Ministry
164 Waterloo Street
Georgetown.
Contact: The Honourable Minister, Dr.
Jennifer Westford
Telephone: 227-1193</p> <p>9. Office of the President
New Garden Street & South Road
Bourda, Georgetown.
Contact: Mr. Gordon Chase, Scholarships
Coordinator
Telephone: 226-1470</p> <p>10. Ministry of Amerindian Affairs
Hinterland Scholarship Programme
Princes Street, Charlestown
Georgetown.
Ms. Daly, Students Welfare Officer
Telephone: 227-5776</p> <p>11. Guyana Power & Light Inc.
40 Main Street
Georgetown.
Contact: Mr. Dennis Swan, Manager,
Training Division
Telephone: 226-3312</p> | |
|---|--|

PERSONAL INTERVIEWS

1. Mr. Christopher Roberts
Personnel Officer
Geology & Mines Commission
2. Mr. Wylock Sahadeo
Human Resources manager
Guyana Energy Authority
3. Dr. Marlene Cox
Director, Resource Mobilisation
University of Guyana
4. Mr. R. Rambarran
Manager, Corporate Affairs
Guyana Lands and Surveys Commission
5. Mr. Gordon Chase
Scholarships Coordinator
Office of The President
6. Ms. Daly
Students' Welfare Officer
Hinterland Scholarship Programme
Ministry of Amerindian Affairs

COMPLETED QUESTIONNAIRES RETURNED

<p>1. Guyana Geology & Mines Commission Brickdam Georgetown. Contact: Mr. Christopher Roberts, Personnel Officer Telephone: 225-2862</p> <p>2. Guyana Forestry Commission Contact: Mr. Dhanraj Bipcharran, Human resources Manager Telephone: 225-7735</p> <p>3. Guyana Energy Agency 295 Quamina Street Sth Cummingsburg Georgetown. Contact: Mr. Joseph O’Lall, Chief Executive Officer Telephone: 226-0394</p> <p>4. Environmental Protection Agency University of Guyana Campus Turkeyen Greater Georgetown. Contact: Mr. Doerga Persaud, Executive Director Telephone: 222-2231</p> <p>5. Guyana Lands and Surveys Commission Durban Street, Lodge Georgetown. Contact: Mr. R. Rambarran, Manager, Corporate Affairs Telephone: 226-6877</p> <p>6. GUYSUCO Ogle Estate East Coast Demerara. Contact : J. Walcott Telephone: 222-6030</p>	<p>7. Public Service Ministry 164 Waterloo Street Georgetown. Contact: The Honourable Minister, Dr. Jennifer Westford Telephone: 227-1193</p> <p>8. Office of the President New Garden Street & South Road Bourda, Georgetown. Contact: Mr. Gordon Chase, Scholarships Coordinator Telephone: 226-1470</p> <p>9. Guyana Power & Light Inc. 40 Main Street Georgetown. Contact: Mr. Dennis Swan, Manager, Training Division Telephone: 226-3312</p> <p>10. Guyana telephone & telegraph Company Ltd. Brickdam Georgetown. Contact: Ms. Rhonda Johnson, Mktg. Division Telephone: 225-1315</p> <p>11. Banks DIH Ltd. Thirst Park Georgetown. Contact: Mr. P. A. Carto, H.R. Director Telephone: 226-2491</p> <p>12. University of Guyana Turkeyen Campus Greater Georgetown. Contact: Dr. Marlene Cox, Director, Office of Resource Mobilisation & Planning Telephone: 222-4932</p> <p>13. Hinterland Scholarship Programme Ministry of Amerindian Affairs Princes street, Charlestown Georgetown. Contact: Ms. Rosmund Daly Snr. Social Worker, Education & Culture Telephone: 227-5766</p>
---	--

UNRETURNED QUESTIONNAIRES

1. Demerara Distillers Ltd.
Diamond
East Bank Demerara
Contact: Ms. Moneeta Singh, Ass't GM, Human Resources
Telephone: 265-2087

2. Geddes Grant Guyana Ltd.
Ruimveldt
Georgetown.
Contact: Mr. Roy S.S. Persaud, CEO
Telephone: 226-8606

3. Republic Bank
New Market Street
Georgetown.
Contact: Ms. Anita Mohabeer, HR Manager
Telephone: 223-7938

AWARD OF ACADEMIC SCHOLARSHIPS IN GUYANA (1997 to 2006)

QUESTIONNAIRE

1. Name of Organisation:.....

(a) Government (b) Non-Government
2. Postal Address:
3. Telephone no: 4. E-mail Address:.....
5. Contact Person:
6. What is your organisation's policy on awarding academic scholarships?
.....
.....
.....
.....
.....
.....
.....
7. If there is such a policy, please state what programmes/plans are in place for its execution.
.....
.....
.....
.....
.....
.....
.....
8. What are the eligibility criteria for and obligations of, applicants for the various academic scholarships offered?
.....
.....
.....
.....
.....
.....

9. How are successful applicants chosen? (Please give details of the entire decision making process).

.....
.....
.....
.....
.....
.....
.....

10. For the period under review, please indicate the following:

a. The number of academic scholarships awarded in each of those years by your organization. (Please detail according to ethnicity).

.....
.....
.....
.....
.....

b. The levels of studies for which awards were granted, in each year viz: certificate, diploma, graduate and post-graduate. In the post-graduate category please also indicate whether diploma, masters, doctorate or other. (Please provide details relating to the number of awards granted, and the ethnicity, gender, age, religion, socio-economic background {determined by the awardees' ability to finance their studies} of awardees at each level.

.....
.....
.....
.....
.....

c. The subject areas for which awards have been granted. (Please provide details relating to the number of awards in each subject area, and the ethnicity, gender, age, religion, socio-economic background {determined by awardees' ability to finance their studies} of awardees in each subject area).

.....
.....
.....
.....
.....

d. For each of the years under review, the institutions at which awards have been tenable. (Please supply similar details as outlined in (b) and (c) above).

.....
.....
.....
.....

.....
.....

- e. **For each of the years under review, the cost of each award showing, where relevant, the portion borne by your organization and that borne by the awardee.**

.....
.....
.....
.....
.....
.....

ACU Fellowships & Scholarship

Year	Name of Staff	Subject Studied	Institution	Level of qualification pursued	Cost of Award*
2005/2006	Elroy Charles	Insect Systematics	Imperial College, London, UK.	Post Graduate Fellowship	
	Kristine Erskine	Freshwater and Coastal Sciences	University College, London, UK	Post Graduate Fellowship	
2005/2006	Melissa Ifill	International Relations/Political Science	University of Sussex, UN	D.Phil	
	Keita Rose	Electronic and Electrical Engineering	University of Birmingham, UK	Ph.D	
2004/2005	Melissa Ifill	International Relations/Political Science	University of Sussex, UN	D.Phil	
	Keita Rose	Electronic and Electrical Engineering	University of Birmingham, UK	Ph.D	
2004/2005	Theodosious Velloza	Molecular Techniques	Royal Botanic Gardens, Ken, England.	Post Graduate Fellowship	
2003/2004	Melissa Ifill	International Relations/Political Science	University of Sussex, UN	D.Phil	
	Keita Rose	Electronic and Electrical Engineering	University of Birmingham, UK	Ph.D	
2002/2003	Michael Scott	Conduct research on "Major Issues in the Evolution of the Senior Public Service in the Caribbean"	University of Scheffield	Post Graduate Fellowship	
1999/2000	Keita Rose	Radio Frequency and Microwave Engineering	University of Bradford	M. Sc	
	Martin Williams	Solar Cells for use in Rural Electrification	University of London, UK.	Post Graduate Fellowship	

* The University is not informed about the value of these awards.

1998/1999	Marlene Cox	Post-graduate training in the testing of plant extracts for biological and medical activities.	University of Bradford	Post Graduate Fellowship	
-----------	-------------	--	------------------------	--------------------------	--

* The University is not informed about the value of these awards.

Appendix II

PSM & Other Scholarships

Year	Name of Staff	Subject Studied	Institution	Level of qualification pursued	Cost of Award*
2005/2006	Simone Bernard	Library and Information Studies	University of Malaya, Malaysia.	M. Sc	
	Richard Blair	Agricultural Economics	University of Hohenheim, Stuttgart, Germany.	Ph.D	
	Gail Ann Bumbury	International Studies	Ohio University, USA.	M. Sc	
	Kadasi Ceres	International Relations	University of Cambridge, UK	M. Sc	
	Clairmont Clementson	Agricultural Engineering	University of Illinois, USA.	M. Sc.	
	Felicia DeSantos	Food Science & Technology	University of Illinois, Urbana, USA.	M. Sc	
	Andrew Hicks	Gender and Peace Building.	University of Peace, Costa Rica.	M. Sc	
	Bibi Rafeiza Khan	Molecular Biology	University of Arkansas, Fayetteville, USA.	M. Sc	
	Melva Persico	Spanish	University of Miami, Coral Gables, Florida	Ph.D	
	Marlyn Ramjet-Samad	Natural Resource Management	UWI, Cave Hill Campus, Barbados	M. Sc	
	Alexis Rodney	Media Communication	Norfolk State University, Virginia, USA.	M. Sc	

* The University is not informed about the value of these awards.

	Shivon Sue-Chee	Statistics	University of Illinois, Urbana-Champaign	M. Sc	
2004/2005	Richard Blair	Agricultural Economics	University of Hohenheim, Stuttgart, Germany.	Ph.D	
	Gail Ann Bumbury	International Studies	Ohio University, USA.	M. Sc	
	Clairmont Clementson	Agricultural Engineering	University of Illinois, USA.	M. Sc	
	Felicia DeSantos	Food Science & Technology	University of Illinois, Urbana, USA.	M. Sc	
	Andrew Hicks	Gender and Peace Building.	University of Peace, Costa Rica.	M. Sc	
	Bibi Rafeiza Khan	Molecular Biology	University of Arkansas, Fayetteville, USA.	M. Sc	
	Stacy Peters	Human Resource Management	University of Westminster, UK	M. Sc	
	Alexis Rodney	Media Communication	Norfolk State University, Virginia, USA.	M. Sc	
	Donald Sinclair	Tourism	Florida Gulf Coast University	Ph.D	
	Ingrid Trotman	Early Childhood Development	UWI, Mona Campus, Jamaica	M. Sc	
	Ede Tyrell	Microbiology	St George's University, Grenada	M. Sc	
2003/2004	Calvin Bernard	Global Development Management	Open University, UK	M. Sc	

* The University is not informed about the value of these awards.

	Richard Blair	Agricultural Economics	University of Hohenheim, Stuttgart, Germany.	Ph.D	
	Paulette Bynoe	Geography	University of Sussex, Brighton, England.	Ph.D	
	Talia Choy	Marine Management (MMM)	Dalhousie University, Halifax, Nova Scotia, Canada	M. Sc	
	Clairmont Clementson	Agricultural Engineering	University of Illinois, USA.	M. Sc	
	Gail Da Costa	Dispute Resolution	Wayne State University, Detroit, Michigan, USA	M. Sc	
	Treena Dundas	Dispute Settlement	Wayne State University, Detroit, Michigan, USA	M. Sc	
	Robert Langevine	Civil & Environmental Engineering	University of Alberta, Canada	Ph.D	
	Roxanne Myers	Gender and Peace Building	University of Peace, San Jose, Costa Rica.	Post Graduate Fellowship	
	Richard Persaud	Engineering	University of Cambridge, UK.	M. Sc	
	Terrence Pyle	Development Journalism for Non-aligned and Developing countries	New Delhi, India	Diploma	
		Ingrid Trotman	Early Childhood Development	UWI, Mona Campus, Jamaica	M. Sc
2002/2003	Paulette Bynoe	Geography	University of Sussex, Brighton, England.	Ph.D	

* The University is not informed about the value of these awards.

	Gail Da Costa	Dispute Resolution	Wayne State University, Detroit, Michigan, USA	M. Sc	
	Treena Dundas	Dispute Settlement	Wayne State University, Detroit, Michigan, USA	M. Sc	
	Hector Edwards	Business Administration	Waynesburg college, Pennsylvania	M. Sc	
	Alicia Elias	Energy, Environment and Natural Resource Law	University of Houston, Texas, USA	LL.M	
	Robert Langevine	Civil & Environmental Engineering	Canada	Ph. D	
	Jewel Liddell	Environmental Impact Assessment	University of Wales, Aberystwyth, united Kingdom	M. Sc.	
	Carol Parris	Attachment at Medical Sciences Library	UWI, Trinidad		
	Malcolm Williams	Computer Science	University of Canterbury, New Zealand	M. Sc.	
	Martin Williams	Continue research on "Solar Cells for the use in Rural Electrification".	Imperial College of Science, Technology & Medicine, University of London, UK	Post Graduate Fellowship	
	Michelle Worrell	Corporate and Commercial Law	UWI, Cave Hill Campus, Barbados	LL.M	
2001/2002	Wallis Best-Plummer	Pharmacology	UWI	Ph.D	
	Mohamed Baksh	Statistics	University of Reading, UK	Ph. D	

* The University is not informed about the value of these awards.

	Paulette Bynoe	Geography	University of Sussex, Brighton, England.	Ph.D	
	Basil Coates	Metallurgy and Materials Science	University of Toronto, Canada	Ph.D	
	Hector Edwards	Business Administration	Waynesburg college, Pennsylvania	M. Sc	
	Jewel Liddell	Environmental Impact Assessment	University of Wales, Aberystwyth, united Kingdom	M. Sc	
	Malcolm Williams	Computer Science	University of Canterbury, New Zealand	M. Sc	
2000/2001	Mohamed Baksh	Statistics	University of Reading, UK	Ph.D	
	Mark Bynoe	Environmental Economics	University of East Anglia, UK	Ph. D	
	Andre Chanderbali	Biology	University of Missouri, St Louis, USA	Ph. D	
	Basil Coates	Metallurgy and Materials Science	University of Toronto, Canada	Ph.D	
	Raphael Hazel	Material Science and Engineering	State University, New York, USA.	Ph. D	
	Robert Langevine	Civil & Environmental Engineering	University of Alberta, Canada	Ph.D	
	Shashi Persaud	Electrical Engineering	Queen's University of Belfast, UK	Ph.D	
	Ganesh Ramcharran	Environmental Forestry	University of Wales, Bangor, UK.	M. Sc	
	Deonarine Ramgobin	Electrical and Computer Engineering	University of Alberta, Canada.	Ph.D	
1999/2000	Mohamed	Statistics	University of Reading,	Ph.D	

* The University is not informed about the value of these awards.

	Baksh		UK		
	Wallis Best-Plummer	Pharmacology	UWI	Ph.D	
	Mark Bynoe	Environmental Economics	University of East Anglia, UK	Ph.D	
	Andre Chanderbali	Biology	University of Missouri, St Louis, USA	Ph.D	
	Basil Coates	Metallurgy and Materials Science	University of Toronto, Canada	Ph.D	
	Raphael Hazel	Material Science and Engineering	State University, New York, USA.	Ph.D	
	Dawn King	Chemistry Engineering	University of Auckland, New Zealand	M. Sc	
	Robert Langevine	Civil & Environmental Engineering	University of Alberta, Canada	Ph.D	
	Shashi Persaud	Electrical Engineering	Queen's University of Belfast, UK	Ph.D	
	Ganesh Ramcharran	Environmental Forestry	University of Wales, Bangor, UK.	M. Sc	
	Coralie Simmons	Biodiversity and Systematics	Leiden University, the Netherlands.	M. Sc	
	Rhonda Urlin	Forestry Education	Oxford University	M. Sc	
1998/1999	Basil Coates	Metallurgy and Materials Science	University of Toronto, Canada	Ph.D	
	Patsy Francis	Animal Nutrition	University of Tennessee, USA	Ph.D	
	Coralie Simmons	Biodiversity and Systematics	Leiden University, the Netherlands.	M. Sc	
1997/1998	Jolyon DeFreitas	High Precision Interferometric of	University of Aberdeen, UK	Post Graduate Fellowship	

* The University is not informed about the value of these awards.

		Microinhomogeneities			
	Patsy Francis	Animal Nutrition	University of Tennessee, USA	Ph.D	
	Christian Harris	Toxicology	University of surrey, Guilford, UK	M.Sc	
	Raphael Hazel	Material Science and Engineering	State University, New York, USA.	Ph.D	
	Theodosius Velloza	Crop Science	Oregon state University	Ph.D	

* The University is not informed about the value of these awards.

**HINTERLAND SCHOLARSHIP AWARDEES
1997 TO 2006**

1997

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Roxanne Adrian	F	Secondary School	North Georgetown Secondary
2	Vernon Shelto	M	“	President’s College
3	Stacy Fraser	F	“	Christ Church
4	Terrence Ash	M	“	RegionalSchol.
5	Nichola Roderigues	F	“	“
6	Alecia Baird	F	“	“
7	Nolan Marslave	M	Technical	GTI
8	Clifton Paul	M	Technical	Burrowes School of Art
9	Arienne Gaffar	F	Secondary School	President’s College
10	Allana Laullys	F	“	President’s College
11	Chris Williams	M	“	“
12	Simone Buchoon	F	“	“
13	Fayon Thomas	F	“	Anna Regina Multilateral
14	Nolene Persaud	F	“	“
15	Aletha Grant	F	Technical	Guyana School Of Agriculture
16	Quincy Daniels	M	Secondary School	North Ruimveldt Multilateral
17	Samantha Daniels	F	“	Stewartville Secondary
18	Gilmore Thompson	M	Technical	Guyana School of Agriculture
19	Norgil Andries	M	“	Government Technical Institute
20	Abiola Francis	F	“	Burrowes School of Art
21	Selena Ault	F	“	Regional Scholarship
22	Theodore Faria	F	“	Government Technical Institute
23	Beatrice Antone	F	Secondary School	President’s College
24	Renita Casimero	F	“	North Georgetown Secondary
25	Bunny Brutus	M	“	Regional Scholarship
26	Rhonda Cornelius	F	“	Christ Church Secondary
27	Shirlain George	F	“	President’s College
28	Michael Singh	M	“	Christ Church secondary
29	Anna Abraham	F	“	St. Roses Secondary
30	Patrina Sutherland	F	“	Regional Scholarship
31	Candaise Anthony	F	“	Regional Scholarship
32	Mark France	M	“	President’s College
33	Jonnel Lindie	F	“	“

1998

No	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Karen Obermuller	F	Secondary School	Anna Regina Multilateral
2	Bhanmattie Ramsoop	F	“	President’s College
3	Andrae Fredericks	M	“	Anna Regina Multilateral
4	Rainer Khan	F	““	“
5	Djeon Cornelius	M	“	“
6	Dinelli Phillips	F	“	“
7	Clea O’Selmo	F	Technical	Guyana School of Agriculture
8	Adel Williams	F	Secondary School	President’s College
9	Devina Persaud	F	“	West Demerara Secondary
10	Melissa Phillips	F	“	St. Stanislaus College
11	Jessica George	F	“	North Georgetown Secondary
12	Arlene Demetro	F	“	School of the Nations
13	Fernando Li	M	“	“
14	Randolph Austin	M	“	Regional Scholarship
15	Stephan Henry	M	“	“
16	Jessica Rudolph	F	“	President’s College
17	Phylis Sears	F	“	North Georgetown Secondary
18	Gaulbert Sutherland	M	“	President’s College
19	Ray O’Connel	M	“	North Georgetown Secondary
20	Alex D’Aguiar	M	“	Marian Academy
21	Yolanda Winter	F	“	Regional Scholarship
22	Natasha McDonald	F	“	“
23	Goretti Domingo	M	“	“
24	Ray McLean	M	“	President’s College
25	Arialese Roman	F	“	Regional Scholarship
26	Sergio Joseph	M	“	Anna Regina Multilateral
27	Patencia Abraham	F	“	North Georgetown secondary
28	Anastacia Lewis	F	“	President’s college
29	Georgia Luke	F	“	“
30	Anthonio Williams	M	“	“
31	Melissa Lindie	F	“	North Ruimveldt Multilateral
32	Onika Layne	F	“	McKenzie High School
33	Shonette Boodie	F	“	Regional Schgolarship
34	Melissa Edwards	F	“	“
35	Odille Broomes	F	“	President’s College
36	Allandia Warde	F	“	“
37	Michelle Realine	F	Technical	University of Guyana
38	Alex D’aguiar	F	Secondary School	Marian Academy

39	Donette Thom	F	“	Regional
----	--------------	---	---	----------

1999

No	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
----	-------------------	--------	---------------------	---------------------

1	Sussie Donald	F	Technical	
2	Gimochi Melville	M	Secondary School	
3	Lindsay Fredericks	F	Technical	UG
4	Abiola Francis	F	Secondary School	Brickdam Secondary
5	Marissa Hussein	F	Technical	Government Technical Institute
6	Paul Adrian	M	Secondary School	
7	Martina McKenzie	F	“	
8	Theodore Francis	M	Technical	UG
9	Pearl Francis	F	“	Carnegie School of Home Economics
10	Tabitha Patterson	F	“	Government Technical Institute
11	Rozeiqqa Ramvnrarine	F	Secondary School	Cove and John Secondary
12	Steve McLean	M	Secondary School	President's College
13	Joseph Torres	M	Technical	University of Guyana
14	Kevon Grimmond	M	Secondary School	President's College
15	Bernadine Foo	F	“	“
16	Nicole Ambrose	F	“	Richard Ishmael Secondary
17	Karilson Isaacs	M	“	Dolphin Secondary
18	Patencia Adrian	F	“	North Georgetown Secondary
19	Stacey Fraser	F	“	Christ Church Secondary
20	Debra Dorrick	F	“	North Georgetown Secondary
22	Jessica Rudolph	F	“	President's College
23	Lucretia Melville	F	“	“
24	Terce LaCruz	M	“	“
25	Paul Atkinson	M	Technical	University of Guyana
26	Quincy Daniels	M	Secondary School	North Georgetown Sec.
27	Michael Singh	M	“	Cummings Lodge Sec.
28	Patricia Henry	F	Technical	University of Guyana
29	Bryan Reid	M	Secondary School	North Georgetown Sec.
30	Odessa Patterson	F	“	Central High School
31	Angelique Mohamed	F	“	President's College
32	Nikita Edwards	F	“	Brickdam Secondary
33	Alendia warde	F	“	North Georgetown Sec.
34	Julius Williams	M	“	Bygeval Secondary
35	Alex La Rose	M	Technical	Guyana Industrial Training Centre
36	Leonus Peters	M	“	“
37	Chandroutie Permaul	F	Secondary School	West Demerara Secondary
38	Leon Fredericks	M	“	Cummings Lodge Sec.
39	Simone Buchoen	F	Secondary School	President's College
40	Debra Francis	F	Technical	University of Guyana
41	Uzziel Hernandez	M	Technical	Guyana School of

				Agriculture
42	Priscilla Johnson	F	Secondary	Cummings Lodge Sec.a
43	Darrell Pugsley	M	Secondary School	St. Roses High
44	Onecia Fraser	F	Technical	Carnegie School of Home Economics
45	Onica Clinton	F	Secondary School	Mahaicony Secondary
46	Martina McKenzie	F	“	President’s College
47	Lincoln Domingo	M	Technical	Government technical Institute
48	Carlson Isaacs	M		
49	Donovan Andrews	M	Technical	Guyana School of Agriculture
50	Corina Winter	F	Secondary school	Cummings Lodge Sec.
51	Timmy Cyprian	M	Technical	Government Technical Institute

2000

No	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Anne Rebeiro	F	Technical	Carnegie School of Home Economics

2	Merita Antone	F	“	“
3	Michelle Realine	F	“	“
4	Nereita Easton	F	“	“
5	Joyce Samuel	F	“	“
6	Jamaine Simon	M	“	“
7	Judith Reuben	F	“	“
8	Wingee John	F	“	“
9	Keridesh Persaud	M	Secondary School	President’s College
10	Haroon Yusuff	M	“	“
11	Lerus La Cruz	M	“	“
12	Chris Eliman	M	“	“
13	Ilona Spencer	F	“	“
14	Bermnadine Foo	F	“	“
15	Delane James	F	“	“
16	Naseeba Mohamed	F	“	“
17	Amanda Edwards	F	“	“
18	Tosheika Logan	F	“	“
19	Candace Andrews	F	“	“
20	Lucretia Melville	F	“	“
21	Sydney Edwards	M	Technical	Guyana School of Agri.
22	Sharida Browne	F	“	“
23	Mariel savory	F	“	“
24	Fernlin Narine	F	“	“
25	Miranda Li	F	Secondary School	Christ Church Secondary
26	Andre Linnie	M	“	“
27	Tandika Smith	F	“	“
28	Nicola Rigby	F	“	Brickdam Secondary
29	Imran Mohamed	M	“	South Ruimveldt Secondary
30	Chandroutie Permaul	F	“	West Demerara Secondary
31	Gerald Campbell	M	Technical	Guyana Industrial training Centre
32	Maurice Abraham	M	“	Government Technical Inst.
33	Carey Bhojedat	M	“	“
34	Vitus Spencer	F	“	Guyana School of Agri.
35	Gavin Simon	M	“	“
36	Juanita Simon	F	“	“
37	Greg Hamilton	M	“	Government technical Institute
38	Fayon Smith	F	“	“
39	Alicia Gomes	F	“	“
40	Graham Jacobs	M	“	“
41	Marvin Hiocks	M	“	“
42	Logan Melville	M	“	“
43	Christopher Duncan	M	“	“
44	James Schaddee	M	“	“

45	Darryl Ferreira	M	“	“
46	Francisco James	M	“	“
47	Raymond Larson	M	“	“
48	Patrick Joseph	M	“	“
49	Odessa Patterson	F	Secondary School	Central High
50	Mark Henry	M	Technical	Government Technical Inst.
51	Lester Benjamin	M	“	“
52	Marlon Atkinson	M	“	“
53	Marvin Hicks	M	“	“
54	Nikoli Poon	M	“	“
55	Carleslie Pio	M	“	“
56	Darryl Ferreira	M	“	“
57	Malika Knights	F	“	“

2001

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Shonette Gomes	F	Technical	Government Technical Inst.

2	Salome Jervis	F	“	“
3	Zola Da Silva	F	“	“
4	Romello Phillips	M	“	“
5	Dexter da Silva	M	“	“
6	Gregory Hastings	M	“	“
7	Michael Sam	M	Secondary School	St. Joseph’s High
8	Leroy Williams	M	Technical	Government Technical Inst.
9	Randolph James	M	“	“
10	Sharrod Hussein	M	“	Guyana Industrial Training Centre
11	Gregory Hastings	M	“	Govt. Tech. Inst.
12	Ivor Courtman	M	“	“
13	Junior Campbell	M	“	“
14	Erlene Francis	F	“	“
15	Mariel Savory	F	“	Guyana School of Agri.
16	Jude Rodrigues	M	“	“
17	Wilbert Gomes	M	“	“
18	Melissa Romascindo	F	“	Govt. Tech. Inst.
19	Akeem Les Flores	M	Secondary School	President’s College
20	Bernice Edwards	F	“	“
21	Melissa Joseph	F	“	“
22	Juanita Holmes	F	“	“
23	Jenel Lobert	F	“	“
24	Conan Williams	M	“	“
25	Dhillon Logan	M	“	“
26	Shivonie Hendricks	F	“	“
27	Aleena Hercules	F	“	“
28	Natalia Toney	F	Technical	University of Guyana
29	Alicia Rodrigues	F	Secondary School	Richard Ishmael Secondary
30	Nirmala Robindra	F	“	Annandale Secondary
31	Melissa Phillips	F		
32	Nalene Williams	F	Technical	Carnegie School of Home Economics
33	Lanna Sampson	F	“	“
34	Alyzza Reuben	F	Secondary School	Central High
35	Dawn Hamilton	F	Technical	Govt. Tech. Inst.
36	Wayne Holder	M	“	“
37	Nicola Joseph	F	“	“

2002

No	Names of awardees	Gender	Type of Scholarship	Institution Tenable
1	Mellona Adrian	F	Secondary School	President’s College
2	Trevon Grimmond	M	“	“
3	Lanita Hunter	F	“	Central High

4	Iliana Edwards	F	“	“
5	Kayman Phillips	M	“	“
6	Violet Benjamin	F	“	“
7	Mark George	M	Technical	Govt. Tech. Inst.
8	Kingsley Marks	M	“	“
9	Sherrod Hussein	M	“	“
10	Romain Williams	M	“	“
11	Devon Moonsammy	M	Technical	Guy. Ind. Trg. Ctr.
12	Zaccariah Williams	M	“	“
13	Cardicia Harry	F	Secondary School	Christ Church
14	Beatrice Hastings	F	Technical	Burrowes School of Art
15	Noval Hastings	M	“	“
16	Nolene Smith	F	“	Carnegie School of Home Economics
17	Veole Rigby	F	Secondary school	Brickdam Secondary
18	Annel Singh	M	Technical	Guy. Ind. Trg. Ctr.
19	Imran Mohamed	M	Secondary School	South Ruimveldt High
20	Jermain Mattar	M	“	Richard Ishmael Secondary
21	Steven James	M	“	“
22	Sonia Chambers	F	Technical	Guyana School of Agri.
23	Lester Vandenburg	M	Secondary School	St. Joseph’s High
24	Melanie La Cruz	F	“	“

2003

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Wilbert Halley	M	Technical	Govt. Tech. Inst.
2	Michael Sarius	M	“	“
3	Peter Parks	M	“	“

4	Christopher Christian	M	“	“
5	Odanna Hicks	F	Secondary School	New Amsterdam Multilateral
6	Gailann Naughton	F	“	Christ Church Secondary
7	Shircen Peters	F	“	“
8	Jason alphonso	M	“	Queen’s College
9	Malinda Calistro	F	“	Central High
10	Fiona Francis	F	Technical	Guyana School of Agri
11	Elo Singh	M	“	“
12	Harry Lackna	M	“	“
13	Andrew Cornelius	M	“	“
14	Donovan Jacobus	M	“	President’s College
15	Shenella Taylor	F	“	“
16	Trevor Emmanuel	M	“	“
17	Nalini Kench	F	“	McKenzie High
18	Warren Lackna	M	Technical	Guyana School of Agri
19	Mitchell Pierre	M	Secondary School	Annandale Secondary
20	Rene Williams	M	“	North Georgetown Sec.
21	Isha Henry	F	Technical	Carnegie School of Home Economics
22	Margaret Savory	F	“	“
23	Cliffern Wilson	F	Secondary School	Brickdam Secondary
24	Melissa Boston	F	“	St. Roses
25	Francine La Cruz	F	Technical	Burrowes School of Art
26	Justa Herman	F	Secondary School	Brickdam Secondary
27	Kimora John	F	“	Queen’s College
28	Krista Melville	F	“	“/ Marian Academy

2004

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Floyd Peters	M	Secondary School	North Georgetown Sec.
2	Kemuel Abrams	M	“	St. Joseph’s High
3	Manau George	M	“	Christ Church Secondary
4	Latoya Miggins	F	“	“

5	Coleen Poon	F	“	Central High
6	Cynthia Glen	F	“	“
7	Onica Baxter	F	“	St. Roses
8	Michael Jacobus	M	“	“
9	Mario Alexander	M	Technical	Govt Tech Institute
10	Deon John	M	“	“
11	Renick Marslow	M	“	“
12	Erickson Stephens	M	“	“
13	Keveen Rufino	M	“	“
14	Dorin James	M	“	“
15	Ronald Edwards	M	“	“
16	Clipson Smith	M	Technical	Burrowes School of Art
17	Joe Daniels	M	“	“
18	Cyndi Ramkumar	F	Secondary School	Covent Garden secondary
19	Llewelyn Benjamin	M	“	Regional
20	G’Noj Pritchard	M	“	“
21	Kester Rodrigues	M	“	“
22	Cindy Lawrie	F	“	Anna Regina Multilateral
23	Shefali Seecharan	F	“	“
24	Rico Cornelius	M	“	“
25	Ryan Rebeiro	M	“	“
26	Telisha Insanally	F	“	“
27	Sarah Henry	F	“	“
28	Carl Williams	F	“	“
29	Anastasia Patterson	F	“	“
30	Venita Smith	F	“	“
31	Edison Jacobus	M	“	“
32	Irma Edwards	F	“	“
33	Reneldo Joe	M	“	“
34	Leoni Abraham	F	“	“
35	Indira Gordon	F	“	“
36	Maurice Phillips	M	“	“
37	Daniel James	M	“	“
38	Lea Casimero	F	“	“
39	Kenichar Small	F	“	McKenzie High
40	Esther Sawh	F	“	“
41	Samuel Sarius	F	“	“
42	Teneisha Les Flores	F	“	Regional
43	Beryl Gow	F	“	President’s College
44	Selina Vandenberg	F	Secondary School	President’s College
45	Keisha Persaud	F	“	“
46	Nolika Millington	F	“	“
47	Nandanie Jerry	F	“	“
48	Jagnauth Jagroop	M	“	“
49	Imoinda Fortune	F	“	“

50	Anesha Chow	F	“	“
51	Andrew Conway	M	“	“
52	Luke Andries	M	Technical	University of Guyana

2005

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Orvin Emanuel	M	Secondary School	North Georgetown Sec.
2	Benny Ferreira	M	“	“
3	Alicia Shelto	F	“	St. Joseph's High
4	Lily Gangadeen	F	“	“
5	Kimmon Daniels	M	“	North Georgetown Sec.
6	Peter Jeffrey	M	“	Mae's Academy
7	Danielle calistro	F	“	Christ Church Secondary
8	Randy Williams	M	“	“
9	Teneisha Johnny	F	“	“
10	Brentnol Hastings	M	“	“
11	Fayan Abrams	F	“	“
12	Louis Abrams	M	“	Central High
13	Letitia Daniels	F	“	“
14	Manson Regis	M	“	“
15	Kelly Williams	F	“	“
16	Nabert Wellington	F	“	“
17	Sherica Ambrose	F	“	“
18	Leroy Hendricks	M	“	“
19	Jarmilla Andries	F	“	“
20	Laiza Barelto	F	“	“
21	Ottis Hunter	F	“	St. John's College
22	Ricardo Edward	M	“	“
23	Briana Peters	F	“	Annandale Sceondary
24	Damian Hamilton	M	Technical	Guyana Ind. Trg. Ctr.
25	Dwayne Vansluytman	M	“	“
26	Shamir Abrams	M	“	“
27	Myles Fernandes	M	“	“
28	Mavis Marco	F	“	“
29	Franky Nathan	M	“	Govt. Tech. Inst.
30	Abraham Realine	M	“	“
31	Brian Joseph	M	“	“
32	Rockiff Sue Loo	M	Technical	Govt. Tech. Inst.
33	Murray Joseph	M	“	“
34	Tracey Jacobs	F	“	“
35	Felicia Xavier	F	“	“
36	Fred Bagot	M	“	“
37	Uel Smith	M	“	“
38	Dexter Felix	M	“	“

39	Selwyn Cameron	M	“	“
40	Trevor Thomas	M	“	“
41	Clancey Marks	F	“	“
42	Marcia Hope	F	“	Carnegie School of Home Economics
43	Henrietta George	F	“	“
44	Lois Fredericks	F	“	“
45	Morona Ramnarace	F	“	“
46	Maureen Perreira	F	“	“
47	Melissa De Souza	F	“	“
48	Samantha Andries	F	“	“
49	Vanicia Edwin	F	“	“
50	Carmen Gomes	F	“	“
51	Tracey Johnny	F	“	“
52	Dacia Hendericks	F	“	Essequibo Tech. Institute
53	Waynette Abraham	F	Secondary school	New Campbelville Sec.
54	Orison Sealey	M	Technical	Guyana School of Agri.
55	Sylvester DeFreitas	M	“	“
56	Margaret Joseph	F	“	“
57	Frank Jacobs	M	“	“
58	Sheana Solomon	F	“	“
59	Junior Browne	M	“	Burrowes School of Art
60	Chrosita Austin	F	“	“
61	Stephan Henry	F	“	“
62	Maria Sam	F	Secondary	Regional
63	Martina Salvadore	F	“	“
64	Adria Robinson	M	“	“
65	Norifer Harris	M	“	“
66	Ignatius Gomes	M	“	“
67	Anthony Fernandes	M	“	“
68	Jeremy Basdeo	M	“	Anna Regina Multilateral
69	Jude Benn	M	“	“
70	Xavier Holmes	M	“	“
71	Lenessa Williams	F	“	“
72	Adrian Benjamin	M	“	“
73	Rene Atkinson	M	“	“
74	Lennon Fredericks	M	“	“
75	Denise June Savory	F	“	“
76	Ameer Yusuff	M	“	“
77	Marlene Perreira	F	“	“
78	Lila Edwards	F	“	Bartica Secondary
79	Carolyne Brown	F	“	Regional
80	Donna Ambrose	F	“	“
81	Kaferi Barreto	F	“	“
82	Cleveland Chrles	M	“	“

83	Wesley Boston	M	“	“
84	Kenisha Wills	F	“	McKenzie High
85	Kevlyn Scotland	F	“	“
86	Debra McGarrell	F	“	“
87	Ronnell Gonsalves	M	“	“
88	Lamille Fox	F	“	“
89	Ulancy Ross	F	“	“
90	Loshianna Allicock	F	“	“
91	Slivalan Jones	F	“	“
92	Cyrene Joaquin	F	“	Regional
93	Orson Lindie	M	“	“
94	Joycelyn Jacobs	F	“	“
95	Treasure James	F	“	President’s College
96	Joel Penux	M	“	Regional

2006

No.	Names of Awardees	Gender	Type of Scholarship	Institution Tenable
1	Ellis Branche	M	Technical	Guyana Ind. Trg. Centre
2	Edgar Jacobs	M	“	“
3	Andre Benjamin	M	“	“
4	Cherrie Lee Rodrigues	F	“	University of Guyana
5	Sondra Cheong	F	“	“

6	Sara Henry	F	Secondary School	St. Joseph's High
7	Shunella Taylor	F	“	The Business School
8	Lincoln Kersting	M	“	Christ Church Secondary
9	Vernicia Albert	F	“	“
10	Darcy Chambers	M	“	“
11	Luckie Peters	F	“	Central High
12	Kenisha Thomas	F	“	“
13	Pablo Cupidoe	M	“	“
14	Cononiah Smart	F	“	“
15	Magdalene Tancredo	F	“	“
16	Gail Stephen	F	“	“
17	Alvaro Simon	M	“	Richard Ishmael Sec.
18	David Rose	M	“	“
19	Koyel reid	M	“	“
20	Shamir Abrams	M	Technical	Govt. Tech. Institute
21	Cemci Rose	F	“	“
22	Sharlone King	F	“	“
23	Mary Edwin	F	“	“
24	Quinessa Edmund	F	“	“
25	Bruce Bell	M	“	“
26	Limeca Henry	F	“	Linden Tech. Institute
27	Lazaire Brown	F	“	Burrowes School of Art
28	Lynsey Perez	F	“	Craft Production
29	Debrena Hendricks	F	“	“
30	Madonna Simon	F	“	Carnegie School of Home Economics
31	Rosita Roberts	F	“	“
32	Monique Ambrose	F	“	“
33	Shellon Sandy	F	“	“
34	Teriola John	F	“	Guyana School of Agri.
35	Shurln Klass	F	“	“
36	Aubrey Austin	M	“	“
37	Nazim Haniff	M	“	“
38	Ron Rose	M	“	University of Guyana

OAS AWARDEES

Year	No	Name	Ethnicity	Gender
2002	7	Alicia Nicola Elias	African	Female
		Emma Amsterdam	African	Female
		Fitzgerald Yaw	African	Male
		Debra Roberts	African	Female
		Derek Fields	African	Male
		Karen Hall	African	Female
		Camaria Holder	African	Female
2003	10	Shyam Mahendra Nokta	Indian	Male
		Yale Holder	Mixed	Male
		Jainarine Koosial	Indian	Male
		Edward Anthony Jarvis	African	Male
		Parmishwarie Pitamber	Indian	Male
		Allyson Stoll-Azaire	Mixed	Female
		Sandra Britton	African	Female
		Christopher John Chin	Chinese/Mixed	Male
		Reshna Mohinie Persaud		
		Melissa Ann Yearwood	Indian African	Female Female
2004	7	Bibi Rafeiza Khan	Indian	Female
		Felicia Ann De Santos	Mixed	Female
		Clairmont Learmond		
		Clementson	African	Male
		Lucina Singh	Indian	Female
		Romona Marcelle Bennett		
		Kenny Ricardo David	African	Female
Sukrishnalall Pasha	African Indian	Male Male		
2005	1	Shivon Sue-Chee	Chinese/Mixed	Female
2006	1	Samantha Scotland	African	Female
Total	26			