

TC Document

I. Basic Information for TC

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| ▪ Country/Region: | REGIONAL |
| ▪ TC Name: | Support to the CARICOM Regional Migration Policy |
| ▪ TC Number: | RG-T4788 |
| ▪ Team Leader/Members: | Paraiso Pinto Furtado Luzes, Marta (SCL/MIG) Team Leader; Saiz, Ana Maria (SCL/MIG) Alternate Team Leader; Dias Alvarenga Baptista, Dulce Benigna (SCL/SPL); Sobral De Elia, Mariana (SCL/MIG); Gonzalez Velosa, Carolina (SCL/SPL); Coello Garcia Maria Alejandra (SCL/MIG); Diaz Gill Virginia Maria (LEG/SGO) Gonzalez Velosa, Carolina (SCL/SPL); Dias Alvarenga Baptista, Dulce Benigna (SCL/SPL) |
| ▪ Taxonomy: | Research and Dissemination |
| ▪ Operation Supported by the TC: | . |
| ▪ Date of TC Abstract authorization: | 4/9/25 |
| ▪ Beneficiary: | Regional – CARICOM Member States Countries |
| ▪ Executing Agency and contact name: | Inter-American Development Bank |
| ▪ Donors providing funding: | OC SDP Window 2 - Social Development(W2E) |
| ▪ IDB Funding Requested: | US\$100,000.00 |
| ▪ Local counterpart funding, if any: | US\$0 |
| ▪ Disbursement period (which includes Execution period): | 36 months |
| ▪ Required start date: | 1 August 2025 |
| ▪ Types of consultants: | Individuals; Firms |
| ▪ Prepared by Unit: | SCL/MIG-Migration Unit |
| ▪ Unit of Disbursement Responsibility: | SCL/MIG-Migration Unit |
| ▪ TC included in Country Strategy (y/n): | Yes |
| ▪ TC included in CPD (y/n): | Yes |
| ▪ Alignment to the Update to the Institutional Strategy 2024-2030: | Social protection and human capital development; Regional integration; Supports sustainable economic growth; Supports digital transformation |

II. Objectives and Justification of the TC (estimated length: 1 page)

2.1 The Caribbean Community (CARICOM) is a regional bloc comprising 15 member states, established in 1973 through the Treaty of Chaguaramas. The Treaty laid the foundation for regional integration by promoting the free movement of capital and persons among member states. A major step toward this objective came with the 2006 Revised Treaty of Chaguaramas, which established the CARICOM Single Market and Economy (CSME). The CSME introduced a partial free movement regime, including a six-month visa-free stay for most CARICOM nationals and full freedom of movement and residence for individuals in designated professions through the Skills Certificate system. However, implementation of the Revised Treaty has been uneven across member states, and full free movement for all CARICOM nationals has yet to be achieved.

2.2 In July 2023, the countries of CARICOM—including eight IDB member states (Bahamas, Barbados, Belize, Guyana, Haiti, Jamaica, Suriname, and Trinidad and Tobago)—announced their intention to implement “free movement for all CARICOM nationals by March 2024.” The establishment of full free movement across CARICOM faces several challenges. The process is proving more complex and protracted than

initially anticipated under the March 2024 timeline. Many countries in the region struggle with limited institutional capacity, which has led to uneven implementation of the current, more limited free movement framework. In particular, not all member states have enacted the necessary domestic legislation to align with CARICOM agreements, and coordination mechanisms across countries remain uneven and underdeveloped.

- 2.3 Although the March 2024 deadline was not met, efforts toward this goal are ongoing and present an opportunity for the IDB to provide strategic support in advancing regional integration.
- 2.4 Beyond advancing the goal of free movement within the region, CARICOM member states will require technical and institutional support to complete the development and implementation of the proposed CARICOM Regional Migration Policy Framework and to adapt the CSME to accommodate full free movement. The Migration Policy Framework aims to provide a set of regional guidelines to reduce disparities across national migration policies and promote greater harmonization and coherence in migration governance throughout the bloc.
- 2.5 Furthermore, the International Labour Organization (ILO) is finalizing a Caribbean Market Assessment, a key input for the labor migration framework. Building on the conclusions of the labour market assessment, the second phase involves the design and drafting of the comprehensive, evidence-based CARICOM Labour Migration Policy Framework (CLMPF) and its accompanying Action Programme. The overarching objective is for the draft CLMPF to reflect the Community's goals of supporting the harmonization of Member State legislation, promoting free movement of people, safeguarding migrant workers' rights, facilitating productive employment, and strengthening regional economic integration in line with the aspirations of the CARICOM Single Market and Economy. The framework will be guided by several key regional inputs, including the Labour Market Assessment report, recommendations from CARICOM's Ministers of Labour Meeting in April 2025, the ILO Labour Migration and Human Mobility Strategy for Latin America and the Caribbean, and the anticipated CARICOM Migration Policy Framework. Furthermore, CARICOM has requested ILO's support to develop a regional Labor Market Information System (LMIS), which would centralize labor market data and standards, including labor migration statistics and green jobs. A base draft of the Labor Migration Framework is expected by the end of August 2025. Consultations for the related action plan will take place by the end of 2025.
- 2.6 **Objectives:** As a result, this Technical Cooperation (TC) aims to support the development, implementation, and country-level adoption of the CARICOM Regional Migration Policy Framework and the Regional Labour Migration Policy Framework, as well as the broad dissemination of both. The overarching objective is to build regional capacity to advance human mobility and labor inclusion across CARICOM member states. Specifically, the TC will provide technical support to the advisory groups leading these processes, promote national-level consultations and stakeholder engagement to foster buy-in, and facilitate the dissemination of the frameworks across member states. In addition, the TC will support the systematization and harmonization of migration-related data collection to strengthen the evidence base for policy implementation. The TC will support the translation of regional policy guidance into national-level action through consultations, participatory dialogues, and targeted

technical support to promote alignment between national policies and regional standards.

2.7 Beneficiaries: The knowledge, operational activities, and products generated by this project will benefit CARICOM institutions and national government agencies responsible for migration and labor policy across member states. These actors require technical support, standardized tools, and reliable data to implement coherent, evidence-based migration and labor mobility policies. The outputs of this TC—including policy frameworks, data tools, and consultation mechanisms—will contribute to building institutional capacity, promoting adoption of regional guidelines at the national level, and fostering social dialogue and inclusive labor market policies in line with CARICOM’s integration goals.

2.8 Strategic Alignment: The Program is consistent with the IDB Group Institutional Strategy: Transforming for Scale and Impact (CA-631) and is aligned with the objectives of (i) reduce poverty and inequality given that most migrants and returned emigrants face similar social inclusion challenges to the citizens of their host communities, compounded by the fact that their migration status is often irregular, which prevents them from accessing various social services and formal-sector jobs; and/or (ii) bolster sustainable regional growth since projections indicate that fiscal deficits attributed to migration will diminish as flows in LAC gradually shift from a situation of urgent crises to a scenario where migrants can positively contribute to their host countries’ economic and social fabric under the prevailing, or improved, integration policies. The Program is also aligned with the operational focus areas of (i) gender equality and inclusion of diverse population groups, (ii) social protection and human capital development; III) Regional Integration.

The TC aligns with the following country strategies: (i) IDB Group Country Strategy with Belize (2022-2025) (GN-3086): Dialogue Area (Paragraphs 3.1 and 3.21); (ii) IDB Group Country Strategy with Guyana (2023-2026) (GN-3187): Crosscutting issue (Paragraph 1.7); (iii) IDB Group Country Strategy with Jamaica (2022-2026) (GN-3138): See paragraph 3.5 regarding the potential of the diaspora; (iv) IDB Group Country Strategy with Trinidad and Tobago (2021-2025) (GN-3071): See paragraph 5.5 regarding Donor Coordination and Resource Mobilization on climate change, health, gender, migration, and innovation initiatives; (v) IDB Group Country Strategy with Barbados (2025-2030) (GN-3280-1): Crosscutting issue (Paragraph 2.37 Institutional strengthening); (vi) IDB Group Country Strategy with Bahamas (2024-2028) (GN-3198-1): Crosscutting issue (Paragraph 3.31 LGBTQ+ persons and migrants, especially the undocumented, face a high risk of discrimination and violence in The Bahamas, while people with disabilities face pronounced conditions of social and economic exclusion); (vii) IDB Group Country Strategy with Suriname (2021-2025) (GN-3065): Improving Basic Services and Social Protection (Paragraph 3.19 The IDB Group will prioritize interventions to reduce inequality in access to basic services and to strength social protection programs.

Furthermore, it aligns with the ONE Caribbean initiative (GN-3201-5) by supporting institutional strengthening through capacity building, which is essential for expanding human mobility and fostering social inclusion. This effort involves enhancing the regulatory and institutional frameworks necessary for sustainable development. By strengthening the technical capabilities and institutional capacities of Caribbean countries, the project aims to develop local expertise that will be key to implementing

these initiatives. The use of digital tools will further accelerate this process by facilitating the sharing and transfer of knowledge. A key example is the development of the institutional and regulatory framework that supports free movement and regional labor mobility.

The TC additionally aligns with the following sector frameworks: Migration Action Framework (GN-3021): See paragraphs 2.1, 2.2, 2.7, and Box 1, which lists the 23 objectives of the Global Compact for Safe, Orderly, and Regular Migration (GCM). Finally, this project aligns with the objectives and activities of the Ordinary Capital Strategic Development Program (OC SDP) (GN-2819-14); Window 2, Priority Area 5: Inclusive Social Development (W2E), by supporting the development, implementation, and country-level adoption of a labor framework.

III. Description of activities/components and budget

3.1 Component 1: Policy analysis of free movement and regional labor mobility (US\$20,00)

This component will generate targeted research and analysis to support the alignment of national laws and policies with CARICOM's Regional Migration and Labour Migration Policy Frameworks. The work will draw from global and regional examples of free movement regimes—including those from Mercosur, the Andean Community, Africa, and Europe—to identify best practices for integrating regional mobility commitments into national legal and institutional frameworks. It will also address demographic and labour market challenges in the Caribbean and explore how aligned mobility policies can respond to these needs. Research findings will be translated into practical guidance and policy briefs to inform legal reforms, support harmonized implementation across member states, and reduce the risk of fragmented or asymmetrical application of the frameworks.

3.2 Component 2: Support for the Implementation, Dissemination, and Country-Level Adoption of the Regional Migration and Labour Migration Frameworks (US\$80,000)

This component will strengthen the implementation and dissemination of CARICOM's Regional Migration Policy Framework and the Regional Labour Migration Policy, in close collaboration with the CARICOM Secretariat, the ILO, the IOM, and national stakeholders. Activities under this component will include national and regional consultation processes, capacity-building workshops for government officials and social partners, and the development and dissemination of accessible policy briefs and communication materials. These activities aim to foster stakeholder ownership, promote the adoption of the frameworks by CARICOM member states, and enable informed dialogue around the opportunities and requirements of labour mobility. The TC will also support national statistical offices across the region by organizing a regional event that focuses on enhancing national data collection capacities and promoting harmonized indicators in line with international standards. These efforts will contribute to a robust evidence base to guide implementation and ensure that migration and labour mobility policies are responsive to demographic trends and labour market needs.

3.3 Expected results. Across the two components, the primary objective is to inform the adoption, as well as the eventual implementation of a Regional Migration Policy Framework and the Labor Migration Framework for CARICOM. The specific results of this TC are one policy analysis document, the support in the preparation of the first

draft of the labour mobility policy framework, and the support with two regional events. The TC also expects to increase stakeholder engagement and awareness through consultations and dissemination activities.

3.4 Sustainability. The project aims to establish robust and enduring mechanisms for subregional coordination within CARICOM, leveraging the CARICOM Regional Task Force on Migration and the CARICOM Standing Committee of Migration Authorities. These mechanisms will foster strong inter-institutional and international cooperation to facilitate free movement, enhancing labor mobility across member states. Designed for sustainability, these frameworks will persist and evolve even after the project's conclusion, ensuring that efforts to promote fair and efficient labor mobility continue. Moreover, these protocols and action plans will serve as models that can be replicated and scaled throughout the region, supporting CARICOM's commitment to a cohesive and sustainable regional labor mobility policy.

3.5 Budget. The total TC budget is US\$100,000 funded by Ordinary Capital Strategic Development Program (OC SDP Window 2 - Social Development (W2E), Priority Area 5: Inclusive Development). No local counterpart funds are envisaged for this TC. The budget will be distributed as follows (see detail in Procurement Plan). The execution period of this project is 36 months.

Indicative Budget

| Activity/Component | Description | IDB Funding | Total Funding |
|---|--|-------------|---------------|
| I. Policy analysis of free movement and regional labor mobility | Research to support alignment of national laws with regional frameworks. | \$20,000 | \$20,000 |
| II. Implementation, drafting, and dissemination of Country-Level Adoption of the Regional Migration and Labour Migration Frameworks | Support drafting, adoption, implementation, and dissemination of regional migration frameworks through consultations, capacity-building, and data systems. | \$80,000 | \$80,000 |

3.6 Monitoring. The Project Team will review all technical and financial reporting. The TC will be led by Marta Paraiso, the sector specialist responsible for the execution, annual monitoring of activities in the field, and continuous progress meetings with counterparts and consultants. Jeremy Harris will serve as the Alternate Team Leader.

IV. Executing agency and execution structure

- 4.1 The IDB, through the Migration Unit (SCL/MIG), will execute the TC in accordance with the requirements established in the Bank policy on Technical Cooperation (GN-2470-2). The Migration Unit has a rapidly developing and robust track record in areas pertinent to the TC. In March 2023, the Unit produced the discussion paper "[Migration, Integration, and Diaspora Engagement in the Caribbean: A Policy Review](#)", focused on migration in the Caribbean region. The paper explored the history of free movement in the Caribbean and the development of CARICOM and the CSME. Additionally, the Migration Unit has conducted extensive research and operations focused on assessing and improving institutional capacity for migration issues in Latin America. In July 2022, the report "Migration Policy Regimes in Latin America and the Caribbean Immigration, Regional Free Movement, Refuge, and Nationality" was published which explored free movement regimes across the greater region.
- 4.2 As the executing agency of the TC, the Bank will be responsible for (i) coordinating the actors involved in the activities; (ii) identifying the studies and technical work necessary to carry out the TC; (iii) selecting and contracting consultants and firms to provide the necessary services; (iv) supervising the consulting services to which the beneficiary provides technical inputs; (v) managing the execution and provision of consulting services and (vi) any knowledge products generated within the framework of this technical cooperation will be the property of the Bank and may be made available to the public under a creative commons license. However, upon request of the beneficiaries, the intellectual property of said products may also be licensed and/or transferred to the beneficiaries through specific agreements.
- 4.3 All procurement to be executed under this Technical Cooperation have been included in the Procurement Plan (see Annex IV) and will be hired in compliance with applicable Bank policies and regulations as follows: (a) hiring of individual consultants, as established in the regulation on "Complementary Workforce" (AM-650); (b) contracting of services provided by consulting firms in accordance with the Corporate Procurement Policy (GN-2303-33) and its guidelines.

V. Major issues

- 5.1 The TC does not face major operational risks; however, a key strategic risk lies in the potential withdrawal or lack of sustained commitment by some CARICOM member states to adopt or implement the Regional Migration Policy Framework. To mitigate this, the TC will prioritize sustained dialogue with member states throughout implementation, proactively identifying and addressing concerns through inclusive consultations and technical support. Continued engagement will be essential to encourage the alignment of national policies with the regional framework and to support effective implementation.

VI. Exceptions to Bank policy

- VII. There are no exceptions to Bank policy.

VIII. Environmental and Social Aspects

- 8.1 The TC will not finance feasibility or pre-feasibility studies of investment projects or associated environmental and social studies and therefore does not meet applicable requirements of the Bank's Environmental and Social Policy Framework (ESPF).

Required Annexes:

[Results Matrix_83462.pdf](#)

[Terms of Reference_71521.pdf](#)

[Procurement Plan_42371.pdf](#)