



International
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100
1919-2019

SURINAME

Decent Work Country Programme 2019 to 2021



The DWCP is intended to represent the tripartite commitment of Government, employers' and workers' organizations to achieve Suriname's national development goals, as well as articulate a programme of action for the key areas in which the ILO's collaboration with the tripartite partners is expected to lead to positive changes in the world of work.

Suriname
Decent Work Country Programme
2019 - 2021



We, the tripartite constituents of Suriname, have agreed on the Decent Work Country Programme as our common strategy to achieve the priorities and objectives contained therein. We commit ourselves to working together to implement and support the attached Programme.

[Signature]
05 Nov. 2019

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Minister of Labour

[Signature]
P/C

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List of abbreviations

| | |
|-----------------|--|
| AAC | Arbeidsadvies College (Tripartite Labour Advisory Board) |
| ABS | Algemeen Bureau voor de Statistiek (General Bureau of Statistics) |
| BGA | Bureau of Gender Affairs |
| BNO | Bureau Nijverheids Onderwijs (Bureau for Technical and Vocational Education) |
| CARICOM | Caribbean Community |
| CEDAW UN | Convention on Elimination of all Forms of Discrimination Against Women |
| CIP | Center for Innovation and Productivity |
| CPO | Country Programme Outcome |
| DWCP | Decent Work Country Programme |
| EDI | Evaluability Diagnostic Instrument |
| EESE | Enabling Environment for Sustainable Enterprises |
| HIAP | Health in all Policies |
| HDI | UNDP Human Development Index |
| ICT | Information, Communication and Technology |
| ILO | International Labour Organization |
| LMIS | Labour Market Information System |
| NDP | National Development Plan |
| OSH | Occupational Safety and Health |
| PROMALCO | ILO Programme for the Promotion of Management and Labour Cooperation |
| RACO | Raad voor het Cooperatiewezen (Board for Cooperatives) |
| RAVAKSUR | Raad van Vakcentrales in Suriname (Workers' Organization) |
| SAO | Stichting Arbeidsmobilisatie En Ontwikkeling (The Foundation for Labour Mobilization and Development) |
| SCORE | Sustaining Competitive and Responsible Enterprises |
| SDG | Sustainable Development Goal |
| SER | Sociaal Economische Raad (Social Economic Council) |
| SHTTC | Suriname Hospitality and Tourism Training Center |
| SIVIS | Stichting Scholings Instituut voor de Vakbeweging in Suriname (Suriname Labour College) |
| SOR | Surinaamse Ongerallen Regeling (Surinamese Accident Regulations) |
| SPWE | Stichting Productieve Werkeenheden (Foundation for Productive Work Units) |
| TIP | Trafficking in Persons |
| TOC | Theory of Change |
| TVET | Technical Vocational Training and Education |
| UNESCO | United Nations Educational Scientific and Cultural Organization |
| UNMSDF | United Nations Multi-country Sustainable Development Framework |
| UN WOMEN | UN entity for Gender Equality and Women Empowerment |
| USD | United States Dollars |
| USDOL | United States Department of Labor |
| VSB | Vereniging Surinaams Bedrijfsleven (Suriname Trade and Industry Association) |

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2. Country context and situation analysis

2.1. Country context and situation analysis

Suriname is located in the South American continent with a population of approximately 573,000³ and geographic size of slightly under 164,000km. It is a democratic country which became independent from the Netherlands in 1975. Its Gross National Income (GNI) per capita is USD 5,150⁴. In terms of human development, in 2017 it was classified as an upper middle income country and ranks 100 out of 189 countries on the Human Development Index (HDI). The population density is approximately 3.6 persons per square kilometre, making it the lowest in the Latin America and Caribbean region. Most of the population lives in the capital city of Paramaribo and surrounding areas, located on the country's northern coast. However, there are populations which live in the interior rural regions of Suriname. The relatively high cost of transportation and communication challenges pose barriers to the provision of services.

2.1.1 Economic slowdown and recession 2014–2016

Suriname is a mineral rich country and its major export products are gold and oil⁵. Economic growth is mainly driven by the growth of the mineral sector and the spin-off of Government investment in the local economy.

The economy went from a steady growth averaging 4.0 per cent on a yearly basis from 2008–2013 to a slow-down and ultimately a recession from 2014–2016. The economic slowdown and recession were due to the international commodity crisis of 2012–2016 which led to a sharp fall of world market prices of the major export products⁶ in this period and the complete shutdown of the bauxite industry in 2015⁷. The peak of the recession occurred in 2016 when the economy shrunk by approximately 8.1 per cent⁸. Due to the recession, employment in the private sector dropped by approximately 8.8 per cent in 2016 in comparison to 2014.

³ ECLAC National Socio-Demographic profile, 2019.

⁴ World Bank Country Profile, 2017.

⁵ The contribution of the mineral sectors in 2017 to GDP, exports and government revenues in was approximately 22.3 per cent, 80.8 per cent and 37.8 per cent.

⁶ World market gold prices peaked in 2012 to USD 1,669 per troy ounce and fell 30 percentage points to USD 1,160 in 2015; in 2016-2017 the gold price slightly recovered by 8 and 1 percentage points. Oil prices also peaked in 2012 to USD 105 per bbl. and fell by 59 percentage points in 2016 to USD 43 per bbl. In 2017 international oil prices increased by 24 percentage points. From 2012-2015 the average export price of alumina decreased by 5 per cent.

⁷ The Alcoa corporation, the major multinational who developed and controlled the bauxite industry since the World war II, shut down its operations in November 2015, due to low commodity prices and high operation cost in Suriname.

⁸ The General Bureau of Statistics came out with a preliminary growth rate of - 5.7 for 2016, but many experts, including those of the Planning Office, estimate the contraction of the economy was more severe than the Statistical Office could capture due to their low response.

These three above-mentioned priorities are enshrined in the main goals of the 2017–2021 National Development Plan (NDP): 1) Strengthening the development capacity of our country; and 2) Achieving sustainable development by combining economic and social development and harmonizing it with responsible use of the environment so that current growth does not restrict or prevent future development opportunities. These priority areas are related to Suriname's macro-economic context described in the following chapter. Embedding the DWCP within national priorities and the UNMSDF not only presents a common agenda for social and economic development, but also creates more coherence in national implementation and monitoring of the SDGs. Decent job creation and securing social protection for workers are measures of development. The tripartite constituents agree that advancing the Decent Work Agenda in Suriname means investing in development and securing the preconditions to enable and accelerate it.

The interrelatedness of the national development pillars, the UNMSDF and the ILO strategic focus is visualized in Annex 1 of this document.

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³ ECLAC National Socio-Demographic profile, 2019.

⁴ World Bank Country Profile, 2017.

⁵ The contribution of the mineral sectors in 2017 to GDP, exports and government revenues in was approximately 22.3 per cent, 80.8 per cent and 37.8 per cent.

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⁷ The Alcoa corporation, the major multinational who developed and controlled the bauxite industry since the World war II, shut down its operations in November 2015, due to low commodity prices and high operation cost in Suriname.

⁸ The General Bureau of Statistics came out with a preliminary growth rate of - 5.7 for 2016, but many experts, including those of the Planning Office, estimate the contraction of the economy was more severe than the Statistical Office could capture due to their low response.

Table 1: Selected macro-economic indicators for 2012–2017

| | 2012 | 2013 | 2014 | 2015 | 2016* | 2017* |
|--|-------|--------|--------|-------|-------|-------|
| (in per cent of GDP, unless otherwise indicated) | | | | | | |
| Real GDP (percentage change) | 2.7 | 2.9 | 0.3 | -2.6 | -8.1 | 1.5 |
| GDP per capita in US\$ | 9,886 | 10,176 | 10,202 | 9,937 | 9,127 | 9,261 |
| External current account balance | 3.2 | -3.7 | -7.8 | -16.2 | -5.3 | -0.1 |
| External financial account balance | 9.6 | 8.2 | 13.1 | 15.9 | 14.4 | 5.7 |
| Gross international reserve (months of imports) | 4.7 | 3.4 | 2.7 | 1.5 | 2.7 | 2.8 |
| Government overall balance | -2.7 | -4.5 | -5.9 | -10.7 | -11.2 | -8.7 |
| Central Government debt | 21.6 | 29.8 | 26.6 | 43.3 | 75.3 | 78.3 |
| Exchange rate SRD/US\$ (average) | 3.4 | 3.4 | 3.4 | 3.5 | 6.3 | 7.6 |
| Domestic inflation (yearly average) | 5.0 | 1.9 | 3.4 | 6.9 | 55.5 | 22.0 |
| Employment rate (in per cent of workforce) | 91.9 | 93.4 | 94.5 | 92.8 | 90.3 | 92.4 |

Source: National Planning Office, General Bureau of Statistics, Ministry of Finance, Central Bank of Suriname, Suriname Debt Management Office * *preliminary figures*

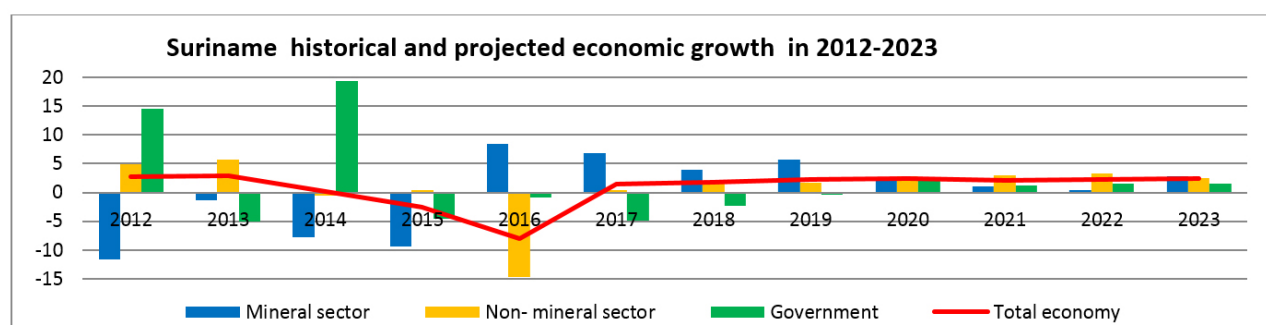
The fall of world market prices of the major export commodities and the complete shutdown of the bauxite industry in 2015 (referred to above) resulted in a major drop of export revenues from 2015–2016 of approximately 35 and 43 per cent in comparison to 2012, while imports were still growing in 2014–2015. The external account of the balance of payments went from 3.2 per cent of GDP in 2012 to -16.2 in 2015, leading to the lowest International Reserve (IR) of USD 330.3 million in this period and a coverage of 1.5 months imports.

The official fixed exchange rate vis-à-vis the USD came under pressure in 2014–2015. Due to the shrinking IR, the monetary authorities in Suriname adopted a flexible exchange rate system in May 2016, where the rate is settled through the supply and demand of the market. Domestic inflation, which is mostly influenced by exchange rate fluctuations, accelerated to 55.5 per cent in 2016.

The recession led to a breakdown of the overall balance of the Government with a major deficit of about 11 per cent of GDP in 2015–2016. Although government revenues eroded significantly, expenditures actually increased in 2015–2016. The deficits in the past years were mostly financed by attracting more external debt, for the most part, from the international capital market. The debt-GDP ratio almost tripled to 75 per cent at the end of 2016.

Another significant result of the recession was the increase in Government arrear payments to local companies for their supply of goods and services. Because of this development and the recession in general, the number non-performing loans of the banking sector increased significantly, leading to major vulnerabilities of the banking sector and the whole financial system in general.

Economic recovery 2017–2018



Source: General Bureau of Statistics and National Planning Office of Suriname

Economic growth recovered slightly to 1.5 per cent in 2017 and an estimated 1.9 per cent in 2018. The major reason for the recovery was an increase of gold production, due to extraction by a new gold mine of the multinational Newmont Suriname N.V. in the last quarter of 2016 and the rise of world market prices of gold in 2016–2018 and oil in 2017–2018⁹. A marginal recovery of the local economy in 2018, due to a stable exchange rate and low inflation during the year, is also noticeable. However, the recovery of the economy is very fragile with persistent huge Government deficit of approximately 4 per cent in the first half of the year, increasing Government debt levels and existing vulnerabilities of the financial system.

2.1.2 Medium term economic outlook and necessary policy response

The prospects are that the economy will grow about two per cent in the medium term. However, despite the positive outlook for growth, the creation of employment would be insufficient to compensate for the accumulated loss of jobs in the period of economic recession.

There is a strong need for the Government to take (structural) measures for both the short- and long-term in order to further determine the course of the economy and lead it to stability and sustainability.

Short-term measures relate to a drastic reduction of the Government's deficit financing by increasing revenues through, among other things, reforming the tax system and implementing (current) expenditure-reducing measures. In the short term, the Government has to stimulate the economy by increasing its investment expenditures. Building fiscal buffers from increased revenues from the mineral sector is crucial. Addressing corruption, transparency and good cooperation between the various Government and private institutions is also very important. More stringent supervision of institutions within the financial system needs to be exercised.

It is imperative that long-term (structural) measures lead to an improvement of the business environment. A strategic diversification plan for the economy is urgently required and investments in the knowledge sector and human capital need to be geared toward this. The local business sector has to be stimulated by tax incentives, accelerated access to land and affordable capital. Access to adequate internet facilities is indispensable for the development of the investment environment.

Regarding labour market development, given the (projected) growth of the population and of the labour supply averaging 1.8 percent¹⁰ and 2.5 per cent¹¹ annually, the creation of jobs driven by economic growth, will be a serious problem for accommodating the workforce. This problem should be addressed with active labour market policies and action programmes for the different labour market segments¹², in order to soften the employment effects of the recession for the population and further stimulate economic growth. However, developing labour market policies for Suriname, require that attention first be paid to understanding the country's labour market dynamic.

2.1.3 Overview of the labour market

The NDP provides an outline of the labour market in Suriname which offers insight into the complexity and also, the urgency of comprehensive labour market analysis. The labour market is divided into three components which, though connected, are very distinct because of their nature, size and challenges.¹³ The

⁹ Gold production of Newmont Suriname lead to an increase of gold production of approximately 50 per cent in 2017.

¹⁰ See table III.1.1 Population projections and growth 2017-2021, Paragraph III.1 Demographic Trends, National Year Plan 2019

¹¹ See table III.4.1 Baseline, Desired and Pessimistic growth projections employment 2017-2021, Paragraph III.4 Employment, National Year Plan 2019

¹² See paragraph VIII.1.3 Social security and employment, Development Plan 2017-2021

¹³ Page 135, Policy Development Plan, Suriname. Development Priorities

labour market in the **coastal region** covers approximately 75 per cent of the economically active population and is a full labour market that is part of the (global) market. It is *dominated by wage labour; functions on the basis of modern industrial relations; its labour legislation is relatively well-respected and there is fairly reliable labour market information (statistics)*. Both trade unions and employers' organizations have roles in tripartite and bipartite labour market institutions. In the **remote areas** in the interior, where the State is only marginally present, there is a dual labour market, broken down into:

- a) a market segment dominated by small and medium-sized informal gold and timber companies about which, there is very limited available labour market information; and
- b) a market segment which is dominated by multinational companies mainly in the gold sector, for which relatively reliable labour market information is available but not freely accessible.

The **tribal population** in the interior, is dependent on hunting, fishing and subsistence agriculture. These geographically dispersed, small communities have no labour market since there are no full-fledged money or market economies. For the reasons presented above, the availability of reliable labour market information is a major challenge both for analysis and the formulation of policies and plans, as well as the monitoring and evaluation of implementation.

2.2. Suriname and decent work

This DWCP emerges in a specific national, regional and global context which asserts that the ability of natural systems to provide the resources and ecosystem services upon which the economy and society depend should not be compromised for the sake of achieving human development goals. On a macro level the 2017–2021 national development plan of Suriname is based on four interrelated pillars:¹⁴

1. Strengthening of the development capacity;
2. Economic growth and diversification;
3. Social progress; and
4. Sustainable use and protection of the environment.

At the regional level, Suriname has committed to the UNMSDF¹⁵ which defines how the UN System will jointly support development results in partnership with eighteen Caribbean countries and overseas territories. This Framework aims to ensure that no one is left behind in national development efforts, and demonstrates the commonly shared belief that a coherent and coordinated response by the UN is required to address comparable development challenges of Caribbean countries. The UNMSDF is organized around four major areas and related outcomes – two of which, “*An inclusive, equitable and prosperous Caribbean*” (Priority 1) and “*A sustainable and resilient Caribbean*” (Priority 4), directly underpin the work to be undertaken through this DWCP.

On the national level, the Ministry of Labour (MOL) is mandated to develop and implement labour policy and legislation in Suriname. The mission of this Ministry is *to realize sustainable development through the establishment of a healthy, productive, development-focused and safe labour market for all within the setting of a democratic nation, where employers, workers and their organizations can fully participate in their respective roles, taking into account national and international labour standards*. Policy areas for which

¹⁴ The text in English is available at:

<http://www.planningofficesuriname.com/wp-content/uploads/2018/02/2017-2021-DEVELOPMENT-PLAN.pdf>
http://www.planningofficesuriname.com/wp-content/uploads/2017/06/POLICY-DEVELOPMENT-PLAN-PART-II-Project-Programming-Version_SWOTS-and-Matrices.pdf

The text in Dutch is available at:

<http://www.planningofficesuriname.com/meerjaren-ontwikkelingsplan-mop/ontwikkelingsplan-2017-2021/>

¹⁵ The text of the UNMSDF is available at: http://www.tt.undp.org/content/trinidad_tobago/en/home/library/human-development/united-nations-multi-country-sustainable-development-framework-i.html

the MOL has the responsibility, include labour relations, labour protection and the labour market. The 2016–2021 policy note of the MOL stresses the importance of decent work in achieving sustainable growth. In this policy note the sustainable development goals and the decent work agenda were used to guide the translation of the development concept and visions into concrete objectives and actions intended to realize advancements in employment, social protection, social dialogue and tripartism and fundamental rights at work.

According to the EDI, the development of the second DWCP for Suriname is crucial as it offers the possibility of incorporating relevant SDG goals and targets and linking them to the M&E and reporting of the new system. Suriname has a formal Monitoring and Evaluation (M&E) Policy. The Plan Act of 1973 outlines the steps that governments need to follow on M&E. Yet, it has not been fully implemented until 2017. The Planning Bureau holds this oversight and is responsible for implementation of the law which requires the involvement of senior and political leadership in the process. Recently, Suriname embarked on a national programme to decentralize planning. Ministerial Planning units have been established in all 17 Government ministries and will be responsible for implementing and monitoring the NDP. Coherence in planning, steering and monitoring across multiple sectors ultimately benefit all outcomes of the country's development efforts including work elaborated within the DWCP. The UN Country Team (UNCT) is already actively providing national support in the form of capacity building interventions to produce, analyze and use data for decision-making and SDG monitoring. In early 2019, the UNCT provided support to the Planning Bureau to implement the first phase of RBM standardization training.

2.2.1 International labour standards and legislation

Most of the achievements of the first DWCP were made in the area of labour law. From the legal framework, which dates back to the mid-20th century, a total of six laws were adopted or amended. Other legal provisions were revised to better reflect the current state of production structures, decent work and modern social economic relations, as reflected in **Table 2**.

The Maternity Protection Act, the Law on violence (including sexual harassment) in the workplace and the Act on equal treatment in the workplace were among the labour laws revised during the previous DWCP. In January 2017 the ILO Equal Remuneration Convention, 1951 (No. 100) and Discrimination (Employment and Occupation) Convention, 1958 (No. 111) were ratified. The Minimum Age Convention, 1973 (No. 138), was ratified in January 2018. The ratification of the ILO Protocol of 2014 to the Forced Labour Convention, 1930 (No. 29) was also approved and the ratification formalities are underway. This brings the total of ILO Conventions ratified by Suriname to 33; all Eight Fundamental ILO Conventions are ratified. These newly ratified Conventions now have to be implemented.

As of May 2019, Suriname has 19 comments of the ILO Committee of Experts on the Application of Conventions and Recommendations pending on the application of ratified Conventions¹⁶. Five are Observations, and the Government's specific action is requested with respect to the following four Observations:

1. Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
 - Amend the law and regulations so that it would be required to insert in public contracts, labour clauses in accordance with Article 2 of the Convention, that is, clauses which ensure that workers employed under public contracts shall enjoy the same conditions as other workers whose conditions of employment are fixed not only by national legislation but also by collective agreements or arbitration awards.

¹⁶ (see https://www.ilo.org/dyn/normlex/en/f?p=1000:13201:::NO:13201:P13201_COUNTRY_ID:103287 for the latest information)

2. Equality of Treatment (Social Security) Convention, 1962 (No. 118)
 - Change the law and practice concerning the payment of benefits to workers living abroad by, for instance, concluding agreements with countries in Latin American and the Caribbean, who equally ratified Convention No. 118 and accepted its Part (g) (e.g. Brazil, Ecuador, Mexico, Uruguay or the Bolivarian Republic of Venezuela), with a view to facilitating the payment of benefits to these countries.
3. Workmen's Compensation (Accidents) Convention, 1925 (No. 17) (Ratification: 1976); and
4. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42) (Ratification: 1976)
 - Ensure that the "loading and unloading or transport of merchandise" is included among the activities likely to cause anthrax infection in the list of occupational diseases established by section 25 of the Industrial Accidents Act.
 - Ensure that the legislation includes provisions on additional compensation, in cases where an accident incapacitates a worker in a way that he or she needs the constant help of another person.
 - Consider ratification of up-to-date Conventions concerning the matters covered by these Conventions, namely: the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121), and/or the Social Security (Minimum Standards) Convention, 1952 (No. 102) with the acceptance of the obligations in its Part VI.

On the issue of possible ratifications, "Labour Law Reform Suriname (1)" a publication of the MOL, refers to the possible ratifications of:¹⁷

- Maternity Protection Convention, 2000 (No. 183);
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143);
- Social Security (Minimum Standards) Convention, 1952 (No. 102); and
- Domestic Workers Convention, 2011 (No. 189).

Annex 2 presents a list of Conventions which are relevant to the laws already adopted or the draft laws. These may be consulted to implement the adopted laws and to develop new laws.

With the new and revised labour laws, the legislative framework has been modernized. For adherence to labour laws, the empowerment and resourcing of governmental agencies to create awareness and enforce the compliance to these laws is of utmost importance. It is crucial that employers and workers are made aware of the new laws and their duties and rights under them. Succeeding in the second DWCP and building on the synergy created during implementation of the previous programme requires the equipping and mandating of labour inspection services. The urgency of this area of focus has been acknowledged through the Ministry's appointment of a transformation and management team within labour inspection services in July 2018. The goal is to have, by 2020, a modernized, well-staffed, motivated and driven team with ample resources: trained inspectors, mobility and Information Communication Technology (ICT) support to cover all areas within Suriname.

¹⁷ Piroe, Glenn. "Labour Law Reform Suriname (1) (Modernising Arbeidswetgeving Suriname (1))". 2018.

Up to March 2019, various new laws were under consideration at different stages:

- Before the National Assembly: maternity protection, minimum wage fixing machinery;
- With the State Council: decent working time, equality of treatment at work, violence at work; and
- Texts under preparation: holiday with pay, accidents, workers' registration (law related to a labour market information system), dispute resolution, occupational safety and health (especially regulations).

In advancing this labour reform agenda, a notable good practice in Suriname is the consideration of ILO Conventions as sources of guidance. An example of this is reflected in "Labour Law Reform Suriname (1)" which elaborates that the Dismissal Act of 2018 was considered in light of the Termination of Employment Convention, 1982 (No. 158).¹⁸

Table 2: National labour related legislation

| Description | Reference | Remarks |
|--|---|--|
| Private Employment Agencies Act | SB 2017 No. 42 | New law; governing the functioning of temporary work agencies. ILO Convention No. 180 ratified by Suriname in 2006. |
| Labour Exchange Act 2017 | SB 2017 No. 67 | Modern version of the Labour Exchange Act of 1965. |
| Freedom of Association Act | SB 2016 No. 151 | Clustering of scattered provisions in decrees and implementation of international labour standards, including ILO Conventions Nos. 87, 98 and 135. |
| Collective Bargaining Agreements Act | SB 2016 No. 152 | Modern version of the Act of 1962 to regulate collective bargaining agreement procedures. Related to ILO Conventions Nos. 87, 98 and 135 and Recommendation No 91. |
| Labour Inspection Act | SB 1983 No. 42, lastly amended by SB 2017 No. 39 | Amendment of a 1947 law. Adaptation of the legal framework to better reflect actual labour relations, ILO and CARICOM standards. ILO Convention No. 81. |
| Labour Advisory Board Act | SB 1984 No. 105 lastly amended by SB 2016 No. 145 | Amendment to align legislation with current reality. Based on the implementation of ILO Convention No. 144 on tripartite consultations. |
| Child Labour Act | SB 2018 No. 76 | Rules on the prevention of child labour and the employment of young people (Work of Children and Youth Persons Act). |
| Dismissal Act 2018 | SB 2018 No. 94 | Revision of the rules on the termination of the service contract by the employer; law of 25 th Oct 2018. |
| Contract Labour Act | SB 2018 No. 93 ¹⁹ | |
| Center for Innovation and Productivity Act | SB 2019 No. 7 | To promote economic and social progress and sustainability. |

¹⁸ Piroe, Glenn. "Labour Law Reform Suriname (1) (Modernisering Arbeidswetgeving Suriname (1))". 2018.

¹⁹ <http://dna.sr/wetgeving/surinaamse-wetten/wetten-na-2005/wet-omzetting-arbeidsovereenkomst-voor-bepaalde-tijd-naar-arbeidsovereenkomst-onbepaalde-tijd/>

2.2.2 Labour market information

There are two main institutions responsible for the production of labour market information in Suriname. The Labour Market Directorate of the MOL collects and analyses data based on jobseekers who have registered at the Department for Direct Mediation in that Ministry. The General Bureau for Statistics (ABS) collects data on the workforce during regular household surveys, as well as the population census carried out every 10 years. The most recent nationwide data are from the population census of 2012. More recent data, (available until 2016), have been derived from the household survey. However, data from the household surveys are only gathered for the districts of Paramaribo, Wanica, Commewijne and Nickerie. The data collected during the census are sex-disaggregated.²⁰

With decreasing financial resources available in all sectors of public administration, execution of the more capital intensive areas of work (during the 2014–2016 period of the first DWCP) was delayed. In this regard, it was not feasible for the Labour Market Directorate to automate labour administration services. Planned surveys around wages and informality were also not done. The regional comparative studies on wages and other forms of remuneration still have to be done to enable a proper regional comparative analysis. A prerequisite for a meaningful exchange of data is the availability of statistics and key labour market indicators that are standardized according to international formats. Recent investments have enabled the related departments within the MOL to catch up on a number of gaps in the LMIS however, there is need to continue and strengthen the momentum to realize a robust LMIS. Within this context there is scope to benefit from trade union data on select topics such as work interruptions. This critical weakness of scarce funding also had its impact on labour inspection. Over the next two years the Labour Inspection Unit will develop a strategy and an action plan with an increased mandate for labour inspection services.

2.2.3 Decent employment and income

Compared to other countries in Latin America and the Caribbean, Suriname is facing relatively low unemployment rates of 7.6 per cent in 2018, with notable differences for women (12.2 per cent) and men (4.8 per cent). Around 68 per cent of the workers belong to the Services Sector, 25 per cent to the Industry and 7 per cent to the Agriculture Sector. The majority of workers are employees (86 per cent) and around 11 percent are own-account workers. As underscored earlier, there is expected to be a grave challenge in the medium term to create jobs driven by economic growth due to the projected growth in population and labour supply.

The most recent data on informal employment was produced by the General Bureau of Statistics (ABS) in 2006, when the informal sector was estimated to be 18.5 per cent of the gross domestic national product. Field research conducted in the same year showed that in the coastal area about 51 per cent of employment in non-agricultural sectors could be called 'informal'. In 2013, the Suriname Business Association estimated that 2 per cent of the economic sector is informal. Another important characteristic of the labour market is that the Government of Suriname is the largest employer. Approximately 28 per cent of persons in the active labour force are civil servants.

During the recession, between 2014 and 2016, employment in the private sector dropped. Currently employment in private and semi-governmental sectors is not growing. As a result, there is urgency to improve the enabling environment for sustainable enterprises to boost the generation of decent jobs. Creating and sustaining an enabling environment for sustainable enterprises requires a cross-cutting approach and integrated policy measures (NDP Pillar 2: economic growth and diversification). An update of

²⁰ <http://www2.unwomen.org/-/media/field%20office%20caribbean/attachments/publications/2018/final%20report%20suriname%20car%20gei%20englich%20version%2017%20june%202018%20revised.pdf?la=en&vs=3950>

the legislative framework in support of increasing the ease of doing business began through interventions of the Competitive Unit Suriname and the adoption of 14 bills by the Parliament. A number of initiatives have been undertaken to improve the infrastructure for enterprises. This has not yet translated into a better ranking on the Ease of Doing Business index, (currently ranked at 165 among 190 countries)²¹.

Suriname is ranked the 110th most competitive nation in the world out of 140 countries according to the 2018 edition of the Global Competitiveness Report published by the World Economic Forum.²² With the adoption of the Center for Innovation and Productivity (CIP) Act in November 2018, the Government has demonstrated its intent to promote economic and social progression and sustainability.²³ The CIP was established to address the structural problems of Suriname that relate to the public sector, a small (formal) private sector and dependence on the extractive sector. The Law was prepared by a tripartite committee which gave advice on the National Productivity Center as a result of a 2006 ILO Programme for the Promotion of Management and Labour Cooperation (PROMALCO) which sought to improve competitiveness and productivity in the region through the enhancement of management-labour cooperation and respect for the fundamental principles and rights at work. The empowerment of Caribbean States and their enterprises to deal with increasing competition caused by globalization and international trade liberalization was at the centre of the PROMALCO approach.

The conclusions of a 2017 tripartite workshop on Decent Work in the Rural Economy recommended the drafting of a national action plan on the rural economy to accelerate economic diversification through rural development. The workshop concluded that economic diversification away from dependence on mining is vital for moving towards enhanced sustainable rural livelihoods. Several sectors and products including agriculture, fishing and cattle farming, waste management, renewable energy, tourism, sustainable forestry and wood processing, and handicrafts have a key role to play in this regard.

2.2.4 Social protection

The NDP cites fragmentation as a major weakness in the country's social protection system. A lack of integration and coherence between and among complementary programmes in departments and ministries result in inefficiency due to major duplication of services.

Social security

Suriname has had a social security system based on a national General Pension Act, a basic Health Care Act and a Minimum Wage Act since August 2014. Through this comprehensive package of social laws, the Government provides social security for the working class and their families. Access to basic health care for vulnerable groups has been secured through the basic healthcare programme. A social security subcommittee within Government at the ministerial level focuses on social security and these three new Laws. This facilitates the development of policy across related ministries. During the previous DWCP, this social security system was launched; the expansion and some minor adjustments of the system followed afterwards. No specific review on the effectiveness and affordability of measures has yet been undertaken. Within the NDP, the importance of integrating employment, healthcare, and social protection policy in the Suriname Social Security Scheme is acknowledged. The NDP also elaborates on the necessity of an assessment which should include:

1. The efficiency of the labour market and the cost of financing social protection.
2. The amount of social contributions, the replacement and coverage rates and the funding systems.

²¹ <https://tradingeconomics.com/suriname/ease-of-doing-business>

²² <https://tradingeconomics.com/suriname/competitiveness-rank>

²³ <http://www.dna.sr/wetgeving/ontwerpvetten-bij-dna/goedgekeurd/ontwerpvet-wet-nationaal-productiviteitscentrum/>

It is of the utmost importance to integrate poverty alleviation in the general social policy to avoid the poverty trap, but also to develop and implement multi-dimensional poverty alleviation programmes. Trends in the (projected) population suggest that, in the period 2019–2023, the number of people in the 60+ age group will grow steadily by approximately 4.1 per cent a year, but faster than other age groups, resulting in a narrowing of the base of the population pyramid. This development requires provisions in planning and policy especially in the field of social protection (social security system and healthcare). After all, the changing age structure, i.e. the growing share of the older population in relation to young people, has consequences for economic and social relations, but also for the incidence of illness and the need for care.

Occupational safety and health (OSH)

Suriname is one of the few Caribbean countries with comprehensive occupational health and safety insurance which is mandatory for all employees. With 1947 Legislation known as Surinaamse Ongevallen Regeling (SOR), social protection / compensation is offered to workers and their families after injuries or fatality.

There are a number of challenges in the implementation of OSH, especially in the informal sector. With an understaffed and not optimally equipped Labour Inspection Service, it is impossible to cover all sectors and areas. OSH standards are often not met, especially within the informal small-scale gold mining sector.

The MOL partners in the 'Health in All Policies' framework of the Ministry of Health. Health in All Policies (HiAP) is an approach to public policy that systematically takes into account the health implications of decisions, seeks synergies, and avoids harmful health impacts in order to improve population health and health equity.²⁴ Within this framework, the MOL shares a responsibility, to promote a healthy and safe working environment (SDG 3).

Child labour

The Government, together with important partners such as the trade unions, the business community and other organizations, has committed to creating an integrated framework for the prevention and elimination of child labour, including the worst forms of child labour in Suriname. In addition to systematic harmonization of Surinamese labour legislation concerning child labour to the applicable ILO Standards (ILO Convention Nos. 138 and 182), in 2018 the Government re-vamped the inter-ministerial and multi-sectoral National Commission for the Elimination of Child Labour (NCUK) (established in 2008) with the appointment of new members for a duration of three years. This DWCP will seek to build on the results / outputs of the recently concluded ILO Country Level Engagement and Assistance to Reduce Child Labour (CLEAR) Project, which produced updated statistics on Child Labour in selected areas of Suriname²⁵. The 2017 Suriname Child Labour Survey of the coastal districts showed that 2.2 per cent (2,432) of children ages 5-17 years, resident in those areas, were involved in child labour. Of those child labourers 70 per cent (1,701) were involved in hazardous work²⁶. The 2017 United States Department of Labor (USDOL) report on the Worst Forms of Child Labour in Suriname²⁷ still raises serious concern about the risk of the worst forms of child labour in the mining

²⁴ <https://sr.one.un.org/health-in-all-policies-suriname/>

²⁵ The 2017 Suriname Child Labour survey was limited to 8 of 10 districts of Suriname. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipecc/documents/publication/wcms_663335.pdf The 2 major districts of Sipalwini and Brokopondo in the interior of the country, which have many indicators that point to a high prevalence of child labour were excluded on several bases, including a previous study in 2012 which focused on these districts and the worst forms of child labour. These districts are also characterized by majority populations of afro-descendants (Maroons) and indigenous peoples. A 2010 MICs which included these two districts produced national estimates for 10 per cent of children 5-14 years of age in child labour. UNICEF is expected to publish a new MICS Report for Suriname in 2019 which includes the two districts.

²⁶ In the mainly urban areas of the coastal districts children were engaged in hazardous work in wholesale and retail trade, hospitality industry, then agriculture, fisheries, hunting, forestry and construction.

²⁷ https://www.ilo.org/ipecc/Informationresources/WCMS_663335/lang-en/index.htm

sector especially in interior Districts, where the children of Maroons and indigenous people are particularly vulnerable.

Another CLEAR output - a Final Documented National Action Plan to Combat Child Labour - was finalized in January 2019 and formally approved by the Council of Ministers in May 2019. The expressed purpose of the plan is “to protect all children on Surinamese territory against child labour, both boys and girls with an emphasis on protecting inland children, indigenous children, children of tribal peoples, children with disabilities and children from poor families.”

2.2.5 Environmental sustainability and resilience

Establishing environmental protections along with social protection and inclusion measures will help to increase resilience and sustainability in Suriname. As elaborated in the NDP, utilization and protection of the environment is a formal national development objective which needs to complement employment generation and promotion of a competitive economy. Indeed, the mining industry is critical to the Surinamese economy as it is the main foreign exchange earner. Therefore, it is critical to ensure that the exploitation of the country’s natural resources does not undermine the health and safety of both workers in the industry as well as surrounding rural and hinterland rainforest communities whose livelihoods depend on natural resources. In line with the UNMSDF, this DWCP promotes synergies that will realize national, economic, social and environmental goals. This includes promoting the mainstreaming of risk assessment strategies into national planning, to mitigate against external economic, social or environmental shocks which can negatively impact the balance of these three facets of sustainable development.

2.2.6 Gender

The principles of gender equality underpin this DWCP. According to a 2018 national report produced by the Ministry of Home Affairs with the support of UN Women, while men are more represented in the labour market, the majority of jobseekers are women.²⁸ The industrial sector however, shows more men than women active, while in the service sector, women are the main workers. Recent sex-disaggregated data in the agriculture sector do not exist, since these are not collected. Concerning female legislators, the unicameral National Assembly consists of 51 members, out of which 16 are women or approximately 31.3 per cent. This is higher than the world average of 24.3 per cent calculated by the Inter-Parliamentary Union.²⁹

Suriname ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993. The country is committed to ensuring equal access to the labour market as well as equal incomes and working conditions for women and men. This is highlighted in the NDP and aligned with SDG 5 on achieving gender equality. Suriname is ranked 79 out of 149 countries. Factors including economic participation and opportunity, as well as educational attainment, health and political empowerment contributed to this ranking.

The Bureau of Gender Affairs (BGA), the leading national counterpart for gender policy, has developed two Integrated Gender Plans of Action (IGAP 2000-2005 and IGAP 2006-2010) and installed Gender Focal Points (GFPs) in various ministries as part of the Government’s Gender Management System. Through the BGA, the

²⁸ <http://www2.unwomen.org/-/media/field%20office%20caribbean/attachments/publications/2018/final%20report%20suriname%20car%20gei%20englich%20version%2017%20june%202018%20revised.pdf?la=en&vs=3950>

²⁹ <http://archive.ipu.org/wmn-e/world.htm>

Government of Suriname is implementing its gender policy in specific thematic areas. A Gender Work Plan was developed in 2013. It is still active and was recently evaluated by the Ministry of Home Affairs. This will form the basis for developing a further gender policy for the upcoming three years.

A 2018 ILO study on *Women in business and management: gaining momentum in the Caribbean* provided specific insights on the status of women as employers and in business leadership in Suriname, as well as social and cultural barriers which may discourage upward professional mobility.³⁰ For example, in Suriname, women make up just over 40 per cent of employers, and just under 30 per cent of own-account workers. They also comprise just under 40 per cent of managers in enterprises. The prevalence of company initiatives on gender diversity shows that some of the measures to improve this diversity are still underutilized, such as flexible working hours, paternity leave, part-time hours of work, remote or telework, career breaks and child or elder care. A 2018 Global Gender Gap report of the World Economic Forum also reports on the gender gap in Caribbean countries, which indicated that females outranked men as a share of professional and technical workers, but lagged behind in the share of legislators, senior officials and managers as well as in overall labour force participation. They also earned significantly less income than men, which indicates a wage gap³¹.

Turning to legislation, Suriname criminalizes domestic violence. Under the Law on Combatting Domestic Violence Act (SB 2009 No. 84)³², financial violence, physical violence, psychological violence and sexual violence are offences. This Law is reported to be under revision according to UN Women.³³ Penal Code provides that rape within marriage is penalized.³⁴ In addition, a law on violence at work is under consideration.

Through this DWCP, tripartite partners will mainstream gender equality in labour-related strategies, policies and laws in order to ensure equal opportunity and treatment for men and women, in line with ratified ILO Conventions No. 100 on Equal Remuneration and No. 111 on Elimination of Discrimination in Employment. Progress will be monitored through the establishment of gender specific indicators as part of the results framework. Some targeted work may also be considered. For instance, the adoption of the law on violence at work.

2.2.7 Tripartism and social dialogue

Suriname has ratified ILO Conventions Nos. 87 and 98 on Freedom of Association and the Right to Collective Bargaining respectively, and the principles of these Conventions are enshrined in the national laws.

The MOL mobilizes the involvement of the private sector and workers' representatives around planning and implementation within the decent work agenda. Through the Labour Advisory Board (AAC), which was established in 1984, the Minister of Labour has a tripartite advisory body on labour policy including labour relations. With the recent modifications in the Labour Advisory Board Act, the internal governance and advice mechanisms are now better structured. The Social Economic Council (SER), which had been inactive for almost five years, was reinstated in 2016. This tripartite independent council appointed by law advises Government on social and economic policies and helps to facilitate sound and reliable Government policy. The SER provides solicited and unsolicited feedback on issues related to the social and economic development.

³⁰ https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-port_of_spain/documents/publication/wcms_645701.pdf

³¹ http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

³² http://dna.sr/media/46900/SB_2009_No_84_wet_bestrijding_Huiselijk_Geweld.pdf (text in Dutch)

³³ <http://caribbean.unwomen.org/en/caribbean-gender-portal/suriname>

³⁴ <http://caribbean.unwomen.org/en/caribbean-gender-portal/suriname> See also the relevant amendments to the Criminal Code at http://dna.sr/media/44528/SB_2009_No_122_wijz._Wetboek_van_Strafrecht_ivm_herziening_zedenmisdrijven.pdf

The tripartite monitoring committee that monitored the implementation of the previous DWCP is a more recent tripartite structure that has also proven its effectiveness, despite its challenges. The synergistic effects of a coherent and programmatic approach were confirmed by the constituents actively involved in the implementation of the first DWCP. The committee however, was dissolved when the first DWCP was completed. Tripartite partners unanimously agree that training is required for effective collaboration through social dialogue. The public sector as the driver of this dialogue, agrees that all tripartite partners, especially the representatives within the Labour Advisory Board, would benefit from in-depth capacity building on the multiple aspects of social dialogue.

EDI findings confirmed that constituents want to be involved in the processes of M&E and reporting on SDGs and believe that with the new planning system and ministerial planning units, positive changes will be made in the future in terms of capacity and awareness. MOL has a functional Planning Unit and is part of the Planning Coordination Committee (PCC) which falls directly under the Vice President. The PCC will guide and implement and oversee the monitoring, evaluation and reporting of the National Development Plan and hence the SDGs.

The Vereniging Surinaams Bedrijfsleven (VSB), or Suriname Trade and Industry Association, is the most representative employers' organization in Suriname and is also a member of the International Organisation of Employers (IOE). Its membership represents a wide cross-section of sectors in the economy and it is concerned with promoting the economic and social progress of its members. The VSB acknowledges the challenges facing the private sector in Suriname due to the economic downturn, low competitiveness and low productivity, and it seeks to find sustainable solutions to these issues. The VSB reports on Decent Work matters regularly and has a formal position paper, which was published in their annual report of "the Werkgever" in 2016/2017. They are actively engaged and take part in several national committees. They have regular meetings with different national private and public institutions.

Raad van Vakcentrales in Suriname (RAVAKSUR) is the council of trade unions in Suriname which represents most trade unions and trade union groupings and coordinates and establishes trade union positions on matters of policy. The implementation of the DWCP 2012-2016 has shown that workers' organizations in Suriname require capacity building and other forms of technical assistance in order to successfully engage with the Government and employers on national and global economic and social issues which affect workers. Workers representatives brainstormed early in April 2019 on the specifics of such capacity building and technical assistance, the output of which has contributed to the finalization of Chapter 3.

2.3. Lessons learned from the first DWCP

In 2017, a self-evaluation of the first DWCP was carried out at the national level. The DWCP monitoring committee reviewed the achievements of the eight outcome areas. Strong collaboration and a programmatic approach were agreed to be directly linked to implementation effectiveness. Regular feedback meetings and monitoring of outputs guided the implementation processes. Reflecting on the process, the tripartite partners agreed that a stronger mandate for the DWCP monitoring committee would have resulted in more effective interaction with other agencies in support of the DWCP agenda. Within the tripartite cooperation on the DWCP agenda, the focus of each partner was slightly different. The private sector placed largest focus on the EESE. The focus within the MOL was more on the labour law revisions, OSH and LMIS. The strength of the unions was in the synchronization of legislation, which was also related to the three social laws as part of the national social security system adopted by law in 2014.

2.4. The ILO's comparative advantage

The ILO is well-placed to support the tripartite partners in the achievement of the DWCP outcomes. The ILO's work is anchored in international labour standards, which provide specific guidance to Suriname on developing effective laws and policies on a wide range of employment and labour matters. The ILO enjoys a long and productive working relationship with the tripartite partners in Suriname, as well as with the UN system in the country, and plays an important role in raising the profile of labour and employment in national and regional fora on political, social and economic issues, as well as promoting decent work as a key means through which sustainable development is achieved.

3. Development goal, country priorities and country programme outcomes

| Overarching development goal | | |
|---|--|---|
| <i>In advancing the Decent Work Agenda in Suriname, tripartite partners are resourced and empowered advocates who support national progress toward fully achieving the Sustainable Development Goals. Decent Work is fully anchored in national law and policymaking and provides a means for the national implementation and monitoring of economic and social policies.</i> | | |
| Pillar 1 Economic Diversification and Social Progress | Pillar 2 Strengthening the Rights and Compliance Agenda | Pillar 3 Increased tripartite capacity to advance the Decent Work Agenda and Social Dialogue |
| Outcome 1.1 - active labour market policies Outcome 1.2 - enterprises and cooperatives Outcome 1.3 - social progress | Outcome 2.1 - labour legislation Outcome 2.2 - labour inspection Outcome 2.3 - conciliation mechanisms | Outcome 3.1 - research, data access and analysis Outcome 3.2 - strengthening social partners |

3.1. DWCP pillars and cross-cutting drivers

Fully aligned with the national development vision for Suriname, the DWCP for 2019–2021 is a transformational agenda organized according to three interrelated and mutually reinforcing programme pillars:

1. Economic diversification and social progress;
2. Strengthened the rights and compliance agenda; and
3. Increased tripartite capacity to advance the Decent Work Agenda and social dialogue.

Four cross-cutting drivers underpin this DWCP's design, implementation, monitoring and reporting:

1. active social dialogue and tripartite cooperation as key elements in the achievement of results;
2. ongoing ratification and implementation of international labour standards;
3. mainstreaming of gender equality including the promotion of women's leadership, representation and skills development in areas including policy development and entrepreneurship; non-discrimination in all forms, including gender, ethnicity and disability; and
4. promotion of an environmentally sustainable world of work, particularly within the rural employment and OSH components of the DWCP.

3.2. Country priorities and country programme outcomes

The following sub-paragraphs are an elaboration of the interrelated and complementary focus of each pillar that comprises the DWCP. The Results Matrix for the country priorities is attached in Annex 3. The rationale for the outcome areas within each pillar and subsequent planned activities is presented below.

3.2.1. Pillar 1: Economic diversification and social progress

In line with SDG 8.5, Pillar 1 acknowledges both the economic and social dimensions of sustainable development. It proposes to improve the functioning of the labour market in order to more appropriately match labour supply and demand. Active labour market policies will be developed and with this, public employment services will be modernized; labour market institutions such as the labour advisory board (AAC), cooperatives department, small enterprise promotion unit and vocational units will be revamped and reactivated; and TVET curriculum reviewed and updated. The Pillar's enterprise focus is consistent with the economic policy objectives of the NDP as well as the Planning Act of Suriname, 1973 which emphasize entrepreneurial productivity through firstly, the development of an operational knowledge base on Suriname's enabling environment for sustainable enterprises, and secondly, the establishment and functioning of a national Centre for Innovation and Productivity. Creating avenues to increase productive employment through active labour market policies and better equipped enterprises will deepen social inclusion. This is an important approach to advancing social progress which works in tandem with reducing vulnerability through social security reform and economic poverty modelling (SDG 1.3).

Outcome 1.1: Active labour market policies are developed in support of economic diversification and entrepreneurship.

Employment promotion is a priority of the Government of Suriname. Outcome 1.1 of the DWCP focuses on coherence in the deployment of labour market policies which form the basis of well-designed labour market interventions that are elaborated and implemented by strong labour market institutions.

Under this Outcome, work will concentrate on reactivating the current labour market institutions so that they can better fulfil their mandates. Specifically, the ILO will prioritize technical capacity upgrading of the tripartite Labour Advisory Board (AAC), Cooperatives Department, SME Promotion Unit and Suriname Hospitality and Tourism Training Centre (SHHTC) as requested by the constituents. Strengthening these institutions will serve the dual purpose of achieving more coherence in evidence-based, measurable labour market policies and more effective interventions such as the Public Employment Services and training of trainers targeting specific groups such as women, youth, rural communities and persons with disabilities. To complement this, there will be a focus on improving the supply of skills to the labour market through better matching of TVET curricula to private sector needs and promoting and supporting entrepreneurship education within the education system. ILO support will be provided to assess the gaps between the technical vocational education system and labour market demands. These interventions will be carried out through collaboration with the BNO (TVET Board), Suriname National Training Authority and Ministry of Education.

Youth entrepreneurship and diversification interventions will also be designed to promote technical vocation in agriculture. This is relevant to Result 5 of the Agriculture Sector and Agro-industry policy area of the NDP which is geared toward sector growth and employment security.

This strategy takes into consideration three major assumptions:

1. Strong inter-ministerial and state agency coordination and collaboration that will lend to the optimal use of available resources;
2. Adequate financial and human resources available to support policy development, modernized public employment services and revamped labour market institutions; and
3. Strong links between labour market requirements, labour market information and TVET will be developed.

Outcome 1.2: Micro to large enterprises and cooperatives within priority sectors (i.e. agriculture, agro processing and tourism) are better equipped to provide decent work, foster economic diversification and productivity, and support poverty alleviation.

Suriname has been struggling with increasing its productivity for many years. Low productivity hinders a country's ability to grow and in turn improve the lives of its population. The NDP envisages that increased competitiveness and productivity will have positive impacts on wage levels and living standards. Within this context, ILO support will fulfill dual objectives:

1. **Knowledge and capacity development:** research designed to engage constituents and stakeholders to understand the full dynamic of productivity in Suriname – concepts, measurements as well as best global practices; to assist with determining constraints to diversification and developing national and sectoral reforms for improving the business climate in Suriname, a study on the Enabling Environment for Sustainable Enterprises (EESE) will be conducted; and
2. **Intervention design and strategizing:** knowledge development will serve to provide a significant base for creating innovations and re-shaping existing programmes and institutions to improve their overall contribution.

With the launch of the Center for Innovation and Productivity (CIP), the ILO will contribute to its operationalization by providing strategic advisory support to high-level tripartite members. In addition, the ILO will work with the MOL, Board for Cooperatives (RACO), Foundation for Productive Work Units (SPWE) and the Foundation for Labour Mobilization and Development (SAO). These bodies have already undertaken work to support mobilization and development of workers through technical vocational courses. SPWE has its focus on the development and improvement of micro and small entrepreneurship by providing information, training and mentoring. The activities of the SPWE and SAO have been downscaled as a result of decreased funding.

The ILO will complement existing initiatives with tools such as the Sustaining Competitive and Responsible Enterprises (SCORE) to improve productivity at enterprise level and will contribute to resource mobilization in this regard. Additionally, the ILO will build on institutional foundations using lessons learned from the 2006 implementation of the Programme for the Promotion of Management and Labour Cooperation (PROMALCO).

With respect to cooperatives, the input and knowledge of local cooperatives will be instrumental in efforts to improve agricultural production within the rural areas. Existing structures already have access to production initiatives within rural and hinterland areas. The coordinating role of RACO in improvement of entrepreneurship in rural areas will also be translated into concrete action plans for customized support to rural areas. This support, depending on the specific needs of local communities, will include administrative, financial educational and marketing services or assistance in access to these services. RACO is the Board of Cooperatives that was specifically set up to promote, strengthen and support the productivity of micro entrepreneurs in the cooperative sector. Their focus is mutual production which leads to chain production that in itself creates employment and improves the quality and quantity of products and services.

Like Outcome 1.1 above, this strategy assumes that resource use will be optimized as a result of strong inter-ministerial and state agency coordination and collaboration. It assumes that the organizational structure for the CIP will be fully in place by the time of the Programme's launch.

Outcome 1.3: Social progress is advanced through social protection for vulnerable groups and increased efficiency in the social security coverage.

The strategy to advance the social agenda will cover three aspects of social protection: social security, rural outreach and child labour. The ILO will support an assessment of the efficiency of the current social security coverage through an analysis of expenditures in accordance with international labour standards. The output of this assessment will help to further harmonize the implementation of the 2014 Acts on the social security system. Assessing how and where access to social services can be improved for vulnerable groups is an ongoing activity within the governmental agencies.

To facilitate increased involvement of rural communities in advancing the national Decent Work Agenda the decentralization of labour market institutions' will be supported through social and economic programmes for the vulnerable populations living in the semi-urban, rural and hinterland areas. To maximize on synergistic opportunities, the ILO will collaborate with UN resident agencies to extend the value of existing and ongoing interventions. The ILO will also partner with local NGOs on the collection and systematization of good practices and capacity development in the rural regions to strengthen coverage and outreach as well as to sustain positive practices.

Suriname is a signatory to the Regional Initiative for Latin America and the Caribbean Free of Child Labour³⁵. Within this framework of cooperation, interventions will be aligned to the 2019–2024 National Action Plan to Combat Child Labour, which was approved by the Council of Ministers in April 2019. The activities under the Regional Initiative and the National Action Plan will be aimed at the prevention and elimination of child labour occurrence in Suriname, as well as the protection of youth in employment. The National Action Plan builds on the results of the recently published 2017 National Child Labour Survey, which was undertaken as a collaboration between the ILO and Suriname³⁶. The ILO support in this area will include inter alia, capacity building of the Labour Inspectorate and constituents, as well as of the National Commission for the Elimination of Child Labour for implementation, monitoring and evaluation of the National Action Plan.

The strategy for Outcome 1.3 assumes that:

1. the necessary financial and human resources will be available to support implementation of the social security assessment's recommendations;
2. the assessment will produce measurable and economically viable recommendations;
3. adequate resources and joint-agency coordination to support strategy development for rural groups and communities; and
4. national stakeholders deliver on their commitments to partner in the roll-out of the child labour action plan.

³⁵ https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_25235/lang--en/index.htm; <http://iniciativa2025alc.org/en/ir/conocenos>

³⁶ The Survey may be accessed at: https://www.ilo.org/ipec/Informationresources/WCMS_663335

Specific outputs related to Pillar 1 – Economic diversification and social progress are summarized in table 3.

Table 3: Pillar 1 - Economic diversification and social progress

| |
|--|
| <p>1.1. Active labour market policies are developed in support of economic diversification and entrepreneurship:</p> <ul style="list-style-type: none"> • Labour market institutions are reestablished and strengthened to carry out their general mandate (cooperatives department, small enterprise promotion unit and vocational training institutions of MOL). • Labour market institutions are strengthened to design and implement active labour market programmes targeting specific groups, namely women, youth and people living in rural areas. • Linkages of TVET curriculum with private sector needs and LMIs are improved and entrepreneurship education in schools promoted. |
| <p>1.2. Micro to large enterprises are better equipped to provide decent work:</p> <ul style="list-style-type: none"> • Centre for Innovation and Productivity (CIP) launched and supported to carry out its mandate. • Coherence and collaboration established between different bodies with a mandate to foster labour productivity. • Cooperatives activated and supported, especially in rural areas. • Rural development initiatives established. • SME and local development supported; productivity programmes with CIP support designed and implemented. • Comprehensive assessment for an enabling environment for sustainable enterprises supported. • Private sector supported in the area of productivity (ILO SCORE programme). |
| <p>1.3. Social progress is advanced:</p> <ul style="list-style-type: none"> • Assessment of security coverage completed. • Labour market and poverty model developed for fact based decision-making. • Support provided to vulnerable groups, including tribal and indigenous persons, and persons with disabilities (C169 agenda, equality and anti-discrimination agenda (C100/C111)). • Initiatives developed in line with the National Action Plan to Combat Child Labour. |

3.2.2. Pillar 2 CPOs: Strengthened Rights and Compliance Agenda

Pillar 2 emanates from the combined focus of SDG 8.8: “*protect labour rights of all workers, including migrant workers, particularly women migrants, and those in precarious employment*”; and 16.3 “*promote the rule of law at the national and international levels, and ensure equal access to justice for all*”. It proposes that there is a strong legal dimension to addressing the country’s socio-economic challenges and seeks to

ensure that national laws are relevant and enforced and that robust implementation follows ratification. A strong rights and compliance agenda will be the result of modernized labour legislation, upgraded labour inspection services and stronger conciliation mechanisms. Improvements in labour inspection will be done on an infrastructural level through the Government's commitments and through training that will shift the quality of inspection from one that is focused on policing toward increased legal and regulatory compliance. This is envisioned to have a ripple effect on a number of related decent work areas such as OSH, informal employment, trafficking in persons and child labour. In cooperation with the judiciary, a permanent structure to hear and settle labour law disputes will be established. This will reduce existing pressure on an overburdened legal system and create opportunities for the use and application of alternative methods of dispute resolution.

Outcome 2.1: Labour laws are modernized to ensure workplace compliance with national labour laws and collective agreements.

As outlined in the Country Context (Chapter 2), tripartite partners are advancing the modernization of labour laws with energy and enthusiasm derived from progress on the rights and social agenda during the previous DWCP. A number of laws are currently at different stages of the adoption process. The ambition is to close the gap by bringing the national laws up to standard with the current challenges in the socio-economic context. The advancement of the legal agenda is geared towards a further protection of workers and their families, as well as the protection of workers in rural areas and the hinterland where labour-related services are not present (yet).

To keep up with developments in the economic sectors, the legislative agenda will also address updating the occupational safety and health laws and regulations. Actions to address violence in the workplace, in accordance with the International Labour Standards are to be determined following the 2019 International Labour Conference.

ILO will continue to provide technical support in the related processes.

In terms of ratification, there are four Conventions that have been identified by the Government for work toward ratification. This selection is based on feasibility given the time frame of the DWCP:

1. Social Security (Minimum Standards) Convention, 1952 (No. 102);
2. Maternity Protection Convention, 2000 (No. 183);
3. Labour inspection in agricultural sectors (No. 129); and
4. Minimum wage fixing convention 1970 (No. 131).

This strategy assumes the necessary national resources are in place and technical and capacity support are available from the ILO for future ratifications.

Outcome 2.2: Labour inspection services and capabilities are fully enabled to monitor legal compliance.

As mentioned in Chapter 2.2 under labour standards and legislation, a working group was established in July 2018 to upgrade the Labour Inspection Services, in order to keep enforcement up-to-date with modernized law. As described in the policy note of the MOL, the aim is to empower and decentralize labour inspection. At the same time, the infrastructure will be created and human power capabilities developed to transform

to less policing and more partnering towards compliance of laws and regulations. Expansion of services to rural areas is a matter of increasing capacity in resources as planned in this second DWCP. This work has been incorporated into the 2019 work plan of the MOL and included as a commitment of the ILO, in the joint UN Country Implementation Plan.

With the ratification of the UN Minamata Convention on Mercury in 2018, the Government made a firm statement and commitment towards banning of mercury and thus regulation of small scale gold mining. The implementation of the Convention will require multiple sectors to cooperate in transforming illegal small-scale gold mining to the formal economy. Pursuant to Article 30, paragraph 4, the Government has submitted to the United Nations Environment Programme, the Secretariat of the Convention, a list of measures for implementation³⁷. Projects for initial assessment of the situation and for a national action plan for artisanal and small-scale gold mining are ongoing through the Global Environment Facility. The UNDP is also providing assistance. Turning to labour matters in light of the Convention, issues related to OSH, informality, child labour and trafficking in persons are all connected to regulation and inspection in relation to small-scale mining. Labour inspection services will be guiding the processes in OSH to bring these up to standard for the sector to protect workers and their families. Unsafe practices within small-scale mining activities will be made visible and banned. There is also scope to advocate for increased formalization. The ILO's technical assistance and capacity building in this area will include targeted training for labour inspectors on issues such as unfair dismissal, equality of treatment, violence in the workplace and sexual harassment, and forced labour and trafficking in persons. This support will complement existing work being undertaken by the UNDP and be monitored and reported through the joint agency reporting framework.

The strategy for Outcome 2.2 assumes that there will be continued urgency and commitment of all stakeholders to regulate and improve the standards of small-scaled mining.

Outcome 2.3: Conciliation mechanisms strengthened

The establishment of a labour court will provide a more permanent structure to treat and settle labour law disputes. This comes at a time when Suriname is also investing in a number of conciliation mechanisms, like arbitration and mediation, and will be addressed in close collaboration with judiciary institutes. A national arbitration Institute, which was established in 1954 by the VSB and reactivated in 2015, provides an alternative to the court. Building awareness of, and trust in these alternatives (arbitration and mediation) still need to be improved in order to diminish the pressure on the congested legal system. With the installment of a labour court and the availability of alternative dispute settlement mechanisms, the administration of justice for workers and employers will be better served. Increasing awareness of the added value of these mechanisms needs to go hand in hand with other activities towards the establishment of the labour court. The ILO will support the capacity building of labour judges and lawyers in order to facilitate the operationalization of the court.

Specific outputs related to Pillar 2 – Strengthened rights and compliance agenda are summarized in table 4:

³⁷ Available at http://www.mercuryconvention.org/Portals/11/documents/Notifications/Suriname_30-4.pdf

Table 4: Pillar 2 - Strengthened rights and compliance agenda

| |
|---|
| <p>2.1. Legislative agenda addressed and advanced, and consideration of ratification of ILO Conventions for this purpose:</p> <ul style="list-style-type: none"> • Equality and non-discrimination in employment. • Violence at the workplace and equality in the world of work. • New working time legislation. • Modernization of Industrial Accidents Act (SOR). • Maternity Protection Act. • OSH bill / regulations / Policy; revitalization National OSH Council. • Small scale gold mining regulated through OSH guidance, greening opportunities and enforcement of current laws. <p>ILO Conventions:</p> <ul style="list-style-type: none"> • Social Security (Minimum Standards) Convention, 1952 (No. 102) • Labour Inspection in Agricultural Sectors (No. 129) • Minimum Wage Fixing Convention 1970 (No. 131) • Maternity Protection Convention, 2000 (No. 183) |
| <p>2.2. Labour inspection services equipped and capabilities upgraded to monitor law compliance:</p> <ul style="list-style-type: none"> • A labour inspection strategy developed to improve efficiency of the Labour Department. • Labour Inspection empowered to execute mandate, including in the area of OSH and gold mining. |
| <p>2.3. Conciliation mechanisms strengthened through:</p> <ul style="list-style-type: none"> • Establishment of a labour court • National Labour Mediation Council modernized |

3.2.3. Pillar 3 CPOs: Increased tripartite capacity to advance the Decent Work Agenda and social dialogue

Pillar 3 focusses on improving tripartite capacity in the areas of research, analysis and access to data; and strengthening employers' and workers' organizations and social dialogue institutions. The need for support in this area was reinforced by the findings of the ILO's EDI pilot which highlighted the strategic importance of improving tripartite capacity and potential to contribute to national monitoring and reporting on SDGs. This comes at a time when reforms to national planning system are underway. Monitoring and evaluation of SDGs will be managed by the Planning Bureau. The MOL has a functional Planning Unit and is part of the Planning Coordination Committee (PCC) which falls directly under the Vice President. The PCC will guide, implement

and oversee monitoring, evaluation and reporting of the National Development Plan and the SDG delivery. In addition to monitoring and reporting, within the context of this Pillar, the capacity needs of constituents to use relevant, available research and data in the development of policy positions and strategies for new and improved service delivery and representation, will be developed.

Outcome 3.1: Availability and access to data and research and analysis capacity are improved.

The role of data to determine feasible policy options, allocate resources and to facilitate timely progress reporting is recognized and acknowledged as a top priority by the tripartite partners. Additionally, the need for interventions in all sectors to be shaped on the basis of solid data is a priority. Research is listed as the starting point of the majority of result strategies that shape this DWCP for instance, work on the enabling environment for sustainable employment and social security. Thus, the ILO's support to a large extent, will serve to bolster the knowledge base across thematic priorities.

With recent investments in hard and software and the digitizing of reports, the Government aims to have a fully automated labour market information system operational by 2021. Closing this labour market data gap has been on the national agenda for decades. Integration of data consistent with required formats and interdepartmental exchange through decentralized planning units will be set up in the coming period. Improved capacity for reporting will also be beneficial for overall policy development and planning in the area of employment. Both quantitative and qualitative information will be available within this labour market information system (LMIS). Qualitative data regards information about the distribution of labour demand, sectors and industries with potential for employment creation, the threats of dismissals in (sub) sectors and labour related law and regulations. Digitizing the labour market information system will also complement the modernization of Suriname's Public Employment Service, in particular, in relation to private sector employment agencies.

Support to trade unions will be centred on the digitization of information and records and the development of a database.

This strategy assumes that current national investments will improve the frequency of surveys, such as wages, labour force, informality and specific sectors to generate regular quantitative data.

Outcome 3.2: Employers' and workers' organizations and social dialogue institutions are strengthened.

The ILO will support capacity building for employers' and workers' organizations in order to enhance their competencies to participate effectively in the development of socio-economic policies. Relatedly, capacity support to the tripartite Labour Advisory Board, outlined in Outcome 1.3, will require that interventions are tailored to the needs of each constituent group. Additionally, the ILO will collaborate with the Suriname Labour College, Stichting Scholings Instituut voor de Vakbeweging in Suriname (SIVIS), to improve their capacity as a training facility for workers.

Current activities to operationalize decentralized planning units within all ministries will benefit both the process and output. The desired result is more coherence and a clear overview of the interrelated progress and challenges on the achievement of national development goals and the SDGs. Decentralized planning units will be embedded in the structures of each ministry with a direct link to the National Planning Office. These reforms require a modernization of the 1973 Planning Act which is still in progress and also include the setting up of a national coordinating commission, a planning council and a national monitoring and

evaluation body. The ILO support will support capacity building for social dialogue institutions such as the Planning Council and Social Economic Council, to raise awareness on the integration between the Decent Work Agenda, sustainable development, integrated planning and development and monitoring and evaluation. Strategies outlined under both Outcomes 3.1 and 3.2 of Pillar 3 assume:

1. Strong coordination between Planning Bureau and MOL; and
2. Resources available to support improvements in tripartite service delivery and social dialogue.

Specific outputs related to Pillar 3 – Research, data and social dialogue are summarized in table 5.

Table 5: Pillar 3 - Increased tripartite capacity to advance the Decent Work Agenda and social dialogue

| |
|---|
| <p>3.1. Improved availability, and access to data and research and analysis capacity</p> <ul style="list-style-type: none"> • Surveys completed on the labour force, wages, tourism. • Completion of the LMIS within the MOL. • Public Employment Services modernized and relationship with PS employment agencies defined. • Database on the size and scope of labour unions activities (general and more specific information per union). |
| <p>3.2. Employers' and workers' organizations and social dialogue institutions are strengthened to further policy reforms</p> <ul style="list-style-type: none"> • Capacity of social partners is enhanced to participate effectively in the development of socio-economic policies. • Awareness of the Decent Work Agenda and its integration within the SDGs raised within social dialogue institutions (including the Social Economic Council and the Planning Council and particularly the ILO social partners in matters pertaining to Decent Work, Sustainable Development, Integrated Planning and Development, Monitoring and Evaluation). • Capacity of the DWCP Monitoring Committee is strengthened to support implementation and monitoring of the DWCP. • Awareness raised about decent work, sustainable development, integrated planning and development at both the high level policy makers and the general public. |

4. Management, risk assessment, monitoring, reporting and evaluation arrangements

4.1. Managing the DWCP: embedding structures and processes

Consistent with lessons learned from the first DWCP, the implementation, management and oversight of the DWCP for Suriname, 2019–2021, will be driven by a tripartite DWCP monitoring committee. Tripartite constituents confirmed the synergy created around a common agenda and a periodic evaluation of achieved milestones. The high frequency of monitoring and interaction on implementation was positive. The tripartite partners will be continuing their joint efforts in the monitoring committee and will make available, periodic reports on results that will serve as input to the national profile on SDG advancement. Similar to the previous DWCP where constituents nominated their delegates to the monitoring committee, for the second DWCP, the MOL has already received tripartite nominations.

For a more effective approach in the second DWCP, the partners have noted the importance of including lessons learned related to mandating the monitoring committee. With a national mandate, the extension of the committee's collaboration and communication with Governmental departments, private sector organizations and private and public sector institutes, will facilitate improved monitoring and reporting efficiency.

4.2. Risk assessment

Given the lifespan of the DWCP, one of the most important preconditions is an effective tripartite relationship built on the foundation of transparency, accountability and trust. An investment in the continuance of these relations is required from all partners to mitigate the risk of delays caused by communication challenges. To mitigate against this, the monitoring committee will be guided by a national mandate which will clarify the clear goals and defined milestones.

Access to funding will be critical to execute activities. Given the macro-economic conditions, this poses an economic risk that there may not be sufficient funding to undertake all planned activities. This risk may be mitigated if the monitoring committee is mandated to explore resource mobilization opportunities within the network of development partners of Suriname. The availability of funding to close skills and material gaps is required to build capacity. Without adequate funding more laws will be adopted without the capacity to enforce the law or monitor compliance to laws and regulations. Proper financial planning and prioritization among the tripartite partners and the ILO will be required to mitigate against this risk.

Other risks in the coming years are inherent of the political cycle. With the 2020 elections there might be some interruption in policy making and implementation should there be a cabinet change. Mitigating these risks requires policy makers to clearly mandate the execution of the agreed upon goals between tripartite partners.

4.3. Monitoring and evaluating the DWCP

Monitoring of the second DWCP will differ somewhat from the first. The main reason is that in this programme a stronger link is made in the monitoring of Decent Work outcomes and the corresponding national and regional indicators that relate to SDG monitoring.

The EDI report confirmed that although the responsibility for national SDG monitoring will likely be that of the Planning Bureau, there is currently no lead agency for monitoring of the SDGs. National agencies play

a role in collecting and compiling data for reporting on SDGs. The ILO is a custodian Agency to several SDG indicators, which means that the Organization is instrumental in ensuring that the indicators produced by countries are in line with relevant international standards, which includes, inter alia, providing technical support to national statistical systems and developing capacity building tools³⁸.

The Ministry of Labour is mandated to develop, implement and monitor labour related policies which are interdependent, interrelated and mutually supportive of national policies in all sectors. Monitoring and evaluating DWCP 2019-2021 is thus a matter of building on both the efforts of the MOL and the Monitoring Committee, as well as the efforts of building on an integrated interdepartmental monitoring mechanism at the macro-level. The first has a clear mandate to communicate, implement and steer the implementation of Decent Work-related policies. The second will focus on the interconnectivity between national planning goals, the Decent Work strategic objectives and the commitments Suriname has made within the UNMSDF and SDGs.

A mid-term review is planned to enable both realities to connect and benefit from the coherence on the macro and sectoral levels. Other tripartite bodies (AAC, SER) will be informed by the monitoring committee and consulted where required to ensure the alignment on operational and tactical level in progressing the Decent Work Agenda.

³⁸ For more information on the ILO's role as custodian Agency for SDG indicators, see https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_647109.pdf

5. Funding plan

The previous DWCP was funded by the national budget. Given the crisis and growth figures of the national economy, the material expenses of the public and private sectors have been limited. For the public sector this meant that planned / necessary investments were postponed. The Government, as well as employers' and workers' organizations, will make every effort to include the priorities identified under this DWCP in their respective annual budgets. In addition, the ILO will work with the partners in order to effectively utilize its own resources for technical assistance and capacity building. Tripartite partners will share responsibility with the ILO to mobilize resources amongst donor countries and agencies for achievement of the DWCP priorities.

6. Advocacy and communication plan

The ILO will support the Government of Suriname and the Social Partners to raise public awareness and sensitization on:

- the role of the Decent Work Agenda in achieving the national development vision;
- the role of International Labour Standards in promoting inclusive and sustainable development in Suriname; and
- the role of strong partnership and dialogue in enhancing policy coherence for sustainable development and in ensuring gender equality, non-discrimination and a just and fair transition to a greener economy.

The DWCP is launched in the year of the ILO's 100th and the Caribbean Office's 50th Anniversaries. The ILO will work closely with national communications focal points to raise the visibility of work undertaken within the context of the DWCP through regular postings on respective websites, social media and newsletters of key events and activities. Calendar events that bear relevance to the Decent Work Agenda will also be used as platforms for engagement with the public and various sectors of society. The ILO will also rely on an on-going partnership with the UN Communications Team to showcase its work. The Office will continue to sensitize media professionals and journalists on the Decent Work Agenda and on the standards setting agenda of the ILO to improve media coverage and reporting on activities implemented within the framework of the DWCP.

Annex 1: Interrelatedness of the National Development Plan with the Decent Work Agenda and UNMSDF

| 2017-2021 National Development Plan Pillars | ILO Decent Work Agenda | UNMSDF Priority Areas | Sustainable Development Goals |
|---|---|---|--|
| Pillar 1 - Strengthening development capacity: <ul style="list-style-type: none"> Human resources present at all levels; Institutional development including Public sector reform; and Physical infrastructure, transport, energy /water, knowledge sector / ICT, frameworks for planning, safety, marketing and entrepreneurship are adequately developed. | Employment, Fundamental Principles and Rights at Work | Priority 1: An inclusive, equitable and prosperous Caribbean | Goal 1: end poverty in all its forms everywhere. Goal 2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 4: inclusive and equitable quality education. Goal 5: gender equality and empower women and girls. Goal 8 /9: see in next row. Goal 16: promote peaceful and inclusive societies. |
| Pillar 2 - Economic growth and diversification <ul style="list-style-type: none"> Growth potential mineral and other natural resources for development is optimally utilized with minimum or no environmental damage; A monetary and fiscal policy that is adjusted to and provided with the cycles in the international commodities market; Links between companies active in the mineral sector and the so-called enabling sectors have been intensified; Access of Surinamese products to regional and international markets has increased; Employment has increased; The income distribution has improved; and A good regional spreading of the development (town, rural areas (interior)). | Social dialogue and Tripartism, Employment | Priority 1: An inclusive, equitable and prosperous Caribbean | Goal 1, 2, 4, 5: see row above. Goal 8: promote sustainable economic growth. Goal 9: infrastructure and industrialization. |

| 2017-2021 National Development Plan Pillars | ILO Decent Work Agenda | UNMSDF Priority Areas | Sustainable Development Goals |
|---|--|--|---|
| Pillar 3 - Social progress <ul style="list-style-type: none"> Equal development opportunities for each citizen (a good spreading of income distribution, accessible, vocational and affordable education, proper housing guaranteed, good and optimal health care present and available); Law enforcement, legal certainty and legal security are guaranteed; and The reform social security system is better able to identify social groups and to assess and reduce their vulnerability (poverty alleviation, creation of employment). | Social protection | Priority 2: A Healthy Caribbean Priority 3: A Cohesive, Safe and Just Caribbean | Goal 1: end poverty in all its forms everywhere. Goal 2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 3: ensure healthy lives and promote well being. Goal 4: inclusive and equitable quality education. Goal 8: promote sustainable economic growth. Goal 5: gender equality and empower women and girls. Goal 16: promote peaceful and inclusive societies. |
| Pillar 4 - Use and protection of the environment <ul style="list-style-type: none"> The provisions for sea level rise have been made; Challenges as a result of climate change receive the necessary attention and measures are taken to address and to minimize the consequences; Threats as a result of human acts or disasters caused by nature are prevented; The economic value of the forest is used in a sustainable manner in accordance with the national and international obligations of Suriname. | Social Protection, Employment, Fundamental Principles and Rights at Work | Priority 4: A Sustainable and Resilient Caribbean | Goal 2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 6: water and sanitation for all. Goal 7: access to affordable, reliable, sustainable and modern energy. Goal 11: make cities and human settlements inclusive, safe, resilient and sustainable. Goal 12: ensure sustainable consumption and production patterns. Goal 13: take urgent action to combat climate change and its impacts. Goal 14: conserve and sustainably use the oceans, seas and marine resources. Goal 15: protect, restore and promote sustainable use of terrestrial ecosystems. |

Annex 2: Ratification status of Relevant ILO Conventions

| Subject | ILO Convention | Ratified? | Remarks |
|--|---|-----------|---|
| Minimum wage | Minimum Wage Fixing Convention, 1970 (No. 131) | N | |
| Employment security | Termination of Employment Convention, 1982 (No. 158) | N | The Dismissal Act of 2018 was reviewed in light of this Convention |
| Maternity protection | Maternity Protection Convention, 2000 (No. 183) | N | Already mentioned in “Labour Law Reform Suriname” |
| Working time (including holiday with pay) | Hours of Work (Industry) Convention, 1919 (No. 1) | N | |
| | Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) | N | |
| | Weekly Rest (Industry) Convention, 1921 (No. 14) | Y | |
| | Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) | Y | |
| | Holidays with Pay Convention (Revised), 1970 (No. 132) | N | |
| | Night Work Convention, 1990 (No. 171) | N | |
| Equality of opportunity and treatment | Equal Remuneration Convention, 1951 (No. 100) | Y | |
| | Discrimination (Employment and Occupation) Convention, 1958 (No. 111) | Y | |
| Violence at work | New instrument to be adopted at the International Labour Conference in 2019 | N | |
| Occupational safety and health (OSH) | Occupational Safety and Health Convention, 1981 (No. 155) | N | |
| | Protocol of 2002 to Convention No. 155 | N | |
| | Occupational Health Services Convention, 1985 (No. 161) | N | |
| | Asbestos Convention, 1986 (No. 162) | N | |
| | Safety and Health in Construction Convention, 1988 (No. 167) | N | <p>This Convention replaces an old Convention ratified by Suriname.</p> <p>Suriname has ratified Safety Provisions (Building) Convention, 1937 (No. 62). However, this Convention is proposed for abrogation by the International Labour Conference in 2024. It is therefore considered an old instrument.</p> <p>Ratification of Convention No. 167, which revises Convention No. 62, is recommended by the ILO Governing Body through its Standards Review Mechanism (SRM).</p> |
| | Chemicals Convention, 1990 (No. 170) | N | <p>This Convention replaces an old Convention ratified by Suriname.</p> <p>Suriname has ratified White Lead (Painting) Convention, 1921 (No. 13). This is considered an outdated Convention.</p> <p>Ratification of more comprehensive Convention No. 170 is recommended by the ILO Governing Body through its Standards Review Mechanism (SRM).</p> |
| | Safety and Health in Mines Convention, 1995 (No. 176) | N | |
| | Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) | N | |

| Subject | ILO Convention | Ratified? | Remarks |
|------------------------------|--|-----------|--|
| Social security | Social Security (Minimum Standards) Convention, 1952 (No. 102) | N | Already mentioned in “Labour Law Reform Suriname” |
| | Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121) | N | <p>This Convention replaces old Conventions ratified by Suriname.</p> <p>Suriname has ratified:</p> <ul style="list-style-type: none"> • Workmen’s Compensation (Accidents) Convention, 1925 (No. 17) • Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19) • Workmen’s Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42) <p>These were considered outdated by ILO. Ratification of up-to-date Convention No. 121 is recommended by the ILO Governing Body through its Standards Review Mechanism (SRM).</p> |
| Migrant workers | Migration for Employment Convention (Revised), 1949 (No. 97) | N | “Labour Law Reform Suriname” mentions only Convention No. 143, but this supplements Convention No. 97. |
| | Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) | N | Already mentioned in “Labour Law Reform Suriname” |
| Specific category of workers | Domestic Workers Convention, 2011 (No. 189) | | Already mentioned in “Labour Law Reform Suriname” |

Annex 3: Results Framework Matrix

| DWCP Priority 1: Economic diversification and social progress | | | | |
|---|---|---|---|-----------------|
| Relevant National development priority from the NDP 2017 - 2021: Pillar 2 - Economic growth and diversification; Pillar 3 – Social progress | | | | |
| Relevant UNDAF (MSDF CIP) Outcome: #55 – National capacity is improved to achieve full and productive employment, decent work and equal pay for work of equal value for all women and men including youth and persons with disability | | | | |
| Relevant SDG Targets: 1.3, 4.4, 4.5, 8.2, 8.3, 8.5, 8.6, 9.3 | | | | |
| DWCP Outcome 1.1: Active Labour Market policies are developed in support of economic diversification and entrepreneurship | | Partners: Ministry of Labour, RAVAKSUR, VSB, Bureau for Technical and Vocational Education, ILO | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 1.1.1 Number of active labour market policies and/or programmes are developed to support economic diversification, entrepreneurship and target specific groups, such as women, youth and/or people living in rural areas | Baseline: Number of active labour market policies and/or programmes offered by the Gvt which targets specific groups in 2018 | Target: At least N number of new policies and/or programmes offered by 2021 | |
| | Indicator 1.1.2 Number of reforms to TVET curricula which have been based on tripartite consultations | Baseline: Number of outdated TVET curricula in 2018, which are targeted for reforms | Target: At least N number of reforms to TVET curricula by 2021 | |
| | Indicator 1.1.3 Number of initiatives implemented aimed at promoting entrepreneurship in schools, disaggregated by region | Baseline: Number of initiatives implemented in 2018 | Target: At least N number of new and/or on-going initiatives implemented in 2021 | |
| | Indicator 1.1.4 Number of employers’ organizations, workers’ organizations and business service providers with increased technical capacity to provide entrepreneurship training to women, men and youth. | Baseline: Number of entrepreneurship trainings conducted in 2018 | Target: At least N number of trainings conducted in 2021 | |

| | | | | |
|--|---|--|---|-----------------|
| | DWCP Outcome 1.2: Micro to large enterprises and cooperatives within priority sectors (i.e. agriculture, agro processing and tourism) are better equipped to provide decent work, foster economic diversification and productivity, and support poverty alleviation. | Partners: Ministry of Labour, RAVAKSUR, VSB, RACO, SAO, SPWE, Competitiveness Unit Suriname – Ministry of Trade, Industry and Tourism, ILO | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 1.2.1 Labour market institutions (Labour Advisory Board, SAO, RACO and SPWE) provide better services | Baseline: The following labour market institutions are not fully operational: SAO, SHTTC, RACO, SPWE in 2018 | Target: By 2021, N institutions are fully operational and adequately resourced in the annual budget | |
| | Indicator 1.2.2 1.2.2 (a) Number of reforms initiated by Government and employers to improve the enabling environment for businesses, based on the EESE analysis 1.2.2 (b) Number of enterprises which have introduced concrete productivity reforms, based on ILO support | Baseline: 1.2.2(a): Number of identified barriers to the enabling environment for businesses in 2018 1.2.2(b): Number of enterprises which have introduced concrete productivity reforms in 2018, based on ILO support: | Target: 1.2.2(a): Number of reforms initiated in 2021 1.2.2(b): Number of enterprises which have introduced concrete productivity reforms in 2021, based on ILO support: | |
| | Indicator 1.2.3 Number of cooperatives in rural areas activated and supported through RACO interventions | Baseline: Number of cooperatives functioning in agricultural production, in rural areas, disaggregated by region, in 2018 | Target: X number of cooperatives functioning in agricultural production, in rural areas, disaggregated by region, in 2021 | |

| | | | | |
|---|--|--|--|-----------------|
| DWCP Outcome 1.3: Social progress is advanced through social protection for vulnerable groups and increased efficiency in the social security coverage. | | Partners: Ministry of Labour, RAVAKSUR, VSB, other social protection agencies, rural development | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 1.3.1 A labour market and poverty model is developed and used for fact based decision making on labour policies | Baseline: A labour market and poverty model does not exist in 2018 | Target: By xxxx, a labour market and poverty model is developed and used for fact based decision making on labour policies by the Government | |
| | Indicator 1.3.2 Social protection performance and expenditure reviews are conducted to measure efficiency and coverage of the population, taking into consideration gender, age and region | Baseline: No social protection performance and expenditure reviews were conducted in 2018 | Target: By xxxx, a SPER has been conducted | |
| | Indicator 1.3.3 Number of initiatives developed in line with the Decent Work Agenda, which specifically target vulnerable groups, including persons with disabilities, and indigenous and maroon communities. (or persons in remote areas) | Baseline: Number of existing initiatives targeting vulnerable groups in 2018, disaggregated by target group and region | Target: At least N new initiatives implemented by 2021 (C 169, C100 / C111) | |

DWCP Priority 2: Strengthened rights and compliance agenda

Relevant National development priority from the NDP 2017 - 2021: Pillar 1 – Strengthening Development Capacity; Pillar 2 – Economic Growth and Diversification; Pillar 3 – Social Progress; Pillar 4 – Utilization and Protection of the Environment

Relevant UNDAF (MSDF CIP) Outcome: #55 – National capacity is improved to achieve full and productive employment, decent work and equal pay for work of equal value for all women and men including youth and persons with disability

Relevant SDG Targets: 3.9, 8.8, 16.3, 16.6

| DWCP Outcome 2.1: Labour laws are modernized to ensure workplace compliance with national labour laws and collective agreements | | Partners: Ministry of Labour, RAVAKSUR, VSB | Integrated resource framework | |
|--|--|--|--|-----------------|
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 2.1.1 Number of gender-sensitive regulations prepared in consultation with the social partners and promulgated by 2020 | Baseline: Updated national labour related legislation in 2018 (8): - Private Employment Agencies Act - Labour Exchange Act, 2017 - Freedom of Association Act - Collective Bargaining Agreement Act - Labour Inspection Act - Labour Advisory Board Act - Child Labour Act - Dismissal Act | Target: By 2021, Labour legislation adopted on: - Holidays Act - Workers Registration Act - National labour Mediation Act - Equality of treatments and modernization of Industrial accidents Act (SOR) - New work permits Act - Social dialogue on the level of the enterprise Act - Adoption CARICOM skilled nationals Act | |
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| | Indicator 2.1.2 Number of ILO Conventions approved by the Parliament for ratification | Baseline: By the end of 2018, <u>33</u> ILO Conventions in total had been approved for ratification by the Parliament | Target: (By 2021) - ILO Conventions: <ul style="list-style-type: none">- Social Security (Minimum Standards) Convention, 1952 (No. 102)- Maternity Protection Convention, 2000 (No. 183)- Labour inspection in agricultural sectors (no 129)- Minimum wage fixing convention 1970 (no 131) | |
| DWCP Outcome 2.2: Labour inspection services and capabilities are fully enabled to monitor legal compliance | | Partners: Ministry of Labour, Rural development Estimated to be available | Integrated resource framework | |
| | | | | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 2.2.1 A Labour Inspection Strategy is developed, which includes specific procedures on enforcement of OSH laws and regulations in general (in the gold mining sector) | Baseline: A Labour Inspection Strategy does not exist in 2018 | Target: By xxxx, a Labour Inspection Strategy is developed, which includes specific procedures on enforcement of OSH laws and regulations (also in the gold mining sector) | |
| | Indicator 2.2.2 Number of regions in which labour inspectors have expanded their outreach | Baseline: N number regions in which labour inspectors operate in 2018 | Target: N number regions in which labour inspectors operate in 2021 | |
| DWCP Outcome 2.3: Conciliation mechanisms strengthened | | Partners: Ministry of Labour, National Labour Mediation Council, RAVAKSUR, VSB | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |

| | | | |
|--|---|---|--|
| | Indicator 2.3.1 Labour Court is established and adequately resourced and budgeted for in the annual national budget | Baseline: A Labour Court does not exist in 2018 | Target: By xxxx, a Labour Court has been established and is adequately resourced |
| | Indicator 2.3.2 Number of initiatives implemented to reform the National Labour Mediation Council | Baseline: The National Labour Mediation Board is outdated in 2018 | Target: By xxxx, the National Labour Mediation Board has implemented N number of reforms |

DWCP Priority 3: Increased tripartite capacity to advance the Decent Work Agenda and social dialogue

Relevant National development priority from the NDP 2017 - 2021: Pillar 1 – Strengthening Development Capacity

Relevant UNDAF (MSDF CIP) Outcome: #55 – National capacity is improved to achieve full and productive employment, decent work and equal pay for work of equal value for all women and men including youth and persons with disability

Relevant SDG Targets: 1.b, 16.6, 16.7, 16.10

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|--|--|--|---|-----------------|
| | DWCP Outcome 3.1.: Availability and access to data and research and analysis capacity are improved | Partners: Ministry of Labour, General Bureau of Statistics, Planning Office | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 3.1.1 Number of surveys completed annually, measured by frequency | Baseline: Number of surveys completed annually in 2018 on: - Labour Force Survey - wages - tourism sector | Target: Surveys completed on: - Labour Force survey (quarterly) - Wages - Tourism sector | |

| | | | | |
|--|---|--|--|-----------------|
| | Indicator 3.1.2 Ministry of Labour provides regular and updated information on labour market developments and trends and provides input for planning and policy purposes to the national planning authorities | Baseline: The Ministry of Labour provides ...reports in 2018 on request | Target: By xxxx, the Ministry of Labour provides regular and updated reports on X number of labour market developments | |
| | Indicator 3.1.3 Number of initiatives implemented to reform the Public Employment Service | Baseline: A 3-year plan to modernize the Public Employment Services was developed in 2018 | Target: By 2021, N initiatives from the plan have been implemented | |
| DWCP Outcome 3.2.: Employers’ and workers’ organizations and social dialogue institutions are strengthened | | Partners: Ministry of Labour, RAVAKSUR, VSB, Planning Office | Integrated resource framework | |
| | | | Estimated to be available | To be mobilized |
| | | | US\$ | US\$ |
| | Indicator 3.2.1 Number of initiatives developed for employers’ organizations which will assist in participation in social dialogue institutions and national policy discussions | Baseline: Employers’ organizations are not adequately equipped to participate in social dialogue institutions in 2018 | Target: N number of initiatives developed in 2021 | |
| | Indicator 3.2.2 Number of initiatives developed for workers’ organizations and institutions which will assist in participation in social dialogue institutions and national policy discussions | Baseline: Workers’ organizations are not adequately equipped to participate in social dialogue institutions in 2018 | Target: N number of initiatives developed in 2021 | |
| | Indicator 3.2.3 Number of initiatives aimed at tripartite constituents implemented to specifically build capacity in planning and development, monitoring and evaluation, in line with the SDGs | Baseline: Tripartite constituents lack training in planning and development, monitoring and evaluation in line with the SDGs | Target: By 2021, N number of specific initiatives implemented to build capacity in planning/ development and M&E | |