

Suriname



International  
Labour  
Organization  
Office for the  
Caribbean

## DECENT WORK COUNTRY PROGRAMME (DWCP) OF SURINAME (2014-2016)



*Suriname's DWCP includes the country's national priorities. Its goals are divided into three main areas, namely 1) Social, economic and environmental programs; 2) Legislation, policy, budget and strategies; and 3) Data collection and the establishment of a information system.*



We the tripartite constituents of Suriname, have agreed on the Decent Work 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.

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The Honourable Michael Miskin  
Minister of Labour, Technological Development and Environment

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Dr. Giovanni di Cola  
Director  
ILO Decent Work Team and Office for the Caribbean

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Mr. Ferdinand Welzijn  
Vereniging Surinaams Bedrijfsleven (VSB)  
Employer's Representative

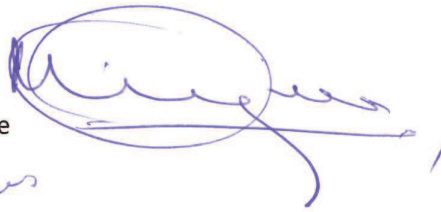
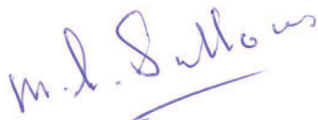
Members of Raad van Vakcentrales in Suriname (RAVAKSUR)

1. Mr. Ronald Hooghart  
Centrale van Landsdienaren Organisaties (CLO)  
Worker's Representative

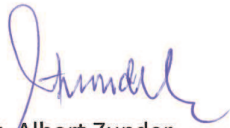


2. Mr. Roy Haverkamp  
Federatie van Agrariërs en Landarbeiders (FAL)  
Worker's Representative

3. Mr. Errol Snijders  
AVVS de Moederbond  
Worker's Representative



4. Mr. Sonny Chotkan  
Organisatie van Samenwerkende Autonome Vakbonden (OSAV)  
Worker's Representative



5. Mr. Albert Zunder  
Progressieve Werknemers Organisatie (PWO)  
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Progressieve Vakcentrale C-47  
Worker's Representative

Paramaribo, Suriname  
5 January, 2015

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## Abbreviations

AAC	Arbeidsadvies College (Labour Advisory Board)
AOV	Algemene Ouderdaysvoorziening (General Old Age Pension)
ASFA	Associatie van Surinaamse Fabrikanten ( Association of Surinamese Manufacturers)
AVVS	Algemeen Verbond van Vakverenigingen in Suriname 'De Moederbond' (General Alliance of Labour Unions in Suriname 'De Moederbond')
C-47	Vakcentrale C-47 (Trade Union Congress C-47)
CARICOM	Caribbean Community
CLO	Centrale Landsdienaren Organisatie (Central Public Servants Organisation)
CSM	CARICOM Single Market
CSME	CARICOM Single Market and Economy
DCWP	Decent Work Country Programme
EDF	European Development Fund
ILC	International Labour Conference
ILO	International Labour Organisation
KKF	Kamer van Koophandel and Fabrieken (Chamber of Commerce and Industry)
KPMG	Klynveld Peat Marwick Goerdeler (Consultancy Firm)
LMIS	Labour Market Information System
MDG	Millennium Development Goal
PWO	Progressieve Werknemersorganisatie (Progressive Workers' Organisation)
RAVAKSUR	Raad van Vakcentrales in Suriname (Council of Trade Union Organisations in Suriname)
SER	Sociaal-Economische Raad (Socio-Economic Council)
UN	United Nations
UNDAF	United Nations Development Assistance Framework
VSB	Vereniging Surinaams Bedrijfsleven (Suriname Trade and Industry Association)

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## Executive Summary

Suriname has committed itself since 1999 on various occasions to the Decent Work Agenda. In 2006, a tripartite delegation of Suriname to the Caribbean Employment Forum again committed itself to the development and implementation of a Decent Work Country Programme by adopting the Declaration and Plan of action, which emanated from this meeting. Unfortunately, due to various circumstances, no Decent Work Country Programme was produced.

The Ministry of Labour, cognizant of these commitments, decided that a Decent Work Country Programme needed to be developed as a matter of urgency and invited the social partners to be an integral part of the process. It was also decided to agree nationally first on possible priorities and outcomes in order to increase the ownership of the Country Programme by the tripartite partners, before agreeing with the International Labour Organisation on the specific priorities and outcomes, which would be supported.

During the first meeting on 26 July 2013 the tripartite partners agreed to use the priorities from the United Nations Development Assistance Framework for the period 2012 – 2016 as the priorities for the Decent Work Country Programme, especially since they are broad priorities, which are based on national priorities and international obligations. The need for policy coherence and resource constraints was also recognized. Furthermore, the tripartite partners recognized that labour specific outcomes could be formulated based on the UNDAF priorities.

The three UNDAF priorities and also Decent Work Country Programme (DWCP) priorities are :

- I. Social, Economic and Environmental Programmes
- II. Legislation, Policies, Budget and Strategies
- III. Data Collection and Information System

During the second meeting on 7 August 2013 the tripartite partners reviewed and amended the outcomes, which were adopted during the first meeting in order to ensure the outcomes were to the point, realistic and feasible in the period 2014 – 2016. The second meeting resulted in a Second Draft Decent Work Country Programme. The intention of the Second Draft Decent Work Country Programme was to serve as basis for discussions with the ILO.

In the period 20 – 24 October 2013 the ILO Decent Work Team for the Caribbean visited Suriname to engage the tripartite partners in discussions in order to arrive at a consensus on the priorities and outcomes, which would be supported by the ILO in the programming period. The outcome of these discussions was reflected in the Third Draft Decent Work Country Programme, which was used for finalizing the Programme for Suriname.

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## 1. Introduction

The International Labour Organisation (ILO) introduced the concept of Decent Work during its 87<sup>th</sup> Session of the International Labour Conference (ILC) in June 1999. Decent Work basically entails four mutually reinforcing strategic objectives, which guide the work of the ILO at the global, hemispheric and national levels, namely :

- **promoting and realizing standards and fundamental principles and rights at work;**
- **creating greater opportunities for women and men to secure decent employment and incomes;**
- **enhancing the coverage and effectiveness of social protection for all;**
- **strengthening tripartism and social dialogue.**

During the 87<sup>th</sup> Session of the ILC, it was indicated by the former Director-General of the ILO, Ambassador Juan Somavia<sup>1</sup>, that Decent Work must result in “opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.”<sup>2</sup>

Member States of the Caribbean Community (CARICOM) have all committed themselves to Decent Work at the global level in 1999, when this concept was introduced by the International Labour Organisation (ILO) and adopted during the 87<sup>th</sup> Session of the International Labour Conference. Since then on various occasions Heads of Government of CARICOM Member States have reiterated the commitment of countries to Decent Work, such as during the Fourth and Fifth Summit of the Americas<sup>3</sup> in respectively Argentina and Trinidad and Tobago, when the Heads of States stressed that Decent Work was necessary to fight poverty. Similar commitments were made at the level of the United Nations by Heads of Government of CARICOM Member States.

At the regional level, Member States signaled their commitment to the Decent Work agenda during various Meetings of the Council for Human and Social Development<sup>4</sup> (COHSOD) in the period 2000 - 2011. On top, in October 2006 tripartite delegations to the ILO Caribbean Employment Forum<sup>5</sup>, which was held in Bridgetown, Barbados, adopted a Tripartite Declaration and Plan of Action for realizing Decent Work in the Caribbean. Besides this meeting, Caribbean countries have called for the implementation of Decent Work in Member States at other regional forums, such as ILO Caribbean Ministers of Labour Meetings and ILO Tripartite Meetings, which have been held in the past years to

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<sup>1</sup> Ambassador Juan Somavia stepped down in 2012 and Mr. Guy Ryder was elected as Director-General.

<sup>2</sup> ILO: Decent Work, Report of the Director-General, International Labour Conference, 87th Session, Geneva, 1999.

<sup>3</sup> The Summit of the Americas are Meetings of Heads of State of democratic countries in the Americas, which are convened with the specific purpose to enhance integration in the Americas.

<sup>4</sup> The Council for Human and Social Development is one of the decision making organs of the Caribbean Community

<sup>5</sup> The ILO Decent Work Team in Port of Spain also serves the colonies of the United Kingdom and The Netherlands in the Caribbean, besides CARICOM Member States.

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discuss the impact of the Global Economic and Financial Crisis in 2009 and the implementation of the Global Jobs Pact in the Caribbean in 2011.

Furthermore, the Conference of Heads of Government<sup>6</sup> during its Inter-Sessional and Regular Meetings in 2011 and its Special Retreat also in 2011 has decided that the Community must focus on job creation in order for the regional integration process to deliver tangible benefits for all citizens. The decision of the Conference of Heads of Government that a focus on employment creation is needed in the Caribbean Community stems without doubt from the fact that many countries are faced with the severe impact of the current global crisis and have witnessed rising unemployment levels. The crisis also had a negative impact on overall socio-economic development in many member States and the region as a whole.

It is clear that since the adoption of the Decent Work agenda CARICOM Member States and other Caribbean countries have supported its implementation at the global, hemispheric and regional levels. This support is critical, but in order for Decent Work to take root, it is important that action is taking at the national level. That's why in 2006 in Bridgetown, Barbados, tripartite delegations to the ILO Caribbean Employment Forum called for the development and implementation of Decent Work Country Programmes with active participation of the social partners to anchor Decent Work in National Development Plans and Strategies. Many countries in the Caribbean have since formulated and started with the implementation of their Decent Work Country Programme.

Suriname, however, had failed to keep up with other CARICOM Member States, so the Ministry of Labour decided that a Decent Work Country Programme needed to be developed as a matter of urgency in order to fulfill the commitments made since 1999, especially in 2006 during the ILO Caribbean Employment Forum, but more importantly to guide the work of the social partners in the period 2014 – 2016. A Decent Work Country Programme was also needed to enable the ILO to plan for necessary technical assistance to Suriname. The Ministry of Labour furthermore decided that the development of a Decent Work Country Programme had to be guided by current developments in Suriname in order to be as realistic and relevant as possible.

## **2. Country Context**

### **General Comments**

The Ministerie van Arbeid, Technologische Ontwikkeling en Milieu (Ministry of Labour, Technological Development and the Environment), hereafter called the Ministry of Labour, is responsible for the development and implementation of labour policies and labour legislation in Suriname. Another critical responsibility of the Ministry of Labour is to ensure that industrial relations in Suriname remain peaceful. This responsibility is of course shared with the social partners. In Suriname there are various trade union congresses, such as C-47, CLO, PWO en AVVS De Moederbond. Most of the trade union congresses are part of RAVAKSUR. There are also various private sector organisations in Suriname. The ILO has however recognized the VSB as the most representative employers' organization in Suriname.

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<sup>6</sup> The Conference of Heads of Government is the highest decision making body of the Caribbean Community



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The ASFA and KKF are also private sector organisations. It must be noted that the KKF is responsible for maintaining the Trade Registry of Suriname on behalf of the Government. In recent years the industrial relations climate has been relatively peaceful.

Suriname agreed with the United Nations (UN) in the context of the United Nations Development Assistance Framework (UNDAF)<sup>7</sup> that in the period 2012 – 2016 the following three priorities and outcomes, which are mentioned in table I, will be supported in response to national priorities, the Millennium Development Goals (MDGs) and other commitments, goals and targets made at the level of the United Nations :

**Table I : UNDAF Priorities and Outcomes**

Priorities	Outcomes
Priority 1 : Social, Economic and Environmental Programmes	Outcome 1 : By 2016, most excluded marginalised groups and vulnerable populations benefit from reinforced social, economic, and environmental programmes towards accelerated and equitable MDG progress, meaningful participation, and a better quality of life for all beyond the MDG agenda.
Priority 2 : Legislation, Policies, Budget and Strategies	Outcome 2 : By 2016, government formulates and implements harmonized, equity focused, and gender sensitive MDG-oriented key legislation, policies, and budgets in accordance with the Government’s commitments to international human rights conventions and other internationally agreed development goals.
Priority 3 : Data Collection and Information System	Outcome 3 : By 2016, quality equity focused, rights-based, and gender-sensitive data collection and analysis and harmonized information systems serve the development of informed social, economic, and environmental policies, budgets, legislation, and programmes.

The UNDAF is of critical importance, because it must enable a collective, coherent and integrated response by the United Nations system in Suriname. The ILO is part of this system, so it is to be expected

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<sup>7</sup> The UNDAF was signed by Suriname and the United Nations, including UN Agencies

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that activities of this organization in Suriname will be geared towards the priorities and outcomes mentioned in the UNDAF, even though, due to its nature as specialized agency, activities can also be focused specifically on labour matters.

### Labour Standards and Legislation

Suriname became a member of the ILO on 24 February 1976. So far 30 conventions have been ratified, including 5 of the 8 core conventions. 29 Conventions are in force, because one has been denounced. However, in conformity with the Declaration on Principles and Rights at Work<sup>8</sup>, which was adopted in 1998 by the 86<sup>th</sup> Session of the ILO, Suriname, by virtue of its membership, is obliged to promote, respect and implement all core conventions of the ILO, even if they have not been ratified. This obligation over the years has put some pressure on the Ministry of Labour, because in order to proceed with the ratification of the outstanding core conventions, policy decisions and actions from other Ministries were required. For example, in the case of convention 138, guidance and actions were required from the Ministry of Education, in particular for setting the age for mandatory school education. Suriname is currently one of two CARICOM Member States that have not ratified all 8 core conventions as yet. The Ministry of Labour expects that the remaining core conventions will be ratified the latest by June 2015. The Ministry of Labour is keenly aware of the impact that ratification of conventions 100 and 111 can have on gender equality and elimination of discrimination in the world of work.

**Table II : Core Conventions and Date of Ratification by Suriname**

CORE Convention	Ratification Date	Remarks
<b>C29</b> Forced Labour Convention, 1930	15 Jun 1976	In force
<b>C87</b> Freedom of Association and Protection of the Right to Organise Convention, 1948	15 Jun 1976	In force
<b>C98</b> Right to Organise and Collective Bargaining Convention, 1949	05 Jun 1996	In force
<b>C100</b> Equal Remuneration Convention, 1951		Not yet ratified
<b>C105</b> Abolition of Forced Labour Convention, 1957	15 Jun 1976	In force

<sup>8</sup> The Declaration on Principles and Rights at Work is a landmark Declaration, because members agreed that all core conventions had to be respected, promoted and implemented, even if not ratified. The Declaration therefore creates a global social floor, even though minimally.

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CORE Convention	Ratification Date	Remarks
<b>C111</b> Discrimination (Employment and Occupation) Convention, 1958		Not yet ratified
<b>C138</b> Minimum Age Convention, 1973		Not yet ratified
<b>C182</b> Worst Forms of Child Labour Convention, 1999	12 Apr 2006	In force

Besides the core conventions, Suriname also has work to do with respect to the governance conventions, which were identified in 2008 in the Declaration on Social Justice for a Fair Globalization, since convention 129 must still be ratified.

**Table III : Governance Conventions and Date of Ratification by Suriname**

Governance Convention	Ratification Date	Remarks
<b>C81</b> Labour Inspection Convention, 1947	15 Jun 1976	In force
<b>C122</b> Employment Policy Convention, 1964	15 Jun 1976	In force
<b>C129</b> Labour Inspection (Agriculture) Convention, 1969		Not yet ratified
<b>C144</b> Tripartite Consultation (International Labour Standards) Convention, 1976	16 Nov 1979	In force

The Ministry of Labour has taken concrete steps to start the process of modernization of labour laws, which are outdated and no longer suitable for contemporary circumstances. The modernization will take into account ILO Labour Standards and the CARICOM Model Labour Laws<sup>9</sup>, which the COHSOD agreed that all Member States must implement, taking into account their specific situation. Besides the modernization process, the Ministry of Labour will also introduce new labour laws in order to respond to new developments in the world of work and national priorities of the Government. The social partners are involved in the process through consultations at various moments. Furthermore, all concept labour laws must be approved by the Arbeidsadvies College (Labour Advisory Board) and the Staatsraad (State

<sup>9</sup> Four CARICOM Model Labour Laws have been adopted by the COHSOD, namely : Termination of Employment; Recognition of Trade Union and Employers' Organisations; Non-Discrimination and Equality in Employment; and Occupational Safety, Health and the Working Environment.

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Council), which consists of all tripartite partners, before they are forwarded to the Nationale Assemblée (Parliament).

Adherence to labour laws must be dealt with urgently, because if persons don't respect the laws, the whole purpose of having a legislative framework in place will be defeated. There is thus need for a comprehensive public education campaign in order to raise the awareness of the whole population, but in particular the tripartite partners and persons in the world of work concerning the principles, rights and obligations contained in labour laws.

### **Decent Employment and Incomes**

The Government of Suriname is the biggest employer in the country. A similar trend can be observed in other CARICOM Member States, because in most countries the private sector does not create sufficient employment opportunities to absorb the supply of labour. The Government has however decided to implement a personnel stop in an attempt to curb rising personnel costs. Again, a similar trend can be noticed within CARICOM, even though in other Member States the personnel stop is more one of the adjustment measures, which countries must implement to address their severe economic problems. There is thus a need to focus on the development of an enabling environment for the promotion of sustainable enterprises.

The employment situation in the private and semi-governmental sector is very diverse, because on one end of the spectrum there are companies that pay very well and have excellent fringe benefits, but on the other end there are companies that don't pay well and don't have fringe benefits. Between these two extremes there are various companies with different situations. The situation is also very diverse, when comparing the economic sector, in which persons are active. Nevertheless, within economic sectors there are also significant differences.

No regional comparative studies have been done, so it is unclear how wages and other forms of remuneration in Suriname compare to wages and other forms of remuneration in other CARICOM Member States. Since Suriname is actively participating in the CARICOM Single Market and Economy (CSME), which has free movement for economic purposes as one of its main elements, this kind of research must be undertaken in the future in order to determine key trends in the regional labour market with respect to wages and other forms of remuneration, but also with respect to other key labour market indicators.

Labour market information that highlights the situation in Suriname is also needed, so it is very important that dedicated attention is paid to an effective Labour Market Information System (LMIS) in order to generate information for the development, approval and adjustment of labour market policies. In this regard it is important too that data is detailed and disaggregated, especially by sex and age. An effective LMIS requires the active participation of the social partners and the conduct of regular Labour Market Surveys, which can be aided by the use of information technology. Suriname is one of the beneficiaries of the Caribbean Labour market Information System (CLMIS) project, which is being implemented by the ILO.

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The Ministry of Labour is using job placement as an important measure to reduce unemployment, which currently stands at 8%. In the period 2009 – 2012 the Ministry registered annually between 1,168 and 1,308 job seekers and managed to secure jobs for 19 – 23% of the registered job seekers. In order to increase the employability of job seekers the Ministry offers courses in social skills and rights and obligations of workers. Furthermore, the Ministry refers unskilled and low skilled job seekers to technical and vocational institutions. It will be useful if the information of job seekers can be disaggregated by sex and age in order to determine if sex and age specific interventions are needed.

Suriname has an expanding informal sector, which includes persons, both entrepreneurs and employees, who are also active in the formal sector. Study of the informal sector is also important, because often women and young persons, who can't find jobs in the formal economy, end up in the informal sector, sometimes permanently. There is urgent need to undertake a comprehensive study of this sector, but first at the national level an understanding must be reached about an appropriate definition of the informal sector, bearing in mind the specific peculiarities of Suriname. This is important, because there are many definitions of the informal sector, which might hamper research and discussions of this sector, but also the development and implementation of policies geared towards this sector.

### **Social Protection**

The Government, supported by the social partners, has undertaken concrete steps to work towards the establishment of a social security system, which in first instance might offer just one benefit or a few benefits. The Government has hired KPMG to lead the process. The decision has been made to start the social security system with the introduction of a general health insurance for children up to 16 years and elderly persons, who are 60 years and above with effect of July, 1<sup>st</sup>, 2013. Self-Reliance, a private insurance company, was selected to administer the general health insurance. The Government, supported by the social partners, will also introduce a minimum wage in Suriname in order to ensure that all workers receive a decent wage.

Suriname remains the only Caribbean country with comprehensive Occupational Health and Safety insurance, which is mandatory for all employees.

### **Tripartism and Social Dialogue**

Efforts to promote tripartism and social dialogue in Suriname have over the years produced mixed results. The Ministry of Labour has been involving the social partners in its work and activities for quite some time now. The social partners therefore sit on all Boards and committees of the Ministry. The oldest Board of the Ministry is the Arbeidsadvies College (Labour Advisory Board), which discusses and advises on all kinds of labour matters. However, the situation with respect to the involvement of the social partners in socio-economic planning and critical development issues remains weak and mechanisms, which have been established don't seem sustainable. The Sociaal-Economische Raad (SER) (Socio-Economic Council), which was established by the previous Government is now defunct. The Government has introduced the Tripartiet Overleg (Tripartite Consultations), which is broader than tripartism that is being promoted by the ILO.

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So far, tripartism and social dialogue have not resulted in broad agreements between the social partners, better known as Social Protocols, in Suriname. Tripartism and social dialogue are critical to the success of the Decent Work Agenda, so there is need to continue to seek for a results producing social dialogue mechanism at the national level in Suriname, while continuing the involvement of the social partners in the work of the Ministry of Labour.

### **3. Country Programme Priorities**

#### **Process to develop Decent Work Country Programme**

The Ministry of Labour was of the opinion that the development of a Decent Work Country Programme should be spearheaded by the Government of Suriname, since the programme must be based on national priorities and commitments made at the global, hemispheric and regional levels. In light of the fact that there is a UNDAF for Suriname for the period 2012 – 2016, the Ministry was also of the opinion that the Decent Work Country Programme Priorities should ideally be closely linked to the UNDAF priorities. The Ministry of Labour was furthermore of the opinion that discussions should take place first between the tripartite partners in order to increase the ownership of the DWCP by the partners, before involving the ILO in the process.

The Ministry of Labour, cognizant of the fact that there has never been a comprehensive Decent Work Programming exercise in Suriname, but also the fact that Suriname had failed to produce a Decent Work Country Programme since 2006, opted to contract a consultant to guide the process. It was agreed with the consultant to hold a brainstorming session on possible priorities and outcomes on 26 July 2013 in order to start with the development of a Decent Work Country Programme.

The outcome of the brainstorming seminar was used to prepare a First Draft of the Decent Work Programme of Suriname for the period 2014 – 2016. This Draft Decent Work Programme was discussed on 7 August 2013 with the social partners with a view to agree on the content.

The Second Draft of the Decent Work Country Programme reflected the outcome of the second meeting and was used as starting point for discussions with the ILO in September 2013 in order to agree on specific outcomes, outputs and activities, which the ILO can support. The ILO delegation held meetings with the Ministry of Labour, the Trade Union Movement and the Employers' Organization in Suriname in order to reach agreement on the specific outcomes, outputs and activities.

#### **The Three Priorities of Suriname**

It was agreed that the three priorities, which are identified by the UNDAF 2012 – 2016 should also be the priorities for the Decent Work Programme for the period 2014 – 2016, since the UNDAF priorities were informed by national priorities, global, hemispheric and regional commitments. Furthermore, the need for policy cohesion nationally and within the UN system was recognized.

The three Decent Work Country Programme (DWCP) priorities are therefore :

- I. Social, Economic and Environmental Programmes

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- II. Legislation, Policies, Budget and Strategies
- III. Data Collection and Information System

## 4. Outcomes, Strategies and Measurement

The tripartite partners agreed with the ILO on the following outcomes, outputs and activities :

**Table IV : Programme Matrix 2014 - 2016**

Code	Priority	DWCP Outcome	Outputs	Activities	Comments/ILO Indicators
1.	Social, Economic and Environmental Programmes	1.1. Awareness raising and sensitization for the creation of an enabling environment for the promotion of sustainable enterprises is strengthened	1.2.1. Awareness raising strategy implemented	<ul style="list-style-type: none"> <li>• Facilitate a seminar for representatives of governmental agencies and representative employers and workers organizations to raise awareness of critical issues and need for co-ordinated action.</li> </ul>	<ul style="list-style-type: none"> <li>- ILO support envisaged, but policy coordination is required. At present there seems to be a need to review the ESEE framework.</li> <li>- Input from social partners essential. Employers would take lead</li> <li>- Linked to ILO P&amp;B 14-15 Outcome No. 3: Sustainable enterprises create productive and decent jobs</li> </ul>
2.	Legislation, Policies, Budget and Strategies	2.1. ILO Core Conventions are ratified, in effect and promote the adherence to the fundamental principles and rights at work	2.1.1. Ratification of the three remaining Core Conventions (Minimum Age, Equal Remuneration and Non-Discrimination)  2.1.2. One remaining Governance Convention ratified (Labour Inspection in Agriculture)	<ul style="list-style-type: none"> <li>• Evaluation of law and practise as it relates to the newly ratified conventions</li> <li>• Capacity building, and training programmes</li> <li>• Amendments to and/or new legislation/regulations (also refers to 2.2)</li> </ul>	<ul style="list-style-type: none"> <li>- ILO support envisaged after ratification completed.</li> <li>- Linked to following ILO P&amp;B 14-15 Outcomes: No. 16: Child labour is eliminated, with priority given to the worst forms (i.e. ratification of C.138) No. 17: Discrimination in employment and occupation is eliminated (i.e. ratification of C. 100 and C.111) No. 18: International labour standards are ratified and applied (i.e. ratification of Core and Governance Conventions - Nos. 100, 111, 138, 129)</li> </ul>
		2.2. Labour legislation is modernized or new legislation is introduced	2.2.1. Safety Act and related nine regulations is revised  2.2.2. Other Labour Acts are revised or adopted	<ul style="list-style-type: none"> <li>• Preparations including social dialogue</li> <li>• Drafting of the revised Act</li> </ul>	<ul style="list-style-type: none"> <li>- ILO support for this Outcome is envisaged, and more information is required</li> <li>- More information is needed on the nine safety regulations that have been introduced</li> <li>Linked to the following ILO P&amp;B 14-15 Outcomes: No. 6: Workers and enterprises benefit from improved safety and health conditions at work; No. 11: Labour administrations apply up-to-date labour legislation and provide effective services; and No. 18: International labour standards are ratified and applied (Indicator 18.4 –</li> </ul>

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Code	Priority	DWCP Outcome	Outputs	Activities	Comments/ILO Indicators
					DWCP with normative component).
			2.2.3. Amendment of current termination procedures	<ul style="list-style-type: none"> <li>Review of current termination procedure</li> </ul>	- Termination procedures are cumbersome for both employers and employees and both social partners have requested a review
			2.2.4. Legislation facilitating the organization of work at the enterprise level is in effect	<ul style="list-style-type: none"> <li>Identify regulations and practices which hinder enterprise efficiency and productivity</li> <li>Formulate amendments to regulations and changes in practices aimed at enhancing enterprise efficiency</li> </ul>	- Request was made to review current practices, for example, those relating to "inflexible" working hours
		2.3. Labour inspection strategy is developed and action programme is adopted (includes promotional activities)	2.3.1.A strategy for the Labour Inspection that involves all stakeholders is adopted after Tripartite Consultation and implemented	<ul style="list-style-type: none"> <li>Finalise the design of the labour inspection strategy</li> <li>Support major promotional activity identified in the strategy</li> </ul>	<ul style="list-style-type: none"> <li>ILO support required for the development of a labour inspection strategy and promotional activities</li> <li>Linked to the following ILO P&amp;B 14-15 Outcomes: No. 6: Workers and enterprises benefit from improved safety and health conditions at work; No. 11: Labour administrations apply up-to-date labour legislation and provide effective services</li> </ul>
			2.3.1. Extension of labour inspectorate mandate to include all enterprises	- Review coverage of labour inspectorate	<ul style="list-style-type: none"> <li>Concern from social partners with current coverage and functions of the labour inspectorate</li> <li>Linked to ILO P&amp;B No. 11: Labour administrations apply up-to-date labour legislation and provide effective services</li> </ul>
		2.4. Social dialogue mechanisms strengthened and more robust decision-making	2.4.1. Institutionalized social dialogue 2.4.2. Transparent decision-making implementation of which can be monitored 2.4.3. Social partners able to contribute to and influence national decision-making 2.4.4. Tripartite Mechanism is established to	<ul style="list-style-type: none"> <li>Facilitate a coherent approach to tripartite social dialogue and the establishment of forums to enable effective discussions on legislation and policies relating to social and economic issues such as social security, minimum wage setting, and matters linked to industrial action and the impact at enterprise level.</li> <li>Corresponding support to ensure technical capacities of the social partners and Government are strengthened to enable meaningful participation</li> <li>Formulate a procedural guideline for the preparation and development of</li> </ul>	<ul style="list-style-type: none"> <li>Social dialogue needs to be strengthened with particular emphasis on social and economic issues such as social security system, minimum wage, modernization of labour legislation, etc.</li> <li>DWCP Outcome proposed considering the (expected) request of the TU an EO institutional strengthening of Social Dialogue</li> <li>Linked to the following ILO P&amp;B 14-15 Outcomes: No. 9: Employers have strong, independent and representative organizations No. 10: Workers have strong, independent and representative organizations No. 12: Tripartite and strengthened labour market</li> </ul>



## Decent Work Country Programme of Suriname

Code	Priority	DWCP Outcome	Outputs	Activities	Comments/ILO Indicators
			determine the minimum wage	amendments to existing legislation or new legislation - Provide training to tripartite partners in order to enhance capacity to determine minimum wage	governance contribute to effective social dialogue and sound industrial relations
3.	Data Collection and Information System	3.1. Labour Market Information System (LMIS) is operational and provides timely information on key labour market indicators	3.1.1. The Labour Administration in Suriname is computerised and facilitates the regular production of employment and labour indicators  3.1.2. The SUR-LMIS statistical website is open to the public as the "one-window" dissemination facility utilised by all stakeholders to disseminate key indicators	- A promotional activity involving all stakeholders is organised and technical assistance is provided to produce the basic labour market indicators of the CLMIS  - The Suriname LMIS web sites are designed and launched to provide the public with a one window facility that is used to disseminate the available labour statistics and other LMI	- ILO support is envisaged, but more information is needed; further discussion required - Linked to ILO P&B 14-15 Outcome No. 1: More men and women have access to productive employment, decent work, and income opportunities
		3.2 Policies to reduce informality are put in place based on increased knowledge about informality from a survey programme and other data sources	3.2.1. The labour force survey in Suriname is adjusted to regularly collect information on informality  3.2.2. An enterprise-based survey collects information on informality from informal units identified in the Labour Force Survey	- A statistical programme to regularly generate statistics on informality is designed and adopted by the stakeholders  - The labour force survey of Suriname is adjusted so it will provide information on informality  - A enterprise-based informal sector survey is designed and tested	- ILO support is envisaged, but more discussion is needed - Discussion/decision needed on a sub-outcome such as: "a (sustainable) basic labour statistics programme is implemented with the partners that includes regular surveys that provide (statistical) information on informality and wages" - Linked to ILO P&B 14-15 Outcome No. 1: More men and women have access to productive employment, decent work, and income opportunities - Some additional information is required; need for a more sustainable approach to handling the wage survey for successful implementation (see 3.2) - Linked to ILO P&B 14-15 Outcome No. 1: More men and women have access to productive employment, decent
		3.3. Wage surveys are conducted and statistics produced in a timely manner	3.3.1. An awareness and promotional activity provides stakeholders with the understanding of the need for, conceptual issues in and methodologies for	- A tripartite seminar on wage statistics is organised that informs the stakeholders about basic indicators and methodologies, reviews planned and/or existing data sources and formulates recommendations on a programme for wage statistics	

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Code	Priority	DWCP Outcome	Outputs	Activities	Comments/ILO Indicators
			measuring wage data  3.3.2.The Government and other stakeholders adopt a survey programme that will provide wage statistics for Suriname	- The wage survey is implemented and the report published	
			3.2.3 Social partners better understand basic labour market concepts, definitions and methodologies used to compile key statistics which play a role in employment related issues	- Train organizations most representative of workers and employers on concepts, definitions and methodologies that play a role in employment related issues	- Trade unions requested capacity building in this area as critical to their understanding and ability to develop policies

### 5. Implementation

The tripartite partners and the ILO agreed to establish a DWCP Implementation Committee, which must meet on a regular basis to review and discuss matters pertaining to implementation in order to ensure that progress is being made.

It was also agreed that the employers would take the lead on sustainable enterprises.