



International  
Labour  
Organization



**ESEE**  
Enabling Environment for  
Sustainable Enterprises

# ► The enabling environment for sustainable enterprises in Suriname

Action plans - 2021



## ▶ 1. Introduction

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Under [Suriname's second Decent Work Country Programme \(DWCP\)](#) and in collaboration with the ILO, the tripartite constituents are working together to improve the national business landscape and increase productivity

In early 2019, during the development of Suriname's Decent Work Country Programme (DWCP), tripartite constituents in the country sought assistance with creating an enabling business environment for sustainable enterprises to start, consolidate and grow. During the exercise, constituents raised that the country required support to increase enterprise productivity and to remove barriers that hinder national productivity. As a first step toward achieving these goals, the International Labour Organization (ILO) agreed to undertake an Enabling Environment for Sustainable Enterprise (ESEE) assessment with a special focus on the external factors affecting business productivity.

The ILO, with support from experts in the area of productivity and surveys, developed a standard survey to be used for an ESEE assessment focusing on productivity, which capitalizes on the general ESEE methodology of the ILO. This methodology was initially developed to assess, advocate and reform the environment in which enterprises start up and grow, and adapted to investigate productivity. It allows stakeholders to identify major constraints hampering business development and productivity and fosters dialogue between workers, employers and the government to reach shared policy recommendations. The assessment

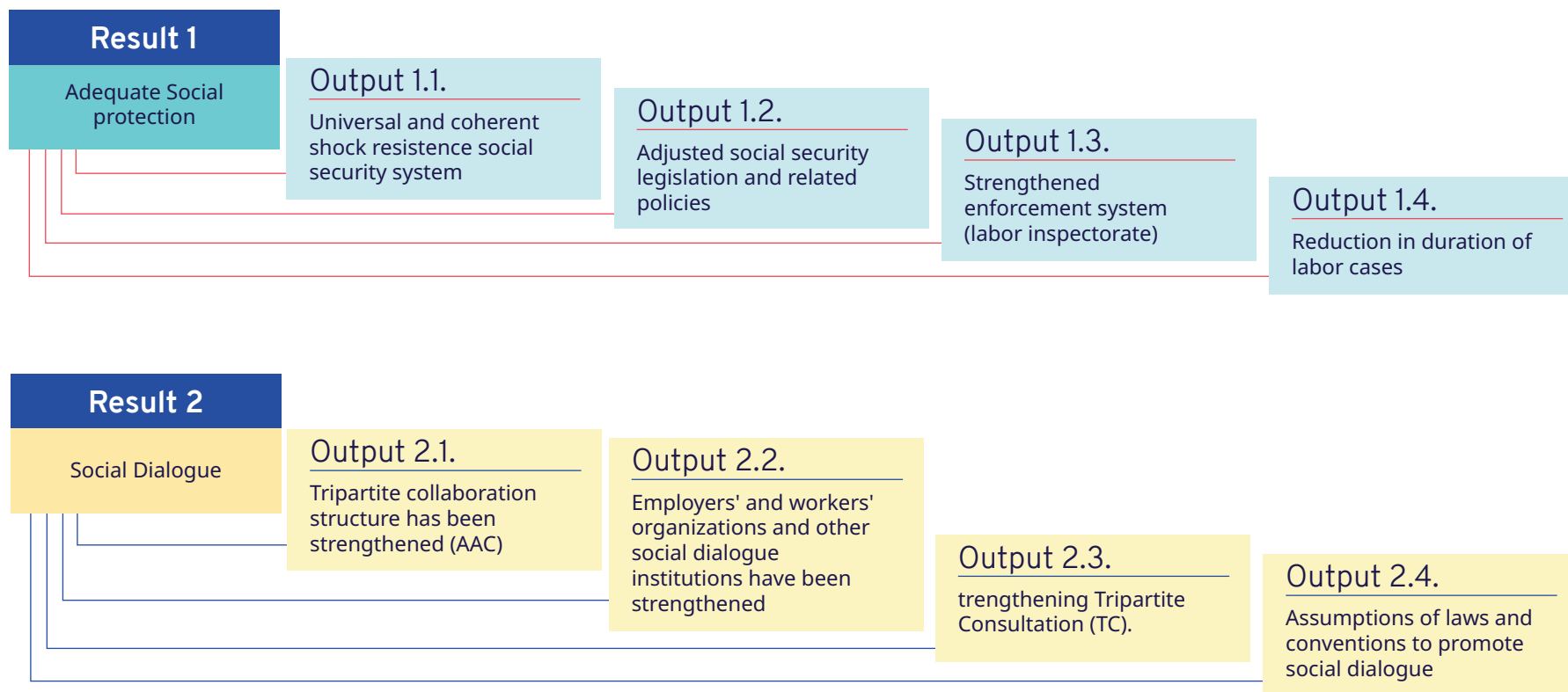
forms the basis for the adoption of reforms leading to unlocking entrepreneurial potential, supporting productivity enhancements and boosting investments that can help generate overall economic growth, create better jobs and reduce poverty.

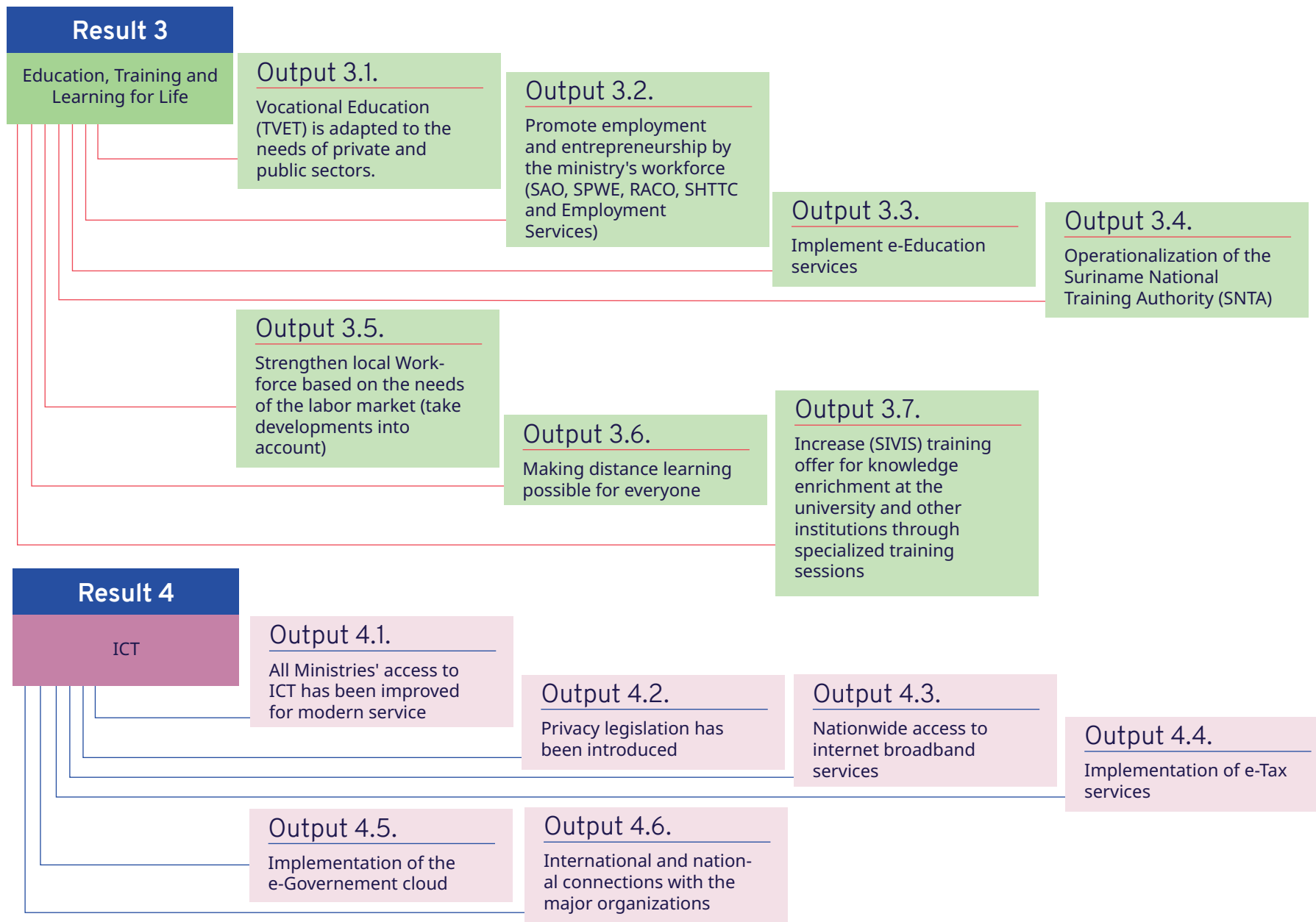
The DWCP Monitoring Committee and invited experts gathered virtually on 24 May and 15 June 2021 to validate the findings of the country's 2019 [Enabling Environment for Sustainable Enterprise \(ESEE\) Assessment](#), discuss and agree on priorities to inform the development of national action plans to advance the most important factors to enable sustainable enterprise development and productivity.

The action plans presented in this document are the results of this work as adopted on 15 June 2021 by the representatives from the Ministry of Labour, Employment Opportunity and Youth Affairs; the Vereniging Surinaams Bedrijfsleven (VSB) / Suriname Trade and Industry Association (STIA) and Raad van Vakcentrales / Council of Trade Unions in Suriname (RAVAKSUR).

The ILO wishes to thank the experts from consulting firm DOOR Advisory Services Limited for their efficiency in providing support to this work.

## ▶ 2. Action plans





Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
<b>Result 1: Adequate Social protection</b>					
<b>Output 1.1: Universal and coherent shock resistant social security system</b>					
Social Protection Expenditure Review (DWCP SU II) by ILO experts according to the model of Assessment Based National Dialogue focusing on: 1. the costs of financing on social protection. 2. social contributions, replacement and coverage rates and financing systems	August 2021	August 2022	International Labour Organization, Subcouncil Social Security, Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing , Ministry of Health	Ministry of Labor, Employment and Youth	General Pension Fund, Surinamese Association of Insurance Companies, Stichting Staatsziekenfonds
Establishment of multipartite implementation committee/working group	August 2022	October 2022	Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing, Ministry of Health, Surinamese Association of Insurance Companies, Suriname Business Association, Council of Trade Unions in Suriname	Ministry of Labor, Employment and Youth	
Draw up an action plan based on the results of the assessment	August 2022	October 2022	Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing, Ministry of Health, Surinamese Association of Insurance Companies, Suriname Business Association, Council of Trade Unions in Suriname, Ministry of Labor, Employment and Youth	Multipartite implementation committee	
Amendments in legislation	August 2022	Depending on National Assembly	The National Assembly, Government, Labor advisory board tripartite	New Legislation Committee	

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Implementation action plan to set up desired system	November 2022	November 2023	Ministry of Labor , Employment and Youth, Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing	Multipartite implementation committee	Ministry of Health, General Pension Fund, Surinamese Association of Insurance Companies, Stichting Staatsziekenfonds
<b>Output 1.2: Adjusted social security legislation and related policies</b>					
Establish employment policy committee (tripartite)	August 2021	October 2021	Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing	Ministry of Labor, Employment and Youth	
"Review/evaluation of the functioning laws and social protection system (Basic health Insurance (BaZo, general pension and minimum hourly wage)."	November 2021	May 2022	Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing, National Wage Board	Ministry of Labor, Employment and Youth	
Ratify agreement on minimum standards of social security, 1952 (No. 102)	January 2022	December 2022	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	
Evaluating the Family Employment Protection Act and Parental Leave Provision Fund	January 2023	July 2023	Labor Advisory Board tripartite, Parental Leave Provision Fund, Subcouncil Social Security	Ministry of Labor, Employment and Youth	
Operationalization of Parental Leave Provision Fund (technical support)	October 2021	May 2022	International Labour Organization	Ministry of Labor, Employment and Youth	
Finalizing (handling and approving in the Parliament) the Occupational Health and Safety Act with implementing decrees and modernizing the Surinamese Accident Regulation (SOR)	March 2022	August 2022	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	Government and The National Assembly
Making pensions stable in value	March 2022	August 2022	Ministry of Finance and Planning	Labor Advisory Board tripartite	

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Protection for people with disabilities	March 2022	July 2022	Ministry of Labor, Employment and Youth, Ministry of Internal Affairs, Ministry of Social Affairs and Public Housing	Labor Advisory Board tripartite	
<b>Output 1.3: Strengthened enforcement system (labor inspectorate)</b>					
Develop a sustainable labor inspection strategy (DWCP SU II)	August 2021	August 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Labour Inspectorate
Training/Retraining of labor inspectors on child labor, forced labor, human trafficking, equal treatment, violence and sexual harassment, OSH, data collection and processing and reporting	January 2021	January 2022	International Labour Organization-ICT	Ministry of Labor, Employment and Youth	Labour Inspectorate
Expand and conduct inspections based on the strategy and retraining programs (compliance)	March 2022	Regular	International Labour Organization	Ministry of Labor, Employment and Youth, Labour Inspectorate	Labour Inspectorate
<b>Output 1.4: Reduction in duration of labor cases</b>					
Assessment on law enforcement i.e. labor	November 2021	March 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Trinidad Industrial Court, Court of Justice, Ministry of Justice and Police
Establishment of the Chamber of Labor (DWCP SU II)	November 2021	March 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Trinidad Industrial Court, Court of Justice, Ministry of Justice and Police
<b>Result 2: Social Dialogue</b>					
<b>Output 2.1: Tripartite collaboration structure has been strengthened (AAC)</b>					
Social dialogue training (training in consultations) for the (deputy) members of AAC	November 2021	May 2022	International Labour Organization-ICT, Suriname Business Association, Council of Trade Unions in Suriname	Ministry of Labor, Employment and Youth	Foundation Training institute for the trade union movement in Suriname

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
<b>Output 2.2: Employers' and workers' organizations and other social dialogue institutions have been strengthened</b>					
Training of social partners in tripartite advisory and executive institutions (workforce) and the employers' and workers' organizations on employment, legislation, various conventions, etc.	December 2021	August 2021	International Labour Organization, Suriname Business Association, Council of Trade Unions in Suriname, Labor Mobilization and Development Foundation, Foundation for Productive Work Units, Cooperative Council, Wage Board, Suriname Hospitality and Tourism Training Centre (SHTTC)	Ministry of Labor, Employment and Youth	Training institute for the trade union movement in Suriname
<b>Output 2.3: Strengthening Tripartite Consultation (TC).</b>					
Revive TC department, with the top of the tripartite parties regularly attending to discuss current affairs (holistically) and to anticipate crisis situations	August 2021	December 2021	Representatives of the government, employer and employee organizations	Government, Suriname Business Association, Council of Trade Unions in Suriname	Labor Advisory Board tripartite
<b>Output 2.4: Assumptions of laws and conventions to promote social dialogue</b>					
Activate entrepreneurial consultation law, which deals with social dialogue in the workplace, in practice	August 2021	December 2021	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	
Adapt current laws based on new conventions	December 2021	December 2022	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	The National Assembly
<b>Result 3: Education, Training and Learning for Life</b>					
<b>Output 3.1: Vocational Education (TVET) is adapted to the needs of private and public sectors.</b>					



Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Adjustment of training program (of the workforce). DWCP II: Modernizing and Expanding Curriculum	October 2021	October 2022	Labor Mobilization and Development Foundation, Suriname Hospitality and Tourism Training Centre (SHTTC), Foundation for Productive Work Units, Foundation Training institute for the trade union movement in Suriname	Ministry of Labor, Employment and Youth	Labor Advisory Board tripartite
Providing training to public sector officials in the context of an outflow policy (Public Sector Reform)	January 2022	July 2022	Labor Mobilization and Development Foundation, Foundation for Productive Work Units	Ministry of Labor, Employment and Youth	Ministry of Internal Affairs
<b>Output 3.2: Promote employment and entrepreneurship by the ministry's workforce (SAO, SPWE, RACO, SHTTC and Employment Services)</b>					
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Capacity building of the workforce (staff) also in the context of curriculum modernization and expansion	November 2021	February 2022	International Labour Organization	Ministry of Labor, Employment and Youth, Labor Mobilization and Development Foundation, Suriname Hospitality and Tourism Training Centre (SHTTC), Foundation for Productive Work Units	Ministry of Education, Science and Culture, Ministry of Economic Affairs, Entrepreneurship and Technological Innovation

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Provide training to entrepreneurs in specific sectors including in the context of Covid-19	November 2021	February 2022	International Labour Organization	Ministry of Labor, Employment and Youth, Labor Mobilization and Development Foundation, Suriname Hospitality and Tourism Training Centre (SHTTC), Foundation for Productive Work Units, Cooperative Council	Ministry of Education, Science and Culture, Ministry of Economic Affairs, Entrepreneurship and Technological Innovation
Capacity-building employment services (including modernization of Vacancy Bank)	September 2021	March 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Suriname Business Association, Association of Suriname Manufacturers, Chamber of Commerce & Industry
<b>Output 3.3: Implement e-Education services</b>					
Identify potential gaps in the current situation and take actions accordingly	October 2021	October 2022	ICT-Association, Ministry of Transport, Communication & Tourism	Ministry of Education, Science and Culture	Labor Advisory Board tripartite
Automating administrative systems in all schools	October 2022	October 2023	ICT-Association, Ministry of Transport, Communication & Tourism	Ministry of Education, Science and Culture	Labor Advisory Board tripartite
Creating awareness about the use of digital channels and techniques at (HBO) schools for internal administration as well as providing lessons	August 2021	August 2022	ICT-Association, Ministry of Transport, Communication & Tourism	Ministry of Education, Science and Culture	Labor Advisory Board tripartite
<b>Output 3.4: Operationalization of the Suriname National Training Authority (SNTA)</b>					

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Cooperate with the Ministry of Education to review the law	July 2021	March 2022	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	Ministry of Education, Science and Culture
Emphasizing the importance of SNTA becoming self-sufficient through structured funding	July 2021	March 2022	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	Ministry of Education, Science and Culture
<b>Output 3.5: Strengthen local Workforce based on the needs of the labor market (take developments into account)</b>					
Assessing the needs of the labor market in terms of providing a good workforce (especially in relation to Oil & Gas developments)	March 2022	June 2022	Labor Advisory Board tripartite )	Ministry of Labor, Employment and Youth	Ministry of Education, Science and Culture
Preparing the workforce with knowledge and skills based on the needs of the labor market	July 2022	August 2023	Labor Advisory Board tripartite	Ministry of Labor, Employment and Youth	Ministry of Education, Science and Culture
<b>Output 3.6: Making distance learning possible for everyone</b>					
Increase accessibility of education in distant areas (in particular the interior)	August 2021	December 2021	Labor Advisory Board tripartite, Ministry of Education, Science and Culture	ICT Association	Telecommunications Company Suriname
<b>Output 3.7: Increase (SIVIS) training offer for knowledge enrichment at the university and other institutions through specialized training sessions</b>					
Customize SIVIS Curriculum	July 2021	March 2022	International Labour Organization, Federation of Dutch Trade Unions	Council of Trade Unions in Suriname	
<b>Result 4: ICT</b>					
<b>Output 4.1: All Ministries' access to ICT has been improved for modern service</b>					
Development of modern job board application	October 2021	October 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Suriname Business Association

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
Set up LMIS (database), including setting up a committee/working group to set up and implement it. Establishing a network with the various ministries for more efficient cooperation	January 2022	July 2022	International Labour Organization	Ministry of Labor, Employment and Youth	
Promoting software labor inspection	October 2021	March 2022	International Labour Organization	Ministry of Labor, Employment and Youth	
Develop modern application work permits	October 2021	May 2022	International Labour Organization	Ministry of Labor, Employment and Youth	Ministry of Justice and Police, Ministry of Foreign Affairs, International Business and International Cooperation
<b>Output 4.2: Privacy legislation has been introduced</b>					
Privacy law must be discussed and approved in parliament. Consultations are currently underway	Currently in the Parliament	End 2021	Government of Suriname	The National Assembly	Labor Advisory Board tripartite
<b>Output 4.3: Nationwide access to internet broadband services</b>					
Access to internet broadband services with a market penetration of 80% in densely populated areas and 60% in rural areas	September 2021	December 2022	Ministry of Transport, Communication & Tourism	Telecommunications Company Suriname	Labor Advisory Board tripartite
<b>Output 4.4: Implementation of e-Tax services</b>					
Reform of tax system with automation; Implementation of e-Tax services with 80% market penetration	September 2021	December 2022	Electronic governance, Ministry of Transport, Communication & Tourism, Ministry of Finance and Planning	Department of taxes	
<b>Output 4.5: Implementation of the e-Government cloud</b>					

Outputs and main activities	Start	End	Main partners	Main Team / entity in charge of the output	Other responsible staff / entities
e-Gov cloud implementation for 80% of government agencies; implement various services within the government that are digitized. Both external services and internal organization have been automated and digitized	November 2021	December 2022	Electronic governance, Ministry of Transport, Communication & Tourism, Ministry of Internal Affairs, Ministry of Finance and Planning	Electronic governance	Labor Advisory Board tripartite
<b>Output/product 4.6: International and national connections with the major organizations</b>					
Have access to the platforms, websites and files of international organizations, with which institutions in Suriname have a relationship	May 2022	December 2022	Government of Suriname, United Nations, International Labour Organization, Caribbean Community (Caricom)	Labor Advisory Board tripartite	

