

# **REPUBLIC OF SURINAME**

## **Public Administration Country Profile**

Division for Public Administration and Development Management (DPADM)

Department of Economic and Social Affairs (DESA)

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# SURINAME

[Click here](#) for map of Latin America and the Caribbean



Source: [The World Factbook - Suriname](#)

## Government type

Constitutional democracy

## Independence

25 November 1975 (from Netherlands)

## Constitution

Ratified 30 September 1987; amended in 1992 ([in brief](#))

## Legal system

Based on Dutch legal system incorporating French penal theory

## Administrative divisions

10 districts

Source: [The World Factbook - Suriname](#)

In 1954 Suriname acquired autonomy within the Kingdom of the Netherlands and in 1975 it gained independence. The Government before and after independence consisted of coalitions of different political parties, organized for the larger part on an ethnic basis. On 25 February 1980 a military coup d'état took place, which removed the elected civil government.

When the first general elections after seven years of military rule were held, the constituents voted for the return to a democratic government. A democratic government returned to power after 25 November 1987, however military leaders still retained significant power in the political, social and economic life of the State.

On 24 December 1990 the military once again staged a coup d'état and removed the first democratic Shankar Government after seven years of military rule.

On 25 May 1991, general elections were held and the constituents once again voted for the return to democracy (the Venetiaan I Government). In 1996, general elections were held and President Jules Wijdenbosch - a close ally of the military government in the 1980s - assumed power. The last general elections were held in May 2000 and the current Venetiaan II Administration assumed power.

Source: [UN OHCHR - State Party Report \(31 July 2003\)](#)

# 1. General Information

1.1 People	Suriname	Guyana	TTO <sup>i</sup>	1
<b>Population</b>				a
Total estimated population (,000), 2003	435	765	1,303	
Female estimated population (,000), 2003	219	394	658	
Male estimated population (,000), 2003	216	371	645	
Sex ratio (males per 100 females), 2003	98	94	98	
Average annual rate of change of pop. (%), 2000-2005	0.8	0.24	0.34	
<b>Youth and Elderly Population</b>				b
Total population under age 15 (%), 2003	31	30	22	
Female population aged 60+ (%), 2003	9	8	11	
Male population aged 60+ (%), 2003	7	6	9	
<b>Human Settlements</b>				c
Urban population (%), 2001	75	36	75	
Rural population (%), 2001	25	64	25	
Urban average annual rate of change in pop. (%), '00-'05	1.26	1.36	1	
Rural average annual rate of change in pop/ (%), '00-'05	-2.1	-0.49	-1.18	
<b>Education</b>				d
Total school life expectancy, 2000	..	9.9 <sup>iii</sup>	11.4 <sup>iv</sup>	1
Female school life expectancy, 2000	..	9.9 <sup>iii</sup>	11.5 <sup>iv</sup>	1
Male school life expectancy, 2000	..	9.8 <sup>iii</sup>	11.5 <sup>iv</sup>	1
Female estimated adult (15+) illiteracy rate (%), 2000	7.4 <sup>ii</sup>	1.9	2.3 <sup>v</sup>	2
Male estimated adult (15+) illiteracy rate (%), 2000	4.1 <sup>ii</sup>	1.1	1.1 <sup>v</sup>	2
<b>Employment</b>				e
Unemployment rate (15+) (%), 1999	14 <sup>vi</sup>	11.7 <sup>vii</sup>	13.1 <sup>ix</sup>	1
Female adult (+15) economic activity rate (%), 1999	33	39 <sup>viii</sup>	47	2
Male adult (+15) economic activity rate (%), 1999	61	81 <sup>viii</sup>	75	2

Notes: <sup>i</sup> Trinidad and Tobago; <sup>ii</sup> Year unknown; <sup>iii</sup> 1995; <sup>iv</sup> 2000/2001; <sup>v</sup> 1990; <sup>vi</sup> First semester, Age 14+ years; <sup>vii</sup> 1992; <sup>viii</sup> 1992-1993; <sup>ix</sup> Excluding unemployed not previously employed

1.2 Economy	Suriname	Guyana	TTO <sup>i</sup>	2
<b>GDP</b>				a
GDP total (millions US\$), 2002	895	710	9,372	
GDP per capita (US\$), 2002	2,116	920	7,111	
PPP GDP total (millions int. US\$), 2002	..	3,154	12,014	
PPP GDP per capita(int. US\$), 2002	..	4,085	9,115	
<b>Sectors</b>				b
Value added in agriculture (% of GDP), 2002	11.1	30.8	1.5	
Value added in industry (% of GDP), 2002	19.6	28.6	40.6	
Value added in services (% of GDP), 2002	69.3	40.6	57.9	
<b>Miscellaneous</b>				c
GDP implicit price deflator (annual % growth), 2003	30.3 <sup>ii</sup>	4.7	5.6	
Private consumption (% of GDP), 2003	66.4 <sup>ii</sup>	52.6	61.8	
Government consumption (% of GDP), 2003	34.5 <sup>ii</sup>	27.7	10.4	

Notes: <sup>i</sup> Trinidad and Tobago; <sup>ii</sup> 2002

<sup>1</sup> [United Nations Statistics Division](#):

<sup>a</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>b</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>c</sup> [Population Division of the UN Secretariat](#); <sup>d1</sup> [UNESCO](#); <sup>d2</sup> [UNESCO](#); <sup>e1</sup> [ILO](#); <sup>e2</sup> [ILO/OECD](#)

<sup>2</sup> [World Bank - Data and Statistics](#):

<sup>a</sup> [Quick Reference Tables](#); <sup>b</sup> [Data Profile Tables](#); <sup>c</sup> [Country at a Glance](#)

1.3 Public Spending	Suriname	Guyana	TTO <sup>i</sup>	
<b>Public expenditures</b>				3
Education (% of GNP), 1985-1987	10.2	8.5	6.3	a
Education (% of GNP), 1995-1997	3.5 <sup>ii</sup>	5	4.4 <sup>i</sup>	a
Health (% of GDP), 1990	3.5	2.9	2.5	
Health (% of GDP), 1998	..	4.5	2.5	
Military (% of GDP), 1990	..	0.9	..	b
Military (% of GDP), 2000	..	..	..	b
Total debt service (% of GDP), 1990	..	74.5	8.9	
Total debt service (% of GDP), 2000	..	16.2	6.8	

Notes: <sup>i</sup> Trinidad and Tobago; <sup>ii</sup> Data refer to a year or period other than that specified

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Suriname 1991-1995	Suriname 1996-2000	Latin America & Caribbean average <sup>4</sup> 1996-2000	Excluding Caribbean average <sup>4</sup> 1996-2000	Middle income group average <sup>4</sup> 1996-2000
<b>Employment</b>						
Civilian Central Government <sup>5</sup>	(,000)	..	..			
	(% pop.)	..	..	0.69	0.74	0.59
Sub-national Government <sup>5</sup>	(,000)	..	..			
	(% pop.)	..	..	0.69	0.74	0.59
Education employees	(,000)	..	..			
	(% pop.)	..	..	0.58	0.58	1.20
Health employees	(,000)	..	..			
	(% pop.)	..	..	..	..	0.70
Police	(,000)	..	..			
	(% pop.)	..	..	..	..	0.30
Armed forces	(,000)	2.0	1.8			
	(% pop.)	0.49	0.44	0.34	0.37	0.46
SOE Employees	(,000)	..	..			
	(% pop.)	..	..	2.16	2.16	3.61
Total Public Employment	(,000)	..	..			
	(% pop.)	..	..	..	..	6.05
<b>Wages</b>						
Total Central gov't wage bill	(% of GDP)	..	..	6.6	5.6	8.5
Total Central gov't wage bill	(% of exp)	..	..	20.3	19.7	21.6
Average gov't wage	(,000 LCU)	..	..			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..			
Average gov't wage to per capita GDP ratio		..	..	1.8	2.0	4.2

Source: World Bank - Public Sector Employment and Wages

<sup>3</sup> UNDP - Human Development Report 2002

<sup>a</sup> Data refer to total public expenditure on education, including current and capital expenditures.

<sup>b</sup> As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

<sup>4</sup> Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

<sup>5</sup> Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

The following overview of public sector employment and wages is obtained from the Central Bureau for Computerized Administration (CEBUMA):

<b>Ministry</b>	<b>Employees</b>	<b>Salary</b>	<b>Average salary</b>
	(number)	(billions)	(millions)
Justice & Police	3,106	4,995	1.608
Defense	2,714	2,933	1.081
Finance	1,220	1,401	1.148
Education	13,526	11,960	0.884
Public Health	4,774	4,609	0.965
<b>Subtotal</b>	<b>25,340</b>	<b>25,898</b>	<b>1.022</b>
Remaining (11 Ministries)	14,106	11,337	0.804
<b>Total</b>	<b>39,446</b>	<b>37,235</b>	<b>0.944</b>

Source: [National Seminar on a Strategic Framework for Governance \(October 2003\)](#)

## 2. Legal Structure

The Constitution of the Republic of Suriname, with its 180 articles, was proclaimed in 1987 and amended in 1992. According to the Constitution, the Republic of Suriname is a democratic State, based on the sovereignty of the people, respect for, and guaranteeing of, fundamental rights and freedoms. The system of government is a presidential system with parliamentary supervision.

Source: UN OHCHR - State Party Report (31 July 2003)

[Click here](#) for further reading about the Constitution of the Republic of Suriname.

### 2.1 Legislative Branch

Unicameral National Assembly or Nationale Assemblée (51 seats; members are elected by popular vote to serve five-year terms).<sup>6</sup>

*women in parliament:* 9 out of 51 seats: (18%).<sup>7</sup>

The Legislative Power is exercised jointly by the National Assembly and the Government.

The National Assembly is the highest organ of the State. The National Assembly consists of 51 members who are chosen per district on the basis of general, free and secret elections for a term of five years, in accordance with the system of proportional representation with the highest number of average and preferential votes.

The socio-economic and political policy to be followed by the Government shall be previously approved by the National Assembly. Furthermore, the National Assembly supervises the work of the Government in accordance with the Constitution.

During the first meeting of the National Assembly, which must take place within 30 days of the elections, the meeting elects a speaker and a deputy speaker of the National Assembly.

The National Assembly has the right of amend bills proposed by the Government.

The National Assembly elects the President and the Vice-President with majority of at least two-thirds. A two-thirds majority of the National Assembly is also needed for amending the Constitution.

Source: Constitution of the Republic of Suriname

[Click here](#) for further reading about the National Assembly.

### 2.2 Executive Branch

*cabinet:* Cabinet of Ministers appointed by the president from among the members of the National Assembly  
*elections:* president and vice president elected by the National Assembly or, if no candidate receives a constitutional majority in the National Assembly after two votes, by the larger People's Assembly (869 representatives from the national, local, and regional councils), for five-year terms

<sup>6</sup> Source of fact boxes if nothing else stated: The World Factbook - Suriname

<sup>7</sup> Inter-Parliamentary Union - Women in National Parliaments

Executive power is vested in the President. The President is the head of State of the Republic of Suriname, head of Government, Chairman of the Council of State and Chairman of the Security Council. In addition, the President is the commander-in-chief of the armed forces.

The President is elected by a two-thirds majority of the National Assembly or, failing that, by a majority of the People's Assembly for a 5-year term. If at least two-thirds of the National Assembly cannot agree to vote for one presidential candidate, a People's Assembly is formed from all National Assembly delegates and regional and municipal representatives who were elected by popular vote in the most recent national election. In addition, a vice president is usually elected at the same time as the president by the National Assembly or the People's Assembly for a 5-year term.<sup>8</sup>

**Fact box:**  
*chief of state and head of government:*  
President Rinaldo Ronald VENETIAAN (since 12 August 2000);  
Vice President Jules Rattankoemar AJODHIA (since 12 August 2000)  
*elections:* Last held 6 May 2000 (next to be held May 2005)

The President has the powers to appoint the Council of Ministers with regard to the results of the elections, to direct the activities of the State Council, to appoint and remove ministers from office, to ratify approved bills and propose state decrees, and to suspend decisions of the Council of Ministers and of Ministers

A 15-member Council of State advises the President in the conduct of policy. Eleven of the 15 council seats are allotted by proportional representation of all political parties represented in the National Assembly, two seats are allotted to representatives of labor, and two are allotted to employers' organizations.<sup>9</sup> The Council also advises the Government on matters of general policy, the legitimacy of bills, State decrees and proposals of general administrative measures.

The President with the Vice-President and the Council of Ministers form the Government, which is responsible to the National Assembly. The Government draft state decrees. The Council of Ministers is the highest executive and administrative organ of the Government. The Council of Ministers is responsible for, among other things, to execute the policy determined by the Government, to prepare legislative acts and administrative regulation, and to give direction to administrative organs.

Source: [Constitution of the Republic of Suriname](#)

## 2.3 Judiciary Branch

Court of Justice (justices are nominated for life).

The Dutch legacy to Surinam includes a legal system based on the tradition of civil or continental European law. According to the Constitution, the judicial branch is responsible for the administration of justice, which includes the Public Prosecutor's Office.

The legal basis of the judiciary is provided by: the Constitution, the Judiciary Organization Act of the Surinamese Judiciary GB 1935 No. 79 as last amended in SB 2001 No. 39, the Code of Civil Procedure, the Code of Criminal Procedure, the Civil Code, the Penal Code, and the internal statutory regulations of the judiciary.<sup>10</sup>

The Court of Justice is constitutionally the highest court in the Republic of Suriname. It acts as a Court of Appeals in civil and criminal cases and as a Trial Court for

<sup>8</sup> [U.S. Department of State \(Background Notes\) - Suriname \(edited\)](#)

<sup>9</sup> [U.S. Department of State \(Background Notes\) - Suriname](#)

<sup>10</sup> [UN OHCHR - State Party Report \(31 July 2003\)](#)

special cases. These include cases involving complaints filed by government employees and officials against the State of Surinam and disciplinary cases involving attorneys or notaries public. A President and a Vice President preside over the court. In 2001, the court was comprised of 8 full-time judges and 3 part-time judges, all of whom hold their posts for life.

The District Courts (Cantonal Courts), which are trial courts for Surinam's three geographic districts or Cantons, are each presided over by a single judge. All of the District Courts are located in Paramaribo. Their decisions can be appealed to the Court of Justice.

The First District Court tries only civil cases in the districts of Paramaribo, Wanica, Para, Bokopondo, Commewijne, and Saramacca; the Second Cantonal Court tries only criminal cases in any jurisdiction except Paramaribo and Commewijne; and the Third Cantonal Court tries both civil and criminal cases from districts not covered by the other two courts.

Surinam has several lower courts, including the Martial Court, which has jurisdiction in cases involving military personnel and is presided over by a member of the Court of Justice and two military officials. Its decisions can be appealed before the Court of Justice, which replaces one of its civilian judges with a member of the armed forces when it reviews cases decided in the Martial Court.

Source: [Centro de Estudios de Justicia de las Americas \(CEJA\) - Suriname: Judicial Branch](#)

The Constitution provides for a Constitutional Court, which is in charge of the judicial review of the contents of laws, as well as the review of agreements with other nations and with international organizations. The Constitutional Court is also responsible for adjudging whether the decisions of government bodies are compatible with the Constitution. At present the Constitutional Court does not yet exist, although a bill regarding its composition, establishment and procedures has been submitted to the National Assembly. Discussions to enact such legislation continued throughout 2003 in the National Assembly due to concerns that the Constitutional Court would have the authority to overturn decisions of the Government.<sup>11</sup>

Source: [UN OHCHR - State Party Report \(31 July 2003\)](#)

[Click here](#) for further reading about the Judiciary.

## 2.4 Local Government

Local government is a recent innovation in Suriname and came into existence only with the passage of the present constitution in 1987.<sup>12</sup> The Constitution set out three levels of government: national government, district government, and sub-district government. District government is broken into representative and executive branches.

The District Councils (*district raden*) form the representative branch and the District Administrations (*districtsbestuur*) form the executive branch. The District Council is responsible for laws and regulations for the district. If a district ordinance is in contravention with the Constitution, the Government programme or existing legal regulations, the National Assembly can repeal it.<sup>13</sup>

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<sup>11</sup> [U.S. Department of State \(Background Notes\) - Suriname](#)

<sup>12</sup> Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

<sup>13</sup> [Constitution of the Republic of Suriname](#)

At the sub-district level, only the representative branch exists - the Ressor Council (*ressort raad*). Their main responsibility is to advise the district administrations and councils.<sup>14</sup> There are 10 district councils and 62 Ressor Councils.

The President appoints a District Commissioner for each district (two for Paramaribo). The district commissioner chairs both the District Council and the District Administration. District and Ressor Councils are elected every five years at the general elections. The voters elect the Ressor Councils from a list of candidates and the proportion of party votes in the Ressor Council elections also determines the number of seats each party receives in the district councils. Most district councils have between seven and eleven members but the Paramaribo council has 21 members and the Wanica council has 15. Ressor councils have between 7 and 17 members.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Local Government \(April 2001\)](#)

The passage of the Law of Regional Bodies (No. 44) in 1989 aimed at enabling local (District) governments to begin managing their own revenues and budgets as well as deliver simple public services. However, implementation has been limited.<sup>15</sup>

The District governments rely on transfers from central government and, because of their extremely limited capacity, effectively are more supervisors of central ministries' activities in their district than executors.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

[Click here](#) for further reading about local government.

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<sup>14</sup> Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

<sup>15</sup> [IADB \(Suriname\) - Decentralization and Local Government Strengthening Program \(11/01\) \(edited\)](#)

## 3. The State and Civil Society

### 3.1 Ombudsperson

Source: [Institution](#) - [Title](#)

### 3.2 NGOs

Among the numerous NGOs are a varied group of development organizations, human rights and indigenous groups, women's organizations, religious and church-affiliated groups, sports clubs, community service and community-based organizations (CBOs) and academic institutions.

The Ministry of Justice and Police, the state agency responsible for maintaining the nation's civil registries, determines the legal recognition of a NGO through review of the organization's by-laws and statutes. The Ministry then advises the President's Cabinet of its opinion and the Cabinet makes a final decision regarding registration. The NGO registration is then published in the government newspaper thus officially granting it legal status. The entire process of consideration, recommendation and decision can take six months to two years before registration is approved.

There is no legislation or regulation on how NGOs are financed. Overall, there is limited financing available for such organizations, making it difficult for them to thrive. Most of the organizations that have survived economic crises are funded through overseas sources or international donor agencies. Only a few NGOs are so well funded as to ensure their financial sustainability.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Civil Society \(April 2001\) \(edited\)](#)

[Click here](#) for descriptions of major NGOs in Suriname (p. 13-16).

### 3.3 Civil Society

In Suriname, human rights, gender, environmental and economic issues dominate the concerns of civil society. This is reflective of the country itself, given its political history, the significant number of female-headed households, and a vast territory comprised of jungle and rain forests.

The three most important organizations representing the private sector are the Suriname Trade and Industry Association (VSB), the Association of Surinamese Manufacturers (ASFA), and the Chamber of Commerce (KKF).

Trade unions are well established and have a long history. Their power is reflected in the tremendous influence they have had on wage policies, labor legislation and even - through their ability to organize paralyzing strikes at critical junctures — on political developments.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Civil Society \(April 2001\)](#)

[Click here](#) for further reading about civil society.

## 4. Civil Service

Administration and personnel management is divided between central units and decentralized units. The Ministry of Domestic Affairs has overall responsibility for the administrative affairs of government, and policy towards government officials and the functioning of government. A specialized unit in the ministry, the Central Staff Body for Formation and Efficiency (CSFE)<sup>16</sup>, is responsible for overseeing the civil service. In addition to the CSFE, each ministry or parastatal organization has its own personnel management division.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

### 4.1 Legal basis

Chapter XX of the [Constitution](#) of the Republic of Suriname provides for the Public Administration.

The Personnel Act of 1962, as modified by eight other laws and state decrees, guides personnel management of the civil service. The act sets out the basis for government employment, the rights and obligations of government officials, disciplinary measures, justification and procedures for suspension and termination of employment, and internal complaints procedures.

Appointment as a government official is mostly permanent, although temporary appointments of up to one year can be made under certain conditions. Government officials have a formally defined status and extensive rights. The Personnel Act distinguishes between two types of government officials: civil servants and government employees.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

### 4.2 Recruitment

The Personnel Act does not provide any instruction on recruitment.<sup>17</sup> New employees usually apply for positions after being drafted by a patron. Since 1970 an official personnel freeze is in effect, which determines that no additional civil servants can be recruited.<sup>18</sup> The law provides for inter-ministerial transfers of qualified personnel. An exception is made for qualified personnel that are not found among current employees in the public sector. In that case, the Vice President has to approve the hiring. The personnel freeze has not been effectively enforced. The current administration is committed to improve the enforcement of this regulation.

Source: [Inter-American Development Bank \(Suriname\) - Sector Facility Profile \(January 15, 2004\)](#)

In Suriname recruitment is, in theory, determined by the needs of individual units. Individual ministries thus recruit for themselves but notify the Ministry of Domestic Affairs of employment changes. The Personnel Act lays out the minimum eligibility criteria for government employment: a candidate must be at least 18 years old, must be medically fit, and must comply with certain legal requirements. These

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<sup>16</sup> The CSFE was established by a government decree in 1982 and replaced the Institute for the Civil Service, which had been established in 1974.

<sup>17</sup> See also: [National Seminar on a Strategic Framework for Governance \(October 2003\), p. 32](#)

<sup>18</sup> Most notably, there was a hiring freeze for the entire civil service in 1972 and a freeze on all grades 1 through 17 in 1998/9; [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

requirements do not form a high hurdle to employment and in practice screening is rarely rigorous. General education requirements are not required.

The lack of rigorous screening is reinforced by the greater ease of recruiting low level staff. Ministers may recruit staff for grades 1 through 12 at their own discretion. However, recruitment to grades 13-24 requires the approval of the Council of Ministers.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

### 4.3 Promotion

Promotions are left to the discretion of the Ministry from grade 1 to 14. A recommendation from the Ministry of Home Affairs (MHA) is required for grade 15 till 17. For higher grades, promotions must be approved by the Council of Ministers.

Source: [Inter-American Development Bank \(Suriname\) - Sector Facility Profile \(January 15, 2004\)](#)

The Personnel Act states that promotion should be based on considerations of capability, skill, reliability, and experience.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

### 4.4 Remuneration

Civil service jobs and pay are classified by the Mezger remuneration system, which was introduced with the assistance of the Dutch government in 1976. The Mezger system assigned positions into a grade on the basis of a functional analysis. Originally the civil service hierarchy was divided into 20 grades, but this was extended to 24 grades in 1990:

Grade and function structure			
Level	Grades	Function/Activity	Education level
F	21-24	Managers, policy advisors, research officers	University ("academic level")
E	18-20	Managers of "D" staff, department heads	Secondary school
D	15-17	General officials	Secondary school
C	12-14	Typists, long-time staff	Secondary school
B	9-11	Manager of "A" staff, foremen	Primary school
A	2-9	Manual laborers, cleaners	Primary school

A unified pay scale that links grades to salary levels determines civil servants' base salaries. The scales are derived from collective bargaining with labor unions. Within grades salary increments are fixed-stepped and automatic, largely based on seniority. According to the Auditor General, ministries do not have a consistent policy when it comes to placing personnel in a specific rank or scale.<sup>19</sup>

Teachers have traditionally had their own grade and pay scales and generally have received about 25 percent higher salaries than civil servants of equivalent positions. Traditionally, teachers have been the only exceptions to the unified scale for the civil

<sup>19</sup> [Inter-American Development Bank \(Suriname\) - Sector Facility Profile \(January 15, 2004\)](#)

service. However, in 1997 the government designated some parts of the civil service "strategic". It subsequently negotiated separate, higher salaries with the "strategic" sectors, which included the health and education sectors, the army, the police, and customs and the tax office. This policy raised concern in other parts of the civil service and among civil service labor unions about changing salary relativities and, in part, contributed to an escalation of wage demands on the part of civil servants in 1997-99 and triggered a succession of strikes by different parts of the civil service.

The base salary of a civil servant can be supplemented by several allowances. For example, the director (permanent secretary) and deputy directors of ministries receive a 25 percent extra salary that is outside of the pay-scales. Civil servants who represent the government on the board of a state enterprise receive an extra allowance. This means that some directors are paid more than others because their ministry is responsible for more state enterprises. It has been estimated that roughly 100 out of the top 1,000 civil servants receive some extra official payment.

All civil servants receive a bonus of 10 percent of their base salary if they are assigned to a post with greater responsibility. Also the government pays an allowance for *ad interim* positions; a special uniform allowance to government officials whose duties require a uniform; a presentation (clothing) allowance to teachers; a hazard allowance to civil servants performing dangerous work; an allowance for unusual work (e.g. working underwater); and a bonus for long-term service to government employees who have worked for the government for 25, 30, 35, and 40 years.

Civil servants' pay scales became more compressed in the 1990s. Most salary awards to civil servants have been across-the-board. However, in certain instances the government has varied the pay raise by grade, awarding a larger percentage increase to the lower grades. In 1991, the salary award varied from 19 to 40 percent; in 1996, from 26-40 percent, and in 1998 the salary award varied from 41 to 80 percent. The gradual compression of civil servants' salaries has reflected both egalitarian concerns of successive governments and the influence of the civil service labor unions. By 1998, the compression ratio had declined to 8:1, which was among the more compressed ratios internationally (Tables 12 and 13).

Government salaries have consistently been significantly lower than those in most economic sectors. Since 1980, average wages have been higher than government wages in every economic sector other than community and personal services, and construction. In most sectors, average wages are two to six times that of government (Table 14). These sector differentials hold within professions and are not mainly the result of different skill distributions between sectors. In 1996, government-paid economist at the university earned US\$190-240 per month, while an economist in the mining sector earned US\$960-1,930. The general manager of a hospital earned roughly US\$660 per month, while the manager of a major hotel earned US\$3,000-3,600.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\) \(edited\)](#)

#### **4.5 Training**

Little attention is paid to cadre development and access to training is uneven. Apart from ad hoc training that individual ministries or organizations might organize, the Ministry of Education and Community Development organizes and supervises scholarship programs that can upgrade government officials' skills. Such programs, which are almost entirely donor-financed, have provided on-the-job training for 350 - 400 officials, and have trained 60 persons in Brazil.

As such, the training tends to be concentrated on a few individuals, usually in the higher grades, with little systematic training for the majority of civil servants.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

#### **4.6 Dismissal**

The Personnel Act provides a strong legal basis for dismissal either on the grounds of individual unsuitability or because of a reorganization of the civil service. Individual unsuitability can be caused by an unfit medical condition, incapacity, neglect of duty, uncooperative behavior, personal arrest, or legal restraint.

Also Article 69(a) states that "one or more officials, or one or more groups of government officials" may be dismissed due to a reorganization of the civil service. This requires that the President issue a statement that it is in the general interest to reorganize or downsize the civil service. Under these circumstances government officials can be dismissed at their own request and receive up to 18 months of their most recent salary. In practice, dismissal has been extremely uncommon and problematic. The number of civil servants has decreased because of the voluntary departure of civil servants and attrition through retirement.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

#### **4.7 Gender**

The Constitution provides for the principle of equality between man and woman [Art. 8(2)]. There is no specific statutory protection against cases of discrimination on account of sex and no statutory regulation that provides for a special institute where women can find protection against discrimination on account of her being a woman. Furthermore, the Constitution stipulates in Article 35(2) that man and woman are equal before the law.

The Personnel Act of 1962 [Art. 69(3), 15(1a), 47(9a) and 45(4)] deals with provisions on the reproductive function of the female civil servant.

The proportion of women in civil service was 50% in 2002 compared to 35% in 1994.

Source: [OAS \(Inter-American Commission of Women\) - National Report: Suriname \(20 September 2004\)](#)

## 5. Ethics and Civil Service

### 5.1 Corruption

2003 CPI Score" relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
Rank	Country	2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
..	Suriname	..	..	..	..	..	..
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

**Surveys Used:** Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

**Standard Deviation:** Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

**High-Low Range:** Provides the highest and lowest values of the sources.

**Number Institutions:** Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

**90 percent confidence range:** Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Suriname signed the Inter-American Convention against Corruption on 29 March 1996, however as of April 2001 Suriname did not have anti-corruption legislation.

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Corruption \(April 2001\)](#)

### 5.2 Ethics

Matters, such as confidentiality, improper behavior, etc. are provided for in the Personnel Act. Disciplinary measures are also indicated concerning the non-observance of one's obligations.

Source: [National Seminar on a Strategic Framework for Governance \(October 2003\)](#)

Officials are obligated to perform their activities to the best of their ability, to accurately and faithfully execute orders, and to "behave in such a way as becomes a good and faithful government official". Where relevant, government officials must keep information gained in the performance of their duties confidential. In addition, government officials are "forbidden to accept or insist on remunerations from third parties for activities that are related to the service..."

Source: [Inter-American Development Bank \(Suriname\) - Governance in Suriname: Executive I \(April 2001\)](#)

## 6. e-Government

### e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

### Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

### Telecommunications Infrastructure Index:

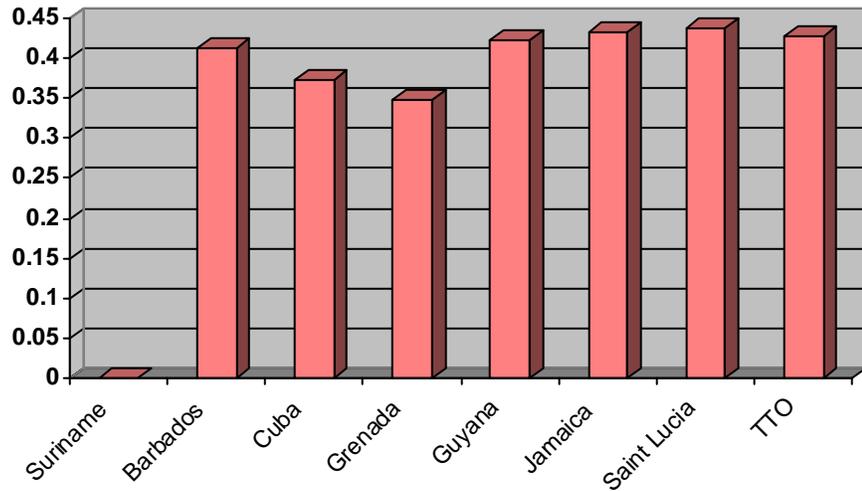
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

### Human Capital Index:

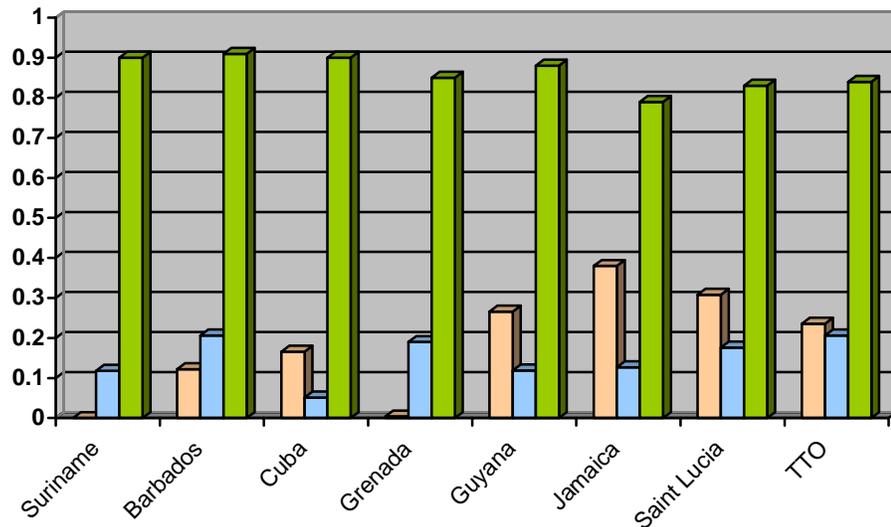
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

### e-Government Readiness Index



Source: United Nations – World Public Sector Report 2003

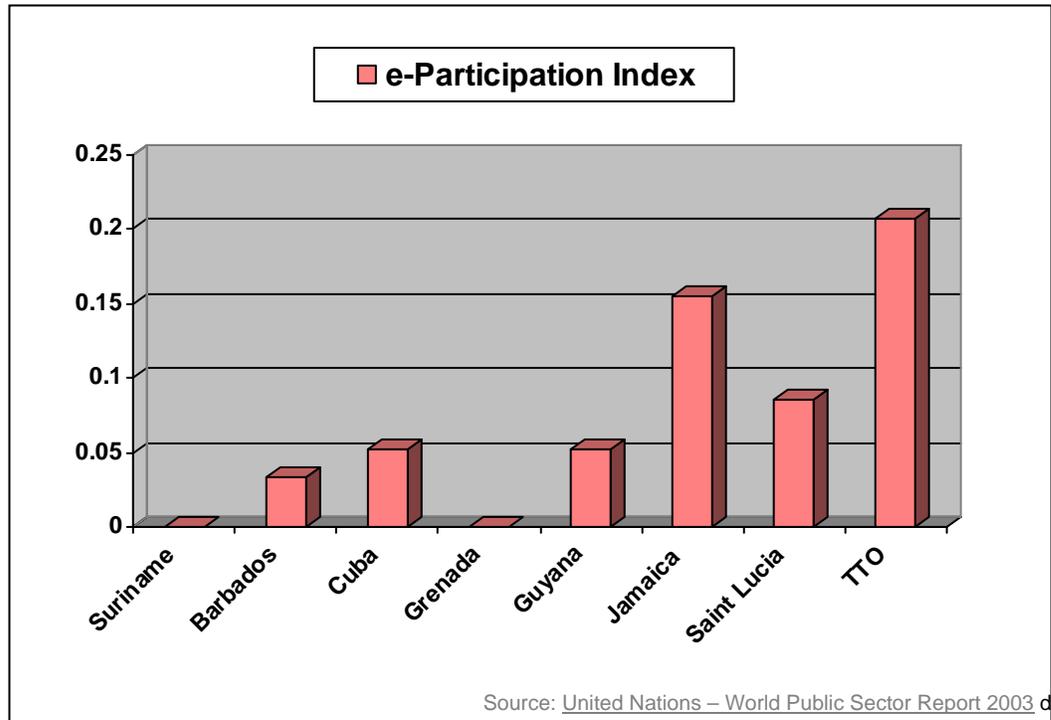
### Web Measure Index, Telecom. Infrastructure Index, Human Capital Index



Source: United Nations – World Public Sector Report 2003

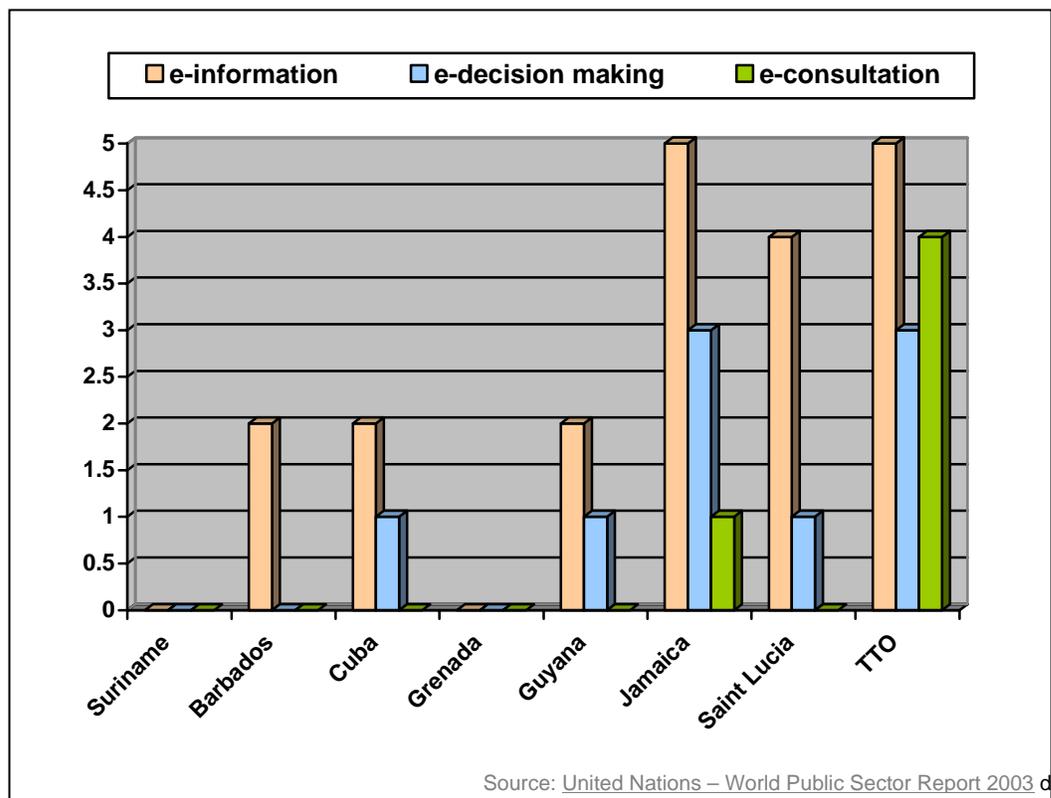
**e-Participation Index:**

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



**e-information:**

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



**e-decision making:**

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

**e-consultation:**

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

## 7. Links

7.1 National sites	
Authority	Topic
Cabinet of the President	<a href="http://www.kabinet.sr.org/">http://www.kabinet.sr.org/</a>

7.2 Miscellaneous sites	
Institution	Topic
Caribbean Community (CARICOM)	<a href="http://www.caricom.org/">http://www.caricom.org/</a>
Development Gateway	<a href="http://www.developmentgateway.org/countryprofile/...">http://www.developmentgateway.org/countryprofile/...</a>
European Union (EU)	<a href="http://europa.eu.int/comm/development/body/country/...">http://europa.eu.int/comm/development/body/country/...</a>
Inter-American Development Bank (IADB)	<a href="http://www.iadb.org/exr/country/eng/suriname/">http://www.iadb.org/exr/country/eng/suriname/</a>
Organization of American States (OAS)	<a href="http://www.oas.org">http://www.oas.org</a>
Unit for the Promotion of Democracy (UPD) - OAS	<a href="http://www.upd.oas.org">http://www.upd.oas.org</a>
United Nations Development Programme (UNDP)	<a href="http://www.undp.org.tt/suriname.html">http://www.undp.org.tt/suriname.html</a>
UNPAN	<a href="http://www.unpan.org/virtual_library-byregion.asp">http://www.unpan.org/virtual_library-byregion.asp</a>
World Bank (WB)	<a href="http://www.worldbank.org/sr">http://www.worldbank.org/sr</a>
IADB study on Governance in Suriname	<a href="http://www.iadb.org/regions/re3/governanceSU.htm">http://www.iadb.org/regions/re3/governanceSU.htm</a>