



GENDER PLAN OF ACTION 2019 – 2020

**MINISTRY OF HOME AFFAIRS
BUREAU GENDER AFFAIRS**

Paramaribo, June 2019

With support from the Canadian Government

ABBREVIATIONS

ABS	Algemeen Bureau voor de Statistiek/ General Statistics Bureau
ADEKUS	Anton de Kom Universiteit van Suriname
ART	Antiretroviral Treatment/ Antiretrovirale behandeling
BGA	Bureau Gender Aangelegenheden/ Bureau Gender Affairs
BPfA	Beijing Platform for Action /Beijing Actieplatform
Caricom	Caribbean Community/ Caraïbische Gemeenschap
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women/ Vrouwenverdrag
CELAC	Community of Latin American and Caribbean States/ Gemeenschap van Latijns-Amerikaanse en Caraïbische Staten
DNA	De Nationale Assemblée/ The National Assembly
GEI	Gender Equality Indicators / Gendergelijkheidsindicatoren
GLO	Gewoon Lager Onderwijs/ Primary education
GPI	Gender Parity Index/ Genderpariteitsindex
HDI	Human Development Index
MDG	Millenium Development Goal/ Millenium ontwikkelingsdoel
Mercosur	Southern Common Market/ Gemeenschappelijke markt van het zuiden
MICS	Multiple Indicator Cluster System
MinJ&P	Ministerie van Justitie en Politie/ Ministry of Justice and Police
MinOWC	Ministerie van Onderwijs, Wetenschap en Cultuur/ MInistry of Education, Science and Culture
MinSoZaVo	Ministerie van Sociale Zaken en Volkshuisvesting/ Ministry of Social Affairs and Housing
MZS	Medische Zending Suriname/ Medical mission
NIMOS	Nationaal Instituut voor Milieu en Ontwikkeling in Suriname/ National institute for environment and development
NRHG	Nationale Raad Huiselijk Geweld/ National council domestic violence
OAS	Organization of American States/ Organisatie van Amerikaanse Staten
OP 2017 - 2021	Ontwikkelingsplan 2017 -2021/ Development Plan 2017 - 2021
S.B.	Staatsblad / Bulletin of Acts and Decrees
TIP	Trafficking In Persons/ Mensenhandel
RGD	Regionale Gezondheidsdienst/ Regional health service
SDG	Sustainable Development Goals/ Duurzame ontwikkelingsdoelen
VOJ	Voortgezet Onderwijs Junioren/ Junior secondary education
VOS	Voortgezet Onderwijs Senioren/ Senior secondary education

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1. BACKGROUND INFORMATION

In the past years, Suriname developed integral gender policy plans to work at promoting gender equality and equity and to meet international obligations. Suriname became party to CEDAW (Convention on the Elimination on All Forms of Discrimination against Women) in 1993. In 1995 Suriname signed the Beijing Declaration, as a result of which it also became party to the Beijing Platform for Action (BPfA), which identified 12 priority themes which required extra attention with respect to gender equality. The Inter-American Convention on Prevention, Punishment and Eradication of Violence against Women, also known as the Convention of Belém do Para, was ratified in 2002. In 2015 Suriname committed itself to the Agenda 2030 for Sustainable Development, which introduced 17 new Sustainable Development Goals (SDGs), to be achieved by 2030.

One of the most complex processes of development and change in a society is the process to achieve gender equality. Complete equality between men and women has not yet been achieved anywhere in the world. Things have improved throughout the years. Among other things, we can mention the UN Women's Convention (CEDAW) in 1979 and the Beijing Platform for Action (BPfA) of 1995. CEDAW is globally considered the basic document to eliminate discrimination of women relative to men in legislation. For, constitutional gender equality does not always mean that men and women are equal in practice. The BPfA with 12 priority areas is considered a guide to achieve gender equality.

The Gender Plan of Action 2021 – 2035 elaborates on:

- Suriname's international and regional obligations to achieve gender equality and empowerment of women and girls.
- The Constitution of Suriname.
- The evaluation of earlier integral gender policy plans of the Ministry of Home Affairs.
- The Development Plan of Suriname for the period 2017 – 2021 (OP2017 – 2021), which introduces gender policy in Chapter X, Paragraph 1.

On page 151 of OP 2017 – 2021 gender is described as follows:

Gender in societal context refers to the social attributes and opportunities related to being a man or woman and the relationships between women and men, girls and boys, as well as the relationships among women and those among men. The attributes, opportunities and relationships are socially constructed and learnt through processes of education and upbringing. They are contextual, temporal and fluid. Gender determines what is expected, allowed and valued in a woman or man in a given context. In many societies there are differences and inequalities between women and men in allocated responsibilities, activities carried out, access to and management of resources, as well as possibilities for decision-making. Gender is part of the broader socio-cultural framework of the segments of class, race, poverty, ethnicity and age.

Regarding gender equality, the following is stated on page 152 of OP 2017 – 2021:

Gender equality implies that women and men share the same conditions to optimally realise their human rights and to contribute to and benefit from economic, social, cultural and political developments. Gender equality is thus society's equal appreciation of the similarities and differences between men and women and the roles they fulfil. It is based on women and men who are full partners in their families, neighbourhoods and society. Gender equality starts with equal appreciation of girls and boys.

The Gender Plan of Action 2019 – 2020 identifies concrete activities aimed at the implementation of what is laid down in OP2017 – 2021. At the same time, the Gender Plan of Action 2019 – 2020 forms a bridge to a longer term gender vision policy document, formulated for the period 2021 – 2035. Formulation of a long-term gender policy was preferred because processes of social change associated with gender equality and equity require time. The problems and challenges identified in the OP 2017-2021 with respect to the formulation and execution of the gender policy, will not be quickly resolved either. Furthermore, a conscious choice was made for the long-term gender policy to overlap one year of the current OP 2017 – 2021. This prevents a gap and enables the intended gender policy to be seamlessly included in Suriname's the next national development plan.

Two priority areas have now been added to the areas that had already been identified in earlier gender policy documents, namely: legal and regulatory framework, because gender inequality and discrimination must be prevented in all legislative amendments and new laws; environment and climate change, because this sector has been identified as a priority for the development of Suriname.

The seven priority areas in this Gender Plan of Action 2019 – 2020 are the same as those chosen for the long-term Gender Vision Policy Document 2021 – 2035:

- Labour, income and poverty reduction
- Education
- Health
- Power and decision-making
- Gender-related violence
- Legal and regulatory framework
- Environment and climate change

2. BUREAU GENDER AFFAIRS

The Ministry of Home Affairs and the Bureau Gender Affairs (BGA) are responsible for the national gender policy. This bureau coordinates, supervises and monitors the national gender policy, and therefore also this Gender Plan of Action 2019 – 2020. In order to carry out the tasks involved in this as efficiently as possible, the Ministry of Home Affairs, will have to ensure in the coming two years that the following is initiated:

- A plan for an organisational structure of the Bureau Gender Affairs is finalised, with sufficient decision-making authority, human, technical and financial resources to actually promote gender equality and combat gender discrimination.
- The Gender Vision Policy Document 2021 – 2035 is used as a guide to achieve gender equality in the selected priority areas, and feasible annual work plans are distilled from that, with measurable indicators and results.
- The gender policy document is integrated into Suriname's future national development plans, while the annual work plans, where applicable, are incorporated in the respective ministerial annual plans and budgets.
- Gender mainstreaming is applied to the development and implementation of all laws, policy and programmes of the ministries and legislative structures.
- A mechanism for cooperation and monitoring per priority area is established within the Bureau Gender Affairs, to ensure that the annual work plans and/or five-year plans are made and can be implemented by the respective ministries. This mechanism must closely cooperate with the ministerial Plan Units.
- A network is established and maintained by the Bureau Gender Affairs to stay in touch with stakeholders and other civil society organisations regarding the implementation, monitoring and evaluation of the annual work plans and five-year plans and to keep abreast of social issues that influence gender equality and gender-related discrimination.
- A national database is set up in cooperation with ABS and managed within the Bureau Gender affairs, to promote and maintain the collection, analysis and distribution of extensive gender statistics according to age, location and other variables, and to be able to evaluate trends in the situation of women and men and progress in achieving gender equality.
- A permanent mechanism is set up with the Bureau Gender affairs, which should ensure that the legal and regulatory framework complies with the gender-related international conventions which Suriname is a party to, but also to monitor the status of government bills submitted to the National Assembly and approved laws to promote gender equality and eliminate gender-related discrimination.

3. PRIORITY AREAS

The activities to be implemented in the period 2019 – 2020 are given in the following worksheets per priority area. In the planning of the activities, due account has been given to the general elections to be held in the first half of 2020, as well as to the annual plans of the relevant line ministries in the framework of implementation of OP 2017 – 2021.

It should be noted that for the creation of Gender Vision Policy Document 2021 – 2035 and the Gender Plan of Action 2019 – 2020 a path was taken of internal brainstorming sessions within the Bureau Gender affairs. Furthermore, stakeholder workshops were held in Nickerie and Marowijne, and a final stakeholder workshop in Paramaribo. The comments and feedback were incorporated where possible. Besides 'national-level' activities in the following worksheets, activities have, therefore, also been include which were specifically mentioned during the relevant district workshops.

Priority Area: Labour, Income and Poverty Reduction (2019)

Period 2019	Output	Activities	Means of Verification	Main Responsibility
2nd ^e quarter 2019	Policy plan/ annual plan of the Ministry of Labour is screened with a gender lens	Identify gender related projects from the policy plan/ annual plan of the ministry of Labour	List of gender-related projects of MinArbeid	MinArbeid
		Ascertain together with the ministry of Labour which gender-related projects can be implemented in the short term (1 – 5 years)	Selection of short-term (1-5yr) projects of MinArbeid	MinArbeid BGA
3 rd and 4 th quarters 2019 (further to 2020)	A study and gender analysis conducted with respect to basic services, microfinancing and other financial services and the accessibility of women and men thereto	Prepare study of existing basic services and the accessibility of women and men, and conduct a gender analysis	Research plan ToR research ToR consultant Selection of consultant (if not conducted internally)	MinArbeid BGA MinSozaVo
	Gender training for the Ministry of Social Affairs and Housing	Prepare gender training for staff of the directorate of Housing and the Project Implementation Unit of the Affordable Housing Project and the Bureau of Child Rights of the ministry of Social Affairs and Housing	Training manual Training materials	BGA MinSozaVo
		Conduct gender training for staff of the directorate of Housing and the Project Implementation Unit of the Affordable Housing Project and the Bureau of Child Rights of the ministry of Social	Participants' registration list Activity report	BGA MinSoZaVo

		Affairs and Housing		
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Priority Area: Labour, Income and Poverty Reduction (2020)

Period 2020	Output	Activities	Means of Verification	Main Responsibility
1 st and 2 nd quarters 2020	A study and gender analysis conducted with respect to basic services, micro-financing and other financial services and the accessibility of women and men thereto	Conduct a study of existing basic services and the accessibility of women and men, and conduct a gender analysis	Report incl. gender analysis	MinArbeid MinSozaVo BGA
		Prepare and conduct a study into microfinancing possibilities and the accessibility of women and men thereto, and conduct a gender analysis	Research plan ToR research ToR consultant Selection of consultant (if not conducted internally) Report	MinArbeid MinSozaVo BGA
		Prepare and conduct a study into other financial services and the accessibility of women and men thereto, and conduct a gender analysis	Research plan ToR research ToR consultant Selection of consultant (if not conducted internally) Report	MinArbeid BGA

3 rd and 4 th quarters 2020	Micro-entrepreneurs and their growth potential in e.g. agriculture and horticulture identified	Identify starting independent micro-entrepreneurs (e.g. in agriculture and horticulture) in the districts of Marowijne and Nickerie, as well as their activities and the support they require for further growth and development,	List of identified starting, micro-entrepreneurs, by sex Formulated project for support	MinArbeid (SAO & SPWE) Min LVV BGA
	A study and gender analysis conducted into the (poverty) situation of vulnerable households. (Vulnerable households in Suriname are households with a minimum monthly income).	Conduct an employment opportunities survey in Nickerie and the perception on male and female jobs and professions	Better insight into employment possibilities for women and men in Nickerie	Relevant institutions in Nickerie MinArbeid
		Prepare a study into the poverty situation of vulnerable households	ToR consultant Formulated research project	MinArbeid MinSoZaVo BGA

Priority Area: Education (2019)

Period 2019	Output	Activities	Means of Verification	Main Responsibility
1 st , 2 ⁿ and 3 rd quarters	Teenage mothers at all education levels are re-admitted to school, and a mechanism is established to ensure that the relevant protocols are followed	Formalise the prepared protocol to re-admit teenage mothers at VOJ level, analogous with the protocol for VOS schools, and have it enacted.	Draft protocol Ministerial decree to formalise protocol Approved law	MinOWC
3 rd and 4 th quarters		Implement oversight mechanism (with sanctions) to enforce policies prohibiting the expulsion of pregnant girls from school and facilitate the reintegration of young mothers into the school system (CEDAW recommendation 35 c)	Letter of MinBIZA to MinOWC Meetings with MinOWC and reports thereof Oversight mechanism implemented	MinOWC
3 rd quarter	More insight gained into the problem of dropouts	Prepare survey and gender analysis of underlying dropout causes among boys and girls at VOJ level in Suriname.	Letter MinBIZA to MinOWC ToR survey ToR consultant	MinOWC MinBIZA BGA
3 rd and 4 th quarters	More insight gained into the problem of teenage pregnancies (in schools)	Prepare sample survey for schools (3 in each district) in Paramaribo, Marowijne and Nickerie to map the number of girls who left school due to pregnancy in the preceding 3 years and where they ended up, by education level and district	Letter MinBIZA to MinOWC regarding the proposal Reports of meetings with MinOWC experts ToR survey	MinOWC MinBIZA BGA
2 nd and 3 rd quarters	Basic education is free of discriminatory stereotyping of roles and responsibilities of	MinOWC and relevant institutions ensure that the curricula, textbooks and other materials used at pre-primary and primary schools are	Gender sensitive school materials for basic education	MinOWC

	women and men in family and society	gender-sensitive and do not (un)consciously maintain gender stereotyping and/or promote gender discrimination.		
3 rd and 4 th quarters	ECD integrated in the school system	Take into account gender when Early Childhood Development (ECD) is integrated in the school system.	Gender sensitive ECD-material for basic education (3-8 years)	MinOWC
2 nd and 3 rd quarters	A gender-sensitive <i>Basic Life Skills</i> programme incorporated in basic education	Take into account gender when the Basic Life Skills programme is incorporated in the basic education system and ensure that relevant materials are gender-sensitive	Gender sensitive Basic Life Skills materials and programme for basic education	MinOWC
4 th quarter	A gender awareness training is initiated as a pilot for new teachers	Cooperate with MinOWC to provide a gender awareness training for new teachers before the new school year commences. (If successful, such a training could be provided annually)	Gender awareness training Evaluation of the training Recommendations for activities and adaptation for 2020	MinOWC BGA
3 rd quarter	Insight gained in the use of knowledge and skills by the trainees of the Masculinity Training	Evaluation of the 2017 Masculinity Training	Evaluation report Recommendations for activities in 2020 and further	MinBIZA BGA MinOWC
4 th quarter	Group of trainees of Masculinity Training involved as change agents to eradicate gender inequality and	In cooperation with MinOWC, implement the CARICOM-project: <i>Rethinking Masculinity, Understanding Gender Equality</i> as a means to stop gender-related violence in schools	Letter MinBIZA to MinOWC Reports of workshops and meetings CARICOM concept note	MinBiza BGA MINOWC

	eliminate gender-related violence in schools			
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Priority Area: Education (2020)

Period 2020	Output	Activities	Means of Verification	Main responsibility
1 st , 2 nd and 3 rd quarters	Preparations on how to institutionalize good sex education in schools and at what level	MinOWC and relevant institutions prepare institutionalize mandatory, age-appropriate and comprehensive sexuality education, including education on responsible sexual behaviour and prevention of early pregnancy (CEDAW recommendation 35 d)	Letter of MinBIZA to MinOWC Preparatory discussions Reports of (network) meetings Possibly prepared sex education materials	MinOWC
3 rd and 4 th quarters	Better insight into where teenage mothers end up after delivery, as well as the trends therein the past 3 years	Conduct a sample survey in schools (3 in each district) in Paramaribo, Marowijne and Nickerie to map how many girls left school due to pregnancy in the preceding 3 years and where they ended up, by education level and district	Report and data	MinOWC BGA
3 rd and 4 th quarters	More insight gained in the problems of dropouts in secondary education, and where the girls and boys end up.	Conduct a pilot for a survey and gender analysis of underlying causes of drop-outs among girls and boys in secondary schools in Suriname	Report with data	MinOWC BGA
		More information and education in Nickerie for teachers and parents on education, upbringing and nurturing of	Number of sessions Lists of participants Evaluation forms filled in	Relevant institutions in Nickerie MinOWC

		children	by participants	
3 rd and 4 th quarters	School material for secondary level education is free of discriminatory stereotyping on the roles and responsibilities of women and men in family and society	MinOWC and relevant institutions ensure that curricula, textbooks and other materials used for secondary education are gender-sensitive and do not (un)consciously maintain gender stereotyping and/or promote gender discrimination	Gender-sensitive school materials for secondary education	MinOWC
Annually in 3 rd or 4 th quarter	The importance of gender equality is recognized and gender awareness is part of an annual capacity-strengthening process	In cooperation with MinOWC, is possible introduce a continuous process of gender awareness training for new and currently employed teachers, implemented annually before the start of each new school-year	Gender awareness training for teachers	MinOWC BGA

Priority Area: Health (2019)

Period 2019	Output	Activities	Means of Verification	Main responsibility
2 nd and 3 rd quarters	Collaboration with institutions providing services in the health sector intensified	Establish contacts with institutions that provide education and information on sexual and reproductive health (Lobi, RGD, schools etc.) to ensure that they take into account gender in their work	Meetings with relevant institutions Possibly gender awareness training on request	MinVG BGA
2 nd , 3 rd and 4 th quarters (and further to 2020)	Society in general– and young people and the communities of the interior in particular – are aware of reproductive and sexual health and HIV/AIDS	MinVG and relevant organisations take into account gender aspects in information and awareness on reproductive and sexual health – and in particular with respect to young people	Reports of meetings Gender-sensitive information and awareness material for the target groups	MinVG MinOWC BGA Relevant institutions/ groups in the communities
		MinVG and MinOWC take into account gender aspects in information and awareness in schools and through the media on the spread and risks of HIV/AIDS	Reports of meetings Gender-sensitive information and awareness material for the target groups	
		MinVG and relevant organisations take into account gender aspects in information and awareness on healthy lifestyles ¹ for persons living with HIV/AIDS, in general and directed towards the communities of the interior	Reports of meetings Gender-sensitive information and awareness material for the target groups Information on healthy lifestyles of the communities of the	

¹ It is recommended that attention is given to gathering information on the traditional foods of Indigenous and Maroon people, because we often do not realise that their traditional lifestyle also has aspects that we can learn from. Indigenous women are farmers, and they can be used to provide information.

			interior available	
		More information on family planning and preventing pregnancy for young people in schools and outside schools in Marowijne through schools, churches and the media, and discuss with St. Lobi the possibility to increase the frequency of their visits to the district	(Adapted) information material Number of young persons reached Places where young people are reached	Relevant institutions St. Lobi
		More pregnancy counselling in Marowijne, and discuss with RGD to have special days/ hours in the polyclinic for pregnant women and their counselling	Special polyclinic for pregnant women at RGD polyclinic (Adapted) information material	Relevant institutions RGD
3 rd and 4 th quarters (and further to 2020)	The general public is aware of a healthy lifestyle, healthy food, and the impact thereof on heart and vascular diseases and diabetes	MinVG takes into account gender aspects in information on a healthy lifestyle, healthy food, heart and vascular diseases and diabetes, with the emphasis on women and girls. Give priority in this to Nickerie, if possible	Reports of meetings Gender-sensitive information and educational materials for the target groups	MinVG BGA
3 rd and 4 th quarters	Better insight into chronic diseases in the communities of the districts and the interior	Collect and analyse data and information on the prevalence of chronic diseases among men and women in the Indigenous and Maroon communities, in particular with respect to heart and vascular diseases and diabetes	Data and information	MinVG MZ
		Survey in Nickerie to gather data on high blood pressure and diabetes among men and women in the age-group 16 – 25 years	Survey in polyclinics Survey among target group outside of polyclinics	MinVG RGD Relevant institutions in Nickerie

			Focus group and/ or conversation results	
4 th quarter (and further to 2020)	Improved gender-sensitive data on victims of traffic accidents	<p>Make the Traffic Safety Commission and consultants aware of the importance of gender when relevant surveys, research and information campaigns are conducted.</p> <p>Develop a protocol to keep and share gender specific data on traffic victims by sex, age, ethnicity, district and disability as a result of a traffic accident</p>	<p>Letter MinBIZA to MinJ&P and MinVG (and other relevant institutions which are involved with traffic victims)</p> <p>Gender awareness sessions</p> <p>Criteria to assess gender-sensitive products</p> <p>The Traffic Safety Commission aware of importance of gender in their activities</p>	<p>MinJ&P</p> <p>MinBIZA</p> <p>MinVG</p>

Priority Area: Health (2020)

Period 2020	Output	Activities	Means of Verification	Main Responsibility
Entire year (see also 2019)	Society in general– and young people and the communities of the interior in particular – are aware of reproductive and sexual health and HIV/AIDS	Carry out gender-sensitive information on reproductive and sexual health, in particular for young persons	Gender-sensitive information Use/distribution of gender sensitive materials through the media	MinVG Relevant institutions
		MinVG, MinOWC and other relevant institutions take into account gender in continuous information on HIV/ AIDS	Gender-sensitive information Use/distribution of gender sensitive materials through the media	MinVG MINOWC
		Relevant institutions take into account gender in continuous information and awareness on healthy lifestyles and HIV/AIDS, in general and directed towards the communities of the interior	Gender-sensitive information Use/distribution of gender sensitive materials through the media	Relevant institutions
		More information on family planning for young persons in schools and outside schools in Marowijne	(Adapted) information material Number of young persons reached Places where young persons are reached	Relevant institutions St. Lobi
	The general public is aware of a healthy lifestyle and healthy food	MinVG and relevant institutions take into account gender in continuous information on healthy lifestyle and healthy food (with the emphasis on	Gender-sensitive information Use/distribution of gender sensitive materials	Relevant institutions

		women and girls)	through the media	
		More general health information in Marowijne on the importance of early detection and counselling of different diseases, such as diabetes, high blood pressure and hiv, with the emphasis on the target-group of men, and discuss with RGD the possibility to have separate days/ hours for men at the polyclinic	(Adapted) information material Separate hours for men at RGD clinic in Moengo (as a pilot)	Relevant institutions RGD
	Reliable, gender sensitive data available on traffic victims	The police, hospitals and other institutions involved with traffic victims, keep and share data on traffic victims in accordance with an agreed protocol	Data on traffic victims by sex, age, ethnicity, district, and disability as a results of a traffic accident	Relevant institutions

Priority Area: Power and Decision Making (2019)

Period 2019	Output	Activities	Means of Verification	Main Responsibility
2 nd quarter	Gender balance in staff of electoral structures	Encourage gender balance for the Management Team, various committees and working groups and other structures.	Composition/staffing of committees and other structures.	Electoral Authority (OKB)
		Encourage gender balance at OKB and among observers.	Letter from MinBIZA to OKB. Appointment of observers.	MinBIZA OKB
3 rd quarter		Encourage gender balance at CHS, Main Polling Stations, Polling Stations. Letter to CHS with request to carry this out.	Letter from MinBIZA to CHS. CHS instructions to main polling stations and polling stations.	MinBIZA
3 rd and 4 th quarters	Data gathering and gender analysis carried out when making lists of voters available for perusal	Maintain lists of voters when making available for perusal (by sex, age, administrative jurisdiction, district of eligible voters who have checked their personal data). Request CBB to include this in their preparations.	Letter of MinBIZA to CBB Director. Lists of voters.	MinBIZA
3 rd and 4 th quarters	Data gathering and gender analysis	Maintain data on the proportion of men and women in public and private sector	Letter of MinBIZA to business community and	MinBIZA BGA

	carried out on the proportion of men and women in public and private sector management positions	management positions, conducting a survey in Nickerie first. ²	government bodies. Active database at BGA	Relevant bodies in Nickerie
2 nd and 3 rd quarters	Gender training and info-sessions are a part of training of electoral bodies.	Incorporate gender awareness in training of the various electoral bodies, for instance training of district commissioners' offices, polling station staff .	Educational material and presentations geared to various target groups.	BGA
3 rd and 4 th quarters		Info-session on gender for OKB and CHS	Educational material Reports of info-sessions	BGA
3 rd quarter	Discussions about whether to include gender responsive budgeting in the vision document	Internal brainstorming session at BGA and discuss and – if possible – evaluate earlier initiatives to introduce gender responsive budgeting.	Reports of brainstorming sessions	BGA
3 rd quarter	Educational and awareness activities carried out on the importance of equal participation of men and women to political parties and Surinamese society as a whole	Inform political parties on importance of equal participation of men and women in decision making and on political violence during elections, particularly against women candidates, voters, campaigners, field workers, etc.	Letter from MinBIZA to chairpersons of political parties. Educational material on gender equality and prevention of political violence.	MinBIZA BGA
3 rd and 4 th quarters		Make educational products of the Education and Training working groups gender sensitive.	Gender awareness sessions. Reports of info-sessions.	BGA

² During the discussions it was noted that positions of leadership at the government services in Nickerie are currently largely held by women, but further data and information is lacking.

			Criteria for evaluating gender-sensitive productions Products are gender-sensitive.	
3 rd and 4 th quarters		Make all segments of society (the entire Surinamese population and the eligible voters) aware of the importance of equal participation of men and women in power and decision-making for the practice and experience of democracy, national and individual development; also awareness about not committing or tolerating political violence.	Educational material on gender equality and prevention of political violence for the general public via social media, newspapers, radio, TV.	BGA
4 th quarter	Locations of polling stations and other electoral activities are gender-friendly	Make staff charged with assessing and equipping spaces where electoral activities are carried out, gender sensitive.	Info-sessions for selected staff. Selected locations.	BGA

Priority Area: Power and Decision Making (2020)

Period 2020	Output	Activities	Means of Verification	Main Responsibility
1 st quarter	Data gathering and gender analysis of candidates and voters completed.	Maintain a database of the number of elected candidates (RR, DR, DNA) by sex, administrative jurisdiction, age, (ethnicity), political party. Request CHS to maintain data in this fashion.	Letter of the minister to head of CHS Data base of elected candidates at BGA	MinBIZA CHS BGA
1 st quarter	More awareness of gender in relation to the elections.	Organise an elections debate on International Women's Day (8 March).	Report of debate Attention from and reports in the media	MinBIZA AZV
2 nd quarter		Organise an 'elections market-place', during which BGA is given the chance to inform the community about the importance of equal participation of men and women in power and decision making.	Elections market-place in May 2020 Educational material Media attention and reports	MinBIZA AZV BGA
1 st quarter	General education and awareness carried out for the whole of society, including exposure of women candidates.	Make the general public, and in particular eligible voters, aware of the importance of equal participation of men and women in power and decision-making for democracy and national and individual development. Also awareness about not committing or tolerating political violence.	Educational material on gender equality and prevention of political violence for the general public via social media, newspapers, radio, television	BGA
1 st quarter		Develop slogans (importance of equal participation of men and women in elections / decision-making) and have them printed on pay slips of civil	Slogans Pay slips, bills, text messages, etc.	BGA

		servants / bills of enterprises (including utility companies)		
2 nd quarter		Exposure of women candidates for DNA / RR via newspapers, radio and television (100 women maximum).	Showcase women candidates via (social) media	BGA
1 st and 2 nd quarters		Make educational products of the Education and Training working groups gender sensitive.	Criteria for evaluating gender-sensitive productions Gender sensitive products	BGA

Priority Area: Gender-related Violence (2019)³

Period 2019	Output	Activities	Means of Verification	Main Responsibility
2 nd , 3 rd and 4 th quarters	Bottlenecks in the implementation of the Domestic Violence Act are known and policy has been adapted.	Evaluate application of Domestic Violence Act in practice	Evaluation report	Ministry J&P, Bureau for Women and Children
		Determine policy suited to implementation of the Domestic Violence Act.	Adapted form	
		Follow-up standard form domestic violence		
2 nd quarter	BGA has better insight into results of activities and is able to adapt these in 2019	Evaluation of the following activities carried out in 2018: <ul style="list-style-type: none"> • Commemoration of <i>Sixteen Days of Activism against Gender Violence</i> • International Day of the Elimination of Violence against Women • Human Rights Day. 	Internal BGA evaluation report Activities for 4 th quarter 2019	MinBIZA BGA
4 th quarter	Religious leaders are involved in dealing with domestic violence.	Follow-up with trainees Intervention Domestic Violence Religious Leaders group 1, possibly group 2	Reports of meetings Basic training gender awareness and domestic violence Evaluation of training of clergy	
Whole year	The general public is regularly informed about gender-related	Monthly commemoration of Orange Day: organise awareness activities and/or educational sessions for small	Survey Articles in daily papers and via social media	

³ Gender-related violence is more than domestic violence. Given that the National Council for Domestic Violence also has a policy plan and a work plan, BGA will see to further coordination between the Domestic Violence work plan and the 2019-2020 Gender Plan of Action. This coordination will also occur in future annual plans of BGA.

	violence and its consequences.	groups.	Number of educational sessions and for which groups	
2 nd through 4 th quarters	Psycho-social assistance for individuals and group is taken up again to combat domestic violence	Assistance / supervision for victims and perpetrators of domestic violence and empowerment of their family/relatives to end the violence		Stop Violence Against Women Foundation
2 nd through 4 th quarters (duration project April 2020)	5 to 10 community organisations use their activities to foster awareness of gender-related violence	Training for community organisations and community sports organisations to incorporate awareness of gender and sexual violence in their activities	Project and activity reports. Sign-in sheets Evaluation forms Messages on Projekta blog Projekta Facebook post.	Projekta Foundation
2 nd – 4 th quarters (duration project April 2020)	Community organisations are involved in tackling gender-related violence	Train and supervise community organisations and community sports organisations in developing awareness activities themselves, and increase involvement in policy formulation.	Project and activity reports. Sign-in sheets Evaluation forms Messages on Projekta blog Projekta Facebook post.	Projekta Foundation
4 th quarter	The community is aware of gender-related violence and women's rights	Carry out activities around commemoration of <i>Sixteen Days of Activism against Gender Violence</i> ; International Day for the elimination of Violence Against Women; Human Rights Day. Involve more men in the activities.	Survey Reports and internal evaluation of the activities Activities for 2020 Numbers of men actively participating in activities	MinBIZA BGA

4 th quarter		Prepare educational and awareness activities relating to domestic violence especially for youth and young people. Cooperate with relevant government bodies.	Project proposal MoU for cooperating bodies	Stop Violence Against Women Foundation

Priority Area: Gender-related Violence (2020)

Period 2020	Output	Activities	Means of Verification	Main Responsibility
Entire year	Society receives information monthly on gender-related violence and its consequences.	Monthly commemoration of Orange Day: organise awareness activities and/or educational sessions for small groups.	Survey Articles in daily papers and via social media Number of educational sessions and for which groups	MinBIZA BGA
		Education on and awareness of domestic violence, especially for young people, as a cooperation project of Stop Violence Against Women Foundation and relevant government bodies.	Reports Numbers of activities / sessions Educational material used and/or developed	Stop Violence Against Women Foundation Relevant government bodies
1 st quarter (duration project April 2020) Note: duration likely extended to	5 to 10 community organisations use their activities to foster awareness of gender-related violence	Guidance for community organisations and community sports organisations to incorporate awareness on domestic and sexual violence in their activities	Project and activity reports. Sign-in sheets Evaluation forms Messages on Projekta blog	Projekta Foundation

end of 2020			Projekta Facebook post.	
1 st quarter (duration project April 2020) Note: duration likely extended to end of 2020	Community organisations are involved in tackling gender-related violence	Supervise community organisations and community sports organisations in incorporating awareness of gender and sexual violence in their activities	Project and activity reports. Sign-in sheets Evaluation forms Messages on Projekta blog Projekta Facebook post.	Projekta Foundation
1 st quarter (duration project April 2020) Note: duration likely extended to end of 2020	Community organisations are involved in tackling gender-related violence	Meeting of community organisations and national stakeholders (a.o. domestic violence working group, BGA, NGOs, Min J&P) to present community cases.	Project and activity reports. Sign-in sheets Blogs and Facebook posts	Projekta Foundation

Priority Area: Legal and Regulatory Framework (2019)

Period 2019	Output	Activities	Means of Verification	Main Responsibility
3 rd quarter	Merging of draft laws.	Study the draft laws on sexual harassment of Ilse Henar Hewitt Foundation / BIZA and Ministry of Labour and check whether draft laws can be consolidated into 1 law applicable to the public as well as the private sector.	Reports of meetings and proposals	BGA MinArbeid
3 rd and 4 th quarters	BGA is able to take targeted action on the basis of the updated status of the draft laws.	Inquire about the status of the draft laws and recommendations of the proposed legislation mentioned in the 4 th , 5 th , 6 th CEDAW country reports / Concluding Observations of the CEDAW commission to the various responsible ministries.	Overview of the updates Letter of the Minister of BIZA to relevant ministries Reports of meetings with the stakeholders	MinBIZA BGA

Priority Area: Legal and Regulatory Framework (2020)

Period 2020	Output	Activities	Means of Verification	Main Responsibility
1 st , 2 nd and 3 rd quarters	BGA is able to perform its monitoring role better.	Make plan of action on the basis of acquired updates of the draft laws and other laws and regulations in cooperation with stakeholders.	Document Reports of meetings Sign-in sheets	BGA

Priority Area: Environment and Climate Change (2019 & 2020)

Period 2019	Output	Activities	Means of Verification	Main Responsibility
1 st and 2 nd quarters	Basic checklist for gender-responsive environmental and conservation policy and practice.	Workshop to verify checklist for gender-responsive environmental and conservation policy and practice.	Activity reports Sign-in sheets Presence checklist Messages on Projekta blog Projekta Facebook post	Projekta Foundation
2 nd quarter	Report on gender in environmental and conservation policy and practice.	Discussion on gender in environmental and conservation policy and practice.	Activity reports Sign-in sheets Social media messages	Projekta Foundation
2 nd quarter	Environmental organisations and bodies have been made gender-sensitive.	Develop awareness material on the importance of gender in the environment/climate change, that can be shared with organisations.	A short (digital) brochure with general information on the importance of gender in environmental activities and climate change	BGA
3 rd and 4 th quarters		BGA influences organisations involved in environmental projects.	Reports of meetings BGA has with organisations/bodies	BGA
3 rd and 4 th quarters		Conduct gender training/presentations relating to the environment and climate change at the request of organisations/bodies.	Attendance lists of the training days Number of presented certificates	BGA

3 rd quarter	Stakeholders have been informed about how to deal with Indigenous and Tribal peoples when implementing projects and activities.	Explain an engagement strategy or protocol to all stakeholders ⁴ .	Activity reports Number of participants from government and NGOs Engagement strategy or protocol	VIDS and KAMPOS
Whole year	Put into practice cooperation with Surinamese Red Cross (SRK) in preparing the Community Resilience Building ⁵ project.	Participate in preparatory meetings to ensure that gender equality and women leadership is incorporated into planned disaster management activities.	Gender training and/or awareness included in planned project activities with the communities Gender training for the project management team and the disaster management team	SRK BGA
	Start of the 7-year EMSAGS ⁶ project	<ul style="list-style-type: none"> Support participation of women in all trainings and demonstrations and promote participation of 	<ul style="list-style-type: none"> Number of direct project beneficiaries, % women; 	Min NH UNDP NIMOS

⁴ This activity is included under the priority area Environment and Climate Change because there already is a protocol for the sector. All stakeholders involved in implementation of the Gender Plan of Action are allowed to participate in this activity, however, so that everyone is informed.

⁵ This projects stresses gender equality, climate change and protection of children in 7 vulnerable communities.

⁶ Project EMSAGS: Environmental Management in Suriname's Artisanal Gold Mining (Project Objective is *to improve the management of artisanal and small-scale gold mining in Suriname (ASGM) and promote uptake of environmentally responsible mining technologies* to reduce the negative effects on biodiversity, forests, water, and local communities, while also reducing greenhouse gas emissions). The project will identify the roles and positions of women in selected areas, Nieuw Koffiekamp and Compagniekreek in order to ensure that both men and women are adequately engaged in all activities of the project. To have positive impacts on vulnerable women in the targeted areas, the project will ensure that women have access to training and capacity building opportunities, as well as livelihoods opportunities which will subsequently have a positive impact on their entire community.)

		<p>women in mining groups that will be set up with help of the project;</p> <ul style="list-style-type: none"> • Support participation of women in alternative income-generating activities, particularly those relating to sustainable agriculture in at least two communities; • Actively consult women and women's organisations; • Prepare and distribute information for especially women, including information on health and educational services and information on the negative consequences of current mining practices; • Ensure adequate representation of men and women in the project bodies, also in the local advisory committee, the stakeholders platform and the project council; • Stimulate involvement of women in participatory monitoring and evaluation; • Involve women of local communities in environmental education for different target groups. 	<ul style="list-style-type: none"> • Gender-sensitive policy and gender-sensitive guidelines for responsible management of goldmining, adapted or approved by the end of the project; • Number of small-scale miners who use environmentally friendly, responsible mining practises by the end of the project, % women; • Number of people with access to improved health and education services via MTECs; • Number of people who use alternative income-generating practices by the end of the project, % vrouwen 	
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	Results of MIA/NAP ⁷ project achieved	NAP takes time to evaluate the national capacity to keep at risk groups safe. Gender mainstreaming in NAP regarding use of mercury.	Recommendations to improve gender dimensions.	NIMOS UNDP
Whole year	Results of NIMOS/REDD+ ⁸ project achieved.	Activities such as info-sharing sessions in the interior, walk-in-school sessions, consultations made in the context of REDD+ studies, etc.	Data of participants are kept according to gender.	NIMOS/REDD+
3 rd and 4 th quarters	Japan-Caribbean Climate Change Partnership project carried out. ⁹	Install solar panels. Two women in the village trained in installing, repairing and maintaining solar panels and the importance of energy efficiency, have trained people in their own village and other villages in this. Men as well as women participate.	Solar panels installed in the villages of Pelelu Tepu, Curuni and Sipaliwini. Data of participants are kept according to gender.	UNDP, ACT & NIMOS
3 rd and 4 th quarters	Community of Nickerie is better informed about the importance of preserving the swamplands.	General education in Nickerie on the environment, biodiversity and climate change and the importance of preserving the swamplands.	Educational programmes via radio and television (Adapted) educational material	Local radio and television Relevant bodies in Nickerie Relevant environmental organisations

⁷ Project MIA (MIA is already redundant) / NAP: Artisanal & Small-Scale Gold Mining National Action Plan (The project's objective is to undertake a National Action Plan to enable the Government to determine the national requirements, needs, goals, targets and schedules to reduce/phase out the use of Mercury (Hg) in the Artisanal Small-Scale Gold Mining (ASGM) sector and processing). Generally, two groups are more sensitive to the effects of mercury. Fetuses and people who are regularly exposed (chronic exposure) to high levels of Mercury (such as populations that rely on subsistence fishing or people who are occupationally exposed).

⁸ It is important that men and women participate in all activities of the NIMOS/REDD+ project. Where necessary, there is more focus on women. Women are considered an important stakeholder group according to Agenda 21 of the UN. In the REDD+ programme they are part of the Major Group Collective (MGC).

⁹ The goal of the first stage of the 'Women's Empowerment & Renewable Solar Energy Pilot Project' is to provide the village of Pelelu Tepu with electricity around the clock. The project has already been completed in Pelelu Tepu and will be carried out in Curuni and Sipaliwini in 2019 (second stage).

3 rd and 4 th quarters	Environment Coordination of the Cabinet of the President and NIMOS are informed about the Gender Policy Vision Document and gender is taken into account in policy regarding the environment, biodiversity and climate change.	Exchange information on the long term policy regarding the environment and climate, and specific actions for 2020. Make Environment Coordination aware of the importance of gender in policy regarding the environment, biodiversity and climate change. ¹⁰	Letter of MinBIZA to Environment Coordination of the Cabinet of the President and NIMOS. Meetings with Environment Coordination and NIMOS. 2021-2035 Gender Policy Vision document adapted with regard to priority area Environment and Climate Change.	MinBIZA BGA Environment Coordination NIMOS
4 th quarter	Carry out a gender study of environmental and conservation policy.	Study gender responsiveness of current environmental and conservation policy.	Report available	Projekta Foundation

¹⁰ During the discussions in Nickerie the use of Nanni Swamp and Bigi Pan by fishermen and tourists and the resulting environmental pollution were raised.