

TC ABSTRACT

I. Basic Project Data

▪ Country/Region:	SURINAME/CCB - Caribbean Group
▪ TC Name:	Promoting employability for women and diverse groups in Suriname
▪ TC Number:	SU-T1166
▪ Team Leader/Members:	CRUZ AGUAYO, YYANNU (SCL/LMK) Team Leader; MELISSA CHIN (SCL/LMK); CAROLINA ECHEVERRI (SCL/LMK); CENTENO LAPPAS, MONICA CLARA ANGELICA (LEG/SGO)
▪ Taxonomy:	Operational Support
▪ Number and name of operation supported by the TC:	Labor Market Alignment with New Industries - SU-L1061
▪ Date of TC Abstract:	29 Sep 2022
▪ Beneficiary:	Women and diverse groups in Suriname
▪ Executing Agency:	INTER-AMERICAN DEVELOPMENT BANK
▪ IDB funding requested:	US\$200,000.00
▪ Local counterpart funding:	US\$0.00
▪ Disbursement period:	36 months
▪ Types of consultants:	Individuals
▪ Prepared by Unit:	SCL/LMK - Labor Markets
▪ Unit of Disbursement Responsibility:	SCL/LMK - Labor Markets
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Gender equality; Diversity

II. Objective and Justification

- 2.1 The Objective of this Technical Cooperation is to provide support to promote employability of women and diverse groups in Suriname. To this end, the TC will: (i) obtain information on the status, history, and determinants of the labor market variables for women and diverse groups; (ii) establish an action plan to promote the employability of women and diverse groups; and (iii) explore specific interventions to promote the employability of women and diverse groups.
- 2.2 The limited existing data shows that the labor market in Suriname is particularly precarious for women and diverse groups. Although women average one more year of formal education than men, in 2018 women's labor force participation was 48.1% (73.3% for men), and the female unemployment rate was 15% (6% for men). Similarly, tribal populations and individuals in the remote areas of the interior are mainly employed in agriculture and mining, sectors with informality rates of 84 percent and 56 percent, respectively (ILO, 2021).
- 2.3 The limited availability of reliable Labor Market Information (LMI) is a challenge for policy formulation, implementation, monitoring, and evaluation. Specifically, the following drawbacks have been identified: (i) LMI is scattered and does not compile and harmonize household surveys, vacancy surveys, and other administrative records; (ii) there is no data portal to ease access to all relevant stakeholders, allowing to download databases and visualize key trends; and (iii) there are significant information gaps on women and people in diverse groups (i.e. people with disability, indigenous,

maroons) which prevents the understanding of the barriers they face to access jobs and hence design suitable policies. For instance, household sampling processes are biased toward the coastal regions of Paramaribo and Wanica (National Bureau of Statistics, 2015-2018), limiting the data on the people living in the interior of the country such as Maroons, Arawaks, and Caribs that represent around 27% of the population (Price, 2013 and Mamo, 2022).

- 2.4 This TC aims at generating more information to sustain a more efficient formulation of labor market policies for women and diverse groups.

III. Description of Activities and Outputs

3.1 Component I: Labor market information (LMI) for women and diverse groups.

This component will finance consultancies to: (i) collect qualitative and quantitative information from women and diverse groups, including people in the interior about their labor market status, labor trajectory, and determinants of labor market participation throughout focus groups and specialized surveys; and (ii) implement a portal with dashboards that facilitate data visualization and analysis of labor market information disaggregated by gender and diverse group.

- 3.2 **Component II: Action plan for employability of women and diverse groups.** This component will finance consultancies to (i) analyze and assess labor market information of women and diverse groups (Component I) to identify the main imbalances and the potential determinants of such gaps; and (i) design a gender and diversity action plan that offers concrete actions to close the gender and diversity imbalances highlighted in the assessment.

- 3.3 **Component III: Pilot intervention to promote the employability of women and diverse groups.** This component will finance consultancies to design a gender and diversity pilot intervention to promote the employability of women and diverse groups based on the concrete actions defined in the action plan (Component II).

IV. Budget

Indicative Budget

Activity/Component	IDB/Fund Funding	Counterpart Funding	Total Funding
Labor market information (LMI) for women and diverse groups	US\$150,000.00	US\$0.00	US\$150,000.00
Action plan for employability of women and diverse groups	US\$20,000.00	US\$0.00	US\$20,000.00
Pilot intervention to promote the employability of women and diverse groups	US\$30,000.00	US\$0.00	US\$30,000.00
Total	US\$200,000.00	US\$0.00	US\$200,000.00

V. Executing Agency and Execution Structure

- 5.1 The Bank will execute this TC through the Labor Markets and Social Security Division
- 5.2 At the request of the Government of Suriname, the IDB, through the Labor Markets and Social Security Division (SCL/LMK), will execute this TC given that : (i) the Bank, through SCL/LMK has technical expertise on the effectiveness of labor market programs oriented to women and diverse groups, based on international best practices; (ii) administrative burdens can be reduced on the government, particularly in the identification and contracting of international experts; and (iii) this TC will complement the activities in SU-T1143, which is currently being executed by the Bank.

The supervision of this TC will be carried out by the project team. The results of these activities are intended to bring key and timely inputs to the executing agency of the loan (SU-L1061). SCL/LMK will be responsible for the direction, supervision, and coordination of this TC. The Bank will coordinate its work extensively with the Government of Suriname and other benefitting ministries/entities.

VI. Project Risks and Issues

- 6.1 The team has identified two main risks:
1. Data collection delays, due to the nature of the target population.
 2. Low engagement and participation by private and public sector stakeholders, as well as civil society. Insufficient integration, coordination and communication among government agencies may also lead to delays in execution.

VII. Environmental and Social Classification

- 7.1 The ESG classification for this operation is "undefined".