

# 5-Year Action Plan



# Introduction

The Surinamese diaspora are a dynamic and diverse community, who possess vast potential to support Suriname's development and prosperity. Recognizing the importance of diaspora engagement in driving our progress, the Government of Suriname is proud to present the "Diaspora Engagement 5-Year Action Plan".

This strategic roadmap is designed to harness the diverse talents, expertise, and support of our diaspora community, fostering a deeper connection between Surinamese abroad and their country of origin. As we embark on this journey, we are guided by the belief that diaspora engagement is not only a matter of policy but also community-building, as it reflects our commitment to strengthening the bonds that tie Suriname's people.

The Surinamese diaspora are widely dispersed across countries in North and South America, Europe, and beyond. They have built successful careers, established businesses, and formed vibrant communities. Our diaspora embodies the Surinamese spirit of resilience, adaptability, and innovation, which we are eager to mobilize for the mutual benefits to Suriname and the diaspora.

The primary objective of the 5-Year Action Plan is to realize the Vision and Mission of the *Diaspora Engagement Policy for Suriname*.

## **Vision:**

The vision of the Diaspora Engagement Policy is a dynamic Surinamese diaspora fully integrated into the country's social and economic development. It envisions diaspora members as active partners, driving progress through their talents, knowledge, and investments.

By fostering transparent collaboration and sustainable initiatives, the Government of Suriname strives to create a harmonious ecosystem where diaspora engagement becomes a source of shared pride and success.

## **Mission:**

The mission of the Diaspora Engagement Policy is to continuously seek ways to harness the potential of our diverse diaspora communities as catalysts for national development. We seek to establish an effective and sustainable framework that facilitates meaningful participation, encourages collaboration, and cultivates a sense of shared identity.

To achieve this objective, the Action Plan will be overseen and implemented by the Diaspora Engagement Steering Committee, Coordinating Unit and thematic Working Groups, as outlined in the Diaspora Engagement Policy. The Action Plan includes specific programs and actions across the selected priority thematic areas to guide our efforts in diaspora engagement over the next five years.

Overall, our work will strive towards:

- Facilitating collaboration and partnership between the Surinamese diaspora and the Government, with a focus on jointly addressing key national development priorities.
- Promoting investments, trade, and entrepreneurship initiatives to strengthen economic growth in Suriname, with the active involvement of the diaspora.
- Tapping into the wealth of knowledge and skills within the diaspora to strengthen education, research, and technology transfers to Suriname.
- Fostering a sense of belonging and cultural identity among the diaspora while promoting Surinamese culture, heritage, and values worldwide.
- Engaging diaspora voices in policy discussions and advocacy efforts, ensuring that their perspectives are considered in shaping the future of Suriname.

Throughout this 5-year journey, we are committed to establishing and nurturing a strong and enduring partnership with our diaspora. The Action Plan is the result of extensive consultations and collaborative efforts with our diaspora community and Surinamese stakeholders, reflecting our collective aspirations and priorities. It is a living document, adaptable to changing circumstances, and guided by a shared vision of a stronger, more prosperous Surinamese community, at home and abroad.

# 1. KNOWLEDGE EXCHANGE AND SKILL TRANSFER

## 1. Coordinating peer-to-peer exchanges:

The Working Group will first collaborate with the Communication and Diaspora Profiles Working Group to contribute to a register that captures skilled professionals in priority sectors, such as health, IT, education, agriculture, and science/innovation. Subsequently, the Working Group will design a peer-to-peer exchange program, which may offer workshops and job-shadowing opportunities for diaspora professionals to transfer their expertise and skills to local counterparts. Opportunities will be available both on a voluntary and consultancy-basis. Overall, this initiative aims to enhance local capacity, drive innovation, and boost economic growth.

### **Benefits:**

1. **Enhanced Local Capacity:** Skill and knowledge transfer from diaspora professionals to local counterparts, increasing their expertise and skills across priority sectors.
2. **Innovation and Growth:** Promotion of innovation and economic growth through expertise sharing.
3. **Diaspora Engagement:** Active involvement of skilled diaspora members, strengthening partnerships and collaboration toward Suriname's ongoing development.
4. **Social Impact:** Diaspora members will be able to make a tangible and fulfilling difference in Suriname, by sharing their knowledge and expertise with Surinamese youth and professionals.
5. **Network Expansion:** Engaging in Suriname expands diaspora members' social networks and connections. These connections can lead to business partnerships, collaboration on projects, and opportunities for professional growth, both locally and internationally.

### **Milestones:**

1. **Diaspora Skill Register:**
  - Collaborate with the Communication and Diaspora Profiles Working Group to contribute to the development of a register of skilled diaspora professionals in priority sectors.
2. **Exchange Program Design:**
  - Design a peer-to-peer exchange program that includes workshops and job-shadowing opportunities abroad and in Suriname.
3. **Voluntary and Consultancy Opportunities:**
  - Create opportunities for diaspora professionals to participate both voluntarily and on a consultancy basis to lead knowledge exchange and skills transfer in Suriname.

## **Specific Actions/Activities:**

### **Planning Phase:**

- Collaborate with the Communication and Diaspora Profiles Working Group to contribute to the design to the diaspora skill register, ensuring that data on professions, education and training among diaspora members are captured across sectors.
- Design the peer-to-peer exchange program, including workshop and job-shadowing components in consultation with diaspora and representatives from priority Surinamese ministries. These opportunities will reflect industry labour needs, and will be designed to effectively facilitate learning among Suriname-based professionals.
- Create opportunities for diaspora professionals to participate voluntarily and as temporary consultants. These opportunities will seek to address labour market gaps or roles that cannot be filled by Suriname-based professionals in priority sectors. These opportunities will also be informed by data gathered through the Diaspora Skill Register to ensure that there is a pool of eligible candidates among the diaspora.

### **Implementation Phase:**

- Execute the Exchange Program and launch volunteer and consultancy opportunities across priority sectors with diaspora members, using data from the Diaspora Skills Register.
- Monitor and assess the impact of the program on local capacity, innovation, and growth across the selected priority sectors, and growth within peripheral sectors (e.g., determining job creation in target sectors and supporting sectors).

### **Dependencies:**

#### **1. Diaspora Skill Register (Activity Dependency):**

- Collaboration with the Communication and Diaspora Profiles Working Group is essential to contribute to the diaspora skill register.
- Collaboration with diaspora members and industry representatives in Suriname will need to be completed to determine specific skill and expertise gaps that can be addressed or supplemented through diaspora volunteers and consultants, and what knowledge areas should be prioritized for peer-to-peer exchange programs.

### **Outcome Indicators:**

#### **1. Enhanced Local Capacity:**

- Measured improvement in local capacity resulting from skill and knowledge transfer (e.g., satisfaction of participating industry firms or businesses).

#### **2. Innovation and Growth:**

- Promotion of innovation and economic growth through expertise sharing (e.g., any metrics that capture tangible improvements due to the program).

### 3. **Diaspora Engagement:**

- Skilled diaspora members are actively involved in Suriname's development through knowledge transfer programs.

#### **Output Indicators:**

##### 1. **Diaspora Skill Register:**

- The diaspora skill register captures relevant data on diaspora education, professions and training that effectively supports the knowledge and exchange program area.

##### 2. **Exchange Program:**

- The peer-to-peer exchange program, including workshop and job-shadowing components is designed.
- The program is launched.
- A minimum target of participants among diaspora and Suriname residents is reached (to be determined).

##### 3. **Opportunities Creation:**

- A target number of diaspora volunteer and consultancy opportunities are created across priority sectors (to be determined).
- A minimum target of roles filled is achieved (to be determined).

## 2. **Launching university fellowships:**

The Working Group will launch university fellowship(s) to facilitate academic collaboration between diasporas and universities, in Suriname and abroad. This initiative will strengthen partnerships between educational institutions, encourage knowledge transfer, and drive research and innovation.

#### **Benefits:**

1. **Academic Collaboration:** Facilitated collaboration between diaspora members and universities.
2. **Knowledge Transfer:** Encouraging knowledge sharing and transfer.
3. **Research and Innovation:** Promotion of research and innovation through academic partnerships.
4. **Social impact:** Diaspora members will be able to contribute to education and professional development among Surinamese youth, by facilitating university fellowships.

## **Milestones:**

1. **Fellowship Development:**
  - Design and develop university fellowship programs in collaboration with partnering academic institutions.
2. **Partnership Building:**
  - Establish formal partnerships and collaboration between educational institutions in Suriname and abroad.
3. **Fellowship Launch:**
  - Launch the fellowship programs and monitor their progress and impact.

## **Specific Actions/Activities:**

### **Planning Phase:**

- Design and develop university fellowship programs, specifying eligibility criteria and application processes.
- Identify and engage universities and educational institutions to participate in the fellowship programs.

### **Implementation Phase:**

- Launch the university fellowship programs.
- Establish monitoring mechanisms to track the progress and impact of the fellowships.

### **Dependencies:**

1. **Fellowship Development (Activity Dependency):**
  - Development of the fellowship programs is a prerequisite for the entire initiative.
2. **Partnership Building (Activity Dependency):**
  - Successful partnership building is essential to ensure the availability of fellowship opportunities.

### **Outcome Indicators:**

1. **Academic Collaboration:**
  - Measured success in facilitating collaboration between diaspora members and universities.
2. **Knowledge Transfer:**
  - Measured success in knowledge sharing and transfer among program participants through the fellowship programs.
3. **Research and Innovation:**
  - Promotion of research and innovation through academic partnerships.

## **Output Indicators:**

1. **Fellowship Program Development:**
  - Development of university fellowship programs with defined criteria and processes.
2. **Partnership Establishment:**
  - Establishment of partnerships between educational institutions for fellowship opportunities.
3. **Fellowship Program Launch:**
  - Successful launch of the university fellowship programs.
4. **Monitoring Mechanisms:**
  - Implementation of monitoring mechanisms to track fellowship progress and impact.

## **3. Organizing diaspora-focused events, forums and/or conferences:**

The Working Group will organize annual events, forums and/or conferences to facilitate discussions on cultural, economic, political, and social topics relevant to diaspora members. These gatherings will foster professional networking, knowledge sharing, and cultural exchange between diaspora and local stakeholders. An example can include the launch of an annual “Diaspora Day” or “Diaspora Week”; a time to celebrate diaspora achievements and accomplishments in their countries of residence.

### **Benefits:**

1. Cultural Exchange: Facilitated cultural exchange between diaspora and local stakeholders.
2. Knowledge Sharing: Opportunities for knowledge sharing and professional networking between diaspora members and professionals in Suriname.
3. Celebration of Achievements: Recognition and celebration of diaspora achievements.

### **Milestones:**

1. **Event Planning:**
  - Plan and organize annual events, forums, and conferences with relevant actors, including diaspora organizations.
2. **Event Launch:**
  - Launch events in countries with large diaspora populations and in Suriname.



## **Specific Actions/Activities:**

### **Planning Phase:**

- Define the themes and topics for each event or conference.
- Identify and invite speakers, panelists, and participants.
- Secure venues and logistical arrangements.
- Develop marketing and promotional materials.

### **Implementation Phase:**

- Organize and host the events, forums, and conferences.
- Facilitate discussions and networking opportunities.
- Document and share outcomes and insights from each event.
- Evaluate the success and impact of each event.

### **Dependencies:**

1. **Event Planning (Activity Dependency):**
  - Effective planning and organization of events are essential for their success.

### **Outcome Indicators:**

1. **Cultural Exchange:**
  - Measured success in fostering cultural exchange between diaspora and local stakeholders.
2. **Knowledge Sharing:**
  - Opportunities for knowledge sharing and professional networking are established.
3. **Celebration of Achievements:**
  - Recognition and celebration of diaspora achievements.

### **Output Indicators:**

1. **Event Planning and Organization:**
  - Successful planning and organization of annual events, forums, and conferences, with input from relevant stakeholders.
2. **Documentation of Outcomes:**
  - Documentation and sharing of outcomes and insights from each event.
3. **Evaluation of Event Impact:**
  - Evaluation of the success and impact of each event.

## 4. Supporting the establishment of professional networks:

The Working Group will support the establishment of professional networks by identifying and utilizing platforms that facilitate meaningful interactions and collaborations between diaspora professionals and their counterparts in Suriname (e.g., those in science, technology, engineering and mathematics). These platforms could include online forums, conferences, workshops, and specialized events that bring together individuals from similar fields of expertise (*see program 3 on diaspora events, forums, and/or conferences*).

Under the leadership of DI, diaspora members can share their skills and mentor local professionals, while local professionals can share valuable insights on market opportunities in Suriname.

Additionally, partnerships with existing diaspora associations, industry organizations, and academic institutions can help create opportunities where these professional networks can convene, grow and build capacity to operate transnationally.

### **Benefits:**

1. **Knowledge Transfer:** Facilitated knowledge transfer and collaboration between diaspora professionals and local counterparts.
2. **Economic Opportunities:** Enhanced understanding of market opportunities in Suriname.
3. **Capacity Building:** Building capacity for transnational professional networks.
4. **Network Expansion:** Increased connections that can lead to business partnerships, collaboration on projects, and opportunities for professional growth, both locally and internationally.

### **Milestones:**

1. **Platform Creation:**
  - Identify platforms (e.g., social media groups, networking opportunities at online events and in-person events) for meaningful interactions and collaborations between diaspora professionals and their Surinamese counterparts.
2. **Skills Sharing and Mentorship:**
  - Design and launch skill sharing and mentorship opportunities between diaspora members and local professionals.
3. **Partnership Building:**
  - Establish partnerships with existing diaspora associations, industry organizations, and academic institutions to support professional networks.

## **Specific Actions/Activities:**

### **Platform Creation:**

- Identify industries and/or fields of priority.
- Develop online forums, conferences, workshops, and specialized events to bring together professionals from similar fields.
- Ensure user-friendly and accessible platforms for interactions.
- Promote and market these platforms to attract participants.

### **Partnership Building:**

- Identify and establish partnerships with existing diaspora associations, industry organizations, and academic institutions.
- Collaborate with partners to organize joint events and activities.
- Leverage partner networks to promote the growth and sustainability of professional networks.

### **Skills Sharing and Mentorship:**

- Organize mentorship programs where diaspora professionals mentor their counterparts in Suriname.
- Create opportunities for local professionals to share insights on market opportunities in Suriname.
- Provide training and guidance on effective mentorship and knowledge-sharing practices.

## **Dependencies:**

1. **Platform Creation (Activity Dependency):**
  - Effective creation and management of online forums and events are essential for facilitating interactions.
2. **Skills Sharing and Mentorship (Activity Dependency):**
  - Successful implementation of mentorship programs and skills sharing activities.
3. **Partnership Building (Activity Dependency):**
  - Establishment of partnerships with diaspora associations, industry organizations, and academic institutions to support network growth.

## **Outcome Indicators:**

1. **Knowledge Transfer:**
  - Measured success in facilitating knowledge transfer and collaboration between diaspora professionals and local counterparts.
2. **Economic Opportunities:**
  - Enhanced understanding of market opportunities in Suriname among diaspora members.

### 3. **Capacity Building:**

- Enhanced capacity for transnational professional networks between Suriname-based stakeholders and diaspora members.

#### **Output Indicators:**

##### 1. **Platform Creation and Management:**

- Successful creation and management of online platforms for interactions.

##### 2. **Partnership Establishment:**

- Establishment of partnerships with diaspora associations, industry organizations, and academic institutions.

##### 3. **Skills Sharing and Mentorship Programs:**

- Implementation of mentorship programs and skills sharing activities.

## **2. REMITTANCES AND INVESTMENTS**

### 5. Establishing entrepreneurship assistance for young professionals and returnees:

The Working Group will offer entrepreneurship support programs to encourage young diaspora professionals and returnees to establish businesses in Suriname. These programs will foster economic growth and job creation.

This process will be initiated by identifying the needs, skills, and aspirations of young diasporas and returnees through surveys and consultations. The program's design can subsequently incorporate targeted capacity-building services like training, mentorship, and access to resources. Collaboration with diaspora and local industry experts and business associations can enhance program credibility.

#### **Benefits:**

1. **Economic and Financial Growth:** Encouraging new businesses that contribute to the country's economic growth as well as the financial stability of entrepreneur diaspora members and returnees.
2. **Job Creation:** Promoting job creation and business-to-business networking through entrepreneurship opportunities.
3. **Skills Transfer:** Facilitating skills transfer and knowledge exchange for both local residents and entrepreneur diaspora members and returnees.

## **Milestones:**

### **1. Needs Assessment:**

- Identify the needs, skills, and aspirations of young diaspora professionals and returnees through surveys and consultations. These same data collection mechanisms can be used to identify interested piloting participants.
- Promote and market data collection mechanisms, to support labour needs analysis and key business opportunities (e.g., product exports), through networks and online communication campaigns.
- Identify both diaspora and local industries and subject matter experts who will participate as mentors/presenters in the program.

### **2. Program Design:**

- Design two entrepreneurship support programs based on the identified needs of young diaspora professionals and returnees, in priority sectors. The design of the programs should include a step-by-step program outline for the piloting participants.

### **3. Capacity-Building Services:**

- Provide training, mentorship, and access to local resources and networks for program participants. This process will include ongoing monitoring to identify any challenges or shortcomings of the program.

### **4. Collaboration and Partnership:**

- Collaborate with industry experts and business associations to enhance program credibility and enlist new industries and business on a year-by-year basis.

## **Specific Actions/Activities:**

### **Needs Assessment:**

- Conduct surveys and consultations to gather information on the needs and aspirations of young diaspora professionals and returnees.
- Analyze the collected data to identify key areas of interest and potential business ventures.

### **Program Design:**

- Develop entrepreneurship support programs tailored to the identified needs and aspirations.
- Define program objectives, content, and expected outcomes.
- Create a clear program structure, including timelines and milestones.

### **Capacity-Building Services:**

- Offer training programs covering various aspects of entrepreneurship, including business planning, financial management, and marketing.
- Facilitate mentorship programs that connect young professionals and returnees with experienced entrepreneurs.
- Provide access to resources such as funding opportunities and business incubators.

## **Collaboration and Partnership:**

- Establish partnerships with industry experts who can offer insights and guidance.
- Collaborate with business associations to leverage their networks and expertise.
- Organize events to promote networking for young diaspora professionals and returnees.

## **Dependencies:**

### **1. Needs Assessment:**

- The design of effective entrepreneurship support programs depends on the accurate identification of needs and aspirations.

### **2. Program Design:**

- Successful program design will rely on the key insights gathered from the needs assessment.

### **3. Collaboration and Partnership:**

- Collaboration with local and diaspora industry experts and business associations is essential for program credibility and effectiveness.

## **Outcome Indicators:**

### **1. Business Startups:**

- The number of new businesses and partnerships established by young diaspora professionals and/or returnees.

### **2. Skills Transfer:**

- Evidence of skills transfer and knowledge exchange between program participants and industry experts.
- The number of participants who indicate that their participation in the program has helped them address barriers and challenges to entrepreneurship.

### **3. Diaspora Engagement:**

- Increased sense of engagement and participation of young diaspora professionals and returnees in Suriname's entrepreneurship ecosystem.

## **Output Indicators:**

### **1. Needs Assessment Report:**

- Compilation and analysis of data from surveys and consultations.

### **2. Entrepreneurship Support Programs:**

- Development and implementation of tailored entrepreneurship support programs.

### **3. Capacity-Building Services:**

- Delivery of training, mentorship, and resource access services.

### **4. Collaboration Agreements:**

- Establishment of collaboration agreements with diaspora and local industry experts and business associations.

## 6. Strengthening the regulatory environment and mechanisms for protecting investments:

The Working Group will initiate a comprehensive research review of existing investment laws and regulations to identify gaps and areas for improvement. Relevant stakeholders, including legal experts, industry representatives, and IOs, will be consulted to ensure alignment with international best practices. Based on this feedback, legislative reforms or a diaspora investment strategy will be drafted to enhance investor protection and simplify procedures.

### **Benefits:**

1. **Investor Confidence:** Improved regulatory environment attracts more investments.
2. **Economic Growth:** Enhanced investor protection leads to increased economic activity.
3. **Legal Clarity:** Clearer investment laws and procedures benefit both investors and the government.
4. **International Alignment:** Alignment with international best practices fosters trust in Suriname's investment climate.

### **Milestones:**

1. **Comprehensive Review:**
  - Conduct a comprehensive research review of existing investment laws and regulations to identify major barriers and challenges for diaspora direct investment. This will be done with active input from the Policy and Legislation Working Group.
2. **Stakeholder Consultation:**
  - Consult relevant stakeholders, including legal experts, industry representatives, and IOs to develop a step-by-step reform process and/or diaspora investment strategy.
3. **Legislative Reforms:**
  - Draft legislative reforms and/or the strategy based on feedback and research findings. If reforms or a wider set of actions are needed to improve diaspora investment, a multi-year diaspora investment strategy will be developed.
4. **Implementation and Monitoring:**
  - Implement the reforms and implement actions under the strategy with ongoing monitoring and improvement.

### **Specific Actions/Activities:**

#### **Comprehensive Review:**

- Analyze existing investment laws and regulations to identify gaps and areas for improvement, such as capacities for online banking and opening accounts in foreign currencies.
- Conduct comparative studies of investment laws in countries with successful investment climates.

### **Stakeholder Consultation:**

- Organize consultations with legal experts and relevant governmental representatives to gain insights into international best practices.
- Engage with diaspora and industry representatives to understand the needs and concerns of investors.
- Collaborate with international organizations and in coordination with the Policy and Legislation Working Group to ensure alignment with the national context and global standards.

### **Legislative Reforms:**

- Draft amendments to investment laws and regulations to enhance investor protection.
- Simplify investment procedures to make Suriname more attractive to investors.
- Develop a diaspora investment strategy to attract diaspora investments.
- Conduct legal reviews and impact assessments of proposed reforms and/or strategy.

### **Implementation and Monitoring:**

- Establish mechanisms for implementing and monitoring the new investment regulations.
- Continuously evaluate the effectiveness of the reforms and adjust as needed.
- Implement actions proposed under the diaspora investment strategy.

### **Dependencies:**

1. **Stakeholder Consultation:**
  - The drafting of legislative reforms and/or diaspora investment strategy relies on feedback and input from legal experts, industry representatives, and international organizations.
2. **Legislative Reforms and Actions:**
  - The implementation of legislative reforms and/or actions under the strategy is contingent on their successful approval of relevant ministries.

### **Outcome Indicators:**

1. **Increased Investments:**
  - An increase in foreign and domestic investments in Suriname.
2. **Economic Growth:**
  - Measurable economic growth resulting from increased investments.
3. **Legal Clarity:**
  - Clarity and transparency in investment laws and procedures.
4. **International Alignment:**
  - Alignment of Suriname's investment regulations with international best practices.



## **Output Indicators:**

1. **Research Review Report:**
  - A comprehensive report detailing the review of existing investment laws and regulations.
2. **Stakeholder Consultation Records:**
  - Records of consultations with legal experts, industry representatives, and international organizations.
3. **Drafted Legislative Reforms and/or Strategy:**
  - The development of proposed legislative reforms and/or diaspora investment strategy.
4. **Implementation Mechanisms:**
  - Establishment of mechanisms for implementing and monitoring.

## **7. Designing a diaspora bond/investment mechanisms:**

The Republic of Suriname will use existing research on local needs and challenges, as well as best practices, to design a diaspora bond/investment mechanism to attract investments from the diaspora community. This initiative has the potential to infuse capital, enhance infrastructure, diversify the economy, and contribute to foreign exchange reserves.

Launching the diaspora bond/investment mechanism will require a comprehensive assessment of the diaspora community's financial capabilities and preferences, as well as the financial regulatory environment in Suriname (*see program 6. strengthening the regulatory environment and mechanisms for protecting investments*). Thorough market research will inform the bond's features and terms, in alignment with investor interests.

### **Benefits:**

1. **Capital Infusion:** Attract investments from the diaspora community.
2. **Infrastructure Development:** Enhance infrastructure and diversify the economy.
3. **Economic Growth:** Contribute to foreign exchange reserves and overall economic growth.
4. **Financial Market Development:** Foster development in the local financial market.

### **Milestones:**

1. **Needs and Challenges Assessment:**
  - In coordination with the ministries involved, evaluate local needs and challenges to determine where diaspora investments would be most impactful.
2. **Market Research:**
  - Assess the financial capabilities, preferences, and interests of the diaspora community.

- Investigate the financial regulatory environment in Suriname in coordination with the proposed actions under program 6, *strengthening the regulatory environment and mechanisms for protecting investments*.
- 3. **Bond/Mechanism Design:**
  - Design the diaspora bond/investment mechanism, including features, terms, and investment options.
- 4. **Regulatory Alignment:**
  - Ensure the bond design complies with local financial regulations.
- 5. **Investor Engagement:**
  - Engage with the diaspora community to promote the bond and gather investor interest.
- 6. **Launch and Monitoring:**
  - Promote the launch of the diaspora bond/investment mechanism widely and establish mechanisms for monitoring its performance.

**Specific Actions/Activities:**

**Needs and Challenges Assessment:**

- Conduct assessments to identify key areas where diaspora investments can make a significant impact.
- Collaborate with national experts to evaluate infrastructure needs and economic development priorities.

**Market Research:**

- Survey the diaspora community to understand their financial capabilities and investment preferences.
- Analyze the local financial regulatory framework to identify any necessary adjustments.

**Bond Design:**

- Design the diaspora bond/investment mechanism, including determining its duration, interest rates, and redemption options.
- Develop marketing materials to promote the bond to potential investors.

**Regulatory Alignment:**

- Collaborate with regulatory bodies to ensure that the diaspora bond/investment mechanism design aligns with local financial regulations.
- Seek necessary approvals for the bond issuance.

### **Investor Engagement:**

- Launch promotional campaigns to engage with the diaspora community.
- Organize informational sessions and webinars to educate potential investors about the bond.

### **Launch and Monitoring:**

- Launch the diaspora bond/investment mechanism to the market.
- Establish mechanisms for monitoring bond performance and investor engagement.
- Regularly assess the impact of diaspora investments on Suriname's development.

### **Dependencies:**

#### **1. Market Research:**

- The design of the diaspora bond/investment mechanism depends on the results of market research regarding the diaspora community's financial capabilities and preferences.

#### **2. Regulatory Alignment:**

- Ensuring compliance with local financial regulations is essential for launching the diaspora bond/investment mechanism.

### **Outcome Indicators:**

#### **1. Capital Infusion:**

- Long-term economic impact based on the amount of capital raised through the diaspora bond/investment mechanism.

#### **2. Infrastructure Development:**

- Progress in enhancing infrastructure and diversifying the economy with diaspora investments.

### **Output Indicators:**

#### **1. Assessment Reports:**

- Reports detailing the needs and challenges assessments in key areas.

#### **2. Market Research Findings:**

- Results of surveys and analyses on the diaspora community's financial capabilities and preferences.

#### **3. Diaspora Bond/Investment Mechanism Design:**

- Complete design of the diaspora bond/investment mechanism, including its features and terms.

#### **4. Investor Engagement Activities:**

- Records of promotional campaigns, informational sessions, and webinars to engage with potential investors.

**5. Regulatory Approvals:**

- Necessary approvals and compliance records for the diaspora bond/investment mechanism issuance.

**6. Monitoring Mechanisms:**

- Establishment of mechanisms for monitoring bond performance and impact assessment.

## 8. Exploring tax incentives:

The Working Group will explore potential tax incentives, including tax exemptions for returnees and tax deductions for diaspora businesses, in alignment to insights gained through programs 5 and 6.

These incentives will be aligned with the best interests of both Surinamese residents and diaspora members. These incentives will stimulate economic activities, encouraging local investment.

The Working Group can begin by crafting a clear policy framework that outlines the specific tax benefits and eligibility criteria for targeted beneficiaries. The policy framework will only include incentives that demonstrate benefits to residents as well as diaspora members. Legal and regulatory adjustments will be made to integrate these incentives into existing tax laws.

**Benefits:**

1. Economic Stimulus: Encourage economic activities and local investments.
2. Diaspora Engagement: Attract returnees and diaspora businesses through tax incentives.
3. Policy Alignment: Ensure tax incentives align with the best interests of Surinamese residents and diaspora members.
4. Regulatory Integration: Incorporate tax incentives into existing tax laws through legal and regulatory adjustments.

**Milestones:**

**1. Policy Framework Development:**

- Craft a clear policy framework outlining specific tax benefits and eligibility criteria based on insights gathered from the needs assessments carried out under program 5 and 6.

**2. Benefit Assessment:**

- Evaluate the benefits of proposed tax incentives for both Surinamese residents and diaspora members.

**3. Legal and Regulatory Adjustments:**

- Make necessary legal and regulatory adjustments to integrate tax incentives into existing tax laws.

#### 4. **Communication and Promotion:**

- Communicate and promote the tax incentives to target beneficiaries, including returnees and diaspora businesses.

#### **Specific Actions/Activities:**

##### **Policy Framework Development:**

- Collaborate with experts to develop a comprehensive policy framework for tax incentives, this will include insights gathered from program 5 and 6 as well as those from the Policy and Legislation Working Group.
- Define the eligibility criteria and types of tax incentives to be offered.

##### **Benefit Assessment:**

- Conduct economic impact assessments to determine the potential benefits of tax incentives.
- Evaluate how tax incentives can stimulate economic activities and attract returnees and diaspora businesses.

##### **Legal and Regulatory Adjustments:**

- Work with legal experts to draft necessary amendments to existing tax laws and regulations.
- Ensure the integration of tax incentives into the legal and regulatory framework.

##### **Communication and Promotion:**

- Develop marketing and communication materials to promote tax incentives.
- Launch awareness campaigns to inform target beneficiaries about the tax incentives and how to access them.

##### **Dependencies:**

###### 1. **Benefit Assessment:**

- The development of tax incentives depends on the assessment of their potential benefits for both Surinamese residents and diaspora members.

###### 2. **Legal and Regulatory Adjustments:**

- Integrating tax incentives into existing tax laws and regulations requires legal and regulatory adjustments.

### **Outcome Indicators:**

1. **Economic Stimulus:**
  - Extent of measured tax incentives that stimulate economic activities and local investments.
2. **Diaspora Engagement:**
  - Positive assessment of tax incentives on attracting returnees and diaspora businesses.
3. **Regulatory Integration:**
  - Assessment of integration of tax incentives into existing tax laws through legal and regulatory adjustments.

### **Output Indicators:**

1. **Policy Framework:**
  - Development of a comprehensive policy framework for tax incentives.
2. **Benefit Assessment Reports:**
  - Reports detailing the economic impact assessments and benefits of tax incentives.
3. **Legal and Regulatory Amendments:**
  - Drafted amendments to existing tax laws and regulations to integrate tax incentives.
4. **Communication Materials:**
  - Marketing and communication materials developed for promoting tax incentives.
5. **Awareness Campaigns:**
  - Records of awareness campaigns launched to inform target beneficiaries about tax incentives.

## **9. Reducing barriers to remittance transfers and promoting remittances:**

The Working Group will consult with diaspora members to better understand ongoing interests and challenges associated with remittance transfers to Suriname. Based on this research, the Working Group will collaborate with the Central Bank and key financial institutions to enhance transfer efficiency and reduce costs.

The Working Group will also explore potential partnerships with international money transfer operators (IMTOs) to research competitive exchange rates and transfer fees to incentivize remittance flows through formal channels.

**Benefits:**

1. **Increased Remittances:** Encourage more remittances through formal channels.
2. **Cost Reduction:** Reduce the costs associated with remittance transfers for diaspora members.
3. **Economic Impact:** Boost the economic impact of remittances on Suriname.

**Milestones:**

1. **Diaspora Consultation:**
  - Consult with diaspora members to understand their interests and challenges related to remittance transfers.
2. **Collaboration with Central Bank and Financial Institutions:**
  - Partner with the Central Bank and key financial institutions to enhance transfer efficiency and reduce costs.
3. **Partnership with IMTOs:**
  - Explore potential partnerships with international money transfer operators (IMTOs) to research competitive exchange rates and transfer fees.

**Specific Actions/Activities:****Diaspora Consultation:**

- Conduct surveys and interviews with diaspora members to gather insights into their remittance behaviors and challenges. This will be done in collaboration with the Communication and Diaspora Profiles Working Group.
- Analyze the feedback and identify key issues that need to be addressed.

**Collaboration with Central Bank and Financial Institutions:**

- Establish working groups or committees comprising representatives from the government, Central Bank, and financial institutions.
- Identify areas where transfer efficiency can be improved, such as reducing transaction fees and processing times.
- Implement measures to enhance the efficiency of remittance transfers.

**Partnership with IMTOs:**

- Conduct negotiations and discussions with IMTOs to explore possibilities for partnership.
- Research competitive exchange rates, transfer fees, and other incentives that can attract diaspora members to use formal channels for remittances.
- Collaborate with IMTOs to implement initiatives aimed at promoting formal remittance channels.

### **Dependencies:**

1. **Diaspora Consultation:**
  - The success of this program depends on the insights and feedback gathered from diaspora members through consultations.
2. **Collaboration with Central Bank and Financial Institutions:**
  - Effective collaboration with the Central Bank and financial institutions is essential to implement measures for enhancing transfer efficiency.
3. **Partnership with IMTOs:**
  - The establishment of partnerships with IMTOs and the research on competitive rates and fees depend on successful negotiations and discussions.

### **Outcome Indicators:**

1. **Increased Remittances:**
  - Measure the increase in remittances flowing through formal channels.
2. **Cost Reduction:**
  - Assess the reduction in costs associated with remittance transfers.
3. **Economic Impact:**
  - Evaluate the economic impact of increased remittances on Suriname's economy.
4. **Financial Inclusion:**
  - Monitor the level of financial inclusion of various groups of diaspora members.

### **Output Indicators:**

1. **Diaspora Feedback Reports:**
  - Reports summarizing the feedback and insights gathered from diaspora consultations.
2. **Efficiency Enhancement Measures:**
  - Implementation of measures to enhance transfer efficiency in collaboration with the Central Bank and financial institutions.
3. **Partnership Agreements:**
  - Agreements and partnerships established with IMTOs for promoting formal remittance channels.

## **10. Creating opportunities for diasporas to support tourism-focused initiatives:**

The Working Group will initiate tourism programs that provide opportunities for diasporas and their networks to contribute to Suriname's tourism sector. Governmental institutions will collaborate with tourism agencies and diaspora organizations to design targeted campaigns on business tourism and heritage tourism. These campaigns will highlight investment opportunities, cultural heritage, and local attractions.



**Benefits:**

1. **Tourism Growth:** Attract more tourists to Suriname through targeted campaigns.
2. **Economic Development:** Boost the tourism sector and create economic opportunities.
3. **Cultural Preservation:** Promote and preserve Suriname's cultural heritage.

**Milestones:**

1. **Collaboration with Tourism Agencies and Diaspora Organizations:**
  - Partner with tourism agencies and diaspora organizations to design and implement targeted campaigns.
2. **Campaign Design and Promotion:**
  - Develop and promote campaigns focused on business tourism and heritage tourism.
3. **Attraction Highlight:**
  - Highlight local attractions, cultural heritage, and investment opportunities.
4. **Engagement Platforms:**
  - Create platforms for diaspora members to engage with and support tourism initiatives, and to promote these initiatives with their networks.

**Specific Actions/Activities:****Collaboration with Tourism Agencies and Diaspora Organizations:**

- Establish collaborative partnerships with tourism agencies and diaspora organizations to leverage their expertise and networks.
- Formulate a joint strategy for tourism-focused initiatives that involve diaspora participation.

**Campaign Design and Promotion:**

- Design and launch targeted campaigns that emphasize business tourism (conferences, conventions, etc.) and heritage tourism (cultural festivals, historical sites, etc.).
- Promote these campaigns through various channels, including social media, websites, and diaspora networks.

**Attraction Highlight:**

- Identify and promote local attractions that align with the campaign themes.
- Provide information on investment opportunities related to tourism initiatives.

**Engagement Platforms:**

- Develop online platforms or networks where diaspora members can actively engage in discussions, share ideas, and contribute to tourism-focused initiatives.
- Organize events or webinars that facilitate direct interactions between diaspora members and tourism stakeholders.

## **Dependencies:**

1. **Collaboration with Tourism Agencies and Diaspora Organizations:**
  - Successful collaboration and partnership establishment are crucial for the effective implementation of this program.
2. **Campaign Design and Promotion:**
  - The success of the program relies on the design and promotion of engaging tourism campaigns.
3. **Attraction Highlight:**
  - Identifying and promoting local attractions and investment opportunities is essential for attracting diaspora support.
4. **Engagement Platforms:**
  - Developing online platforms and organizing events depend on effective planning and resources.

## **Outcome Indicators:**

1. **Increased Tourist Arrivals:**
  - Measure the increase in tourist arrivals resulting from tourism-focused campaigns.
2. **Economic Impact:**
  - Assess the economic impact of enhanced tourism activities.
3. **Diaspora Contributions:**
  - Monitor the contributions and engagement of diaspora members in supporting tourism initiatives.

## **Output Indicators:**

1. **Partnership Agreements:**
  - Agreements and partnerships established with tourism agencies and diaspora organizations.
2. **Campaign Materials:**
  - Development and dissemination of campaign materials and promotional content.
3. **Attraction Information:**
  - Compilation and distribution of information about local attractions and investment opportunities.

## 3. POLICY AND LEGISLATION DEVELOPMENT

### 11. Assessment of institutional frameworks, services and processes:

Assessing institutional frameworks involves a comprehensive evaluation of existing structures for diaspora engagement. The Working Group will collaborate with relevant ministries and agencies to identify strengths, weaknesses, and opportunities for improvement. This assessment involves gathering input from diaspora communities, civil society, and IOs. Based on the findings, a roadmap will be developed to enhance coordination, allocate resources efficiently, and ensure policy coherence across different governmental ministries and departments.

#### **Benefits:**

1. **Enhanced Policy Framework:** Informed decision-making and policy improvements for effective diaspora engagement, benefiting both diaspora members and Suriname's development.
2. **Efficient Resource Allocation:** Optimized allocation of resources for diaspora-related initiatives.
3. **Coordinated Governance:** Enhanced coordination and coherence across government ministries and departments.

#### **Milestones:**

1. **Stakeholder Engagement and Collaboration:**
  - Establish a task force comprising representatives from relevant ministries, agencies, and civil society organizations.
  - Collaborate with IOs to gather best practices and insights in diaspora engagement.
2. **Framework and Process Analysis:**
  - Conduct a comprehensive analysis of existing institutional frameworks, services, and processes related to diaspora engagement.
  - Identify strengths, weaknesses, gaps, and opportunities for improvement.
3. **Diaspora and Community Input:**
  - Gather input from diaspora communities and civil society organizations through surveys, focus groups, and consultations.
  - Analyze the feedback to understand diaspora needs and concerns.
4. **Roadmap Development:**
  - Develop a roadmap based on findings and input.
  - Define clear objectives, strategies, and timelines for enhancing institutional frameworks and services.
  - Ensure policy coherence across different government ministries and departments.

## **5. Implementation Planning:**

- Identify the necessary resources, including funding and personnel, to execute the roadmap.
- Establish monitoring and evaluation mechanisms to track progress toward policy objectives and their impact.

### **Specific Actions/Activities:**

#### **Planning Phase:**

- Form a task force with representatives from relevant ministries, agencies, and civil society organizations.
- Collaborate with IOs to gather international best practices and insights.
- Design the analysis of existing institutional frameworks, services, and processes.

#### **Implementation Phase:**

- Complete the analysis of existing institutional frameworks, services, and processes.
- Gather input from diaspora communities and civil society organizations.
- Develop a roadmap for enhancing coordination, resource allocation, and policy coherence.
- Plan for the implementation of the roadmap, including resource identification and monitoring mechanisms.

### **Dependencies:**

#### **1. Stakeholder Engagement (Activity Dependency):**

- Collaboration with relevant ministries, agencies, and civil society organizations is essential to form an inclusive task force and gather input.

#### **2. International Collaboration (Activity Dependency):**

- Collaboration with IOs is necessary to gather international best practices and insights on diaspora engagement.

#### **3. Diaspora and Community Input (Activity Dependency):**

- Successful gathering and analysis of diaspora and community input depend on effective outreach and communication.

#### **4. Roadmap Development (Activity Dependency):**

- The roadmap development is dependent on the completion of framework analysis and input gathering.

#### **5. Implementation Planning (Activity Dependency):**

- Effective planning for the implementation of the roadmap depends on the finalization of the roadmap itself.

### **Outcome Indicators:**

1. **Enhanced Policy Framework:**
  - Identified areas for policy improvements demonstrate the success of the assessment.
2. **Efficient Resource Allocation:**
  - Optimized resource allocation for diaspora-related initiatives indicates successful planning.
3. **Coordinated Governance:**
  - Enhanced coordination and coherence across government ministries and departments.

### **Output Indicators:**

1. **Task Force Formation:**
  - Successful establishment of a task force with representatives from relevant entities.
2. **International Collaboration Reports:**
  - Report(s) on international best practices and insights gathered through collaboration with IOs.
3. **Analysis Reports:**
  - Report(s) on the analysis of existing institutional frameworks, services, and processes.
4. **Diaspora Input Report:**
  - Report summarizing diaspora and community input gathered during consultations.
5. **Roadmap Document:**
  - Finalized roadmap document for enhancing institutional frameworks and services.
6. **Implementation Plan:**
  - Detailed plan for implementing the roadmap, including resource identification and monitoring mechanisms.

## **12. Addressing issues related to entry and exit regulations:**

The Working Group will explore accessible communication approaches to educate diaspora on immigration policies, specifying entry requirements, visa categories, and permissible stay durations. Streamlined processes for extensions or renewals will also be explored to facilitate legal stays while deterring irregular migration, in partnership with embassies and consulate offices.

## **Benefits:**

1. **Enhanced Immigration Policies:** Improved and clear immigration policies for diaspora members.
2. **Legal Stays:** Facilitation of legal stays while discouraging irregular migration.
3. **Effective Communication:** Diaspora members well-informed about entry and exit regulations.

## **Milestones:**

1. **Communication Strategy Development:**
  - Establish a task force to develop a comprehensive communication strategy.
  - Define key messages and communication approaches.
2. **Policy Review and Adjustment:**
  - Review existing immigration policies and identify areas for improvement.
  - Adjust policies to specify entry requirements, visa categories, and permissible stay durations.
3. **Information Dissemination:**
  - Develop accessible and user-friendly information materials.
  - Implement information campaigns targeting diaspora communities.
  - Collaborate with embassies and consulate offices for effective outreach.
4. **Streamlined Processes Exploration:**
  - Examine existing immigration processes for extensions and renewals.
  - Explore options for streamlining these processes.
5. **Feedback Mechanisms:**
  - Establish feedback mechanisms to collect input from diaspora members on their experiences and challenges.

## **Specific Actions/Activities:**

### **Planning Phase:**

- Form a task force to develop a communication strategy.
- Review existing immigration policies and identify areas for adjustment.
- Collaborate with embassies and consulate offices to gather input and implement communications.

### **Implementation Phase:**

- Finalize the communication strategy.
- Adjust immigration policies, as needed, based on the review.
- Develop comprehensive information materials.
- Implement information campaigns.
- Establish feedback mechanisms.

## **Dependencies:**

1. **Communication Strategy Development (Activity Dependency):**
  - Successful development of a communication strategy is essential for effective information dissemination.
2. **Policy Review and Adjustment (Activity Dependency):**
  - Policy review and adjustment are necessary before specifying entry requirements, visa categories, and permissible stay durations.
3. **Information Dissemination (Activity Dependency):**
  - Effective information campaigns depend on the availability of comprehensive information materials.
4. **Collaboration with Embassies and Consulate Offices (Activity Dependency):**
  - Collaboration with these entities is essential for effective outreach and communication.
5. **Streamlined Processes Exploration (Activity Dependency):**
  - Streamlined processes exploration depends on the availability of clear policy adjustments.

## **Outcome Indicators:**

1. **Enhanced Immigration Policies:**
  - Improved and clear immigration policies allow for streamlined processes.
2. **Legal Stays:**
  - Facilitation of legal stays and deterrence of irregular migration among diaspora members (with particular focus of overstays) demonstrate program success.
3. **Effective Communication:**
  - Diaspora members are well-informed about entry and exit regulations.

## **Output Indicators:**

1. **Communication Strategy Document:**
  - Finalized communication strategy document.
2. **Adjusted Immigration Policies:**
  - Policy adjustments specifying entry requirements, visa categories, and permissible stay durations.
3. **Information Materials:**
  - Comprehensive information materials developed for dissemination.
4. **Information Campaign Reports:**
  - Reports on the implementation of information campaigns.
5. **Streamlined Processes Exploration Report:**
  - Report on the exploration of streamlined immigration processes.
6. **Feedback Mechanism Establishment:**
  - Established mechanisms for collecting diaspora input and feedback.

## 13. Assessing the feasibility of a dual citizenship framework:

A pressing priority is the implementation of dual citizenship. Many diaspora members desire the ability to hold citizenship alongside their existing nationality, rather than just obtaining a passport. Over a span of 5 years, the Republic of Suriname will assess the prospects of establishing a dual citizenship framework.

If applicable, the Working Group will consult legal experts, relevant ministries, and international legal standards to draft dual citizenship legislation. Application procedures will be considered when designing the legislation, including necessary documentation and conditions for eligibility. Through this legislation, dual citizens will be granted rights and obligations, fostering a stronger sense of belonging and encouraging ongoing engagement with Suriname, while maintaining ties abroad.

### **Benefits:**

1. **Economic Growth:** Increased investments and business ventures by diaspora members.
2. **Knowledge Transfer:** Return of skilled professionals contributing to local development.
3. **Cultural Enrichment:** Strengthened ties and understanding between diaspora and homeland.
4. **Enhanced Engagement:** Enhanced engagement opportunities will be available to the diaspora.
5. **Identity preservation:** Diaspora members will be able to attain citizenship and pass on citizenship to their descendants as outlined in the framework.
1. **Economic Opportunities:** Diaspora will have improved access to business and investment prospects.

### **Milestones:**

1. **Policy Formulation and Legal Amendments:**
  - Engage legal experts and diaspora representatives to inform the policy and legislative review and amendments.
  - Draft comprehensive dual citizenship legislation.
2. **Government Approval and Legislation:**
  - Seek government and parliamentary approval.
  - Enact the dual citizenship law.
3. **Awareness and Communication:**
  - Develop public awareness campaigns.
  - Collaborate with embassies for effective outreach.
4. **Application Process Design:**
  - Establish clear application guidelines and requirements.
  - Design an efficient online application system.
5. **Infrastructure Setup:**
  - Build online platforms for application submission.
  - Train government personnel on processing dual citizenship applications.



## **Specific Actions/Activities:**

### **Planning Phase:**

- Engage legal experts for policy drafting.
- Establish a task force with diaspora representatives.
- Present dual citizenship proposal to relevant government bodies.
- Develop a communication strategy to promote dual citizenship among diaspora.

### **Implementation Phase:**

- Launch public awareness campaigns.
- Collaborate with embassies to disseminate information.
- Design a user-friendly online application system.
- Conduct training workshops for government personnel.
- Launch the dual citizenship application process.
- Monitor the implementation and effectiveness.

### **Dependencies:**

1. **Expert Consultation (Activity Dependency):**
  - Availability of legal experts for legislative review and policy/legislation drafting.
2. **Government Approval (Activity Dependency):**
  - Approval from relevant governmental bodies.
3. **Communication Collaboration (Activity Dependency):**
  - Effective coordination with embassies and consulates.
4. **Resource Allocation (Activity Dependency):**
  - Adequate resources for online platform development and training.

### **Outcome Indicators:**

1. **Policy Adoption:**
  - Approval and enactment of dual citizenship legislation.
2. **Application Rate:**
  - Target number of dual citizenship applications received and approved.
3. **Processing Time:**
  - Timely processing period for applications.

### **Output Indicators:**

1. **Dual Citizenship Legislation:**
  - Dual citizenship legislation is drafted.
2. **Communication Strategy:**
  - Communication strategy for promotion of dual citizenship is complete.
3. **Public Awareness Campaigns:**
  - Public awareness campaigns are complete.

4. **Online Application System:**
  - User-friendly online citizenship application system is designed.
5. **Training Workshops:**
  - Government personnel are trained on application processes.
6. **Infrastructure Setup:**
  - User-friendly online citizenship application system is launched.

## 14. Organizing training and awareness-raising activities for government representatives:

The Working Group will organize trainings and awareness sessions for government representatives on diaspora engagement. This effort will ensure that government officials are equipped with the knowledge and skills necessary to effectively engage with the diaspora and implement the policy's initiatives.

The Working Group will partner with academic institutions, experts, and IOs to develop training materials. Workshops and seminars will be organized to educate government officials about the benefits of diaspora engagement, best practices, legal frameworks, and effective communication strategies.

### **Benefits:**

1. **Informed Government Stakeholders:** Government officials equipped with the knowledge and skills for effective diaspora engagement.
2. **Improved Communication:** Enhanced communication strategies for engaging with the diaspora.
3. **Enhanced Implementation of Diaspora Engagement Initiatives:** Diaspora members will benefit from programs that are well-designed and implemented to meet their needs.
4. **Advocacy:** Improved channels for diaspora concerns and contributions to be heard.

### **Milestones:**

1. **Training Materials Development:**
  - Partner with academic institutions, experts, and IOs to develop comprehensive training materials.
2. **Training Session Planning:**
  - Schedule and plan regular training sessions and awareness-raising activities.
  - Identify key topics for training, such as diaspora engagement strategies, legal frameworks, and effective communication.
3. **Government Personnel Participation:**
  - Select government representatives to participate in training and awareness sessions based on their roles and responsibilities.
  - Ensure representation from relevant departments and ministries.

#### **4. Training Execution:**

- Deliver workshops and seminars to educate government officials.
- Incorporate interactive exercises, case studies, and practical examples into training sessions.

#### **Specific Actions/Activities:**

##### **Planning Phases:**

- Develop and update training materials in collaboration with relevant stakeholders.
- Schedule and conduct regular training sessions and awareness-raising activities.
- Identify government personnel for participation in training and awareness sessions.
- Organize workshops and seminars with interactive components.

##### **Implementation Phase:**

- Launch the first series of training sessions on diaspora engagement strategies.
- Update and refine training materials based on feedback and evolving needs.
- Assess the impact of the program on government officials' skills and knowledge.
- Collect feedback and assess the impact of training and awareness initiatives.

##### **Dependencies:**

- 1. Training Materials Development (Activity Dependency):**
  - Collaboration with academic institutions, experts, and IOs to develop comprehensive training materials is essential to create effective training content.
- 2. Training Session Planning and Execution (Activity Dependency):**
  - Effective planning and execution of training sessions and awareness activities depend on the availability of well-developed training materials.
- 3. Government Personnel Selection (Activity Dependency):**
  - The selection of government personnel with relevant roles and responsibilities for participation is necessary to ensure that the right individuals receive training.

##### **Outcome Indicators:**

- 1. Knowledge and Skills Enhancement:**
  - Improved knowledge and skills of government representatives in diaspora engagement indicate the success of training.
- 2. Policy Implementation:**
  - Effective policy implementation by government officials can be attributed to their training and enhanced capabilities.
- 3. Effective Communication:**
  - Enhanced communication strategies for engaging with the diaspora reflect the impact of training.

#### **4. Effective Engagement:**

- Improved engagement and coordination between government representatives and diaspora communities demonstrate program success.

#### **Output Indicators:**

##### **1. Training Materials Development:**

- Training materials are developed in collaboration with identified partners.

##### **2. Training Session Execution:**

- Successful execution of training sessions and awareness activities as scheduled.

##### **3. Government Personnel Participation:**

- Selected government representatives participate in training and awareness sessions, as aligned with their roles and responsibilities.

##### **4. Feedback Collection:**

- Systematic collection of feedback from participants during and after training sessions is completed.

##### **5. Evaluation Reports:**

- Evaluation reports assessing the impact of training and awareness initiatives are produced.

## **15. Coordinating regional and international study visits:**

Study visits for government personnel supporting diaspora engagement will involve identifying priority destination countries, with particular focus on visits to countries with successful diaspora engagement models and/or those in the region. These study visits will expose government personnel to practical strategies, innovations, and common challenges and solutions. Insights gained from these experiences will inform the adoption of effective practices in Suriname's diaspora engagement efforts.

#### **Benefits:**

1. **Enhanced Policy Implementation:** Government personnel equipped with practical insights to improve diaspora engagement policies.
2. **Effective Practices Adoption:** Integration of successful diaspora engagement strategies into Suriname's efforts.
3. **Strengthened Collaboration:** Enhanced regional and international partnerships in diaspora engagement.
4. **Enhanced Implementation of Diaspora Engagement Initiatives:** Diaspora members will benefit from programs that are well-designed and implemented to meet their needs.

## **Milestones:**

### **1. Destination Selection:**

- Identify priority destination countries with successful diaspora engagement models.
- Consider the specific focus areas and challenges relevant to Suriname's context related to the designed and operationalization of diaspora engagement initiatives.

### **2. Itinerary Planning:**

- Develop detailed itineraries for study visits, including meetings, workshops, and site visits with government stakeholders in identified countries.
- Collaborate with host countries and organizations to arrange relevant and informative sessions.

### **3. Participant Selection:**

- Choose Surinamese government personnel responsible for diaspora engagement based on their roles and responsibilities.
- Ensure diverse representation across relevant departments and ministries.

### **4. Study Visit Execution:**

- Facilitate study visits, ensuring participants gain practical insights.

### **5. Insights Integration:**

- Assess the insights gained from study visits, and what areas would be most relevant and feasible for application by the Government of Suriname and relevant stakeholders.
- Develop plans for implementing effective practices in Suriname's diaspora engagement efforts.

## **Specific Actions/Activities:**

### **Planning Phase:**

- Identify priority destination countries with successful diaspora engagement models.
- Develop detailed itineraries for study visits.
- Select government personnel for participation in study visits.

### **Implementation Phase:**

- Facilitate study visits, including meetings, workshops, and site visits.
- Assess and integrate insights gained from study visits into Suriname's diaspora engagement strategies.

## **Dependencies:**

1. **Destination Selection (Activity Dependency):**
  - The choice of destination countries depends on the identification of countries with relevant diaspora engagement models.
2. **Participant Selection (Activity Dependency):**
  - The successful selection of government personnel for study visits depends on their roles and responsibilities in diaspora engagement.

## **Outcome Indicators:**

1. **Enhanced Policy Implementation:**
  - Improved policy implementation based on insights gained from study visits.
2. **Effective Practices Adoption:**
  - Integration of successful diaspora engagement strategies from host countries into Suriname's efforts.
3. **Strengthened Collaboration:**
  - Enhanced partnerships with regional and international stakeholders in diaspora engagement.

## **Output Indicators:**

1. **Destination Selection:**
  - Priority destination countries are identified for study visits.
2. **Itinerary Development:**
  - Detailed itineraries are developed for study visits.
3. **Participant Selection:**
  - Government personnel are selected for participation in study visits.
4. **Study Visit Facilitation:**
  - Successful execution of study visits, including meetings, workshops, and site visits.
5. **Insights Integration:**
  - Insights gained from study visits assessed and integrated into diaspora engagement strategies.

## **16. Building capacity for the sustainable operations of DI and DIN:**

Developing institutional capacity within DI and DIN will support their ability to implement actions under this policy and across other diaspora engagement initiatives. The Working Group will examine opportunities to increase resourcing allocated to these institutions.

**Benefits:**

1. Enhanced Financial Institutional Capacity: DI and DIN financially supported to pursue activities under the Policy.
2. Improved Infrastructure and Technology: Enhanced capabilities to leverage technology and human resources for diaspora engagement.

**Milestones:**

1. **Needs Assessment:**
  - Assess DI and DIN to identify capacity gaps.
  - Analyze specific resource (financial and human) requirements.
2. **Expert Consultation:**
  - Discuss across appropriate ministries and partners what available resources can be mobilized to improve the functioning of DI and DIN.
3. **Curriculum and Training Program Design:**
  - Collaborate with expert consultants to design training programs, curricula, and research agendas tailored to the human resource needs of DI and DIN.
4. **Training Implementation:**
  - Execute training programs, workshops, and knowledge transfer sessions for DI and DIN staff.
  - Monitor and evaluate the effectiveness of the training.
5. **Capacity Assessment:**
  - Regularly assess the capacity of DI and DIN to identify ongoing gaps and constraints.
  - Reallocate resources accordingly.

**Specific Actions/Activities:****Planning Phase:**

- Conduct needs assessments to identify capacity gaps.
- Engage relevant ministries and structures to identify access to resourcing.
- Engage expert consultants for capacity-building initiatives.
- Design training programs, curricula, and research agendas.

**Implementation Phase:**

- Allocate appropriate budget and human resource requirements.
- Implement training programs, workshops, and knowledge transfer sessions.
- Monitor and evaluate the effectiveness of training.
- Regularly assess the capacity of DI and DIN to identify ongoing training needs.

## **Dependencies:**

1. **Needs Assessment (Activity Dependency):**
  - The identification of capacity gaps is essential to design tailored training programs.
2. **Consultations (Activity Dependency):**
  - Engagement with relevant ministries and expert consultants is crucial for resource allocation.

## **Outcome Indicators:**

1. **Enhanced Institutional Capacity:**
  - Improved capacity of DI and DIN to engage with development partners and implement diaspora engagement initiatives.
2. **Improved Infrastructure and Technology:**
  - Enhanced capabilities of DI and DIN to leverage technology and lead programs and processes for diaspora engagement.
3. **Efficient Policy Implementation:**
  - Strengthened capacity of DI and DIN to execute the Diaspora Engagement policy.

## **Output Indicators:**

1. **Needs Assessment:**
  - Needs assessment to identify capacity gaps is completed.
2. **Ministry Consultations:**
  - Resource and funding avenues are outlined by relevant governmental entities.
3. **Expert Consultation:**
  - Expert consultants for capacity-building initiatives are recruited.
4. **Curriculum and Training Program Design:**
  - Training programs, curricula, and research agendas are designed
5. **Training Implementation:**
  - Training programs, workshops, and knowledge transfer sessions are executed.
  - A minimum target for participants is reached.
6. **Capacity Assessment:**
  - Regular assessments of DI and DIN capacity to identify ongoing needs are launched and completed.



## 4. PHILANTHROPY, DEVELOPMENT AND HUMANITARIAN ASSISTANCE

### 17. Connecting diaspora volunteers to humanitarian and development projects:

The Working Group will facilitate diaspora engagement in development and humanitarian projects. This effort will leverage diaspora expertise, augment resources, and positively impact local communities.

Connecting diaspora volunteers to humanitarian and development projects involves creating avenues for diaspora members to contribute their skills and resources to initiatives in the country. The Government will collaborate with NGOs and diaspora organizations to identify projects and match volunteers' expertise with relevant needs (*see program 18 and 19*).

#### **Benefits:**

1. **Augmented Resources:** Access diaspora expertise and resources for development projects.
2. **Positive Community Impact:** Enhance the success and impact of humanitarian and development initiatives.
3. **Strengthened Partnerships:** Collaborate with NGOs and diaspora organizations for mutual benefit.

#### **Milestones:**

1. **Collaboration with NGOs and Diaspora Organizations:**
  - Establish partnerships and collaboration agreements.
2. **Project Identification and Matching:**
  - Identify suitable humanitarian and development projects.
  - Match diaspora volunteers' expertise with project needs.
3. **Volunteer Mobilization:**
  - Mobilize and engage diaspora volunteers in project activities.
4. **Progress Monitoring and Evaluation:**
  - Monitor project progress and assess the impact of diaspora contributions.

## **Specific Actions/Activities:**

### **Collaboration with NGOs and Diaspora Organizations:**

- Establish formal partnerships and collaboration agreements with NGOs and diaspora organizations.
- Define roles, responsibilities, and expectations in these partnerships.

### **Project Identification and Matching:**

- Identify development and humanitarian projects that align with national priorities.
- Create a database of available diaspora volunteers and their areas of expertise in collaboration with the Communication and Diaspora Profiles Working Group.
- Match volunteers with suitable projects based on their skills and interests.

### **Volunteer Mobilization:**

- Communicate project opportunities to diaspora volunteers through various channels.
- Facilitate the mobilization of volunteers to participate in project activities.
- Provide necessary training and support to ensure effective engagement.

### **Progress Monitoring and Evaluation:**

- Regularly monitor project activities and assess the impact of diaspora contributions.
- Collect feedback from both volunteers and project beneficiaries.
- Adjust project assignments and engagement based on feedback.

### **Dependencies:**

1. **Collaboration with NGOs and Diaspora Organizations:**
  - Successful collaboration and partnership establishment are critical for the effective implementation of this program.
2. **Project Identification and Matching:**
  - The success of the program relies on identifying suitable projects and matching them with diaspora volunteers' expertise.
3. **Volunteer Mobilization:**
  - Effective communication and mobilization of volunteers are essential for their active participation.
4. **Progress Monitoring and Evaluation:**
  - Continuous monitoring and evaluation are necessary to ensure the impact of diaspora contributions.

### **Outcome Indicators:**

1. **Enhanced Project Impact:**
  - Perceived positive impact of diaspora volunteers on development and humanitarian projects.
2. **Resource Augmentation:**
  - Extent to which diaspora expertise and resources augment project capabilities.
3. **Strengthened Partnerships:**
  - Effectiveness of partnerships with NGOs and diaspora organizations in achieving program goals.

### **Output Indicators:**

1. **Partnership Agreements:**
  - Agreements and partnerships established with NGOs and diaspora organizations.
2. **Project Matching:**
  - Successful matching of diaspora volunteers with suitable projects.
3. **Volunteer Engagement:**
  - Number of diaspora volunteers actively engaged in project activities.
4. **Monitoring and Evaluation Reports:**
  - Regular reports on project progress, impact, and feedback collected.

## 5. COMMUNICATION AND DIASPORA PROFILES

### 18. Creating and updating a comprehensive diaspora register:

The Working Group will establish a diaspora register to periodically capture demographic data and track engagement trends. Developing a diaspora register includes creating a comprehensive database of diaspora members and their skills, expertise, and interests. The register can be shared widely through the consular networks as well as information sharing platform(s) (see *program 19: Updating and improving existing platform(s) to share critical information*).

#### **Benefits:**

1. **Data-Driven Policies:** Informed policymaking based on diaspora demographic data.
2. **Enhanced Engagement:** Improved communication and engagement strategies with the diaspora. Diaspora are informed about relevant opportunities based on their interests.
3. **Resource Utilization:** Efficient and sufficient allocation of resources to support diaspora-related initiatives.

#### **Milestones:**

1. **Diaspora Register Establishment:**
  - Create the initial diaspora register database and complementary surveys.
2. **Data Collection and Updates:**
  - Periodically collect and update demographic and engagement data.
3. **Database Maintenance:**
  - Ensure the accuracy and security of the diaspora register.
4. **Data Sharing and Utilization:**
  - Utilize the data for policymaking and engagement strategies.

#### **Specific Actions/Activities:**

##### **Planning Phase:**

- Design the initial database structure for the diaspora register.
- Define data categories and variables to be collected.
- Establish data validation and verification processes to maintain accuracy.
- Develop data security and privacy regulations.
- Design a communication plan to promote the register across relevant government stakeholders and diaspora members.

## **Implementation Phase:**

- Launch data collection, including through consular networks.
- Set up a schedule for regular data updates to capture changing demographics and engagement trends, in collaboration with the implementation of regular diaspora mapping exercises (*see Program 20. Establishing a periodic mapping exercise of diasporas in target countries*)
- Implement data validation and verification processes to maintain accuracy.
- Ensure data security and compliance with privacy regulations.
- Analyze the collected data to inform policymaking and engagement strategies.
- Share relevant information with government departments and policymakers.

## **Dependencies:**

1. **Database Design (Activity Dependency):**
  - The design and launch of the database are required for the program's implementation.
2. **Data Collection and Updates (Activity Dependency):**
  - Regular data collection and updates are essential to maintain the accuracy and relevance of the diaspora register.
3. **Database Maintenance (Activity Dependency):**
  - Effective maintenance processes are crucial to ensure the security and reliability of the register.

## **Outcome Indicators:**

1. **Informed Policymaking:**
  - Diaspora demographic data from the register informs policy decisions.
2. **Improved Engagement:**
  - Data-driven engagement strategies enhance diaspora participation.
3. **Resource Allocation Efficiency:**
  - Resource allocation for diaspora-related initiatives is based in part on data insights gathered through the register.

## **Output Indicators:**

1. **Diaspora Register Database:**
  - Establishment of the diaspora register.
2. **Data Collection and Updates:**
  - Regular data collection and updates are conducted as scheduled.
3. **Database Maintenance Procedures:**
  - Maintenance processes and security measures are documented.
  - Maintenance processes and security measures are followed by government stakeholders involved in data collection, processing and management.

#### 4. **Data Utilization Reports:**

- Reports on data analysis and utilization for policymaking and engagement are developed and disseminated across relevant government agencies.

## 19. Updating and improving existing platform(s) to share critical information:

The Working Group will improve existing platforms, such as the DI website, to share information and opportunities for diaspora participation across various initiatives. These platforms will facilitate enhanced communication between the government, diaspora, and relevant stakeholders, including information for those interested in returning to Suriname. The Working Group will also disseminate updates on relevant policies, opportunities and development projects, fostering transparency and engagement with diaspora members.

**Timeline:** Ongoing, with continuous updates and improvements as needed.

#### **Benefits:**

1. **Enhanced Communication:** Improved information dissemination to engage with the diaspora effectively.
2. **Transparency:** Increased transparency in policies and development projects.
3. **Diaspora Engagement:** Facilitated participation of diaspora members in Suriname's initiatives.

#### **Milestones:**

1. **Platform Assessment and Evaluation:**
  - Assess the current state of existing platforms, including websites and social media platforms.
2. **Platform Enhancement and Updates:**
  - Make necessary improvements and updates to existing platforms.
3. **Content Management:**
  - Regularly update and manage content on these platforms.
4. **Information Dissemination:**
  - Share critical information with diaspora and relevant stakeholders.

#### **Specific Actions/Activities:**

##### **Platform Assessment and Evaluation:**

- Conduct a thorough assessment of existing platforms (e.g., the DI website, social media channels).
- Identify areas that require improvement based on user feedback and evolving needs.

### **Platform Enhancement and Updates:**

- Implement improvements, including design enhancements and user-friendly features.
- Ensure compatibility with various devices and browsers.

### **Content Management:**

- Regularly update platform content to keep information current and relevant.
- Ensure information is well-organized and easily accessible.

### **Information Dissemination:**

- Share relevant information, policy updates, opportunities, and project developments through these platforms.
- Promote the platforms to the diaspora for increased engagement.

### **Dependencies:**

1. **Platform Enhancement and Updates (Activity Dependency):**
  - Ongoing improvements are essential to keep the platforms effective and user-friendly.

### **Outcome Indicators:**

1. **Enhanced Communication:**
  - Measure the effectiveness of platforms in facilitating communication between the government and diaspora.
2. **Transparency:**
  - Evaluate the impact of improved information dissemination on transparency in policies and projects.
3. **Diaspora Engagement:**
  - Assess the level of diaspora engagement facilitated through these platforms.

### **Output Indicators:**

1. **Platform Enhancements:**
  - Documentation of improvements and updates made to existing platforms.
2. **Updated Content:**
  - Evidence of regularly updated and relevant content on the platforms.
3. **Information Dissemination Reports:**
  - Reports on the effectiveness of information dissemination through these platforms.

## 20. Establishing a periodic mapping exercise of diasporas in target countries:

Launching periodic diaspora mapping in target countries involves conducting comprehensive surveys to identify the size, distribution, and skills of the diaspora population. This data will inform tailored engagement strategies and policies, enabling the Working Group to better understand the diaspora's potential for development.

**Timeline:** Conducted periodically as needed, with updates and analysis.

### **Benefits:**

1. **Data-Driven Engagement:** Informed engagement strategies and policies based on diaspora data.
2. **Tailored Initiatives:** Tailoring initiatives to leverage diaspora skills and resources effectively.
3. **Improved Collaboration:** Strengthened collaboration with diaspora communities.

### **Milestones:**

1. **Mapping Exercise Planning:**
  - Plan the diaspora mapping exercise, including target countries and survey methodology.
2. **Survey Execution:**
  - Conduct surveys to gather data on diaspora size, distribution, and skills.
3. **Data Analysis:**
  - Analyze survey data to extract actionable insights.
4. **Strategy Formulation:**
  - Formulate engagement strategies and policies based on the data.
5. **Implementation and Collaboration:**
  - Implement tailored initiatives and enhance collaboration with diaspora communities.

### **Specific Actions/Activities:**

#### **Mapping Exercise Planning:**

- Identify target countries with significant diaspora populations.
- Design a comprehensive survey methodology, including questionnaires and data collection methods.

#### **Survey Execution:**

- Conduct surveys in target countries, engaging with diaspora communities.
- Collect data on diaspora size, distribution, and skills.



### **Data Analysis:**

- Analyze survey data to identify key diaspora trends and potential areas for engagement.

### **Strategy Formulation:**

- Formulate engagement strategies and policies tailored to the specific needs and skills of the diaspora.

### **Implementation and Collaboration:**

- Implement initiatives based on the formulated strategies.
- Strengthen collaboration with diaspora communities for effective engagement.

### **Dependencies:**

1. **Survey Execution (Activity Dependency):**
  - Data analysis and strategy formulation depend on the successful execution of surveys.

### **Outcome Indicators:**

1. **Data-Driven Engagement:**
  - Measure the impact of data-driven engagement strategies on diaspora participation.
2. **Tailored Initiatives:**
  - Evaluate the effectiveness of tailored initiatives in leveraging diaspora skills and resources.
3. **Improved Collaboration:**
  - Assess the level of collaboration improvement with diaspora communities.

### **Output Indicators:**

1. **Mapping Exercise Plan:**
  - Documentation of the planning phase, including target countries and survey methodology.
2. **Survey Reports:**
  - Reports containing survey data on diaspora size, distribution, and skills.
3. **Engagement Strategy Documents:**
  - Documents outlining engagement strategies and policies based on survey findings.

