

GLOBAL HIRING GUIDE

Suriname



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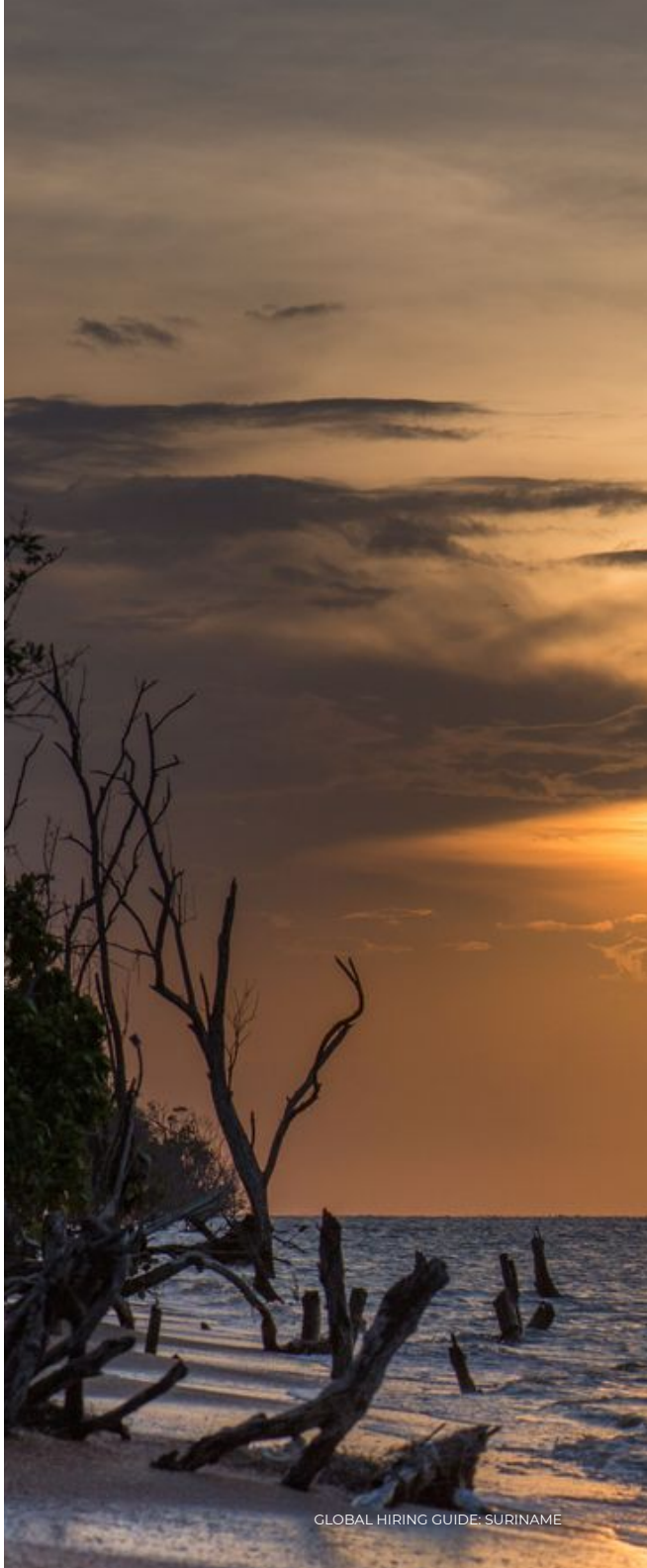
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BASIC COUNTRY FACTS

- **Full Name**
Suriname
- **Capital**
Paramaribo
- **Main Languages**
Dutch
Sranan Tongo
- **Population**
612,985
- **Monetary Unit**
Suriname Dollar
- **Internet Domain**
.sr
- **International Dialing Code**
+597
- **Currency**
Suriname Dollar



STATUTORY LABOR REQUIREMENTS

Probation Period

- The probation period may not exceed 2 months; any provision which stipulates a longer probation period or the commencing of a new probation period after termination of the probation period, is null and void.

Annual Leave

- Every employee who works a full calendar year without interruption for the one employer, is entitled to 12 vacation days per year.
- An additional 2 days for the subsequent 3 years up to a minimum of 18 days after the fourth year.
- In the event of service less than 1 calendar year in the first year of service, the employee is entitled to 1 day for every full month of service.
- Using the vacation is obligatory.
- An employee is considered to be employed without interruption if the number of his permitted absent days does not exceed the number of 30 days, excluding the days of sick leave and industrial accidents.

Public Holidays

1. New Year's Day
2. Chinese New Year
3. Day of Liberation and Innovation
4. Holi
5. Good Friday
6. Easter Sunday

7. Labor Day
8. Eid al-Fitr
9. Keti Koti
10. Eid al-Adha
11. Indigenous People's Day
12. Maroons Day
13. Diwali
14. Republic Day of Suriname
15. Christmas Day

Maternity Leave

- Mothers receive 16 weeks of paid maternity leave.

Paternity Leave

- Fathers receive 8 days of paid paternity leave.

Sick Leave

- The employer is obliged to pay remuneration during the term of the employment contract, where sickness during a short period (6 weeks) including sickness related to maternity and non-industrial accidents, for workers being sick for more than 2 days and employed longer than 4 months.

Work Hours

- According to the Labor Code of Suriname there is the limit of maximum working hours for the employee established at the rate of 8.5 hours per day or 48 hours per week.

Overtime

- Overtime is paid at 150% of the normal wage during the week days and 200% during weekends and public holidays.

Notice Period

- The notice period depends on the years of employment. It's equal to a maximum of 6 months if given by an employer and a maximum of 3 months if given by an employee.

Severance

- The 1859 civil code requires employers to provide a severance pay
 - equal to four weeks of the employee's wages for four or fewer years of service;
 - one week of wages for each year of service for five to nine years of service;
 - four months of wages for 10 to 15 years of service; or
 - six months of wages for more than 15 years of service.

13th Month

- It is not mandatory in Suriname.



INCOME TAX

- Residents are taxable on their worldwide income.
- Nonresidents are taxable only on income derived from certain Suriname sources.
- Nonresidents are generally subject to personal income tax from their first day in Suriname.
- A resident individual who receives income, wherever earned, from former or current employment is, in principle, subject to income tax in Suriname.
- Taxable employment income consists of employment income, including directors' fees and supervisory directors' fees, less itemized and standard deductions and allowances, pension premiums and social security contributions (old-age insurance contributions), whether paid or withheld.
- Nonresident individuals receiving income from current or former employment carried on in Suriname are subject to income tax in Suriname.
- Nonresident individuals employed by Suriname public entities or funds established by such entities are subject to tax on income in Suriname even if the employment is carried on outside Suriname.
- In principle, wage tax is withheld from individuals' earnings.
- Resident and nonresident individuals are subject to income tax at the same progressive rates.
- The following are the individual income tax rates and tax brackets.

TAXABLE AMOUNT		TAX RATE (%)
Exceeding SRD	Not Exceeding SRD	
0	2,646	0
2,646	14,002.8	8
14,002.8	21,919.8	18
21,919.8	32,839.8	28
32,839.8		38

SOCIAL SECURITY

- In principle, resident individuals must pay social security contributions, which are contributions for the old-age insurance.
- Some residents are exempt from paying social security contributions.
- The annual old-age insurance contribution is 4% of employment income.
- The basic illness insurance law and the pension law apply to resident individuals.
- The basic illness insurance law, which took effect on 9 October 2014, aims to sufficiently insure every Suriname resident against costs of illness.
- The pension law, which took effect on 9 December 2014, aims to provide every Suriname resident with a pension.
- The principal obligations of employers under these laws consist of providing sufficient insurance coverage against the costs of illness, arranging for participation in a pension scheme and paying at least 50% of the insurance premiums and the pension premiums.

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DEDUCTIBLE EXPENSES

Personal Deductions

- Mortgage interest paid that is related to the taxpayer's dwelling (limited to interest payments on a maximum debt of SRD125,000).
- Exterior paintwork expenses related to the taxpayer's dwelling (limited to once in three years).
- Under certain conditions, pension, annuity and other periodic allowance payments.
- Life-insurance premiums that entitle taxpayers to annuity, pension or other periodic allowance payments (up to a maximum of 10% of income).
- Alimony payments if they meet the threshold amount.
- Medical expenses, educational expenses and support for up to second-degree relatives if they meet certain threshold amounts.
- Under certain conditions, an amount up to SRD8,000 for a disabled child.
- Acquisition costs (also available to nonresidents) for taxpayers deriving employment income.
- The deduction is limited to 4% of the wage, with a maximum of SRD1,200, if specified expenses are paid under certain conditions.

Business Deductions

- In general, business expenses are fully deductible if the expenses are incurred in accordance with sound business practices.
- However, the deduction of certain expenses is limited.

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IMMIGRATION

Immigration

- In general, foreign individuals who wish to reside and work in Suriname need residency and working permits.
- The conditions for obtaining such permits depend on the nationality of the individual.
- Foreigners with a visa requirement (with exception for those of Surinamese origin), who intend to stay in the Republic of Suriname for a period of longer than 90 days, should apply for an Authorization for Temporary Stay (MKV = Machtiging tot Kort Verblijf) at least 3 months before the intended departure to Suriname.
- The validity of this permit depends upon the nationality of the individual.
- Individuals must contact their nearest embassy to get more details.
- The documentation needed for MKV are as follows:
 - A completed Authorization for Temporary Stay (MKV) application form
 - Two recent passport photographs
 - A copy of all written pages in the passport (stamps, visas, etc.); passport must be valid for 6 months upon arrival in Suriname
 - A certified copy of the birth certificate
 - An original certificate of good conduct
 - Bank statements or other documents/information proving sufficient financial means during stay in Suriname
 - If application concerns internship or voluntary work: a copy of an official letter of the organization/institution in Suriname stating the purpose and duration of agreement
 - If applicant intends to work in Suriname: a copy of the labor/employment contract
 - Proof of residence (if applicable)
 - Proof of marital status:
 - If married/divorced/single/widow: a certified copy of marriage license/divorce certificate/proof of widowhood.
 - If cohabiting (partner relationship): proof of cohabitation in the country
 - Notarized letter of consent by parents and a copy of the birth certificate:
 - If a child (up to 17 years) is traveling alone
 - If a child (up to 17 years) is traveling with one of the parents (with consent of the 2nd parent)
 - a certified copy of the judicial decision in case of adoption/legal guardianship of a child (up to 17 years)
 - A copy of a statement of guarantor in Suriname (in case of insufficient funds of applicant)
 - A copy of valid health insurance
 - A health certificate

TYPE OF VISA	DOCUMENTATION	VALIDITY	ELIGIBILITY
<p>Temporary Residence Permit (MVK)</p>	<ul style="list-style-type: none"> • A completed Authorization for • Temporary Stay (MKV) application form • Two recent passport photographs • A copy of all written pages in the passport (stamps, visas, etc.); passport must be valid for 6 months upon arrival in Suriname • A certified copy of the birth certificate • An original certificate of good conduct • Bank statements or other documents/information proving sufficient financial means during stay in Suriname • If application concerns internship or voluntary work: a copy of an official letter of the organization/institution in Suriname stating the purpose and duration of agreement • If applicant intends to work in Suriname: a copy of the labor/employment contract • Proof of residence (if applicable) • Proof of marital status: • If married/divorced/single/widow: a certified copy of marriage license/divorce certificate/proof of widowhood. • If cohabiting (partner relationship): proof of cohabitation in the country • Notarized letter of consent by parents and a copy of the birth certificate • A copy of a statement of guarantor in Suriname (in case of insufficient funds of applicant) • A copy of valid health insurance • A health certificate 	<p>N/A</p>	<ul style="list-style-type: none"> • In general, foreign individuals who wish to reside and work in Suriname need residency and working permits. • The conditions for obtaining such permits depend on the nationality of the individual.

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VALUE ADD TAX

Value Added Tax

- A supply of goods of goods will in principle be taxed in case it is considered a local delivery (the goods are delivered by a local party).
- The supply and import of goods is subject to a VAT of 10%.
- The supply of services is subject to a VAT of 8%.
- Luxury goods are subject to a VAT of 25%.
- Certain goods are exempt from VAT.

VAT	
Special rate	25%
Standard Rate	10%
Reduced Rate	8%
Exempt Rate	0%

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WITHHOLDING TAX

Withholding Tax

- In principle, a 25% dividend withholding tax is imposed on dividends distributed by resident companies.
- Suriname only has concluded a tax treaty with Netherlands, where dividends withholding tax is 7.5%.
- Suriname does not impose withholding taxes on interest and royalty payments to non-residents.

WHT	
Dividends	25%; 7.5% (Netherlands)
Interest	0%
Royalty Payments	0%

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TERMINATION

- The termination may be effected only on the day or on one of the days specified in the agreement or regulation, or, in the absence of such, on one of the days indicated in the indication of permanent customs; if there is no such indication, the termination may occur on any day.
- The employer can't cease to operate during the time when the employee, due to illness, can't perform his work and retains his right to payment.
- The employer can't terminate during the time when the employee, as a result of performing his compulsory military service or any other legal regulation, or from the government with financial compensation imposed an interim commitment in the interests of internal security of public order and rest, is unable to perform the specified work.
- This provision is not valid for a minor employer, from which employment at the time of temporary prevention has not yet lasted four months.

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STATUTORY BENEFITS

- These are mandatory benefits as postulated by law.
- These include probationary period, annual leave, public holidays, notice period and severance pay.
- Statutory benefits also include social security benefits.

STATUTORY BENEFITS

- Probationary Period
- Annual Leave
- Public Holidays
- Notice Period
- Severance Pay
- Social Security Benefits





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