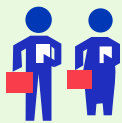




# “Strengthening the Capacities of the Ministry of Labor to Improve Working Conditions in Agriculture in the Dominican Republic” (FORMITRA)



## ▶ Stakeholders and Other Vital Links

- ▶ Ministry of Labor.
- ▶ INFOTEP.
- ▶ Confederación Autónoma Sindical Clasista (Autonomous Class Union Confederation, CASC).
- ▶ Confederación Nacional de Trabajadores Dominicanos (National Confederation of Dominican Workers, CNTD).
- ▶ Confederación Nacional de Unidad Sindical (National Confederation of Union Unity, CNUS).



## ▶ Relevance

- ▶ Through specialized technical assistance and methodological and instrumental support, the Ministry of Labor has improved strategic labor legislation application and thus can provide a more modern and efficient service to citizens.
- ▶ Aligned with national planning mechanisms:
  - ▶ National Development Strategy towards 2030 in Productive Development, axis 3.
  - ▶ Sustainable Development Goal No. 8, “Decent Work and Economic Growth”.
  - ▶ Ministry of Labor priorities established in its Institutional Strategic Plan.



## ▶ Partnerships With Other Public Institutions

- ▶ Consejo Nacional para la Niñez y la Adolescencia (National Council for Children and Adolescents, CONANI).
- ▶ SUPÉRATE Program.
- ▶ Local governments.
- ▶ Ministry of Youth.
- ▶ Ministry of Education.
- ▶ National Attorney General’s Office.

Project implemented by the International Labor Organization (ILO) through technical assistance for the Ministry of Labor of the Dominican Republic, with funding from the United States Department of Labor (USDOL), from December 2017 to September 2023.



## ▶ Participants in Project Activities

- ▶ Officials from different Ministry of Labor areas.
- ▶ National Steering Committee against Child Labor (CDN).
- ▶ Local Steering Committees against Child Labor (CDL) in selected provinces.
- ▶ Vulnerable population to child labor in the provinces of Santiago, Duarte and San Juan.

## ▶ Achievements



### Inspection

- ▶ Design, development and implementation of a new Integrated Labor Inspection Cases System (SICIT), including user training and self-training manuals in digital and audiovisual formats.
- ▶ Training program design and implementation for approximately 200 inspectors, local representatives, and other Ministry of Labor officials on labor rights, investigation techniques, and interpersonal skills.
- ▶ Regulatory and methodological inspection tool update and compilation in a single document. Training all inspectors, local representatives, and supervisors on its use, to support their work.



### Mediation and Arbitration

- ▶ Design and implementation of seminars-workshops on collective bargaining, conflict resolution, and social dialogue, among others, for the Ministry of Labor's 25 mediators, one of which was attended by worker and employer representatives.
- ▶ Mediation training program implemented for trainers, which includes conflict management and negotiation process competency development.



### Child Labor

#### Strengthening of the Directorate for the Prevention and Eradication of Child Labor:

- ▶ Child Labor Directorate Diagnosis.
- ▶ Training multipliers on child labor.
- ▶ The Child Labor Directorate's intra-institutional action protocol.
- ▶ Proposal to update the Dangerous Jobs list through tripartite consultations.
- ▶ Experience sharing to observe the Office for the Attention and Eradication of Child Labor and Protection of Adolescent Workers' (OATIA) management model in Costa Rica.

#### Directorate for the Prevention and Eradication of Child Labor leadership strengthening in the inter-institutional articulation against child labor:

- ▶ Development and support for the implementation of the DAR-CE methodology between the Ministry of Labor, the Supérate program, and CONANI:
  - ▶ More than 50 national representatives of the institutions involved were trained in the method.

- ▶ More than 250 facilitators trained in 10 provinces.
- ▶ Community level multiplication with more than 500 participants.

#### Improved implementation of institutional initiatives related to acceptable work conditions and child labor by key actors:

- ▶ Awareness campaigns on issues related to child labor:
  - ▶ "Lanza tu dardo contra el Trabajo Infantil" campaign ("Throw Your Dart Against Child Labor"), 2020.
  - ▶ "Cambiando Patrones contra el Trabajo Infantil" Campaign ("Changing Patterns Against Child Labor"), 2022.
- ▶ Four children's stories produced on issues related to children's rights:
  - ▶ Julian Did Not Go to School
  - ▶ Estrellita's Rights
  - ▶ The Best Steps
  - ▶ A Day to Remember.



## ▶ Achievements

- ▶ Performances of puppet shows based on these children's stories were performed in more than 10 of the country's localities.
- ▶ The protocol for inter-institutional coordination in the prevention and eradication of child labor for National Steering Committee (CDN) entities was updated.
- ▶ Support the CDN's Annual Operating Plan (POA) preparation for 2022 and 2023, including a monitoring tool; likewise, one for the Local Steering Committees (CDL).



### Employment

- ▶ Training on issues like provision of public employment services, labor market prospective analysis, public employment systems challenges and opportunities, among others, for officials of the General Directorate of Employment of the Ministry of Labor.
- ▶ Provincial studies on mapping labor market supply and demand in Santiago, Duarte, and San Juan.
- ▶ Training program design and implementation in response to labor demand identified in the provincial studies, aimed at 400 people from families vulnerable to child labor, including guidance and support on employment access and insertion in local companies.



### Industrial Hygiene and Safety

- ▶ Proposal design for a National Policy on Occupational Safety and Health (OSH).
- ▶ "Strategic Vision" document development and roadmap for its implementation.
- ▶ Preparation of a guide for the use and application of pesticides, and training of company Mixed Committees in 9 provinces on its use.
  - ▶ 373+ people trained.
- ▶ Training in research methodologies in poisoning cases for 25 analysts and other staff members from the Ministry of Labor's General Directorate of Industrial Hygiene and Safety.



### Legal Assistance

- ▶ Legal aid case management system (Sistema de Manejo de Casos de Asistencia Judicial, SICET) diagnosis, design, and development.
- ▶ Informative brochure on the Legal Aid service in different languages (Spanish, English, Creole, and Chinese).
- ▶ Certificate program in Criminal Procedural Law for 77 lawyers and paralegals of the Ministry of Labor's Legal Aid service.

## ▶ Achievements



### Wages

- ▶ Communication strategy development to inform about minimum wages.
- ▶ Design and printing communication materials (posters, brochures) to inform labor stakeholders.
- ▶ Design and implementation of a campaign to promote the dissemination of minimum wage resolutions in the agricultural sector.



### Planning and Development

- ▶ Ministry of Labor's Administrative Records System diagnosis and design.



### INFOTEP

- ▶ Training and technical assistance for 15 business advisors as facilitators of the SCORE methodology.
- ▶ Implementation of the methodology in 25 small and medium-sized businesses, including in the agricultural sector.
- ▶ Certification of 5 business advisors as expert trainers in the SCORE methodology.
- ▶ Systematization document and Executive Summary in Spanish and English of the SCORE experience in the country.
- ▶ Training workshop for 20 officials of the General Directorate of Employment, by INFOTEP expert SCORE trainers.



### Trade Unions

- ▶ Awareness and strategic planning workshops for trade unions (CASC, CNTD, CNUS).
- ▶ Awareness-raising guide on child labor prevention for trade union affiliates.
- ▶ Study on trade union affiliates' perception of child labor.

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