

The **Implementing a Culture of Labor Compliance in Costa Rica's Agricultural Export Sector** seeks to improve enforcement of minimum wage, hours of work, and occupational safety and health (OSH) laws in the agricultural export sector in Costa Rica. The project is implemented by the Foundation for Peace and Democracy (FUNPADEM) in collaboration with sub awardee Partners of the Americas (PARTNERS).

-  Strengthen legal and administrative enforcement structures
-  Work with the Ministry of Labor, the judiciary, and workers to improve implementation of labor laws
-  Increase the number of labor violation cases successfully litigated by the courts by strengthening the capacity of labor inspectors, public defenders, workers, and judges to identify and address violations

 **PoP**
Dec 2017-2020

 **Funding**
\$2 million

 **Implementer**
FUNPADEM
PARTNERS



OBJECTIVES	Low	Moderate	Above-Moderate	High
1. Increased capacities to identify & pursue labor law violations on minimum wage, work hours, and OSH	Achievement <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Sustainability <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Increase the number of legal cases received and litigated on minimum wage, work hours, and OSH	Achievement <input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Sustainability <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Increase cooperation among gov't institutions involved in protection of labor rights of workers	Achievement	N/A		
	Sustainability	TBD		

PROJECT RESULTS	Actual	Target*
 Infractions filed and tried	7.8%	15%
 Workers reached by labor rights awareness campaign	600	1,000
 Judicial operatives trained by project	0	150

LESSONS LEARNED

-  Project design should include a **more participatory approach** with a broader scope of relevant stakeholders, and consider national and local contexts
-  There is strong potential for resolving many of the current labor disputes outside of court with **alternative conflict resolution venues**

*Target as of December 2019

KEY RECOMMENDATIONS

-  **Improved Theory of Change.** Project design should include clear, intelligible, and realistic Theories of Change and Results Frameworks so that both accurately reflect the intended change processes to which a project can effectively contribute.
-  **Inclusive Dialogue with Employers.** USDOL and implementing organizations should initiate a dialogue with relevant employers in the sector by promoting awareness about the role of the Ministry of Labor, or by training employers in OSH-related aspects and regulations, among other efforts where appropriate.
-  **Participatory Project Design Processes.** Early and increased participation of national stakeholders in the project's design would most likely increase the degree of their understanding and ownership of the project. In turn, this could potentially contribute to increased relevance, effectiveness, impact, and sustainability.
-  **Capacity Development Strategies for Unions.** Implementing organizations should further develop differentiated capacity-development strategies for unions, including tracking who is trained under the project, as well as what "refresher" sessions may need to be undertaken.
-  **Systematic and Detailed Project Sustainability Plan.** The plan should take into account the achieved results and outcomes, as well as institutional capacities, available resources, and political commitment. The plan should clearly identify underlying assumptions, risks, and mitigation strategies with clearly defined expectations and timelines.