

# HONDURAS:

## ECMS Fact Sheet I

- System Overview -



### System Title

ECMS

### ECMS Status

Under Development

### Principal Institutional Owner

Ministry of Labor

### Implementation Stage Reached

Software partially developed but not accepted by the Ministry of Labor

### Secondary Institutional Users

- Ministry of Health
- Office of the Attorney General of the Republic: Institution receives the case when the file cannot close the second instance in the Office of the Attorney General of Labor

### Geographic Extent of Deployment

- System not yet deployed
- Based on current plans, ECMS will be deployed country-wide

### Components Currently Used

None

### Number of Enterprises Registered

N/A

### Sector Focus

N/A

### Description of Main Components/Modules

The ECMS includes 27 modules; of these, MOL has validated 18 modules. Specifically, the modules cover:

- System Administration and Security
- Labor Inspection Planning and Reporting
- Establishment Registration
- Complaint Management
- Judicial and Conciliation Hearings Management
- Labor Violation Fine Management
- Occupational Health and Safety
- Occupational Medical Visits
- Statistical and Indicator Reports
- Inspection Follow-up and Tracking
- Trade Union Registration

# HONDURAS: ECMS Fact Sheet II

## - Key Software Features and Gaps -

Functionality	Honduras	Comments
1. Stores data in centralized database accessible in real-time to all authorized users	✓	
2. Includes online/offline data collection capability	✗	The system is not currently designed for offline data entry. When the internet connection drops, the ECMS finishes the current entry, which remains in memory and is synchronized when the connection returns. After the transaction is completed, it does not allow one to continue working offline.
3. Aggregates labor law violation data by geographic area or type of violation	✓	The dynamic reporting module allows users to sort information by geographic area.
4. Tracks key performance indicators such as number of inspections carried out	✓	
5. Integrates data visualization tools such as dashboards	✓	
6. Forms and workflow reflect current labor administration procedural requirement	Partial	The Ministry has withheld validation on some ECMS modules, pending modification. The IT contractor reported that it needed additional information to adapt the reports to Ministry requirements.
7. Registers worker complaints, industrial accidents	✗	The Ministry did not request a complaints registration module. Ministry personnel indicated there are no personnel to follow up on these complaints.
8. Tracks the status labor violation cases through hearings and sanctioning stages	Partial	Users can obtain information about the status of cases by extracting data from the dynamic reporting module and predefined reports.
9. Sends alerts to inspectors when follow-up actions are required	✓	
10. Generates the inspection report as well as letters and notices used at different stages of the inspection process	✓	
11. Assigns inspection duties to individual and/or groups of inspectors	Partial	In the first version of ECMS, administrators can manually assign cases to individual inspectors. The Minister has requested that the next version of ECMS integrate a feature that randomly assigns inspectors to cases.
12. Role-based security features that restrict access to some kinds of data/ECMS module	✓	The ECMS limits access by user roles. However, the grantee suggests a study is needed to better define how role-based restrictions should be defined.
13. Data modifications controlled or traced to users	✓	There is a transaction log to record what users did when they were logged into the system.
14. Data sharing with other information systems	✗	The grantee and the Ministry discussed data-sharing applications in the design phase but decided against implementation.
15. Advanced data analytics for predicting labor violations	✗	

# HONDURAS: ECMS Fact Sheet III

## - Technical Characteristics and Overall Assessment -

### Software Type

Opensource, Microsoft SQL Server

### User Categories

ECMS will be used for almost 470 users from the following categories:

- Labor inspectors
- Labor administrators
- Occupational physicians
- Workers and worker representatives
- Employers

### System Maintenance

Ministry of Labor is composed of 7 persons who support daily operations and projects

### System Hosting

Hosted on Ministry of Labor Network

### ECMS Costs (Grantee Expenditures, self-reported)

- IT service provider contract for software development: US\$ 135,000
- ECMS project manager/consultant: US\$ 35,000
- Development of online training modules for labor inspectors: US\$ 18,000
- ECMS modifications/upgrades and content development for training: US\$ 65,000
- Computer equipment for labor inspectors: US\$ 98,000
- Servers (2): US\$ 20,000
- Meetings: US\$ 8,000
- TOTAL: US\$ 379,000

### Evaluation Team Assessment of ECMS (based on March 2021 status)

Framework Area	Evaluation Criteria	Rating
Technology	Extent software is fully developed, the number of types of features, level of adaption to ICT enabling environment	★★★ <sup>1</sup>
People	Extent the labor administration is effectively addressing the constraints affecting user ECMS adoption through training, support, other capacity building activities	★
Processes	Extent software has been adapted to the labor administration's legal framework and procedures and facilitates inspection systems workflow	★★★

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<sup>1</sup> The software design is advanced, but many modules have not yet been validated and none have been used in the field. There may be various technical glitches and other adjustments that will be required before the software meets the labor administration needs.