

PARAGUAY:
ECMS Fact Sheet I
- System Overview -



System Title

ECMS or Sistema de Inspección del Trabajo (SIS)

ECMS Status

Inactive

Principal Institutional Owner

Ministry of Labor, Employment and Social Security

Implementation Stage Reached

Beta Version Completed
Partially Deployed and then Suspended
due to Covid-19

Secondary Institutional Users

Ministry of Health

Components Currently Used

None

Geographic Extent of Deployment

Expected to be deployed in all 16 regions

Number of Enterprises Registered

N/A

Sector Focus

N/A

Description of Main Components/Modules

- Labor Inspection Planning and Reporting
- Complaints Management
- Establishment Licensing
- Reporting
- Occupational Health and Safety Risks
- Inspection Follow-up and Tracking

PARAGUAY: ECMS Fact Sheet II

- Key Software Features and Gaps -

Functionality	Paraguay	Comments
1. Stores data in centralized database accessible in real-time to all authorized users	✓	
2. Includes online/offline data collection capability	✓	
3. Aggregates labor law violation data by geographic area or type of violation	✓	
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 first version was validated by the labor administration as meeting their procedural requirements. Later, following a change in Minister, the Minister requested modification to adapt to new requirements.
7. Registers worker complaints, industrial accidents	Partial	The first version of ECMS included a module on OSH and complaints management but revisions have been requested.
8. Tracks the status labor violation cases through hearings and sanctioning stages	✓	
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	✓	
12. Role-based security features that restrict access to some kinds of data/ECMS module	✓	
13. Data modifications controlled or traced to users	✓	
14. Data sharing with other information systems	✓	
15. Advanced data analytics for predicting labor violations	✗	

PARAGUAY: ECMS Fact Sheet III

- Technical Characteristics and Overall Assessment -

Software Type

Opensource language (PHP) with BD (Postgree)

User Categories

- Labor Inspectors (numbering approximately 23 in March 2021)
- Labor Administrators

System Maintenance

IT Department composed of 5 persons, who will support daily operations and oversee revisions in existing ECMS software

System Hosting

Hosted on Ministry of Labor infrastructure, network and hardware

ECMS Costs (Grantee Expenditures, self-reported)

US\$ 97,924 Subcontract for ECMS, which included:

- Preparation of labor inspection procedures manual and a “Manual of Functions of the General Directorate of Labor Inspection and Supervision (DGIFT)”
- Design, development, and testing of ECMS software, including a mobile application, software administration and user manuals
- Training for software administrators
- User training
- Digitization of inspection records carried out from 2013 to the start of the software (approximately 6,900 records)

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	★ ★
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	★

¹ The software design is relatively advanced, but many modules have not yet been fully validated or 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.