

VI. Honduras

1. Freedom of association, trade unions and labor relations

Convention No. 87 concerning Freedom of Association and Protection of the Right to Organize (1948) and Convention No. 98 concerning the Right to Organize and Collective Bargaining (1949) are fundamental tools for guaranteeing full enjoyment of the rights to organize, to trade union membership, and to collective bargaining of workers and employers. To ensure their application, the States must adopt measures to harmonize their legal framework with these international instruments, and also provide the institutions responsible for promoting the effective enforcement of labor laws with the required human, material and financial resources.

The White Paper recommendations¹⁹⁸ regarding legislation and its implementation refer to the need to complete the process of reforming the Labor Code in order to achieve legislation “that will further harmonize Honduran Law with ILO norms on fundamental labor rights.” This will require a process of consultation and consensus among the different social partners involved.

Over the period August–December 2010, a lack of political will could be noted on the part of the three sectors in the CES (Government, employers and workers) to achieve consensus on the reform of the Labor Code.

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account:

- Assume (the STSS) the initiative and leadership for the reform of the Labor Code, including high-level meetings, and initiate a process of raising the awareness of employers and workers. If appropriate, set up discussion committees composed of workers and employers to examine the proposals.
- Prepare a technical proposal for the reform of the Labor Code to adapt it to international labor standards, in keeping with the recommendations of the CEACR and submit it to analysis and discussion by the CES.
- Encourage a greater opening up to freedom of association with the corresponding legal backing.
- Analyze the possible impact of the law on temporary employment (Decree 230-2010 of November 5, 2010, published in La Gaceta of November 8, 2010) on the exercise of the right to freedom of association of the workers concerned.

¹⁹⁸. White Paper, pp. 55-56.

Challenges and recommendations	Indicators	August 2009 – January 2010
I. Labor Law Changes		
Challenge: - A legislative package is being developed by the Ministry of Labor that will further harmonize Honduran law with ILO norms on fundamental labor rights. Recommendations: - Complete analysis and consultation on reforms by the Economic and Social Council. The outcome of these consultations, plus the position of the Labor Ministry must be presented to Congress in order for them to complete the legislative process. - Seek ILO support to define appropriate labor code reform and consensus-building for enactment of any such changes.	Reform of the Labor Code	
	I.1. Number and type of actions to achieve consensus on the reform of the Labor Code. ¹⁹⁹	No relevant actions have been recorded.
	I.2. Existence of a draft bill agreed on by consensus, which has been sent to the Legislative Assembly.	Not applicable, because no consensus has been reached on a draft bill submitted to the Legislative Assembly.
	I.3. Status of the bill in the legislature (commission reports, place on the agenda position of the employer and worker sectors in relation to the draft bill).	Not applicable, because consensus has not been reached on a draft bill.
	I.4. Number and type of promotional and lobbying actions seeking the approval of the bill.	
	I.5. Bill approved by the Legislative Assembly and published for execution.	
	I.6. Number and type of dissemination and training activities for the newly approved law.	

199. CEACR. Individual Observation concerning Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) Honduras (ratification: 1956) Published: 2010. "The Commission recalls that it has been referring for a number of years to the need to reform various sections of the Labour Code in order to bring them into conformity with the Convention. The Committee's comments refer to:

- the exclusion from the scope of the Labour Code, and consequently from the rights and guarantees of the Convention, of workers in agricultural and stock-raising enterprises which do not permanently employ more than ten workers (section 2(1));
- the prohibition of more than one trade union in a single enterprise, institution or establishment (section 472 of the Labour Code);
- the requirement of more than 30 workers to establish a trade union (section 475 of the Labour Code);
- the requirement that the officers of a trade union, federation or confederation must be of Honduran nationality (sections 510(a) and 541(a) of the Labour Code), be engaged in the corresponding activity (sections 510(c) and 541(c) of the Labour Code) and be able to read and write (sections 510(d) and 541(d) of the Labour Code);
- the following restrictions on the right to strike:
- the ban on strikes being called by federations and confederations (section 537 of the Labour Code). The Committee however notes the Government's indication that in practice the CUTH, the General Federation of Workers (CGT) and the CTH have repeatedly called for collective suspension of work;
- the requirement of a two-thirds majority of the votes of the total membership of the trade union organization in order to call a strike (sections 495 and 563 of the Labour Code);
- the power of the Ministry of Labour and Social Security to end disputes in oil production, refining, transport and distribution services (section 555(2) of the Labour Code);
- the need for Government authorization or a six-month period of notice for any suspension or stoppage of work in public services that do not depend directly or indirectly on the State (section 558 of the Labour Code);
- the submission to compulsory arbitration, without the possibility of calling a strike for as long as the arbitration award is in force (two years), of collective disputes in public services that are not essential in the strict sense of the term, that is those the interruption of which would endanger the life, personal safety or health of the whole or part of the population (sections 554(2) and (7), 820 and 826 of the Labour Code)."

2. Secretariat of Labor and Social Security

An essential function of the Labor Ministries is prevention, and monitoring compliance with labor laws. Under Convention No. 81 concerning Labor Inspection in Industry and Commerce (1947), these Ministries should have an system of inspection that is capable of securing “the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work”; consequently, they must be given the tools and the necessary legal, human, technical, financial and logistic resources to carry out their functions effectively. Furthermore, Labor Ministries should provide information and advice to employers and workers about the best way to comply with labor laws and to manage labor relations, as measures to prevent disputes.

The White Paper underscores the need “to pass the pending new authorization law for the Ministry of Labor”; “to reform the personnel system of the Labor Ministry inspectorate to reclassify and improve their career status (that of the labor inspectors) within the Civil Service, so that they have improved overall conditions and salary”, and “the budgetary resources for mediation and conciliation should be increased”.²⁰⁰ In addition, all the Governments undertook to increase the resources allocated to providing the Labor Ministries with trained personnel, infrastructure and equipment to enable them perform their functions satisfactorily.

Over the period August–December 2010, the STSS promoted the standardization of administrative procedures in the different General Directorates. The procedures manuals were prepared for two General Directorates. Both documents provide basic input for the elaboration of the institutional regulations.

An executive decree on the reorganization and modernization of the Labor General Inspectorate (IGT) is being prepared.

Regarding inspection, in 2010 there was one inspector more than in 2009, an increase of from 117 to 118 inspectors, 4 of them located in single-person offices. The number of inspection visits decreased in 2010 (14,355) compared to 2009 (15,277), but the cases sanctioned increased to 324 (282 in 2009). Of every 100 cases inspected in 2010, less than 5 received a re-inspection visit (654 re-inspections). There was a reduction in routine inspections: 39% in 2008, 13.7% in 2009, and 12.5% in 2010.

The proportion of the working population covered by each inspector on average increased from 21,735 workers per inspector in 2005 to 27,573 per inspector in 2010.

Two training sessions were held for labor inspectors on the topics of the Civil Service Law and labor inspection procedures. In addition, 5 activities were organized on the importance of communication, the ethics code, and the monitoring of labor inspection indicators (88 officials).

In relation to conciliation, the number of STSS conciliators increased from 14 in 2009 to 21 in 2010; they are located in 6 regional offices. In addition, of the 118 labor inspectors, 74 perform both inspection and conciliation functions.

The number of individual conflicts handled by the STSS reveals an increase of 49.4% between 2009 and 2010 (45,960 cases handled in 2010). Of these, 46.5% were conciliated (61.8% in 2009), with a 20.9% increase in the amounts conciliated. Meanwhile, in 2010, 4 collective conflicts were dealt with; of these 2 were resolved. These figures are very much lower than those recorded up until 2008

200. The White Paper, p.55

The initial STSS budget subject to verification in 2010 was 186,178,285 lempiras, which represented 0.27% of the national budget for that year. In real terms and in relation to 2009, the initial institutional budget decreased by 6.3%; the modified budget decreased by 21.9%, and the executed budget fell by 11.6%.

Furthermore, the 2010 budget for the application of labor law decreased in relation to 2009, both in current and in real terms. Thus, the initial budget decreased by 20% in current terms and 23.6% in real terms, while the executed budget fell by 5.4% and 9.6% respectively

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account:

- Continue the process of preparing the executive decree on the reorganization and modernization of the IGT and other legal instruments to streamline and strengthen the STSS.
- Consolidate the institutional strategic planning processes to enhance the modernization of the Secretariat and improve the quality of the services provided to the population, including automated services.
- Accelerate the process of strengthening labor inspection to ensure the professionalism and impartiality of labor inspectors, as well as their incorporation into the administrative career.
- Establish an effective monitoring system for the cases handled by the Labor Inspectorate, in order to ensure compliance with decisions.
- Offer continuous and specialized training to inspectors and evaluate the results.
- Implement an inspection program based on indicators relating to productive sector, geographical area, company size and other criteria, and increase the number of inspectors in order to improve coverage.
- Evaluate the STSS conciliation services, in order to improve their effectiveness, as indicated in previous reports.
- Separate the functions of conciliation from those of inspection.
- Lobby, as necessary, with the support of the social sectors, to obtain permanent improvement in the STSS budget.

Challenges and recommendations	Indicators	August - December 2010
I. New Authorization Law		
Challenge: - The proposed new law ("Ley Orgánica Administrativa de la Secretariat del Trabajo y Seguridad Social") has been reported on favorably by the Labor Committee, and is now pending discussion and approval on the floor in Congress. This law would give clear authority to the Ministry to impose sanctions for violations of the labor law, rather than going through a court. Recommendations: - Pass the pending new authorization law for the Ministry of Labor.	STSS Organic Administrative Law	
	2.1. Number and type of actions to elaborate the draft bill.	- The STSS, through its Modernization Unit, continued promoting the standardization of administrative procedures in the different General Directorates. In the context of this process, manuals of procedures were prepared for the Labor General Directorate and the Labor General Inspectorate. Both documents provide basic input for the preparation of the institutional regulations. - Currently, a consultant is preparing a study on the legal, administrative and labor procedures in the different STSS directorates, in order to identify courses of action to simplify labor administration for the drafting of the STSS internal regulations.
	2.2. Existence of a draft bill agreed on by consensus and sent to the Legislative Assembly.	No consensus has been reached on a draft bill.
	2.3. Status of the draft bill in the current legislature (commission reports, place on the agenda, position of the employer and worker sectors in relation to the draft bill).	Not applicable, because consensus has not been reached on a draft bill.
	2.4. Number and type of promotional and lobbying actions seeking approval of the draft bill.	
	2.5. Draft bill approved by the Legislative Assembly and published for execution	
	2.6. Number and type of dissemination and training activities for the newly approved law.	

201. STSS. Institutional Modernization Directorate. Manual of Labor Inspection Procedures. November 2010. Manual of Procedures of the Labor General Directorate. October 2010.

202. ILO/Verification Project. Consultancy contract on institutional development, review of current processes, their administrative simplification for the formulation of the Internal Regulations of the Secretariat of Labor and Social Security. February 2010.

Challenges and recommendations	Indicators	August - December 2010																																										
2. Inspectorate																																												
Challenge: • The labor inspectorate has salary limitations due to a lower classification within the civil service status. Recommendation: • Reform the personnel system of the labor ministry inspectorate to reclassify and improve their career status within the civil service so they have improved overall conditions and salary. These improved conditions will attract higher qualified applicants.	Human resources 2.7. Number of inspectors (indicate the number of inspectors who visit places of work exclusively, as well as the number of inspectors who carry out both inspection and conciliation, and the number of inspectors who perform other functions, such as notifications, advisory services, customer services).	• Between 2005 and 2010, the number of labor inspectors did not vary significantly, with 117 officials in 2005 and 118 in 2010. The highest number of inspectors was reported in 2008, with 120 officials. • The number of single-person regional offices; that is those that function with a single labor inspector decreased from 5 in 2005 to 4 in 2010; the latter correspond to the offices in Santa Bárbara, Trujillo, Yoro and Mosquitia. In the case of the Regional Labor Office of La Esperanza in Intibucá, a female labor inspector was hired. • According to information provided by the STSS, there are 137 posts for labor inspectors; however, only 118 of them are occupied by personnel who perform inspection functions, while the remainder are filled by officials who perform functions in other STSS general directorates. STSS Labor Inspection personnel. Period January 2005 – December 2010. <table><tr><th>Indicator</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Inspectors in the central office</td><td>n.d.</td><td>54</td><td>53</td><td>57</td><td>56</td><td>57</td></tr><tr><td>Inspectors in regional offices</td><td>n.d.</td><td>63</td><td>65</td><td>63</td><td>61</td><td>61</td></tr><tr><td>Total inspectors</td><td>117</td><td>117</td><td>118</td><td>120</td><td>117</td><td>118*</td></tr><tr><td>Inspectors who carry out visits and conciliation</td><td>n.d.</td><td>n.d.</td><td>n.d.</td><td>81</td><td>81</td><td>74</td></tr><tr><td>Inspectors in single-person offices</td><td>5</td><td>5</td><td>5</td><td>4</td><td>4</td><td>4</td></tr></table> * SDP. DGSC. Note No. DCPS-186-2009. September 2, 2009. The note indicated that the wage inspectors (7) had not been taken into account in the study on reclassification of posts of labor inspector: At the national level there are 118 labor inspectors distributed as follows: Tegucigalpa 56, San Pedro Sula 20, Puerto Cortes 3, La Ceiba 6, Olanchito, Yoro 3, La Mosquitia 1, La Esperanza 2, Juticalpa 3, El Progreso 3, Danli 2, Comayagua 5, Choluteca 6, Yoro 1, Trujillo 1, Santa Rosa de Copan 2, Santa Bárbara 1. Sources: STSS. IGT and Salaries Directorate General. Human Resources Unit (SRH). 2005, 2006, 2007 and January 2009. IGT. Progress August 2008- January 2009. SRH. STSS. PROFIL. January 2009. June 2009. SRH. August and September 2009. UPEG.2010. ILO/PROFIL. May 2010. August 2010. SRH, February 28, 2011.	Indicator	2005	2006	2007	2008	2009	2010	Inspectors in the central office	n.d.	54	53	57	56	57	Inspectors in regional offices	n.d.	63	65	63	61	61	Total inspectors	117	117	118	120	117	118*	Inspectors who carry out visits and conciliation	n.d.	n.d.	n.d.	81	81	74	Inspectors in single-person offices	5	5	5	4	4	4
	Indicator	2005	2006	2007	2008	2009	2010																																					
Inspectors in the central office	n.d.	54	53	57	56	57																																						
Inspectors in regional offices	n.d.	63	65	63	61	61																																						
Total inspectors	117	117	118	120	117	118*																																						
Inspectors who carry out visits and conciliation	n.d.	n.d.	n.d.	81	81	74																																						
Inspectors in single-person offices	5	5	5	4	4	4																																						
2.8. Number of training activities for inspectors each year (number of officials trained and, if available, the results of the evaluation of the pertinent training program or event).	• Two training sessions were held for labor inspectors, on the topics of the Civil Service Law and the regulation for its application in the context of the issue of combating corruption, and on labor inspection procedures. • Five activities were held concerning the importance of communications in inspection work, the Inspection Ethics Code, and monitoring the Labor Inspectorate indicators, with the participation of 88 STSS officials.																																											

203. STSS, SRH and the Labor Inspectorate: Civil Service Law and the regulation for its application in the context of combating corruption. 3 participants, August 3, 2010; Labor inspection procedures National meeting of Labor inspectors. ILO/PROFIL. The topics discussed in this meeting were: national and international laws and regulations; evaluation of the Labor Inspectorate's services; 2010-2038 Vision of the Country and 2010-2022 National Plan, practical experiences of general labor inspection procedures and occupational health and safety inspection procedures. October 8, 9 and 10, 2010. 120 labor inspectors and 33 STSS officials and authorities, and staff of the ILO projects participated.

204. With the support of the Cumple y Gana project. List of participants. Training sessions: Workshop to validate the Communication Improvement Plan, with 28 officials (August 5, 2010); Inspection Ethics Code, 13 labor inspectors (September 9, 2010); Workshop on construction and alignment of messages, 22 officials (October 6, 2010); Monitoring of Honduran indicators, 23 participants (October 27 and 28, 2010).

Challenges and recommendations	Indicators	August - December 2010																								
	2.9. Existence of an evaluation of the inspection system that analyzes the reclassification of posts and salaries of the inspectors and the status of implementation of the recommendations of this evaluation.	• An Executive Decree is being prepared on the reorganization and modernization of the STSS Labor General Inspectorate (IGT), which includes the new legal regime for labor inspection. • In addition, a draft has been prepared of the Ethics Code for Labor Inspectors²⁰⁵ it was elaborated in coordination with the <i>Cumple y Gana</i> project,²⁰⁶ and is pending approval by the STSS.																								
	Human resources																									
	2.10. Amount budgeted, number and type of improvements in infrastructure, information technology, vehicles and training in case management in the regional offices and in the central office. (Indicate the institutional budget for the maintenance of these items.)	• Over the period 2005-2010, the STSS provided the Labor Inspectorate with 61 computers, 17 of which were acquired in 2010 for Lps. 564,103. Similarly, during recent years, the STSS has been able to provide the Labor Inspectorate with 5 new vehicles. Computer equipment and new vehicles for the Labor Inspectorate and the regional offices. Period 2005 - 2010. <table border="1"> <thead> <tr> <th>Year</th><th>New computers*</th><th>Vehicles</th></tr> </thead> <tbody> <tr> <td>2005</td><td>n.d.</td><td>1</td></tr> <tr> <td>2006</td><td>26</td><td>2</td></tr> <tr> <td>2007</td><td>n.d.</td><td>4</td></tr> <tr> <td>2008</td><td>10</td><td>1</td></tr> <tr> <td>2009</td><td>8</td><td>0</td></tr> <tr> <td>2010</td><td>17</td><td>0</td></tr> <tr> <td>Total</td><td>61</td><td>8</td></tr> </tbody> </table> * The computers are distributed in the regional labor offices as follows: Tegucigalpa 22, San Pedro Sula 10, La Ceiba 4, Choluteca 6, Comayagua 4, Puerto Cortes 4, El Progreso 5, Santa Rosa de Copán 3, and Roatán 3. Total: 51 computers. Source: STSS: National Assets Office 2007-2008. <i>Cumple y Gana</i> project. IGT. Sept. 2008. IGT. January, March 2009. UPEG. June 2009. The new computers assigned in 2009 were distributed to the following regional offices: Puerto Cortés, Comayagua, Choluteca, Danli and El Progreso. STSS. UPEG. Inventory of computer equipment. December 2010. Source: STSS: National property office 2007-2008. <i>Cumple y Gana</i> project. IGT. Sept. 2008. IGT. January, March 2009. UPEG. June 2009. The vehicles are distributed in the following regional offices: Tegucigalpa 2 cars, San Pedro Sula 1, Progreso 1 in bad condition, La Ceiba 1, Choluteca 2 cars / 1 in good condition and the other in bad condition, Comayagua 1 car. • In 2010, the Inspectorate's technological infrastructure was improved, by providing access to Internet and the information systems on line to 8 regional offices: Tegucigalpa, La Ceiba, Choluteca, Danli, Comayagua, San Pedro Sula, Juticalpa and Roatán in the Bay Islands²⁰⁷.	Year	New computers*	Vehicles	2005	n.d.	1	2006	26	2	2007	n.d.	4	2008	10	1	2009	8	0	2010	17	0	Total	61	8
Year	New computers*	Vehicles																								
2005	n.d.	1																								
2006	26	2																								
2007	n.d.	4																								
2008	10	1																								
2009	8	0																								
2010	17	0																								
Total	61	8																								

205. ILO/PROFIL. Proposal for the Executive Decree.

206. Idem. Proposed document: Labor Inspectors Ethics Code.

207. STSS. UPEG. UPEG Plan and Evaluation. 2010.

Challenges and recommendations	Indicators	August - December 2010																																																																					
	Inspection coverage																																																																						
	2.11. Number of inspections (general or routine, re-inspections) and number of cases sanctioned. Include details of inspections, by size and sector to which the companies inspected belong.	• According to the information gathered since 2005, most labor inspections have been focused on dealing with special or individual cases, which represented 84% that year, increasing to 87% in 2010. To the contrary, more routine inspections, which are preventive in nature and generally cover a greater number of workers, were made in 2007 and 2008, representing 46.1% and 39% respectively of the total number of inspections, but they decreased again in 2009 and 2010. • In 2010, of every 100 cases inspected, less than 5 received a re-inspection visit and only 2 of every 100 cases concluded with a sanction. According to the STSS, in 2009 and 2010, the most usual labor offenses related to failure to comply with payment of the minimum wage and payment of employment benefits, and oral dismissals. Number of inspections made, by type and year. Period 2005 - 2010 <table><tr><th>Type of inspection</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Special inspections (based on complaints)</td><td>9,336</td><td>12,954</td><td>7,802</td><td>10,273</td><td>12,759</td><td>11,975</td></tr><tr><td>Complete inspections (routine)</td><td>1,754</td><td>2,622</td><td>6,668</td><td>6,582</td><td>2,033</td><td>1,726</td></tr><tr><td>Total inspections</td><td>11,090</td><td>15,576</td><td>14,470</td><td>16,855</td><td>14,792</td><td>13,701</td></tr><tr><td>Re-inspections</td><td>430</td><td>373</td><td>253</td><td>537</td><td>485</td><td>654</td></tr><tr><td>Total inspection visits</td><td>11,520</td><td>15,949</td><td>14,723</td><td>17,392</td><td>15,277</td><td>14,355</td></tr><tr><td>Percentage of complete or routine inspections*</td><td>15.8%</td><td>16.8%</td><td>46.1%</td><td>39.0%</td><td>13.7%</td><td>12.6%</td></tr><tr><td>Percentage of cases re-inspected</td><td>3.7%</td><td>2.4%</td><td>1.7%</td><td>3.2%</td><td>3.3%</td><td>4.8%</td></tr><tr><td>Cases sanctioned</td><td>556</td><td>231</td><td>325</td><td>182</td><td>282</td><td>324</td></tr><tr><td>Percentage de cases sanctioned</td><td>5.0%</td><td>1.5%</td><td>2.2%</td><td>1.0%</td><td>1.8%</td><td>2.2%</td></tr></table> * Calculated on the basis of total inspections and not total inspection visits. Source: STSS. Annual reports 2002-2005 and UPEG reports, 2006, 2007, 2008, 2009 and 2010.	Type of inspection	2005	2006	2007	2008	2009	2010	Special inspections (based on complaints)	9,336	12,954	7,802	10,273	12,759	11,975	Complete inspections (routine)	1,754	2,622	6,668	6,582	2,033	1,726	Total inspections	11,090	15,576	14,470	16,855	14,792	13,701	Re-inspections	430	373	253	537	485	654	Total inspection visits	11,520	15,949	14,723	17,392	15,277	14,355	Percentage of complete or routine inspections*	15.8%	16.8%	46.1%	39.0%	13.7%	12.6%	Percentage of cases re-inspected	3.7%	2.4%	1.7%	3.2%	3.3%	4.8%	Cases sanctioned	556	231	325	182	282	324	Percentage de cases sanctioned	5.0%	1.5%	2.2%	1.0%	1.8%
Type of inspection	2005	2006	2007	2008	2009	2010																																																																	
Special inspections (based on complaints)	9,336	12,954	7,802	10,273	12,759	11,975																																																																	
Complete inspections (routine)	1,754	2,622	6,668	6,582	2,033	1,726																																																																	
Total inspections	11,090	15,576	14,470	16,855	14,792	13,701																																																																	
Re-inspections	430	373	253	537	485	654																																																																	
Total inspection visits	11,520	15,949	14,723	17,392	15,277	14,355																																																																	
Percentage of complete or routine inspections*	15.8%	16.8%	46.1%	39.0%	13.7%	12.6%																																																																	
Percentage of cases re-inspected	3.7%	2.4%	1.7%	3.2%	3.3%	4.8%																																																																	
Cases sanctioned	556	231	325	182	282	324																																																																	
Percentage de cases sanctioned	5.0%	1.5%	2.2%	1.0%	1.8%	2.2%																																																																	
	2.12. Ratio of inspectors / Working population.	• The number of labor inspectors has not varied significantly, so that the average number of workers that each inspector handles increased from 21,735 workers per inspector in 2005 to 27,573 per inspector in 2010. Ratio of inspectors in relation to the working population. Period 2005 – December 2010. <table><tr><th>Indicator</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010*</th></tr><tr><td>Working population</td><td>2,543,000</td><td>2,724,000</td><td>2,773,000</td><td>2,901,000</td><td>3,165,534</td><td>3,253,712</td></tr><tr><td>Number of inspectors</td><td>117</td><td>111</td><td>118</td><td>120</td><td>117</td><td>118</td></tr><tr><td>Ratio</td><td>21,735</td><td>24,541</td><td>23,500</td><td>24,175</td><td>27,055</td><td>27,573</td></tr></table> * The data corresponds to the period January–June 2010. Source: STSS, UPEG, 2005-2010, EHPM September 2005-2006, May 2007, May 2008, May 2009 and May 2010.	Indicator	2005	2006	2007	2008	2009	2010*	Working population	2,543,000	2,724,000	2,773,000	2,901,000	3,165,534	3,253,712	Number of inspectors	117	111	118	120	117	118	Ratio	21,735	24,541	23,500	24,175	27,055	27,573																																									
Indicator	2005	2006	2007	2008	2009	2010*																																																																	
Working population	2,543,000	2,724,000	2,773,000	2,901,000	3,165,534	3,253,712																																																																	
Number of inspectors	117	111	118	120	117	118																																																																	
Ratio	21,735	24,541	23,500	24,175	27,055	27,573																																																																	

Challenges and recommendations	Indicators	August - December 2010																												
	2.13. Percentage of working population covered by the inspections.	• The percentage of the working population covered by inspections has shown a sustained upward trend, rising from 0.9% in 2005 to 4.2% in 2010. Percentage of the working population covered by labor inspections. Period 2005 – 2010 <table><tr><th>Year</th><th>Working population</th><th>Population covered by inspections</th><th>% working population covered by inspections</th></tr><tr><td>2005</td><td>2,543,000</td><td>22,944</td><td>0.9%</td></tr><tr><td>2006</td><td>2,724,000</td><td>40,290</td><td>1.5%</td></tr><tr><td>2007</td><td>2,773,000</td><td>77,206</td><td>2.8%</td></tr><tr><td>2008</td><td>2,901,000</td><td>92,542</td><td>3.2%</td></tr><tr><td>2009</td><td>3,165,534</td><td>114,368</td><td>3.6%</td></tr><tr><td>2010</td><td>3,253,712</td><td>136,761</td><td>4.2%</td></tr></table> Source: STSS, UPEG. 2006, 2007 and 2008. EHPM 2005-2006, May 2007, September 2008, May 2009 and May 2010.	Year	Working population	Population covered by inspections	% working population covered by inspections	2005	2,543,000	22,944	0.9%	2006	2,724,000	40,290	1.5%	2007	2,773,000	77,206	2.8%	2008	2,901,000	92,542	3.2%	2009	3,165,534	114,368	3.6%	2010	3,253,712	136,761	4.2%
Year	Working population	Population covered by inspections	% working population covered by inspections																											
2005	2,543,000	22,944	0.9%																											
2006	2,724,000	40,290	1.5%																											
2007	2,773,000	77,206	2.8%																											
2008	2,901,000	92,542	3.2%																											
2009	3,165,534	114,368	3.6%																											
2010	3,253,712	136,761	4.2%																											

3. Mediation and conciliation

Challenge: • The Ministry has a limited capacity to perform its mediation and conciliation function. Recommendations: • The budgetary resources for mediation and conciliation should be increased.	Human resources																			
	2.14. Number of STSS conciliators.		• The number of conciliators has increased from 14 in 2009 to 21 in 2010. The number of conciliators has fluctuated in recent years because contractual appointments are subject to the budget allocated to hire the corresponding personnel.																	
	Number of STSS conciliators. Period 2005 – December 2010. <table><tr><th>Year</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Number of conciliators</td><td>17</td><td>17</td><td>20</td><td>18</td><td>14</td><td>21</td></tr></table> Source: STSS, SRH. 2005, 2006 and 2007. DGT, July 1, 2008, January and June 2009. DGT. August-December 2010. • The Labor General Directorate (DGT) offers the service of alternative dispute resolution in 6 regional offices, and has 21 conciliators, as well as 2 labor counselors and 5 logistic support staff. In addition, of the 118 labor inspectors, 74 perform the functions of both inspection and conciliation.							Year	2005	2006	2007	2008	2009	2010	Number of conciliators	17	17	20	18	14
Year	2005	2006	2007	2008	2009	2010														
Number of conciliators	17	17	20	18	14	21														

Challenges and recommendations	Indicators	August - December 2010																																																
		Officials and employees involved in labor conciliation services Period December 2010. <table><tr><th>Place</th><th>Conciliators</th><th>Counselors</th><th>Writ servers</th><th>Logistic support</th><th>Total</th></tr><tr><td>Tegucigalpa</td><td>11</td><td>1</td><td>3</td><td>2</td><td>17</td></tr><tr><td>San Pedro Sula</td><td>5</td><td>1</td><td>1</td><td>0</td><td>7</td></tr><tr><td>Choluteca</td><td>2</td><td>0</td><td>0</td><td>0</td><td>2</td></tr><tr><td>Danlí</td><td>1</td><td>0</td><td>0</td><td>0</td><td>1</td></tr><tr><td>Comayagua</td><td>1</td><td>0</td><td>0</td><td>0</td><td>1</td></tr><tr><td>Santa Rosa de Copán</td><td>1</td><td>0</td><td>0</td><td>0</td><td>1</td></tr><tr><td>Total</td><td>21</td><td>2</td><td>4</td><td>2</td><td>29</td></tr></table> Source: STSS. DGT. Annual report. December 31, 2010.	Place	Conciliators	Counselors	Writ servers	Logistic support	Total	Tegucigalpa	11	1	3	2	17	San Pedro Sula	5	1	1	0	7	Choluteca	2	0	0	0	2	Danlí	1	0	0	0	1	Comayagua	1	0	0	0	1	Santa Rosa de Copán	1	0	0	0	1	Total	21	2	4	2	29
Place	Conciliators	Counselors	Writ servers	Logistic support	Total																																													
Tegucigalpa	11	1	3	2	17																																													
San Pedro Sula	5	1	1	0	7																																													
Choluteca	2	0	0	0	2																																													
Danlí	1	0	0	0	1																																													
Comayagua	1	0	0	0	1																																													
Santa Rosa de Copán	1	0	0	0	1																																													
Total	21	2	4	2	29																																													
	2.15. Number of training activities for conciliators (number of officials trained and, if available, the results of the evaluation of the pertinent training program or event).	Over this period, 2 training workshops were held on conciliation techniques and introduction to the procedures manual, and one national workshop on evaluation of the Labor Alternative Dispute Resolution service, with the participation of 54 STSS officials and employees.²⁰⁸																																																
Infrastructure and equipment																																																		
	2.16. Amount budgeted, number and type of improvements in infrastructure, information technology, vehicles and training in conciliation case management in the regional offices and in the central office. (Indicate the institutional budget for the maintenance of these items.)	Computer equipment and offices remodeled for conciliation work. Period 2005 – 2010. <table><tr><th>Year</th><th>Number of computers</th><th>Number of offices adapted</th></tr><tr><td>2005</td><td>n.d.</td><td>14</td></tr><tr><td>2006</td><td>10</td><td>5</td></tr><tr><td>2007</td><td>12</td><td>3</td></tr><tr><td>2008</td><td>0</td><td>0</td></tr><tr><td>2009</td><td>25</td><td>5</td></tr><tr><td>2010</td><td>0</td><td>13</td></tr><tr><td>Total</td><td>47</td><td>40</td></tr></table> Source: STSS. National Property Office, 2007 DGT. 2008. May 8, 2009 (Records of reception of equipment). DGT. Annual report 2009 and August 25, 2010.	Year	Number of computers	Number of offices adapted	2005	n.d.	14	2006	10	5	2007	12	3	2008	0	0	2009	25	5	2010	0	13	Total	47	40																								
Year	Number of computers	Number of offices adapted																																																
2005	n.d.	14																																																
2006	10	5																																																
2007	12	3																																																
2008	0	0																																																
2009	25	5																																																
2010	0	13																																																
Total	47	40																																																

208. STSS. DGT. Note 186, May 10, 2011. Training event on conciliation techniques and introduction to the procedures manual, held on May 14 and 15, 2011, in Tegucigalpa, with the participation of 29 STSS officials and technical personnel; national workshop to evaluate the results of the services of the Alternative Dispute Resolution Center in 2010, December 9 and 10, 2010, 25 participants, held in Tegucigalpa on December 9 and 10, 2010.

Challenges and recommendations	Indicators	August - December 2010																																		
		In San Pedro Sula, 5 offices were re-modeled for alternative dispute resolution (1 for individual conflicts, one labor mediation office for collective conflicts, the reception area, the labor counseling office, and a waiting area for 15 people); in Comayagua a conciliation office was built, and in Santa Rosa de Copán and Danlí the existing conciliation offices were refurbished.²⁰⁹																																		
	Conciliation and mediation coverage																																			
	2.17. Existence and status of implementation of a specialized labor conciliation and arbitration service.	The communication strategy for the alternative dispute resolution service was designed, and will be implemented in 2011.²¹⁰																																		
	2.18. Number of individual and collective labor disputes handled and resolved by conciliation.	The number of individual disputes handled by the STSS has fluctuated over the last 5 years, rising from almost 19,000 cases in 2005 to around 35,000 in 2006 and 2007, falling to 26,000 in 2008, and increasing again in 2009 and 2010. Similarly, the percentage of cases conciliated has varied, declining from 85.5% in 2005 to 46.5% in 2010. However, the amount conciliated has maintained an upward trend since 2005, increasing from 57 million lempiras in that year to 816 million at December 2010. Individual labor disputes handled and resolved by conciliation. Period 2005-June 2010 <table><tr><th>Individual conciliations*</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Cases handled</td><td>18,808</td><td>35,227</td><td>34,284</td><td>26,366</td><td>30,756</td><td>45,960</td></tr><tr><td>Conciliations achieved</td><td>16,058</td><td>18,567</td><td>19,919</td><td>19,141</td><td>18,981</td><td>21,375</td></tr><tr><td>% of conciliation</td><td>85.4%</td><td>52.7%</td><td>58.1%</td><td>72.5%</td><td>61.8%</td><td>46.5%</td></tr><tr><td>Amount paid out as a result of agreements (in Lempiras)</td><td>57,257,883</td><td>81,895,249</td><td>360,301,336</td><td>473,766,647</td><td>675,445,985</td><td>816,459,748</td></tr></table> * The cases include those handled by the Labor Inspectorate, the DGT and the Office of the Attorney General for Labor. Source: STSS. Annual report 2002-2005; STSS. UPEG, DGT. January to December 2008. DGT, June 30, 2009, December 2009. UPEG, December, 2010.	Individual conciliations*	2005	2006	2007	2008	2009	2010	Cases handled	18,808	35,227	34,284	26,366	30,756	45,960	Conciliations achieved	16,058	18,567	19,919	19,141	18,981	21,375	% of conciliation	85.4%	52.7%	58.1%	72.5%	61.8%	46.5%	Amount paid out as a result of agreements (in Lempiras)	57,257,883	81,895,249	360,301,336	473,766,647	675,445,985
Individual conciliations*	2005	2006	2007	2008	2009	2010																														
Cases handled	18,808	35,227	34,284	26,366	30,756	45,960																														
Conciliations achieved	16,058	18,567	19,919	19,141	18,981	21,375																														
% of conciliation	85.4%	52.7%	58.1%	72.5%	61.8%	46.5%																														
Amount paid out as a result of agreements (in Lempiras)	57,257,883	81,895,249	360,301,336	473,766,647	675,445,985	816,459,748																														

209. STSS. DGT. Annual report. December 31, 2010

210. STSS. DGT. Annual report. December 31, 2010.

Challenges and recommendations	Indicators	August - December 2010																								
		Regarding collective disputes, in both 2009 and 2010, the number of cases handled decreased; 2 cases were resolved in 2010.²¹¹ Number of collective disputes handled and resolved by STSS. Period January 2006 – December 2010. <table><tr><th>Year</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Number of collective disputes handled</td><td>29</td><td>29</td><td>35</td><td>2</td><td>4*</td></tr><tr><td>Number of collective disputes resolved</td><td>28</td><td>28</td><td>34</td><td>0</td><td>2</td></tr><tr><td>Rate of effectiveness</td><td>96%</td><td>96%</td><td>96%</td><td>0</td><td>50%</td></tr></table> * Not yet resolved. Source: STSS. UPEG.2006-2007. DGT.2008.July 2009.DGT. December 2010.	Year	2006	2007	2008	2009	2010	Number of collective disputes handled	29	29	35	2	4*	Number of collective disputes resolved	28	28	34	0	2	Rate of effectiveness	96%	96%	96%	0	50%
Year	2006	2007	2008	2009	2010																					
Number of collective disputes handled	29	29	35	2	4*																					
Number of collective disputes resolved	28	28	34	0	2																					
Rate of effectiveness	96%	96%	96%	0	50%																					

4. Regional recommendations

- Increase resources for key compliance functions, including inspectorates, and mediation and conciliation services.
- Improve training of compliance personnel.
- Improve infrastructure, information technology and case management capacity.
- Reorganize operations of labor ministries to effectively focus on key priorities.
- Enhance or establish where necessary offices focused on women's workplace issues and child labor.
- Enhance or establish offices where necessary

Core budget of the Labor and Social Security Secretariat

2.19. Core budget of the STSS

- The STSS budget is classified in 5 budgetary programs, which are subdivided into subprograms and projects, as described below:
 - o Program 01-Core Activities
 - 001 Senior management and coordination
 - 002 Administrative and accounting services
 - 003 Secretarial services
 - 004 Internal auditing
 - 005 Management planning and evaluation
 - 006 Institutional reform and modernization
 - 007 External cooperation and mobilization of resources
 - 008 Institutional communications
 - 009 Regional coordination services
 - o Program 11 – Regulation of labor relations
 - 001 Conciliation of worker-employer relations
 - 002 Labor inspection services
 - 003 Legal assistance services for labor matters
 - Project 01: Program to establish a specialized labor conciliation service

211. These procedures are decided, according to the Labor Code, with the intervention of the STSS and require agreement by the parties.

Challenges and recommendations	Indicators	August - December 2010
of special advocates for worker rights who can further assist workers and employers on effective compliance with labor laws. • Institutionalize improved enforcement procedures and initiatives focused on high priority concerns such as the dismissal of workers for legitimate trade union activities and gender discrimination, including any illegal pregnancy testing.		- o Program 12 – Employment and salary policies - 001 Formulation and evaluation of employment policies - 002 Formulation and evaluation of salary policies - 003 Employment policies (line item created in 2009) - 004 Employment policies (line item created in 2009) - Project 01: Program of secondary and vocational education (4 components: (1) Vocational training; (2) Employment intermediation service; (3) modernization of labor administration, and (4) execution, monitoring and evaluation). - Project 02: Nutrition and social protection - Project *: Employment of people with disabilities (only included as a modification of the 2005 budget, but does not appear in the initial budget or the executed budget of any other year). - o Program 13 – Protection and promotion of social security - 001 Program management and coordination - 002 Occupational health, safety and medicine - 003 Social promotion for women and children and adolescent workers - 004 Social protection for workers - 005 Protection and assistance to young children - Project 01: Promotion of occupational safety in Honduras - o Program 99 – Transfers - 001 Financial support to decentralized institutions and other support • For the effects of the verification process the following budget line items have been excluded, considering that they do not correspond strictly to labor functions: Job skills training (Program 12, Secondary and vocational education project); Protection and assistance for young children (Program 13-005) and all of program 99 corresponding to transfers.

Challenges and recommendations	Indicators	August - December 2010						
		Initial STSS budget (approved) for programs and activities (in lempiras). Period 2005-2010						
		Year	2005	2006	2007	2008	2009	2010
		Total STSS budget	291,736,500	299,517,200	366,916,846	447,695,058	567,440,696	520,686,264
		Programs included for verification:						
		01 Core activities	55,452,718	59,295,173	64,442,456	74,648,210	83,886,662	109,609,786
		01-001 Senior management & coordination	2,873,933	2,864,252	4,042,821	4,429,712	6,518,858	6,185,666
		01-002 Admin. & accounting services	23,731,508	24,945,618	25,949,642	31,496,112	35,707,292	56,238,213
		01-003 Secretarial services general	1,196,873	1,226,597	1,353,949	1,710,484	1,882,175	1,844,221
		01-004 Internal auditing	482,289	542,884	810,719	1,105,848	1,307,737	1,287,892
		01-005 Management planning & evaluation	518,726	551,192	587,063	1,085,677	1,204,406	1,217,292
		01-006 Institutional reform & modernization	547,989	569,902	589,460	642,074	663,292	698,353
		01-007 External coop/resource mobilization	675,591	754,716	831,421	902,793	965,877	967,200
		01-008 Institutional communications	350,207	360,814	398,924	511,297	536,499	540,162
		01-009 Regional coordination services	25,075,602	27,479,198	29,878,457	32,764,213	35,100,526	40,630,787
		11-Regulation of labor relations	11,671,188	10,973,512	8,921,323	20,180,801	25,183,833	18,104,046
		11-001 Worker-employer conciliations	2,221,511	2,368,516	2,573,360	3,433,487	3,988,162	4,429,493
		11-002 Labor inspection services	8,320,696	7,438,344	5,089,154	5,785,798	6,685,057	7,385,796
		11-003 Legal assistance services (labor)	1,128,981	1,166,652	1,258,809	1,513,916	1,450,214	1,616,863
		11-01 Program Conciliation service	0	0	0	9,447,600	13,060,400	4,671,894
		12-Employment and salary policies	5,233,748	7,836,671	36,127,749	50,488,630	71,345,593	47,614,014
		12-001 Design & eval. employment policy	2,149,496	2,312,074	2,329,134	3,549,790	3,761,758	4,187,229
		12-002 Design & evaluation salary policy	3,084,252	3,258,197	3,599,215	4,171,140	4,738,835	5,258,954
		12-01 Project: employment/secondary ed	0	2,266,400	11,338,510	10,824,000	26,220,44	3,100,833
		12-02 Project: Nutrition & social protection	0	0	18,860,890	31,943,700	36,624,559	35,066,998
		12-* Project: Employ. people w/disabilities	0	0	0	0	0	0
		13-Protection and promotion of social security	7,164,140	7,382,024	7,659,045	8,930,975	9,337,232	10,850,439
		13-001 Program management/coordination	2,121,265	2,216,711	2,553,622	3,062,418	2,903,668	3,031,383
		13-002 Occupational health, safety and medicine	3,985,717	4,047,598	3,987,209	4,704,615	5,168,856	6,175,966
		13-003 Social prom. women and minors	352,039	375,751	406,891	488,797	533,976	687,691
		13-004 Social protection for workers	705,119	741,964	711,323	675,145	730,732	955,399
		13-01 Project: Prom. occup. health & safety	0	0	0	0	0	0
		Total for effects of the verification process	79,521,794	85,487,380	117,150,573	154,248,616	189,753,320	186,178,285
		Programs not included for the verification:						
		12-01-01 Job skills training		1,254,600	8,969,500	11,000,000	25,000,000	3,227,264
		13-005 Protection and assistance for young children	4,632,006	5,168,450	6,238,773	7,260,442	8,731,376	10,117,540
		99-support/decentralized institutions, etc.	207,582,700	207,606,770	234,558,000	275,186,000	343,956,000	321,163,175
		Total excluded from the verification process	212,214,706	214,029,820	249,766,273	293,446,442	377,687,376	334,507,979

Source: SEFIN. Budget, Directorate General (DGP). The services for the protection of young children have been excluded from Program 13 Protection and promotion of social security, STSS, SGP.2005-2010.

Source: SEFIN. Budget, Directorate General (DGP). The services for the protection of young children have been excluded from Program 13 Protection and promotion of social security, STSS, SGP.2005-2010.

Challenges and recommendations	Indicators	August - December 2010																																																																																					
		• The following table shows the increase in this budget which, in current terms, has had positive rates ranging between 50% (2006 modified budget) and 3.8% (2008 modified budget). The exception is 2010, when, for the first time in 6 years, there was a decrease in the budget, at the level of both the initial budget (-1.9), the modified budget (-17.5) and the executed budget (-7.4). • The real growth rates also reveal this positive trend, with the exception of the modified budget for 2007 and 2008, and also the 2010 initial, modified and executed budget. Annual STSS budget* subject to verification. Period 2005 – December 2010 <table><tr><th rowspan="3">Year</th><th colspan="3">Initial budget</th><th colspan="3">Modified budget</th><th colspan="3">Executed budget</th></tr><tr><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th></tr><tr><th>current</th><th>real*</th><th>current</th><th>real*</th><th>current</th><th>real*</th></tr><tr><td>2005</td><td>79,521,794</td><td>-</td><td>-</td><td>101,960,415</td><td>-</td><td>-</td><td>95,631,475</td><td></td><td></td></tr><tr><td>2006</td><td>85,487,380</td><td>7.5</td><td>1.8</td><td>153,591,937</td><td>50.6</td><td>42.7</td><td>109,065,611</td><td>14.0</td><td>8,0</td></tr><tr><td>2007</td><td>117,150,573</td><td>37.0</td><td>28.1</td><td>161,203,209</td><td>5.0</td><td>-1.9</td><td>135,884,938</td><td>24.6</td><td>16,5</td></tr><tr><td>2008</td><td>154,248,616</td><td>31.7</td><td>18.2</td><td>167,386,982</td><td>3.8</td><td>-6.8</td><td>153,668,467</td><td>13.1</td><td>1,5</td></tr><tr><td>2009</td><td>189,753,320</td><td>23.0</td><td>16.6</td><td>237,406,069</td><td>41.8</td><td>34.4</td><td>189,133,515</td><td>23.1</td><td>16,7</td></tr><tr><td>2010</td><td>186,169,585</td><td>-1.9</td><td>-6.3</td><td>195,169,707</td><td>-17.5</td><td>-21.9</td><td>175,064,331</td><td>-7.4</td><td>-11,6</td></tr></table> * The initial budget corresponds to the one approved by the National Congress of the Republic; the modified budget refers to the last budget modified and approved by the National Congress during the year, based on the adjustments made under the different budget headings, and the executed budget corresponds to the amount executed or spent at the end of the year. ** To calculate this increase, inflation, measured by the Consumer Price Index (baseline December 1999), was subtracted using the average rate each year. Central Bank of Honduras. Source: Finance Secretariat (SEFIN). Budget Directorate and STSS. 2005-2010.	Year	Initial budget			Modified budget			Executed budget			Lempiras	% annual increase		Lempiras	% annual increase		Lempiras	% annual increase		current	real*	current	real*	current	real*	2005	79,521,794	-	-	101,960,415	-	-	95,631,475			2006	85,487,380	7.5	1.8	153,591,937	50.6	42.7	109,065,611	14.0	8,0	2007	117,150,573	37.0	28.1	161,203,209	5.0	-1.9	135,884,938	24.6	16,5	2008	154,248,616	31.7	18.2	167,386,982	3.8	-6.8	153,668,467	13.1	1,5	2009	189,753,320	23.0	16.6	237,406,069	41.8	34.4	189,133,515	23.1	16,7	2010	186,169,585	-1.9	-6.3	195,169,707	-17.5	-21.9	175,064,331	-7.4	-11,6
Year	Initial budget			Modified budget			Executed budget																																																																																
	Lempiras	% annual increase		Lempiras	% annual increase		Lempiras	% annual increase																																																																															
		current	real*		current	real*		current	real*																																																																														
2005	79,521,794	-	-	101,960,415	-	-	95,631,475																																																																																
2006	85,487,380	7.5	1.8	153,591,937	50.6	42.7	109,065,611	14.0	8,0																																																																														
2007	117,150,573	37.0	28.1	161,203,209	5.0	-1.9	135,884,938	24.6	16,5																																																																														
2008	154,248,616	31.7	18.2	167,386,982	3.8	-6.8	153,668,467	13.1	1,5																																																																														
2009	189,753,320	23.0	16.6	237,406,069	41.8	34.4	189,133,515	23.1	16,7																																																																														
2010	186,169,585	-1.9	-6.3	195,169,707	-17.5	-21.9	175,064,331	-7.4	-11,6																																																																														
	2.20. Percentage of annual institutional budget dedicated to enforcing labor laws	• For the budget dedicated to the application of labor laws, Program 11 on Regulation of labor relations and subprogram 002 (Occupational health, safety and medicine) of Program 13 (Protection and promotion of social security) were taken into account, because 39 of the 118 STSS inspectors work in that area. Even though subprogram 13-003 (Social promotion of women and children) has 2 social workers who carry out promotion and awareness-raising activities on labor rights and child labor inspection, it was not possible to separate the resources allocated to them, because they are included in a single budget; consequently the following table does not include that line item, even though the said resources are used for some tasks related to the application of labor laws. • The rates of current and real growth of the budget allocated to the application of labor laws has fluctuated, because in 2006, 2007 and 2010 there was a decrease in the amount allocated, while in 2008 and 2009, there was a significant increase in the initial budget. This tendency can also be observed in the modified budget; however, in the executed budget there has been a clearer trend towards an annual increase in current terms between 2007 and 2009. In recent years, there has clearly been a significant difference between the amount budgeted and the amount executed; this difference is due, in part, to budget directives issued by the central Government.																																																																																					

Challenges and recommendations	Indicators	August - December 2010																																																																																																										
		Annual STSS budget allocated to enforcement of labor laws. Period December 2005–December 2010 <table><tr><th rowspan="3">Year</th><th colspan="3">Initial budget</th><th colspan="3">Modified budget</th><th colspan="3">Executed budget</th></tr><tr><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th><th rowspan="2">Lempiras</th><th colspan="2">% annual increase</th></tr><tr><th>current</th><th>real*</th><th>current</th><th>real*</th><th>current</th><th>real*</th></tr><tr><td>2005</td><td>15.656.905</td><td>-</td><td>-</td><td>15,443,270</td><td>-</td><td>-</td><td>14,880,941</td><td>-</td><td>-</td></tr><tr><td>2006</td><td>15.021.110</td><td>-4.1</td><td>-9.1</td><td>15,624,649</td><td>1.2</td><td>-4.2</td><td>14,777,314</td><td>-0.7</td><td>-5.9</td></tr><tr><td>2007</td><td>12.908.532</td><td>-14.1</td><td>-19.6</td><td>19,111,667</td><td>22.3</td><td>14.4</td><td>15,691,603</td><td>6.3</td><td>-0.7</td></tr><tr><td>2008</td><td>24.885.416</td><td>92.8</td><td>73.0</td><td>22,978,166</td><td>20.2</td><td>7.9</td><td>17,452,152</td><td>11.2</td><td>-0.2</td></tr><tr><td>2009</td><td>30.352.689</td><td>22.0</td><td>15.6</td><td>31,655,443</td><td>37.8</td><td>30.6</td><td>22,408,901</td><td>28.4</td><td>21.7</td></tr><tr><td>2010</td><td>24.280.012</td><td>-20.0</td><td>-23.6</td><td>24,197,065</td><td>-23.6</td><td>-27.0</td><td>21,204,362</td><td>-5.4</td><td>-9.6</td></tr></table> * To calculate this increase, inflation, measured by the Consumer Price Index (baseline December 1999), was subtracted using the average rate each year. Central Bank of Honduras. Source: Finance Secretariat (SEFIN). Budget Directorate and STSS 2005-2010. Percentage of STSS budget allocated to the enforcement of labor law in relation to the STSS budget subject to verification. Period 2005 – December 2010. <table><tr><th></th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Initial in relation to initial</td><td>19.7</td><td>17.6</td><td>11.0</td><td>16.1</td><td>16.0</td><td>13.0</td></tr><tr><td>Executed in relation to executed</td><td>15.6</td><td>13.5</td><td>11.5</td><td>11.4</td><td>11.8</td><td>12.6</td></tr></table> Source: SEFIN. Budget General Directorate. 2005-2010.	Year	Initial budget			Modified budget			Executed budget			Lempiras	% annual increase		Lempiras	% annual increase		Lempiras	% annual increase		current	real*	current	real*	current	real*	2005	15.656.905	-	-	15,443,270	-	-	14,880,941	-	-	2006	15.021.110	-4.1	-9.1	15,624,649	1.2	-4.2	14,777,314	-0.7	-5.9	2007	12.908.532	-14.1	-19.6	19,111,667	22.3	14.4	15,691,603	6.3	-0.7	2008	24.885.416	92.8	73.0	22,978,166	20.2	7.9	17,452,152	11.2	-0.2	2009	30.352.689	22.0	15.6	31,655,443	37.8	30.6	22,408,901	28.4	21.7	2010	24.280.012	-20.0	-23.6	24,197,065	-23.6	-27.0	21,204,362	-5.4	-9.6		2005	2006	2007	2008	2009	2010	Initial in relation to initial	19.7	17.6	11.0	16.1	16.0	13.0	Executed in relation to executed	15.6	13.5	11.5	11.4	11.8	12.6
Year	Initial budget			Modified budget			Executed budget																																																																																																					
	Lempiras	% annual increase		Lempiras	% annual increase		Lempiras	% annual increase																																																																																																				
		current	real*		current	real*		current	real*																																																																																																			
2005	15.656.905	-	-	15,443,270	-	-	14,880,941	-	-																																																																																																			
2006	15.021.110	-4.1	-9.1	15,624,649	1.2	-4.2	14,777,314	-0.7	-5.9																																																																																																			
2007	12.908.532	-14.1	-19.6	19,111,667	22.3	14.4	15,691,603	6.3	-0.7																																																																																																			
2008	24.885.416	92.8	73.0	22,978,166	20.2	7.9	17,452,152	11.2	-0.2																																																																																																			
2009	30.352.689	22.0	15.6	31,655,443	37.8	30.6	22,408,901	28.4	21.7																																																																																																			
2010	24.280.012	-20.0	-23.6	24,197,065	-23.6	-27.0	21,204,362	-5.4	-9.6																																																																																																			
	2005	2006	2007	2008	2009	2010																																																																																																						
Initial in relation to initial	19.7	17.6	11.0	16.1	16.0	13.0																																																																																																						
Executed in relation to executed	15.6	13.5	11.5	11.4	11.8	12.6																																																																																																						
2.21. Percentage of the STSS budget in relation to the national budget	- The percentage of the initial STSS budget subject to verification in relation to the National Budget revealed an upward trend from 2006 to 2009, rising from 0.20% to 0.30%. However, it declined in 2010 to 0.27%. - Regarding the percentage of the executed STSS budget in relation to the National Budget, this has fluctuated, increasing between 2005 and 2007, and in 2008 and 2009, but decreasing in 2007 and 2008 and in 2009 and 2010, as shown in the following table. Percentage of STSS institutional budget subject to verification in relation to the National Budget. Period 2005 – December 2010. <table><tr><th></th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Initial in relation to initial</td><td>0.20</td><td>0.20</td><td>0.24</td><td>0.25</td><td>0.30</td><td>0.27</td></tr><tr><td>Executed in relation to executed</td><td>0.25</td><td>0.26</td><td>0.27</td><td>0.24</td><td>0.27</td><td>0.20</td></tr></table> Source: Source: Finance Secretariat. SEFIN. Budget Directorate. 2005-2010.		2005	2006	2007	2008	2009	2010	Initial in relation to initial	0.20	0.20	0.24	0.25	0.30	0.27	Executed in relation to executed	0.25	0.26	0.27	0.24	0.27	0.20																																																																																						
	2005	2006	2007	2008	2009	2010																																																																																																						
Initial in relation to initial	0.20	0.20	0.24	0.25	0.30	0.27																																																																																																						
Executed in relation to executed	0.25	0.26	0.27	0.24	0.27	0.20																																																																																																						

Challenges and recommendations	Indicators	August - December 2010																												
	2.22. Number of internal work regulations approved.	• A total of 1,233 labor regulations were approved from 2005 to 2010, with the number of regulations approved tending to increase each year. Although there is no information on the number of regulations received and being processed for the years prior to 2008, in 2010, 49% of the regulations received were pending approval. • A decrease can be observed in the number of regulations received and approved in 2010 in relation to 2009, with an increase in those being processed. Number of internal work regulations approved by the STSS. Period 2005-2010. <table><tr><th>Indicator</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Regulations received</td><td>n.d.</td><td>n.d.</td><td>n.d.</td><td>n.d.</td><td>318</td><td>292</td></tr><tr><td>Regulations approved</td><td>142</td><td>171</td><td>308</td><td>238</td><td>216</td><td>114</td></tr><tr><td>Regulations being processed</td><td>n.d.</td><td>n.d.</td><td>n.d.</td><td>n.d.</td><td>24</td><td>178*</td></tr></table> * 20 regulations were pending processing by the DGT, while the DGT had issued an opinion on 158 that had been forwarded to the State Secretariat, and were pending approval by the Secretary of State. Source: Annual Report, STSS, 2002-2005; UPEG, 2006, 2007, 2008. DGT. July 2009, December 2010.	Indicator	2005	2006	2007	2008	2009	2010	Regulations received	n.d.	n.d.	n.d.	n.d.	318	292	Regulations approved	142	171	308	238	216	114	Regulations being processed	n.d.	n.d.	n.d.	n.d.	24	178*
	Indicator	2005	2006	2007	2008	2009	2010																							
	Regulations received	n.d.	n.d.	n.d.	n.d.	318	292																							
Regulations approved	142	171	308	238	216	114																								
Regulations being processed	n.d.	n.d.	n.d.	n.d.	24	178*																								
Procedures for enforcing labor laws																														
	2.23. Number and type of actions to improve procedures for enforcing labor laws. Include: - Existence and approval of laws and regulations designed to improve the enforcement of labor laws.	• The National Program of Employment by the Hour was approved with the official purpose of promoting decent work,²¹² retaining existing jobs, and avoiding increased dismissals and under-employment in the country.²¹³																												

212. Regarding the issue of promoting employment, in its observations on the Employment Policy Convention (No. 122), the ILO CEACR requested the Government "to supply information in its next report on the results achieved in the creation of productive employment in the context of the PNDP [National Decent Work Program]," together with "up-to-date information [...] on the size and distribution of the workforce and on the nature and extent of unemployment, as an essential component of the implementation of an active employment policy within the meaning of the Convention"; "the consultations held with a view to formulating and implementing an active employment policy enabling the negative impact of the global crisis to be overcome"; "the steps taken to coordinate occupational education and training policies with prospective employment opportunities and to improve the competitiveness of the economy"; "the impact of trade agreements on the generation of productive employment"; "the contribution of the export processing zones towards the creation of lasting, high-quality employment"; "the impact of the new legal framework relating to MSMEs on the creation of employment and the reduction of poverty"; "the manner in which programmes for sound investment of remittances sent by migrant workers have contributed to the creation of productive employment," and "the results achieved by the National Youth Policy and the Plan of Action for Youth Employment 2009-11," among other aspects. See: ILO/CEACR. Individual Observation concerning Employment Policy Convention, 1964 (No. 122) Published: 2011. Government of Honduras.

213. CNH. Decree No. 230-2010. National Program of Employment by the Hour. November 5, 2010.

Challenges and recommendations	Indicators	August - December 2010
	- Design of policies, plans, procedures and protocols. - Dissemination of policies, plans, procedures and protocols through manuals or training. - Existence and operation of offices of labor lawyers or special defenders who provide additional support to workers and employers	• The Secretariat of Justice and Human Rights was established; one of its responsibilities is the promotion, coordination, formulation, harmonization, implementation and evaluation of the Executive's public policies on access to justice.²¹⁴ • The STSS organized a workshop to monitor and evaluate the action of the STSS in the regional offices of San Pedro Sula, Puerto Cortés and Progreso, with 145 participants, including the staff of the regional offices and the childcare centers.²¹⁵ • The STSS is implementing a pilot project in Choluteca to reinforce the labor administration system; it includes improving methods and procedures for the application of labor laws. The project began with a site assessment, and is being implemented with support from the ILO/Verification Project. Over the verification period, two working and guidance meetings were held to formulate and launch the initiative, with the participation of more than 100 representatives of the community of Choluteca, from the government, worker and employer sectors, civil society and cooperation agencies.²¹⁶ Under this initiative, between August and December 2010, 48 programs on the labor rights and obligations of workers and employers were broadcast by a local radio station, "Radio Paz."²¹⁷

241. CNH. Decree No.177-2010. Reform of articles 28 and 29 of Decree No.146-86 of October 27, 1986, containing the General Law of the Public Administration. Creation of the Secretariat of Justice and Human Rights. October 7, 2010.

215. STSS. UPEG. Report of visit from November 15 to 19, 2010. During these meetings the information systems used and the planning were reviewed, and the technical personnel received guidance on the current dynamics of the STSS. November 30, 2010.

216. STSS. Verification Project. ILO. Work Reports, August 2, 2010, and October 21 and 22, 2010.

217. STSS. Choluteca Regional Office, Report, February 2011.

3. Labor Courts

To ensure an effective administration of labor justice for workers, the States should guarantee promptness in the proceedings, facilitate access to information and to the courts, provide legal assistance to the parties that require this, and ensure the aptness of the officials responsible for delivering justice. In this regard, the Judicial Branch should promote measures, in coordination with the other Branches of the State, to ensure that it has specialized labor courts throughout national territory; to offer a permanent training program on international conventions and current domestic legislation for judges and other labor justice administrators, and develop an efficient management model that includes systems that provide appropriate and timely information for decision-making.

With regard to labor courts, the White Paper mentions the need to establish an additional training program for judges and other officers involved in the administration of labor law. In addition, all the Governments undertook to increase resources destined to provide the Labor Courts with trained personnel, infrastructure and equipment to enable them to fulfill their functions satisfactorily

Over the period August–December 2010, the Judicial School trained 20 judges in procedural matters and the monitoring of labor trials, incorporating the innovations contained in the new Code of Civil Procedure (CPC). In addition, it organized 7 training sessions on different topics; for example, labor trial proceedings and monitoring, oral proceedings under the hearings system, and execution of judgment under the CPC. 261 judicial officials and employees took part in these events.

In addition, the virtual course “Introduction to Conciliation Techniques” of the Judicial School of Costa Rica was publicized, and the Labor Chamber held 2 interactive events with judges in order to improve the procedures for applying labor law principles.

In 2010, the budget for labor matters declined by 15.5% compared to 2009 (from Lps. 16 million to Lps. 13.6 million), as did the weight of the budget for labor matters in relation to the total budget of the Judiciary (it fell from 1.03% to 0.91% from 2009 to 2010).

As regards the number of courts with jurisdiction in labor matters, one of the 4 specialized courts was converted to a combined court, which reduced the number of specialized courts, while increasing the number of combined courts to 35. The number of specialized courts of appeal has remained unchanged (2) since 2005, and also the number of combined courts of appeal (5). The number of judges in courts with single jurisdiction in labor matters has remained at 18 since 2009.

Regarding the volume of work, in 2010, the specialized courts decided 81% of the labor cases decided in first instance.

At the end of 2010, 8,604 cases were pending in first instance, 485 in second instance, and 516 in cassation, representing a significant increase in all the courts in relation to the previous year.

The average time for deciding labor cases in first instance was 15.5 months in 2010 (in the specialized courts the average duration was 12 months); this has increased since 2005 (that year the average was 10 months).

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account:

- Follow up on the Judiciary's Strategic Plan and evaluate it with indicators that permit identifying the impact of training on labor cases and on compliance with procedural measures and time frames.
- Set up a specialized training program for judges and auxiliary personnel on labor matters.
- Provide support to the workers' and employers' organizations as regards training on labor conciliation.
- Reinforce the Judiciary's Judicial Automated Documentation and Information Center (CEDIJ), specifically in the area of statistics and analysis, in order to obtain precise, current data that permits effective decision-making.
- Extend the new model of the unified court for labor matters to help reduce the growing case backlog in the courts.
- Design and establish conciliation centers attached to the Public Defense Service.
- Disseminate and socialize the manual on the Code of Civil Procedure and its supplementary nature in relation to the Labor Code.
- Draw up a national proposal to contribute to the establishment of a regional center on labor legislation and training.

Challenges and recommendations	Indicators	August - December 2010
I.Training		
Challenge: - Despite the significant progress made in modernizing and improving labor law administration in Honduras, additional progress needs to be made in improving the awareness of international labor standards by labor, civil court judges and prosecutors. Recommendations: - Establish an additional training program with the ILO for judges and others involved in labor law administration on national labor law and international standards. This effort could be built upon the cooperative training program that the Ministry of Labor has established with the University of Honduras.	Capacity-building for labor justice administrators 3.1. Existence of a permanent training program for labor justice administrators that includes: - Existence of a permanent monitoring and evaluation system on training needs (indicate the results of the monitoring and evaluation of the activities). - Number and type of training and dissemination workshops, forums and activities on this topic each year. - Number of judicial officials taking part in the training sessions. - Number of academic establishments taking part in training initiatives for operators of labor justice.	- The Salomón Jiménez Castro Judicial School offers a permanent training program covering all subjects, including labor matters, for officials and technical personnel of the Supreme Court of Justice (CSJ), universities, and the Lawyers' Professional Association. - During this period, 20 judges from the northwestern sector received training on labor trial proceedings and monitoring, incorporating innovations from the new Code of Civil Procedure that entered into force in November 2010.²¹⁸ - The virtual course <i>Introduction to conciliation techniques</i> offered by the Lic. Édgar Cervantes Villalta Judicial School of Costa Rica was socialized.²¹⁹ - In addition, 7 training events were organized on the following aspects of labor matters: labor trial proceedings and monitoring, management and use of flow charts, oral proceedings in the hearings system, execution of judgment under the Code of Civil Procedure (CPC), and introduction to conciliation techniques, attended by 261 judicial officials and employees.²²⁰ - The Labor Chamber organized 2 interactive meetings with judges of the labor and administrative courts in the northwestern and central areas, to identify problems in labor cases in relation to proceedings, summons and subpoenas, effective implementation of labor law principles and follow-up to the report on compliance with the White Paper commitments.²²¹

218. CSJ-ILO. Reports and list of participants. August 30, 2010.

219. CSJ. CEDIJ. Held from September 6 to October 15, 2010, for labor judges.

220. CSJ. Francisco Salomón Jiménez Castro Judicial School. Records of training on labor, civil and procedural matters, 2010. Description of the training offered: training workshop on proceedings, monitoring and follow-up actions in labor trials. Santa Cruz de Yojoa. CSJ and ILO. August 19 to 21, 2010, with 20 participants; Management and use of flow charts, 2 workshops from October 7 to 9, 2010, in Tegucigalpa, CSJ, attended by 73 officials and employees; Oral proceedings in the hearings system, from November 1 to 3, 2010, with 49 participants in Tegucigalpa, funded by the CSJ, and November 4 and 5, in San Pedro Sula with 52 officials. CSJ and the Justice Studies Center of the Americas (JSCA); execution of judgment under the CPC, 2 courses: from November 25 to 27, with 38 participants, and from December 2 to 4, 2010, with 29 participants, both funded by the Judiciary.

221. CSJ. Public Relations Bulletins, August 28, 2010.

Challenges and recommendations	Indicators	August - December 2010																												
2. Regional recommendations																														
• Make further investments in labor courts, judges and other personnel and equipment. • Enhance operation of the labor courts. • Establish comprehensive labor standards training initiative for judges, prosecutors, government officials and others involved in labor law administration. • Involve appropriate academic organizations in establishing a network of labor law training centers in each country. • Establish a Regional Labor Law Center to integrate best practices and assist in the harmonization of training capacity and other practices in the labor law administration area. • Establish additional alternative dispute resolution centers in countries that do not have one, and assure	Strengthening of justice institutions																													
	3.2. Amount of annual operating budget of the labor courts.	• In 2010, the cost of labor matters in the specialized courts was Lps. 13.6 million lempiras while, in 2005, it was Lps. 9.9 million; this represents a percentage increase of 37.7%, which is less than the increase in the total budget of the courts (52.2%). The percentage of the budget dedicated to labor matters in relation to the total institutional budget has fluctuated between 1% in 2005 and 1.03% in 2009, with a minimum of 0.73% in 2007; the budget for labor matters also decreased in 2010 compared to 2009. Annual operating budget of the labor courts (in lempiras). Period 2005-2010 <table><tr><th>Year</th><th>Budget of the Judiciary</th><th>Budget for labor matters</th><th>Percentage</th></tr><tr><td>2005</td><td>986,631,100</td><td>9,884,838</td><td>1.00</td></tr><tr><td>2006</td><td>1,069,274,800</td><td>10,262,589</td><td>0.96</td></tr><tr><td>2007</td><td>1,422,921,124</td><td>10,344,500</td><td>0.73</td></tr><tr><td>2008</td><td>1,507,228,300</td><td>12,548,096</td><td>0.83</td></tr><tr><td>2009</td><td>1,570,847,527</td><td>16,109,432</td><td>1.03</td></tr><tr><td>2010</td><td>1,501,269,700</td><td>13,609,460*</td><td>0.91</td></tr></table> * In 2010 the La Ceiba labor court was merged with the sectional courts for the family, children and adolescents, so that the budget of the expenses of that court is not included. Source: Prepared by the authors based on information provided by CSJ, CEDIJ, Office of Access to Public Information and SEFIN. 2010.	Year	Budget of the Judiciary	Budget for labor matters	Percentage	2005	986,631,100	9,884,838	1.00	2006	1,069,274,800	10,262,589	0.96	2007	1,422,921,124	10,344,500	0.73	2008	1,507,228,300	12,548,096	0.83	2009	1,570,847,527	16,109,432	1.03	2010	1,501,269,700	13,609,460*	0.91
Year	Budget of the Judiciary	Budget for labor matters	Percentage																											
2005	986,631,100	9,884,838	1.00																											
2006	1,069,274,800	10,262,589	0.96																											
2007	1,422,921,124	10,344,500	0.73																											
2008	1,507,228,300	12,548,096	0.83																											
2009	1,570,847,527	16,109,432	1.03																											
2010	1,501,269,700	13,609,460*	0.91																											
	3.3. Number of labor judges dedicated to deciding court cases on labor issues.	• The number of judges specialized in labor matters has increased by 2, rising from 10 judges over the period 2005-2008 to 12 as of 2009 Number of judges with full-time posts in the courts with single jurisdiction in labor matters. Period 2005 – 2010. <table><tr><th>Courts</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Courts of first instance</td><td>10</td><td>10</td><td>10</td><td>10</td><td>12</td><td>12</td></tr><tr><td>Specialized labor courts</td><td>6</td><td>6</td><td>6</td><td>6</td><td>6</td><td>6</td></tr><tr><td>Total</td><td>16</td><td>16</td><td>16</td><td>16</td><td>18</td><td>18</td></tr></table> Source: Prepared by the authors based on information provided by CEDIJ, Judiciary, Office of Access to Public Information. December 2010.	Courts	2005	2006	2007	2008	2009	2010	Courts of first instance	10	10	10	10	12	12	Specialized labor courts	6	6	6	6	6	6	Total	16	16	16	16	18	18
Courts	2005	2006	2007	2008	2009	2010																								
Courts of first instance	10	10	10	10	12	12																								
Specialized labor courts	6	6	6	6	6	6																								
Total	16	16	16	16	18	18																								

Challenges and recommendations	Indicators	August - December 2010										
that the resources and training are available to make them successful.		• In 2010, 38 courts heard labor matters in first instance, of which 3 are specialized, one less than in 2009, because the La Ceiba court of first instance was merged with the sectional courts for the family, children and adolescents, becoming a combined court of first instance. Consequently, there were 35 combined courts with jurisdiction in labor matters. Between 85% and 87% of labor complaints were filed before the specialized courts, with the exception of 2010, where the percentage was 77%. In the combined courts, the number of new cases filed each year has varied between 300 and 600, with the exception of 2010, when it increased to 2,551 cases. • Seven courts of appeal hear labor matters in second instance; of these, two are specialized (one in Tegucigalpa and the other in San Pedro Sula) and five combined (La Ceiba, Choluteca, Copán, Comayagua and Santa Bárbara). Number of courts with jurisdiction in labor matters. Period 2005-2010 <table><tr><th>Courts</th><th>Number</th></tr><tr><td>Courts of first instance specialized in labor matters*</td><td>3</td></tr><tr><td>Combined courts of first instance</td><td>35</td></tr><tr><td>Courts of appeal specialized in labor matters*</td><td>2</td></tr><tr><td>Combined courts of appeal</td><td>5</td></tr></table> * Courts of first instance specialized in labor matters: Tegucigalpa, San Pedro Sula, La Ceiba and Puerto Cortes. The Courts of appeal specialized in labor matters are Tegucigalpa and San Pedro Sula; Combined Courts of appeal are 5: La Ceiba, Choluteca, Copan, Comayagua and Santa Bárbara. Source: Prepared by the authors based a report on the courts with jurisdiction for labor matters 2005-2009 and the CEDIJ (CSJ) statistics. December 2010.	Courts	Number	Courts of first instance specialized in labor matters*	3	Combined courts of first instance	35	Courts of appeal specialized in labor matters*	2	Combined courts of appeal	5
	Courts	Number										
Courts of first instance specialized in labor matters*	3											
Combined courts of first instance	35											
Courts of appeal specialized in labor matters*	2											
Combined courts of appeal	5											
3.4. Number of case files being processed and executed in the different courts.	• To improve the management of statistics on labor court cases, the Supreme Court of Justice organized a workshop on information monitoring, orientation and management in the sectional courts of La Esperanza, Intibucá and Marcala in the department of La Paz. More than 20 officials from combined courts that deal with different types of cases, including labor cases, took part in the event.²²² • As can be seen from the following table, the number of new cases filed in the courts of first instance with jurisdiction in labor matters has increased significantly in the last two years, rising from 2,208 cases in 2005 to 11,298 in 2010. According to the CEDIJ, this increase in the number of labor complaints is due to claims in relation to the minimum wage. In second instance, the number of new cases also increased from 932 in 2005 to 1,820 in 2010. Regarding the Cassation Chamber, an increase of 246 cases in 2005 to 13 in 2010 was recorded. • The increase in the number of new cases and the relative stability of the number of cases concluded in both first and second instance (1,787 in 2005 compared to 2,694 cases in 2010, and 916 in 2005 compared to 1,337 in 2010), has led to a significant increase in the number of active cases, which rose from 1,534 cases in first instance in 2005 to 8,604 in 2010, and from 95 cases in second instance in 2005 to 485 in 2010. The inverse situation has occurred as regards the Cassation Chamber, where the active cases decreased from 451 cases in 2005 to 43 in 2009, increasing again in 2010 to 516 cases.											

222. CSJ. ILO. Activities reports, 24, 2010.

Source: Prepared by the authors based on information provided by, CEDIJ, the Judiciary, Office of Access to Public Information. May 2011.

Challenges and recommendations	Indicators	August - December 2010																																																																														
	3.5. Percentage of labor cases resolved (decision rate).²²³ Include the pending rate,²²⁴ the backlog rate,²²⁵ and the average duration in months of the proceedings by type of court.	• Regarding the performance of the labor courts of first instance, a decrease in the decision rate can be observed (with the exception of 2008), falling from 46.1 in 2006 to 24.8, in 2010; this means that, in 2006, of every 100 cases, 48 were pending a decision at the end of the year while, in 2010, 75 of every 100 cases were pending a decision. • In second instance, the decision rate has fluctuated, decreasing from 83 in 2006 to 73.3 in 2010, with a maximum rate in 2009 of 91.1. Regarding the pending rate, this has increased in 2010 to 27 of every 100 cases. • Lastly, at the level of cassation, the decision rate improved between 2006 and 2008, increasing from 41.6 to 76 over this period. However, it decreased to 46.9 in 2009; in that year, of every 100 cases in cassation, 53 were pending a decision. Decision rate for labor cases, by type of labor court. Period 2006 – 2010. <table><tr><th>Court and rate</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>First instance</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Decision rate</td><td>46.1</td><td>35.0</td><td>46.4</td><td>29.5</td><td>24.8</td></tr><tr><td>Pending rate/</td><td>48.5</td><td>61.4</td><td>46.8</td><td>59.9</td><td>75.2</td></tr><tr><td>Backlog rate</td><td>2.2</td><td>2.9</td><td>2.2</td><td>3.4</td><td>3.1</td></tr><tr><td>Second instance</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Decision rate</td><td>83.0</td><td>76.4</td><td>89.4</td><td>91.1</td><td>73.3</td></tr><tr><td>Pending rate</td><td>14.5</td><td>19.1</td><td>10.6</td><td>8.3</td><td>26.7</td></tr><tr><td>Backlog rate</td><td>1.2</td><td>1.3</td><td>1.1</td><td>1.1</td><td>2.7</td></tr><tr><td>Cassation</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Decision rate</td><td>41.6</td><td>57.1</td><td>76.0</td><td>46.9</td><td>n.d.</td></tr><tr><td>Pending rate</td><td>58.4</td><td>42.9</td><td>24.0</td><td>53.1</td><td>n.d.</td></tr><tr><td>Backlog rate</td><td>2.4</td><td>1.8</td><td>1.3</td><td>2.1</td><td>n.d.</td></tr></table>	Court and rate	2006	2007	2008	2009	2010	First instance						Decision rate	46.1	35.0	46.4	29.5	24.8	Pending rate/	48.5	61.4	46.8	59.9	75.2	Backlog rate	2.2	2.9	2.2	3.4	3.1	Second instance						Decision rate	83.0	76.4	89.4	91.1	73.3	Pending rate	14.5	19.1	10.6	8.3	26.7	Backlog rate	1.2	1.3	1.1	1.1	2.7	Cassation						Decision rate	41.6	57.1	76.0	46.9	n.d.	Pending rate	58.4	42.9	24.0	53.1	n.d.	Backlog rate	2.4	1.8	1.3	2.1	n.d.
Court and rate	2006	2007	2008	2009	2010																																																																											
First instance																																																																																
Decision rate	46.1	35.0	46.4	29.5	24.8																																																																											
Pending rate/	48.5	61.4	46.8	59.9	75.2																																																																											
Backlog rate	2.2	2.9	2.2	3.4	3.1																																																																											
Second instance																																																																																
Decision rate	83.0	76.4	89.4	91.1	73.3																																																																											
Pending rate	14.5	19.1	10.6	8.3	26.7																																																																											
Backlog rate	1.2	1.3	1.1	1.1	2.7																																																																											
Cassation																																																																																
Decision rate	41.6	57.1	76.0	46.9	n.d.																																																																											
Pending rate	58.4	42.9	24.0	53.1	n.d.																																																																											
Backlog rate	2.4	1.8	1.3	2.1	n.d.																																																																											

Source: Prepared by the authors based on information provided by the Statistics Unit, CEDIJ, December 2010.

223. Decision rate: (Decisions handed down during the year X 100) / (Entered in the year plus pending cases from previous years). Indicates the relationship between pending and completed files.

224. Rate of Pending Cases: 100% - Decision rate. Indicates the percentage of files awaiting processing and those in which processing has started but has not been completed.

225. Backlog Rate: Amount of work for the year / Total cases resolved. Determine the existing level of overload or backlog. If the case backlog rate is greater than 1, there is backlog in the court, if it is 1 there is no backlog. In this case, if the backlog is 2.2, it indicates that the court must process 2.2 times as many cases as they been processing in order to eliminate the delay.

Challenges and recommendations	Indicators	August - December 2010																												
		• According to the information provided by the Judiciary's Statistics Unit, the average duration of a decision in labor cases in first instance was 15.5 months in 2010, while the combined courts reported an average duration of 19 months and, in the specialized courts, the average duration was 12 months. As can be seen in the following table, the average duration of cases has increased in recent years, rising from 10 months in 2005 to more than 15 months in 2010. • As regards the average duration in the Labor Appeals Court, in 2010, the average duration of a case was 9 months. Average duration of the cases decided by the courts of first instance. Period 2005-2009 <table><tr><th>Year</th><th>Average duration</th></tr><tr><td>2005</td><td>10 months</td></tr><tr><td>2006</td><td>19 months</td></tr><tr><td>2007</td><td>13 months</td></tr><tr><td>2008</td><td>11 months</td></tr><tr><td>2009</td><td>16 months</td></tr><tr><td>2010</td><td>15.5 months</td></tr></table> Source: Prepared by the authors based on information provided by the Statistics Unit, CEDIJ, 2005-2010. May 2011.	Year	Average duration	2005	10 months	2006	19 months	2007	13 months	2008	11 months	2009	16 months	2010	15.5 months														
Year	Average duration																													
2005	10 months																													
2006	19 months																													
2007	13 months																													
2008	11 months																													
2009	16 months																													
2010	15.5 months																													
	3.6. Number of cases handled and resolved through the conciliatory process in court.	• The percentage of labor cases concluded by conciliation fluctuated between 4.7% and 7% between 2005 and 2009, while, in 2010, it increased to 11.7%. <table><tr><th>Year</th><th>Cases concluded</th><th>Cases conciliated</th><th>Percentage</th></tr><tr><td>2005</td><td>1,787</td><td>117</td><td>6.5%</td></tr><tr><td>2006</td><td>1,782</td><td>124</td><td>7.0%</td></tr><tr><td>2007</td><td>1,523</td><td>95</td><td>6.2%</td></tr><tr><td>2008</td><td>2,333</td><td>110</td><td>4.7%</td></tr><tr><td>2009</td><td>1,767</td><td>116</td><td>6.6%</td></tr><tr><td>2010</td><td>2,694</td><td>319</td><td>11.7%</td></tr></table> Source: Prepared by the authors based on information provided by the Statistics Unit, CEDIJ, 2005-December 2010. • The CSJ Labor Chamber, in coordination with the Chamber of Trade and Industry of Cortés, COHEP, and the STSS organized a workshop on dispute prevention and management designed to prevent labor disputes in the private sector. 200 people participated. In Tegucigalpa a similar event, entitled “We all win by conciliating,” was addressed to workers’ and employers’ organizations, with the objective of improving labor conciliation.	Year	Cases concluded	Cases conciliated	Percentage	2005	1,787	117	6.5%	2006	1,782	124	7.0%	2007	1,523	95	6.2%	2008	2,333	110	4.7%	2009	1,767	116	6.6%	2010	2,694	319	11.7%
Year	Cases concluded	Cases conciliated	Percentage																											
2005	1,787	117	6.5%																											
2006	1,782	124	7.0%																											
2007	1,523	95	6.2%																											
2008	2,333	110	4.7%																											
2009	1,767	116	6.6%																											
2010	2,694	319	11.7%																											
	3.7. Existence of a study on the perception of the institutional response in relation to labor matters and status of implementation of the recommendations of this study.	• No information was recorded in this regard.																												

4. Gender and discrimination

The right of women and other discriminated groups, such as indigenous people, ethnic minorities and people living with HIV/AIDS, to receive equal treatment, free from discrimination based on sex, ethnic origin, religion, political opinions, age, or any other reason that is irrelevant to their job performance is embodied in numerous instruments of international law, such as ILO Convention No. 100 concerning Equal Remuneration (1951); ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation (1958); the 1998 ILO Declaration on Fundamental Principles and Rights at Work, and the Convention for the Elimination of all Forms of Discrimination against Women (United Nations General Assembly, Resolution 34/180, 18 December 1979). On ratifying the said instruments, the States are bound to formulate and implement national policies that promote equal opportunities and the elimination of discrimination in the workplace.

With regard to gender and discrimination, the White Paper identifies the need to strengthen the implementation of legislation through *“training programs on anti-discrimination laws for judges and other officials”* and to *“develop programs to educate women workers on their labor rights and the procedures available to protect them”*. Also, at the regional level, the establishment of a regional center on equal employment offering training, and educational and informative material designed to support efforts to eliminate discrimination in the workplace should be underscored.²²⁷

Over the period August–December 2010, the STSS organized 4 events on gender and non-discrimination for 128 participants from private companies and trade unions and began executing the project on job training and employment for women and people with disabilities.

The STSS did not provide current data on cases handled and sanctioned for violation of the labor rights of women.

Regarding other populations that are vulnerable to discrimination in employment, the Secretariat for Foreign Affairs established a call center to facilitate communications between migrants and their families; organized a campaign to prevent emigration; provided technical and financial support to the centers that provide attention to migrants in Tegucigalpa and San Pedro Sula, and offered assistance to migrants who return.

In October 2010, the Secretariat for the Development of Indigenous and Afro-descendant Peoples and Racial Equality Policies was created. 9 strategic development plans were approved for indigenous peoples; 678 trainers were trained, as well as 12,800 indigenous community leaders; also 110 university scholarships were awarded to indigenous and Afro-descendant students.

The International Organization for Migration (IOM) organized the campaign “No more people trafficking”; and provided a free call service to respond to inquiries and complaints.

Finally, in relation to the prevention of HIV/AIDS, a study was commenced on the issue in the maquila companies and in the National Port Authority; 15 training and awareness-raising activities were held on HIV/AIDS in the world of work and ILO Recommendation No. 200, with the participation of 806 representatives of different sectors, and the private sector gave an award for “Building a better world” to 3 companies that promoted non-discrimination in the workplace based on HIV/AIDS.

227. White paper, pages 68 and 69.

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account:

- Establish permanent channels of coordination between the STSS and other government institutions with the Judiciary on gender and non-discrimination in employment and occupation.
- Establish indicators on the evolution of the situation of women in the world of work, monitoring the cases denounced based on discrimination, especially due to pregnancy or breast-feeding.
- Conduct studies on the specific situation of each vulnerable group and its working conditions, with a view to its insertion in the labor market.
- Evaluate the knowledge of employers and workers on the right to non-discrimination in employment
- Design and organize specific awareness-raising campaigns based on the priority situations identified.
- Evaluate programs and training periodically to ensure their impact.
- Incorporate positive actions in favor of equality in all institutional strategies related to work and employment.

Challenges and recommendations	Indicators	August - December 2010
I. Strengthen the implementation of the laws		
Challenge: • There is a need to train judges and other officials involved on the proper application of anti-discrimination legislation. • There is also a need for programs to educate women workers on their labor rights and the procedures available to protect them. Recommendations: • Implement training programs on anti-discrimination laws for judges and other officials. • Develop programs to educate women workers on their labor rights and the procedures available to protect them.	Awareness-raising and training for justice administrators	
	4.1. Number and type of training and dissemination activities on enforcement of anti-discrimination legislation for agents of labor justice (include number of participants, and, if available, the results of the evaluation of the pertinent training program or event).	• No relevant information was recorded.
	Awareness-raising and training for women	
	4.2. Number and type of training activities for women on their labor rights (include number of participants in activities organized by public institutions, trade unions and employers' organizations and, if available, the results of the evaluation of the pertinent training program or event).	• The STSS, through its DGPS, organized 2 training workshops on gender and non-discrimination in employment and labor rights and obligations for 53 participants from the private sector.²²⁸ • Two workshops were held on the issue of gender, equal opportunities in employment generation and membership of trade unions, with the participation of 75 representatives of the Honduran workers' confederations of San Pedro Sula and Choluteca.²²⁹

228. STSS. DGPS. Training on gender and non-discrimination in employment for 44 participants from a hotel (August 17, 2010); training on labor rights and obligations for 9 workers from a company that makes beds (August 13, 2010).

229. REAL-CARD project. Central American Common Trade Union Platform (PSCC). Report on training workshop on employment generation with equal opportunities. San Pedro Sula November 26, 2010, Choluteca November 29, 2010.

Challenges and recommendations	Indicators	August - December 2010																				
	4.3. Number of cases reported, handled and sanctioned for the violation of women's labor rights.	Cases handled and sanctioned for violation of women's labor rights. Period 2007-2010 <table><tr><th>Cases reported / sanctioned</th><th>2007</th><th>2008*</th><th>2009</th><th>2010</th></tr><tr><td>Number of cases handled</td><td>2,893</td><td>3,824</td><td>2,607</td><td>n.d.</td></tr><tr><td>Number of cases sanctioned</td><td>35</td><td>52</td><td>n.d.</td><td>n.d.</td></tr><tr><td>Sanction rate</td><td>1.20%</td><td>1.35%</td><td>n.d.</td><td>n.d.</td></tr></table> * The information is taken from labor cases reported and sanctioned through general and special inspections. Source: STSS. DGPS. PMT. IGT 2007. DGPS. Identification of Progress in the STSS, August 2008-January and February 17, 2009. IGT. July 2010.	Cases reported / sanctioned	2007	2008*	2009	2010	Number of cases handled	2,893	3,824	2,607	n.d.	Number of cases sanctioned	35	52	n.d.	n.d.	Sanction rate	1.20%	1.35%	n.d.	n.d.
Cases reported / sanctioned	2007	2008*	2009	2010																		
Number of cases handled	2,893	3,824	2,607	n.d.																		
Number of cases sanctioned	35	52	n.d.	n.d.																		
Sanction rate	1.20%	1.35%	n.d.	n.d.																		

2. Regional recommendations

- Establish a regional center for employment equality that would provide training, educational materials, a clearinghouse on best practices and other information, and support other programs focused on the elimination of employment discrimination concerns.
- Undertake targeted training and enforcement support initiatives for the ministries of labor on effective compliance strategies for violations that might involve pregnancy testing or the exploitation of migrant or indigenous workers.

Awareness-raising and training on labor rights for other vulnerable groups

- 4.4. Number and type of training and dissemination activities for the people with disabilities, migrants, ethnic minorities and the over-35 working population on equal opportunities in employment and occupation (include the number of participants in activities organized by public institutions, trade unions and employers' organizations and, if available, the results of the evaluation of the pertinent training program or event).

Migrant population:

- The Secretariat of Foreign Affairs set up a call center in its offices to facilitate communications between migrants and their families by means of 2 free telephone lines that function 24/7. It also organized a preventive campaign concerning migration outside Honduras and provided technical and financial assistance to the Centers for Attention to Migrants in Tegucigalpa and San Pedro Sula, inaugurated offices in Cortés and Valle to provide attention to migrants, and assisted more than 49,000 migrants who return by land and air.²³⁰
- In 2010, the INE elaborated a triptych on the characteristics of Honduran migrants by sex, age range, level of schooling, migratory situation, and destination country.²³¹

Ethnic minorities:

- On October 14, 2010, the Secretariat for the Development of Indigenous and Afro-descendant Peoples and Racial Equality Policies was created to handle the problems in this sector and ensure non-discrimination. A strategy to promote the access of the ethnic and Afro-Honduran communities to technical assistance was designed; 9 strategic development plans for indigenous communities were prepared and approved; 678 community trainers, and 12,800 community leaders and other individuals from the indigenous communities received training. In addition, over this period, 110 university scholarships were granted to indigenous and Afro-descendant students.²³²

Population with HIV/AIDS:

- Over the verification period, the ILO/HIV/AIDS project organized 9 awareness-raising events on the problem of HIV/AIDS in the world of work, for Government, employers' and workers' organizations, academia and civil society, with a total of 773 participants.²³³

230. Presidency of the Republic of Honduras. Report on the achievements of the Government in 2010.

231. INE. Characteristics of Honduran migrants. May 2010.

232. Presidency of the Republic of Honduras. Report on the achievements of the Government in 2010.

233. Idem. The promotion actions were as follows: World AIDS Day. December 1, 2010, support for the triptychs; meeting of the Honduran Association of Maquila Industries in San Pedro Sula, Cortés, 34 participants; Meeting of the Llaves Foundation in San Pedro Sula, 3 participants; National Nurses Congress, La Ceiba, 550 nurses, September 25, 2010; Meeting in the UNAH, 3 participants; STSS, Presentation of the project to 153 STSS officials including labor inspectors. UNAH, 30 participants

Challenges and recommendations	Indicators	August - December 2010
		• A study is being prepared on knowledge about, attitudes to and practices in relation to HIV/AIDS in the maquila companies and in the National Port Authority. • Seven training workshops on HIV/AIDS and ILO recommendation No. 200 on HIV/AIDS in the world of work were held, with a total of 133 participants, mostly members of the National Association of People living with AIDS (ASONAPVSIIDA), Government officials and workers.²³⁴ • The COHEP and the CHF awarded the recognition: "Building a better world" to 3 companies for promoting policies, initiatives, and information and prevention campaigns on HIV/AIDS within companies and places of work.²³⁵
	4.5. Number of organizations composed of people with disabilities and from ethnic minorities reinforced so that they can assume the role of an agent for the promotion of equal opportunities with regard to employment and occupation..	• On December 10, 2010, the STSS began executing a training and employment project for women and people with disabilities, identifying probable beneficiaries.²³⁶
	Regional equal employment center	
	4.6. Number and type of actions carried out to establish the regional center: - Number of coordinating activities for the design, establishment and functioning of the regional center. - Existence of a conceptual, operational and financial proposal for the equal employment center - The Regional Center for Equal Employment in operation. - Existence of agreements between the countries (formal or informal).	Over the period, the following regional coordination activities and exchanges of experiences took place: • The Expanded Regional Committee of Women Trade Unionists of Central America (CRAMS), composed of representatives of all the countries of the region, held a working meeting to analyze and develop specific proposals on the issue of gender, especially with regard to a trade union campaign to combat the sexual and labor-related harassment of female workers in the maquila industries proposed by the Trade Union Institute for Central America and the Caribbean (ISACC) and executed in Guatemala and El Salvador.²³⁷ • A national workshop for trainers on gender and equity in the world of work was held as one of the activities implemented by the project on the incorporation of gender equity into the union activities of the trade union organizations of Central America and the Caribbean.²³⁸

234. Idem. The training events were as follows: Presentation of the ILO norms on non-discrimination in the context of decent work, November 25 and 26, 40 participants; Support for capacity-building on universal access in HIV/AIDS. Network of Transsexuals in San Pedro Sula, October 13, 2010, 13 participants; ILO Recommendation 200 in the context of the review of the Special Law on HIV/AIDS. 15 participants from ASONAPVSIIDA; ILO Recommendation 200 in the context of the review of the Special Law on HIV/AIDS, students of the diploma course on HIV/AIDS of the UNAH; 13 participants. September 3 and 4, 2010; ILO Recommendation 200 in the context of the review of the Special Law on HIV/AIDS, students of the Master's program in Public Health. 22 participants, September 19 and 20, 2010; ILO Recommendation 200, 15 participants from ASONAPVSIIDA.

235. COHEP. Bulletin. Award of "Building a better world," November 10, 2010.

236. STSS. UPEG. Project on training and employment for women with disabilities. December 2010.

237. ISACC. Issue No. 3 Gender and trade union action. August-November 2010.

238. ISACC. Bulletin Gender and Trade Unionism, issue No. 4 of November 2010-February 2011. Held in Nicaragua from November 24 to 27, 2010.

5. Worst forms of child labor

ILO Convention No. 182 on the Worst Forms of Child Labor (1999) establishes that the States are obliged to adopt immediate and effective measures to prohibit and eliminate the worst forms of child labor, which include: (a) slavery or similar practices, such as the sale and trafficking of children, forced labor and forced recruitment for use in armed conflict; (b) use of children and adolescents for commercial sexual activities; (c) their use in illicit activities, such as the production and trafficking of drugs, and (d) work, which by its nature or by the circumstances in which it is carried out is likely to harm the health, safety or morals of children. Upon ratification of this convention, as well as ILO Convention No. 138 concerning the Minimum Age for Work (1973) and other instruments for the protection of children and adolescents, Governments undertake to implement policies to promote the rights of the child, such as the right to education, health and protection from mistreatment.

At the regional level, all the countries undertook to establish a child-labor-free zone in line with ILO Convention 182 on the worst forms of child labor, by the end of the decade.

Over the period August–December 2010, the institutions that are members of the National Commission for the Elimination of Child Labor continued executing the 2008-2015 Second National Plan of Action for the Gradual and Progressive Elimination of Child Labor.

In addition, the Road Map to make Honduras a country free of child labor and its worst forms was approved by executive decree; it includes 6 elements: poverty reduction, education, health care, legal and institutional framework, awareness-raising and social mobilization, and generation of knowledge and monitoring.

Two of the three coordination mechanisms on child labor and its worst forms remained active over the verification period. The Technical Council for the Elimination of Child Labor met twice to prepare, validate and socialize the Road Map. The National Commission against Commercial Sexual Exploitation held 4 meetings to discuss matters such as people trafficking and the situation of children in the border areas.

Actions to prevent and eliminate child labor and its worst forms continue to be incorporated into the plans of operation of 16 public institutions.

The budget allocated to the STSS program for Women and Child Workers increased by 67.7% between 2006 and 2010 and by 91.1% between 2009 and 2010. However, the STSS did not provide precise information on the exact amount allocated to child labor.

During this verification period, attention was provided to 7,212 boys, girls and adolescents or they were withdrawn from child labor, and 26 cases of commercial sexual exploitation or people trafficking were prosecuted (only 5 convictions were obtained). In addition, 4 training activities were organized on child labor, people trafficking and migration, with the participation of 250 officials, workers and employers.

In 2010, the IHNFA Scholarship Program provided support to 211 minors and the “Bono 10.000” program granted monetary transfer to 150,000 families living in extreme poverty in order to promote the school enrolment and attendance of boys, girls and adolescents.

Overall, during 2010, the number of minors aged from 5 to 17 years who work decreased from 391,195 in 2009 to 377,159 in 2010, with a frequency rate of 14.7% and 14.3% respectively.

Access to primary or basic education improved for the population aged from 6 to 12 years, and it rose from 66.0% in 2005 to 89.5% in 2010. In addition, the net rate of illiteracy decreased from 7.5% to 4.5% and the average years

of schooling of the population increased from 4.5 to 4.9 years. The rate of permanence in the educational system continues to be low, even though it increased from 51.0% (2005) to 58.8% (2010).

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account:

- Continue and improve inter-institutional coordination in order to implement PAN II, providing it with a budget to execute its activities and a system of indicator monitoring.
- Establish the program for the Road Map and put in place the mechanisms required to execute, monitor and evaluate it; also undertake the lobbying necessary to obtain financing.
- Organize awareness-raising activities on the issue of child labor for the different social actors and the indigenous communities.
- Continue the effort to remove boys and girls from child labor and its worst forms.
- Ensure that children remain within the education system by means of scholarships, conditioned transfers, and the promotion of employment policies and decent wages.
- Increase the impact of the conditioned transfer programs, by measures such as improving the criteria for the selection of the beneficiaries and monitoring.
- Improve the inspection of child labor and organize training activities for all labor inspectors.
- Put in place the technical tools that allow the amount allocated to child labor in the budget of the STSS Women and Child Workers Program to be established.

Challenges and recommendations	Indicators	August - December 2010
I. Regional recommendations		
- Establish a child labor free zone consistent with ILO Convention 182 by the end of the decade. - Develop viable timelines, needs assessments, and allocation of resources to accomplish the objective.	Child-Labor-Free Zone at the national and regional level	
	5.1. Existence and status of implementation of the National Plan (date formulated, percentage of financing, percentage of compliance with the goals, principal results, existence of periodic evaluations).	- The Second National Action Plan for the Gradual and Progressive Elimination of Child Labor 2008-2015 is in force and is being implemented by the institutions that are members of the National Commission for the Elimination of Child Labor and its Technical Council, composed of the Government, workers' and employers' organizations and civil society. - The process of developing the National Road Map to make Honduras a country free of child labor and its worst forms²³⁹ has been completed with the support of the entities that form part of the different committees involved in the issue. The final document was validated by four sectors (Government, employers, workers and civil society), and subsequently presented to the Council of Ministers by the STSS. Through the Council, the Executive approved it as a national child labor policy by Executive Decree PCM-011-2011.
	5.2. Existence and functioning of special inter-institutional committees on child labor and its worst forms (include the level of tripartite participation in the meetings, the number and type of decisions taken, the level of compliance with the decisions).	- Honduras has 3 coordination mechanisms involved in the issue of child labor and its worst forms. The details of their meetings during this period follow: - The National Commission for the Elimination of Child Labor is chaired by the First Lady and composed of 26 public and private institutions involved in issues relating to children and adolescents. It did not meet during the verification period. - The Technical Council for the Elimination of Child Labor met twice, and the item on the agenda was the formulation, validation and socialization of the Road Map to make Honduras a country free of child labor and its worst forms²⁴⁰. - The National Commission to combat Commercial Sexual Exploitation comprises representatives of 20 public and private institutions. Over the period 4 working meetings were held and the items on the agenda included: people trafficking, migrant children, and the situation of children in border areas.²⁴¹
	5.3. Number of public institutions that have incorporated actions for the prevention and elimination of child labor into their annual plans of operation.	Actions for the prevent and elimination of child labor and its worst forms are incorporated into the plans of operation of 16 institutions: the STSS, the Secretariat for Education, INAM, the Honduran Institute for Children and the Family (IHNFA), the Honduran Vocational Training Institute, the Secretariat of Health, the Supreme Court of Justice, the Secretariat of Agriculture and Livestock, the Secretariat of Tourism, the Secretariat of the Interior and Justice, the National Child Welfare Board, the Public Prosecution Service, the Ministry of Security, the Family Allowance Program (PRAF), INE and the Honduran Institute of Alcoholism, Drug Addiction and Pharmaco-dependency (IADFA).²⁴²

239. The Road Map is a public policy that incorporates the initiatives of public and private entities into a single effort in order to prevent and eliminate child labor and its worst forms, and also to protect adolescent workers. The Road Map organizes national actions in order to achieve the goals established in the Hemispheric Agenda on Decent Work, and its strategic framework has six elements: poverty reduction, education, health care, institutional and legal framework, awareness-raising and social mobilization, and generation of knowledge and monitoring, with their respective objectives, results, indicators and goals, and the fundamental strategies to achieve them.

240. STSS. DGPS. Meetings of the Technical Council on Child Labor: August 29 and October 14, 2010.

241. CESC. Working meetings held on: August 6, September 8, October 22 and November 15, 2010.

242. Idem.

Challenges and recommendations	Indicators	August - December 2010																																																																	
	5.4. Amount of the STSS institutional budget dedicated to the issue of child labor.	The budget allocated to the STSS Women and Child Workers' Program was Lps. 409,997 in 2006, while, in 2010, it had increased to Lps. 687,691; this implies an increase of 68%. However, it is not possible to determine the exact amount dedicated to the issue of child labor. Annual budget of the Women, Child and Adolescent Workers Program. Period 2006 – 2010. <table><tr><th>Year</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th></tr><tr><td>Annual budget (Lempiras)</td><td>409.997</td><td>456.083</td><td>433.030</td><td>359.867</td><td>687.691</td></tr></table> Source: Finance Secretariat. SEFIN. SIAFI System. 2006, 2007, 2008 and 2009, 2010. Current budget.	Year	2006	2007	2008	2009	2010	Annual budget (Lempiras)	409.997	456.083	433.030	359.867	687.691																																																					
Year	2006	2007	2008	2009	2010																																																														
Annual budget (Lempiras)	409.997	456.083	433.030	359.867	687.691																																																														
	5.5. Number of children and adolescents removed from child labor and its worst forms through measures taken under the existing national plans.	- Although the frequency rate of child labor in Honduras declined from 15.4 in 2002 to 14.3 in 2010, the numbers rose from 356,241 to 377,158 boys, girls and adolescents involved in child labor over the same period. In 2010, both the number and rate decreased in relation to 2009, falling from 391,195 (14.7%) to 377,159 (14.3%); nevertheless, these figures are higher than those recorded in 2008, 348,251 (13.1%). - In the population of children under the age of 14 years there has been a decrease in both the frequency rate and number of children who work, while in the 15 to 17 years age group, although there has been a significant reduction in the frequency rate (from 40.5 in 2002 to 34.8 in 2010), in absolute numbers, the working population of this age group rose from 185,000 to almost 220,000 over this period. Number of minors involved in child labor and frequency rate. Period 2002-2010. <table><tr><th rowspan="2">Age group</th><th colspan="2">2002</th><th colspan="2">2008</th><th colspan="2">2009</th><th colspan="2">2010</th><th colspan="2">Difference between 2002 - 2010</th></tr><tr><th>Total</th><th>Rate</th><th>Total</th><th>Rate</th><th>Total</th><th>Rate</th><th>Total</th><th>Rate</th><th>Total</th><th>Rate</th></tr><tr><td>5 to 9 years</td><td>18,881</td><td>2.0</td><td>11,457</td><td>1.2</td><td>9,186</td><td>1.0</td><td>10,115</td><td>1.1</td><td>-8,876</td><td>-0.9</td></tr><tr><td>10 to 14 years</td><td>152,115</td><td>16.9</td><td>132,955</td><td>12.5</td><td>160,860</td><td>15.0</td><td>147,331</td><td>13.6</td><td>-4,784</td><td>-3.3</td></tr><tr><td>15 to 17 years</td><td>185,245</td><td>40.5</td><td>203,839</td><td>33.6</td><td>221,149</td><td>34.9</td><td>219,713</td><td>34.8</td><td>34,468</td><td>-5.7</td></tr><tr><td>Total</td><td>356,241</td><td>15.4</td><td>348,251</td><td>13.1</td><td>391,195</td><td>14.7</td><td>377,159</td><td>14.3</td><td>20,9178</td><td>-1.1</td></tr></table> Source: INE. Multiple Purpose Household Survey 2002, 2008, 2009 and 2010. - According to the data provided by the DGPS, during the verification period, attention was provided to 7,212 boys, girls and adolescent involved in child labor and its worst forms, or they were withdrawn.²⁴³ - Regarding commercial sexual exploitation and people trafficking, the judicial authorities processed 26 cases, obtaining 5 convictions.	Age group	2002		2008		2009		2010		Difference between 2002 - 2010		Total	Rate	Total	Rate	Total	Rate	Total	Rate	Total	Rate	5 to 9 years	18,881	2.0	11,457	1.2	9,186	1.0	10,115	1.1	-8,876	-0.9	10 to 14 years	152,115	16.9	132,955	12.5	160,860	15.0	147,331	13.6	-4,784	-3.3	15 to 17 years	185,245	40.5	203,839	33.6	221,149	34.9	219,713	34.8	34,468	-5.7	Total	356,241	15.4	348,251	13.1	391,195	14.7	377,159	14.3	20,9178	-1.1
Age group	2002			2008		2009		2010		Difference between 2002 - 2010																																																									
	Total	Rate	Total	Rate	Total	Rate	Total	Rate	Total	Rate																																																									
5 to 9 years	18,881	2.0	11,457	1.2	9,186	1.0	10,115	1.1	-8,876	-0.9																																																									
10 to 14 years	152,115	16.9	132,955	12.5	160,860	15.0	147,331	13.6	-4,784	-3.3																																																									
15 to 17 years	185,245	40.5	203,839	33.6	221,149	34.9	219,713	34.8	34,468	-5.7																																																									
Total	356,241	15.4	348,251	13.1	391,195	14.7	377,159	14.3	20,9178	-1.1																																																									

243. DGPS. Report of boys, girls and adolescents withdrawn from child labor, February 28, 2011

Challenges and recommendations	Indicators	August - December 2010																																																																													
	5.6. Number of cases sanctioned for using boys, girls and adolescent in child labor and its worst forms (include cases recorded by the STSS and criminal cases recorded by the Public Prosecution Service).	Over the verification period, 3 companies were sanctioned for failing to comply with the Children's and Adolescents' Code and the Child Labor Regulations in Tegucigalpa.²⁴⁴																																																																													
	5.7. Population under 18 years of age with access to the educational system, by age bracket and sex.	- Regarding access to the education system, there has been an improvement in all age groups for both boys and girls. In 2010, the coverage was around 45% at the level of pre-basic education; 90% in basic education, and around 40% in middle education for the groups aged 13 to 15 years; in the last two cases, there was a higher percentage of girls than boys. - In the case of middle education in the groups aged from 16 to 18 years, a significant difference can be seen between the enrolment of boys and girls, where the former have an access rate of 24.4 compared to 31.1 for the girls. Children and adolescents with access to the school system. Period 2005-2010. <table><tr><th>Years</th><th colspan="2">2005</th><th colspan="2">2006</th><th colspan="2">2007</th><th colspan="2">2008</th><th colspan="2">2009</th><th colspan="2">2010</th></tr><tr><th>Ages</th><th>% B</th><th>% G</th><th>% B</th><th>% G</th><th>% B</th><th>% G</th><th>% B</th><th>% G</th><th>%B</th><th>%G</th><th>%B</th><th>%G</th></tr><tr><td>5-6</td><td>34.4</td><td>31.3</td><td>41.0</td><td>41.7</td><td>40.3</td><td>39.8</td><td>43.2</td><td>43.9</td><td>44.8</td><td>44.2</td><td>45.8</td><td>43.1</td></tr><tr><td>7-12</td><td>68.7</td><td>70.3</td><td>88.2</td><td>90.7</td><td>88.8</td><td>89.6</td><td>89.9</td><td>89.9</td><td>89.2</td><td>89.8</td><td>89.0</td><td>90.3</td></tr><tr><td>13-15</td><td>28.4</td><td>33.0</td><td>43.0</td><td>47.8</td><td>39.2</td><td>41.9</td><td>36.5</td><td>41.4</td><td>35.6</td><td>41.1</td><td>38.9</td><td>40.1</td></tr><tr><td>16-18</td><td>15.1</td><td>20.0</td><td>22.3</td><td>28.1</td><td>25.9</td><td>28.6</td><td>22.2</td><td>29.3</td><td>22.4</td><td>30.2</td><td>24.4</td><td>31.1</td></tr></table> Source: National Statistics Institute, Multiple Purpose Household Survey, October 2005, September 2006, May 2007, September 2008, May 2009 and May 2010. B = boys G = girls - The net rate of enrolment in primary education for the population aged from 6 to 12 years reveals an increase of 23.5 points from 2005 to 2010, which indicates an improvement in access to basic or primary education; however, the permanence rate in the education system remains low, because of every 10 children enrolled, only 6 are able to complete primary schooling. Despite this, an increase can be observed in the average number of years of schooling of children and adolescents, as well as a reduction in the illiteracy rate and the percentage of boys and girls who work and do not attend school.	Years	2005		2006		2007		2008		2009		2010		Ages	% B	% G	% B	% G	% B	% G	% B	% G	%B	%G	%B	%G	5-6	34.4	31.3	41.0	41.7	40.3	39.8	43.2	43.9	44.8	44.2	45.8	43.1	7-12	68.7	70.3	88.2	90.7	88.8	89.6	89.9	89.9	89.2	89.8	89.0	90.3	13-15	28.4	33.0	43.0	47.8	39.2	41.9	36.5	41.4	35.6	41.1	38.9	40.1	16-18	15.1	20.0	22.3	28.1	25.9	28.6	22.2	29.3	22.4	30.2	24.4
Years	2005		2006		2007		2008		2009		2010																																																																				
Ages	% B	% G	% B	% G	% B	% G	% B	% G	%B	%G	%B	%G																																																																			
5-6	34.4	31.3	41.0	41.7	40.3	39.8	43.2	43.9	44.8	44.2	45.8	43.1																																																																			
7-12	68.7	70.3	88.2	90.7	88.8	89.6	89.9	89.9	89.2	89.8	89.0	90.3																																																																			
13-15	28.4	33.0	43.0	47.8	39.2	41.9	36.5	41.4	35.6	41.1	38.9	40.1																																																																			
16-18	15.1	20.0	22.3	28.1	25.9	28.6	22.2	29.3	22.4	30.2	24.4	31.1																																																																			

Challenges and recommendations	Indicators	August - December 2010																											
		Basic education indicators for the population aged from 6 to 12 years. Period 2005-2010 <table> <tr> <th>Indicators</th><th>2005</th><th>2010</th></tr> <tr> <td>Net rate of enrolment in primary education for the population aged from 6 to 12 years</td><td>66.0</td><td>89.5*</td></tr> <tr> <td>Net rate of the indigenous and Afro-descendent population aged from 6 to 12 years</td><td>n.d.</td><td>70.0**</td></tr> <tr> <td>Gross rate of attendance at the basic level</td><td>112.3</td><td>106.9</td></tr> <tr> <td>Net rate of school attendance for the population aged from 6 to 12 years</td><td>89.5</td><td>89.0</td></tr> <tr> <td>Percentage of students who start in first grade and reach the last grade of primary school</td><td>51.0</td><td>58.8*</td></tr> <tr> <td>Percentage of boys and girls who work and do not attend school</td><td>22.8</td><td>18.9</td></tr> <tr> <td>Illiteracy rate of children aged 10-17 years</td><td>7.5</td><td>4.5</td></tr> <tr> <td>Average years of schooling for the population aged from 5-17 years</td><td>4.5</td><td>4.9</td></tr> </table> * Millennium Development Goals. Third Country Report. Honduras 2010 ** Information from INE. EHPM for 2009. Information on data from the Education Secretariat and the census of statistical data for the years indicated. Source: Prepared by the authors based on information provided by SE. INE. 2009. INE-SISNAM.2010.EPT, 2010.	Indicators	2005	2010	Net rate of enrolment in primary education for the population aged from 6 to 12 years	66.0	89.5*	Net rate of the indigenous and Afro-descendent population aged from 6 to 12 years	n.d.	70.0**	Gross rate of attendance at the basic level	112.3	106.9	Net rate of school attendance for the population aged from 6 to 12 years	89.5	89.0	Percentage of students who start in first grade and reach the last grade of primary school	51.0	58.8*	Percentage of boys and girls who work and do not attend school	22.8	18.9	Illiteracy rate of children aged 10-17 years	7.5	4.5	Average years of schooling for the population aged from 5-17 years	4.5	4.9
Indicators	2005	2010																											
Net rate of enrolment in primary education for the population aged from 6 to 12 years	66.0	89.5*																											
Net rate of the indigenous and Afro-descendent population aged from 6 to 12 years	n.d.	70.0**																											
Gross rate of attendance at the basic level	112.3	106.9																											
Net rate of school attendance for the population aged from 6 to 12 years	89.5	89.0																											
Percentage of students who start in first grade and reach the last grade of primary school	51.0	58.8*																											
Percentage of boys and girls who work and do not attend school	22.8	18.9																											
Illiteracy rate of children aged 10-17 years	7.5	4.5																											
Average years of schooling for the population aged from 5-17 years	4.5	4.9																											
	5.8. Number and type of national and regional actions designed to establish a child-labor-free zone by the end of the decade.	Legislation and public policies: - Honduras approved the National Road Map to make Honduras a country free of child labor and its worst forms as a national public policy on child labor. The Road Map has 6 elements: poverty reduction, education, health care, institutional and legal framework, awareness-raising and social mobilization, and generation of knowledge and monitoring. In addition, child labor in third party homes, child labor in indigenous communities, labor migration and child labor, and gender and child labor were established as cross-cutting issues.²⁴⁶ - Among the information systems on children, the System of Social Indicators on Children, Adolescents and Women (SISNAM) continues to operate, through the Observatory of the Rights of the Child, which is being developed with the support of UNICEF, INE and IHNFA.²⁴⁷ Dissemination, awareness-raising and training: - Over this verification period 4 training activities were held for officials and technical personnel of the Judiciary's institutions on the issues of child labor, people trafficking and migration, with more than 250 representatives of government, workers, employers and civil society.²⁴⁸ Programs and projects providing direct attention: - The IHNFA, through the Scholarship Programs, assisted 211 girls, boys and adolescents throughout the country.²⁴⁹ - The Presidential Program on Health Care, Education and Nutrition known as Bono 10,000, which grants monetary transfer to households living in poverty or extreme poverty, provided support to 150,000 households in 2010 in order to promote the school enrolment, permanence in the system, and regular assistance of children aged from 6 to 18 years.²⁵⁰																											

245. National Report. Development and status of learning and adult education. April 2008.

246. STSS. Executive Decree PCM-011. 2011. February 15, 2011

247. www.ine.gob.hn/SISNAM.htm

248. ILO/IPEC. Report of activities in Honduras. December 2010. The following training was provided: Forum on people trafficking, 100 participants from government, workers, employers and civil society. August 18, 2010; Forum on migrant children, for 40 officials from institutions and NGOs working on the issue. Held on September 2, 2010; Workshop to validate the Road Map, for 30 participants from government, employers and workers and civil society. August 14, 2010; Bi-national meeting between Honduras and Colombia on good practice and lessons learned concerning people trafficking. 95 participants including public officials and representatives of NGOs working in this area. December 15 to 17, 2010.

249. IHNFA. Information Bulletin 10 of December 2010. The grants are for Lps. 1,500.00, which is given in two installments each year.

250. Secretariat of the Presidency of the Republic. 2010 Annual Report. Presidential Program on Health Care, Education and Nutrition, Bono 10,000.

6. Promotion of a culture of compliance

Compliance with labor rights calls for a population that is reported, educated, aware and trained about these rights and obligations and their implementation in daily life. It is also necessary to develop awareness in society so that it demands compliance with those rights and monitors their effective implementation in both the formal and the informal sector. All social sectors must participate in order to achieve this culture of compliance, including: public institutions, the media, trade unions, employer organizations, non-governmental organizations (NGOs) and other social actors. Moreover, this culture is only possible if there is a solid base of social dialogue; it is therefore vital to strengthen the tripartite consultative councils on labor issues.

In the area of promoting a culture of compliance, the White Paper identifies the need to “implement a program of training and dialogue development for members of the Economic and Social Council (CES) intended to enhance their effectiveness,” and to “establish a ‘Mobile Labor System’ focused on advancing compliance with fundamental labor standards in key sectors of the economy with broader geographical coverage.”

Over the period August–December 2010, the CES met twice. The decisions it took related to the scheduling of its regular periodic meetings; the presentation of a study on the perception of social actors concerning the re-institutionalization of the CES, and the setting up of a meeting of the Permanent Tripartite Technical Committee to prepare the decree on temporary work.

Regarding the promotion of a culture of compliance, several public, private and international institutions executed or contributed to the execution of training activities on different topics such as awareness-raising and consultation on labor rights; collective bargaining, social dialogue and labor relations; non-discrimination in employment; application of models for protocols and for family enterprise management; national trade union laws; good governance and constitutional reforms; dissemination of trade union rights by the worker organizations, and occupational health and safety. More than 5,000 people took part in these events.

The STSS responded to 10,478 people through the Call Center and events to promote the institution’s services. However, the Mobile Labor System only provided its service of answering labor inquiries three times, owing to a lack of funding.

Different types of informative materials and manuals on fundamental labor rights, freedom of association, and collective bargaining were prepared, and the institutions that provide training on labor rights were provided with teaching materials on the subject.

To make progress in implementing the White Paper recommendations, the country should take the following suggestions into account::

- Continue reinforcing the institutional capacity of the CES and the Tripartite Technical committee, making the necessary effort to provide it with a budget, a technical team, a regular agenda, and the necessary training for its members. Also, mechanisms should be established to ensure monitoring of and compliance with the decisions adopted.
- Organize tripartite workshops in order to enhance the dialogue capacity of the actors.
- Reactivate the Mobile Labor System with the support of employer and worker organizations so that it can operate permanently.
- Prepare and execute, with the participation of the employer and worker sectors, a permanent program of training and dissemination of labor rights.
- Design a strategy to include the subject of fundamental labor rights in the regular curricula of secondary and technical education.

Challenges and recommendations	Indicators	August - December 2010
I. Training and dialogue		
Challenge: - In the last few years Honduras has made significant efforts to increase social dialogue and consensus building on workplace issues through the new Council on Economic and Social Issues. But more progress could be made in strengthening the role and impact of this important institution. Recommendations: - Implement a program of training and dialogue development for members of the Council on Economic and Social Issues intended to enhance their effectiveness. - Establish a “Mobile Labor System” focused on advancing compliance with fundamental labor standards in the key sectors of the economy with broader geographic coverage.	Functioning of the Economic and Social Council (CES)	
	6.1. Number of ordinary and extraordinary meetings held by the CES on labor issues (include the level of tripartite participation in the meetings, el number and type of decisions taken, the level of compliance with these decisions) and the number of dissemination and training events held by the CES on compliance with labor norms (include the level of tripartite participation and, if available, the results of the evaluation of the pertinent training program or event).	The CES held 2 regular meetings.²⁵¹ The principal decisions adopted included: (a) the scheduling of regular, periodic meetings of the CES, (b) definition of a meeting of the Permanent Tripartite Technical Committee to prepare a decree on temporary work, especially the provisions of article 123 of the National Program of Employment by the Hour, and (c) the presentation of the report on the perceptions of the social actors on the re-activation of the CES.
	Mobile labor system	
	6.2. Status of implementation of the Mobile Labor System at the level of operation, quality of service, budget allocated to its operation, geographical coverage, number of consultations handled and, if available, the results of the evaluation of the system).	A profile was defined for the services provided by the Mobile Labor System, as well as for the methodology, but there is no budget to finance operations; consequently, it only offered labor consultation services three times during this verification period.²⁵²

251. CES. Minutes No.3 of the meeting of November 10, 2010, with 10 participants from all the sectors, and minutes No.4 of December 1, 2010, with 11 representatives of all the sectors.

252. STSS. Mobile Labor System. Proposal for implementation of mobile units in the STSS. 2005. Interview with the UEPG Director. The events for the promotion and dissemination of labor rights by means of the mobile units were held from August to November 2010 in Tegucigalpa, San Pedro Sula, Choloma and Progreso and, during them, the technical personnel of the STSS Labor Inspectorate provided legal assistance to the population.

Challenges and recommendations	Indicators	August - December 2010
2. Regional recommendations		
• Implement comprehensive training programs on labor rights for workers and employers. • Strengthen tripartite labor councils and make more effective use of their output.	Dissemination of labor rights 6.3. Number and type of public education and social awareness-raising actions on labor rights (include number of participants in the activities organized by public institutions, trade unions and employers' organizations, and, if available, the results of the evaluation of the pertinent training program or event).	Government: • The STSS organized 3 events to promote and raise awareness on labor rights for 4,672 participants consisting of workers, employers, government, students and the public in general in Tegucigalpa and San Pedro Sula. These workshops took place in public places with the direct participation of STSS officials and technical personnel who responded directly to the questions posed by the participants who visited the kiosks that provided information; vehicles with speakers were also used to disseminate information. • The DGT prepared and published 15,000 triptychs and 1,500 copies of the manual on the exercise of freedom of association and collective hiring,²⁵³ for trade union leaders and workers; they are being distributed directly to trade unions. • The Technical Teaching Unit of the National Professional Training Institute (INFOP) prepared, socialized and validated the modular program on fundamental labor rights, for its teachers.²⁵⁴ In addition, an orientation workshop was held for INFOP technical personnel to provide information on the importance of preparing educational manuals incorporating fundamental labor rights.²⁵⁵ • The STSS, through the Call Center, responded to 10,748 individuals who made inquiries and requested assistance on labor matters; this was done by telephone, but also directly through the events to promote the services provided by the STSS Call Center.²⁵⁶ Employer sector: • A national workshop was held on collective bargaining, social dialogue and non-discrimination in employment, with the participation of 19 representatives of the employer sector.²⁵⁷ • The COHEP, within the framework of the Family Business project,²⁵⁸ prepared a study on the basic characteristics of small and medium-sized family businesses in Honduras; it involved a survey of 1,200 businesses. In addition, 300 companies were made aware of family business protocols; 100 agreements were signed for the inclusion of model family protocols, and 120 representatives of academia and trade union organizations received training on the application of management models for family businesses.

253. 59 STSS, ILO. Verification Project, November 2010. Publication of manual and triptychs.

254. INFOP. Modular program on Fundamental Labor Rights. November 2010.

255. Idem.

256. STSS. UPEG. Annual Evaluation Report. 2010.

257. ILO. Social Dialogue and Verification Project. Evaluation report and list of participants November 4 and 5, 2010.

258. The purpose of this project is to improve the survival rate, competitiveness and growth of small and medium-sized companies (PYMES) in Honduras, promoting the use of family protocols and protocols relating to company management. See: www.cohep.com.

Challenges and recommendations	Indicators	August - December 2010
		Worker sector • The CUTH, through the Education Secretariat, organized 7 training sessions on collective bargaining, national trade union laws, individuals subjects of trade unions, technique for educating the population, good governance, and the constitutional reforms, in which 164 trade union representatives took part.²⁵⁹ • The International Trade Union Confederation (ITUC), in the context of the promotion of the fundamental labor rights, prepared a report for the WTO General Council's review of its trade policies with regard to Honduras.²⁶⁰ • A group of 24 representatives of the workers' confederations took part in the workshop on the dissemination of labor rights by worker organizations; it allowed the trade union representatives to draw up a plan to disseminate labor rights concerning freedom of association and collective bargaining.²⁶¹ The event was held on August 6, 2010, with the participation of 20 representatives of the 3 Honduran workers' confederations.²⁶² Other sectors: • The ILO/Verification Project gave the institutions that organize direct training actions on labor rights, 20 flip charts for training events on fundamental labor rights. This material forms part of the packet of materials on fundamental labor rights.²⁶³ • The Cultivar project and the Human Development Center (CDH), in partnership with UNAH, offered a diploma course on social dialogue, labor relations and management systems in Choluteca and San Pedro Sula, for 32 representatives of the employer and worker sectors, government, and UNAH students and professors.²⁶⁴ • The Project for the Sustainable Development of Occupational Health and Safety (PRODESSO) organized 4 training session on occupational health and safety for 57 representatives of the Combined Occupational Health and Safety Committees, as well as 2 workshops on the issue for trade unions.²⁶⁵
	6.4. Amount of the budget dedicated to labor rights education and awareness-raising actions.	• The STSS has no information on this aspect.

259. CUTH. Training events offered: Two workshops on good governance and constitutional reforms (September 24 and 25 and October 29 and 30, 2010, 34 participants); the individuals, subjects of trade unions (17 participants, September 24, 2010); 2 workshops on techniques for educating the population (November 26 and 27, 34 participants); Legal bases and structures of trade union organizations (40 participants, September 11, 2010); Collective bargaining as an instrument of the trade union struggle (39 participants, October 16, 2010).

260. ITUC. Report for the WTO General Council's review of trade policies concerning Honduras (September 20 and 22, 2010).

261. ILO. Verification Project. Activity Reports. August 2010.

262. ILO. Verification Project on the White Paper commitments. August 6, 2010, and February 2 and 4, 2011.

263. ILO. Verification Project. Delivery of 20 flip charts for training on fundamental labor rights: CGT 3; CUTH, 3; COHEP 4; IHNFA 1; DGT 1; DGPS 1; IGT 1; DGE 1; INAM 1, and Choluteca Regional Office 1.

264. Cultivar project. Bulletin, Summer 2010. The diploma course consisted of 120 hours of theory and practice, and was offered within the framework of the Cultivar project to promote labor rights in the agricultural sector, sponsored by the United States Department of Labor, through the NGO Social Accountability International (SAI); 15 representatives of the Southern Zone and 17 from the Northern Zone took the course.

265. PRODESSO. Annual report. October 2010.