



# **CAFTA-DR Strengthening Labor Justice Program**

Task Order No. DFD-I-03-04-00175-00

**2nd Quarterly Report  
January - March 2010**

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April 2010

This report was written by Management Sciences for Development, Inc. under the USAID Strengthening Labor Justice CAFTA-DR Program, Work Order No. DFD-I-03-04-00175-00, Modification No. 4, for review by USAID.

## Executive Summary

### Background

Management Sciences for Development, Inc. (MSD) was awarded the CAFTA-DR Labor Justice Strengthening Program contract in March 2007. The task order (No. DFD-I-03-04-00175.00) was issued under the Rule of Law Indefinite Quantity Contract (ROL IQC). MSD is the small business implementing partner under this mechanism. The Labor Justice Program seeks to strengthen capacity for enforcement of labor laws in CAFTA-DR countries (El Salvador, Guatemala, Honduras, Nicaragua, Costa Rica, and the Dominican Republic) as required under the Central American Free Trade Agreement. This regional program is headquartered in El Salvador. MSD maintains a project presence in each country.

The Labor Justice Program was extended in June 2009 to facilitate regional harmonization of labor court management systems, expand activities to strengthen judicial institutions, provide technical assistance to non-state institutions – including bar associations and universities – that serve to improve the function of the labor justice system. Through technical assistance provided by the Labor Justice Program, an electronic case management system was developed for the Supreme Court in El Salvador; a labor law curriculum was developed for judicial schools in Dominican Republic; and training schools were established in Guatemala, Honduras, and El Salvador on medication, alternative dispute resolution, and the reconciliation process.

### Overview of Activities during 2nd Quarter

**Component 1: Electronic Judiciary Management Systems.** MSD designs and implements electronic case management systems and to help judges effectively and quickly resolve labor cases. EJMS are in place in Guatemala, El Salvador, Costa Rica and the DR.

During FY 2010 2<sup>nd</sup> Quarter, MSD enhanced the EJMS in Guatemala with the installation of audio-visual equipment in the *Juzgado Cuarto de Trabajo y Prevision Social* and provided technical assistance to develop an electronic notification system for the court. MSD began collecting baseline data in El Salvador from the *Centro Judicial Integrado Privado y Social* in San Salvador. MSD successfully completed the Plan to Clear Judicial Backlog in Costa Rica. Our attention now turns to improvements to the case management systems in the *Corte Suprema*. Planning for a national case management system in DR continues with implementation expected third quarter.

**Component 2: Raising Professional Standards in the Labor Judiciary.** MSD provides technical assistance and training to judges, lawyers and judicial support staff on electronic case management, oral trial techniques and labor law, including the development and implementation of a master's degree program in labor law.

During FY 2010 2<sup>nd</sup> Quarter, in addition to the robust training program for judges and other court actors, a proposal for the Master's Program in Legal Studies was presented to the Salvadoran Ministry of Education for approval. Training for labor court judges in Costa Rica was approved. The Program worked closely with courts and law schools to train judges and other legal professionals. A specialized course for Public Defenders at the *Procuraduria General de la Republica* commenced in El Salvador.

**Component 3: Procedural Streamlining.** MSD designs and implements a strategy to strengthen and streamline judicial procedures through the use of ADR and modernizing documentation systems, as well as the introduction of the internet-based labor justice observatory.

During FY 2010 2<sup>nd</sup> Quarter MSD provided technical assistance to improve labor conciliation practices in Guatemala, and began redesigning the Labor Observatory in El Salvador.

### Special Circumstances and Considerations

USAID has not lifted the suspension of funding for project activities in Honduras due to the political situation and the CAFTA DR Program office remains closed as directed by USAID.

The CAFTA DR Program conducts specific activities in Nicaragua and will continue seeking opportunities to coordinate efforts with implementing partners and counterparts.

### Activities planned for the 3<sup>rd</sup> Quarter:

- Commence Masters Program in Legal Studies in El Salvador
- Begin construction at the *Procuraduria General in El Salvador*
- Simulate case load processing for the *Mega Despachoin* Costa Rica
- Finalize curriculum reforms for the *Escuela Judicial* in Costa Rica
- Complete indexation system for the *Centro de Documentación e Información Judicial Dominicano* (CENDIJD) in DR
- Complete indexation system for the *Centro Nacional de Análisis y Documentación Judicial* (CENADOJ) in Guatemala
- Purchase and install furniture and equipment in the courts in Costa Rica

## Component 1: Electronic Judiciary Management Systems

### Result 1.1 Electronic Case Tracking and Judicial Management Systems established in Thirty-Three Courts in Five CAFTA-DR Countries

#### Guatemala

MSD began to develop judicial management systems for sixteen labor courts in November 2009. In January 2010, the Guatemalan Supreme Court asked to expand the program to include courts in Cuilapa and Antigua. Early 2010, the CAFTA DR staff installed a recording system in hearing rooms at the *Juzgado Cuarto de Trabajo y Prevision Social*. Training followed in February, when demonstrations were held for courthouse staff. Staff training included development of a User Manual. The User Manual was shared with the *Centro de Informatica y Telecomunicaciones (CIT)*. MSD is committed to building sustainability into the judicial strengthening program.



**View of software developed to record hearings. Fourth Court of Labor. Guatemala, March 2010**

The workshops and demonstrations were followed by on-site training, at which time MSD staff monitored equipment use and performance and provided hands-on demonstrations during actual hearings.

In March, MSD scheduled a special session for judges to discuss the legality of using recording equipment in courtrooms. Other training topics included “Building a Judicial Management System for Hearings” for judges from the *Juzgados de Primera Instancia de Trabajo y Presvision Social*; and “Applying Oral Hearings Techniques in Labor Proceedings”.

The Labor Justice Strengthening program received a huge boost in El Salvador from a judicial ruling mandating the use of the judicial management system developed by the CAFTA DR Program. This official mandate requires all Guatemalan judges to use the new system. The mandate is an important step toward the standardization of labor court adjudication.

MSD continues to broaden its engagement with the courts in El Salvador to meet program objectives. Last quarter, the Guatemalan *Corte Suprema* requested assistance to the *Comisión para la Implementación de la Notificación Electrónica* to implement a new electronic notification system for the courts. The *Comisión* conducts legal analysis on notification systems and provides recommendations to the *Corte Suprema* on the electronic notification system. MSD will continue to anticipate and respond to the needs of the judiciary in Guatemala for automated management systems.

#### Costa Rica

*Plan to Clear Judicial Backlog*

In late October 2009, MSD began implementing a program to address the backlog of 1,348 cases pending resolution in the *Megadespacho* in Goicoechea. The courts cleared the backlog in approximately three months. Under the new program, 153 cases remained pending in the courts of *primera instancia* and 46 in the sentencing process—approximately 90% of the cases pending in January 2009 were resolved. The Costa Rican courts verified these results in February 2010 during an independent Judicial Inspection. Based on the success of the plan, Costa Rican judges committed to addressing case backlogs and issuing sentences immediately upon receiving evidence. Additionally, judges committed to resolve 183 outstanding cases pending adjudication since 2004.



**Consultant Javier Said Yueng explains the new management system in a workshop held with judges and assistants from the Goicoechea Court.**

**Costa Rica, February 2010.**

### *Measuring Results*

Two workshops were held on January 22<sup>nd</sup> and January 27<sup>th</sup> with judges and judicial assistants to discuss performance indicators for clearing case backlogs.

### *Case Load Simulation*

MSD conducted a simulation as requested by the *Mega Despacho* to demonstrate how increased caseloads affect case processing. A new software program called ARENA will be purchased to help analyze simulation data. (See [http://www.arenasimulation.com/Products\\_Basic\\_Edition.aspx](http://www.arenasimulation.com/Products_Basic_Edition.aspx))

### *Improving Processing*

The active involvement of judges in designing organizational reforms for the courts contributes to the collaborative climate between the Labor Justice project staff and the judiciary. The judges welcomed recommendations to improve adjudication of cases, and embraced the use of technology, adoption of oral proceedings and the automated case tracking system.

### *Cost sharing*

In February, the Costa Rican Judicial Branch provided 35% of the funds required to purchase equipment for *Mega Despacho* in Goicoechea. USAID approved the purchase of equipment and furniture in March. The Program expects to purchase and install the equipment next quarter. The Judicial Branch also requested support to furnish two courtrooms in late March 2010. The Program expects to identify and purchase the furniture for these additional courtrooms next quarter.

## **El Salvador**

Following a six-month delay in the *Corte Suprema de Justicia* regarding the evaluation of the pilot court in Santa Ana, Judge Rodolfo Ernesto Gonzalez Bonilla (Sala Constitucional) resumed leadership as Program Representative. He presides over a Commission, which includes President of the *Sala Civil*, Maria Luz Regalado Orellana, and Judge Perla Jimenez. The *Corte Suprema de*



**Inauguration of the Pilot Court in Santa Ana**

*Justicia* delegated administrative and technical support to Manuel Edgardo Lemus (*Secretario de la Sala Civil*). Judge Lemus will serve as the Program's primary point of contact.

The Santa Ana Labor Court was inaugurated on February 22, 2010 by the USAID Mission Director and the Salvador *Corte Suprema de Justicia*. MSD remodeled hearing rooms, purchased furniture for courtrooms, installed video recording equipment and designed the *Sistema de Gestión de Tribunales Laborales* (SGTL)--an electronic case tracking system.

This is a critical time for the development of the labor courts in El Salvador. A management system is being developed for the *Corte Suprema de Justicia* with funding from the World Bank that will be installed in two years. The current design for the management system has not resolved systemic problems discovered in the pilot system established in Soyapango. An exact description of the situation is discussed below:

- The court structure changed substantially when new staff members were appointed to the *Centro Integrado* in July 2009. Additionally, administrative functions are divided among four floors in the building. A Central Assistant is located on the first floor. The Central Assistant receives documents and replies to notifications. The second floor is used for the court secretaries and assistants. The third floor houses courtrooms. The Chief Judge's office is on the fourth floor. In theory, this would speed up case processing; however, this has not been the case. Courthouse staff members working on notifications have not been properly trained and do not understand the notification process. This has caused issues for litigants as they do not receive timely notices or notifications arrive incomplete. The Central Assistant has not forwarded cases to the Judge's Office, judges cannot access their case files and lawyers are not properly appointed to cases. The result is a cumbersome case backlog and violations of worker's rights.
- The Court's integrated management system does not operate efficiently. Judges in commission meetings cannot process the files because a different staff member does the processing. Consequently, judges cannot control the management of their cases. Additionally, courthouse staff does not understand labor law. Consequently, the staff makes procedural errors and cannot provide appropriate solutions for these errors.
- Labor judges have met with the *Centro Integrado* and the *Camara de Apelaciones* and have not resolved the problem.

The Program continues to collect baseline data despite these challenges. Since the SGTL is not ready for installation, the process of inputting active cases for the baseline analysis will not result in accurate results. In order to study how long it takes to process a case requires fully processed cases—cases are not processed as described above. Additionally, the collection has not begun according to original timelines. Consequently, it is not feasible to input information for 600 active and closed files. Finally, the current state of the *Centro Integrado* makes it difficult to control the physical location of files. Removing active cases from users could imply considerable delays in processing claims from litigants. Despite these challenges, the Program has collected a statistically valid sample of 95% confidence.

Originally, the Labor Justice Program planned to collect baseline data and update the SGTL. However, this requires that the *Corte Suprema de Justicia* approve the SGTL for use at the *Centro Integrado* and that the baseline were collected before starting the process in the San Salvador courts. The SGTL has not yet been approved by the judges or for use in the *Centro Integrado*. In addition, the *Corte Suprema de Justicia* has

already authorized the development of a general system financed by the World Bank's Judicial Modernization Project. The administrators have indicated that it will not be possible to incorporate the SGTL. The Salvadoran courts expect that the World Bank consulting project will be done in a year because San Salvador's Integrated Center does not currently have a tool to support information exchange, particularly between hearings offices, legal communication, the Chief Judge's office and the courtroom.

The Program expects that labor judges will meet with the President of the *Corte Suprema* in the next quarter to highlight difficulties caused by the organization of the *Centro Integrado*—the judges at this meeting consult regularly with CAFTA DR Program staff. Additionally, the judges will request temporary solutions for the *Centro Integrado's* information systems from the Court in order to adjust the Program's strategy. The Program recommended the Court make decisions on the following issues:

- The management system for labor courts in San Salvador - The Court must decide if it will work with the Program or wait two years to consolidate an integrated management model that includes labor courts.
- Information system - The software for the labor courts was created and approved in Santa Ana, where it is functioning well. The Court must decide if it will expand use of this software or wait until the World Bank finishes new software for integrated courts in two years.
- Technical teams - The Court should guarantee the presence of judges and administrative assistants.
- Baseline for San Miguel, Sonsonate and Santa Tecla - The Court will also have to decide on the strategy for these courts.

## Dominican Republic

A review of court procedures conducted by subcontractor *Fundación Institucionalidad y Justicia* (FINJUS) revealed 30 processes. This number increased to 60 when civil procedures that applied to labor courts were also included. During this quarter, Judge Gil, the 1st Deputy Judge of the *Juzgados Laborales* in Santiago de los Caballeros, reviewed the activities conducted by Program consultants and validated procedures with labor judges. Currently, the *Corte Suprema* is reviewing these procedures for approval.

Once the *Corte Suprema* approves the documents Judge Gil will share the document with other judges and the Labor Justice Program will begin training Judges on the new system. Planned activities to contract an engineer and begin design and implementation of a new judicial and case management system for Santiago de los Caballeros' labor court were delayed this quarter pending authorization and approval.

The *Corte Suprema de Justicia* requested to outsource changes to the current management system (Supremo Plus) to a firm; however, the terms and conditions of the contract are being discussed with the Program so that the proper procedures are developed. The Dominican Planning Office developed a strategy to clear court backlogs for Santiago courts, and those plans will be presented to the Program in the coming weeks.



**Judicial officials and representatives from USAID and FINJUS at the Judicial Center in Santiago de los Caballeros.**

**Dominican Republic. February 2010**

## Guatemala

In Guatemala, the CAFTA DR Labor Justice Program installed the ECMS at the *Corte Suprema de Justicia's*. The ECMS includes cases beginning in 2007. The Program collected cases pending resolution prior to 2007 in a database provided to the *Corte Suprema* and the court will have access to these cases while the system is finalized.

### Result 1.2 Electronic Case Tracking and Judicial Management Systems in Appeals Courts and Supreme Courts of Justice in at Least Three CAFTA-DR Countries

## Dominican Republic

The Labor Justice Program completed indexing cases at the *Centro de Documentación e Información Judicial Dominicano* (CENDIJD). Program staff also created quality control records, legal analysis records (February 2010), online content publication modules and a maintenance program for the system's master tables (March 2010). The indexation model and visual mapping are now 80% developed. User controls and final revisions are pending. The Labor Justice Program requested that CENDIJD begin classifying rulings as part of a static analysis. MSD presented to CENDIJD the classification and indexation manual written by Labor Justice Program consultant Diego Lopez. MSD expects that the legal indexation system for CENDIJD will be functioning by April 2010.



**Ruling indexation at the Documentation Center in the Constitutional Court in Guatemala with computers provided by USAID.  
Guatemala, March 2010**

## Guatemala

In January, the *Centro Nacional de Análisis y Documentación Judicial* (CENADOJ) computers were ready for students from *Universidad Rafael Landivar* to begin indexation.

The new *Corte Suprema de Justicia* is reviewing the indexing system for labor cases and has requested that the Court reach an agreement on publishing decisions and ensuring that the Center works as designed.

## Component 2: Raising Professional Standards in the Labor Judiciary

The Labor Justice Program has been working closely with judicial institutions, courts and law schools to provide appropriate training in labor law to judges and legal professionals

### Result 2.1 Masters Program in Legal Studies Designed and Implemented in at Least Two CAFTA-DR Countries

#### El Salvador

Course design was completed in December, and in February the Masters Program in Legal Studies curriculum was presented to the *Ministerio de Educacion* in February for approval. In March, the universities and the CAFTA DR program signed a Memorandum of Understanding to launch the course.

The Program supported the existing Masters Program for the *Consejo Nacional de la Judicatura* by funding Dr. Luis Rodolfo Vigo to facilitate a session on legal ethics. As a follow-up activity, the Program offered a course on “Arguments and Interpretation” for Salvadorian Public Defenders in March.



Authorities from the Ministry of Education, universities and USAID in the formal presentation of the curriculum for the Masters Program in Legal Studies.  
San Salvador, February 7, 2010

### Result 2.2 Curricula Reform for Law Programs in at Least Five Universities in Two Countries

#### Nicaragua

In March, the Program signed a contract with the Instituto Nicaragüense de Estudios Humanísticos to allow increased activities in Nicaragua.

#### Costa Rica

In Costa Rica, an assessment conducted by Evelyn Zamora identified priority training courses for judges, including:

- Providing leadership to guide the adjudication process
- Managing resources
- Guarantying the correct application of the law
- Evaluating parties' arguments and evidence
- Making decisions to resolve situations according to the law

**Result 2.3 Specialized Labor Law Programs at the Graduate Level, Designed and Offered in at Least Five Universities in Two Countries.**

In February, the Program formalized an agreement with the *Universidad Politecnica* to offer courses to Labor Public Defenders. The first module on “Arguments and Interpretation” was held in March. A two-day course at private universities in El Salvador also was offered. Public Defenders are required to participate in monthly legal analysis sessions in small groups. A course on procedural and constitutional law will form part of the training module for labor Public Defenders.

**Result 2.4 At Least One Legal Reform to Create an Attorney Certification, Drafted and Presented by a Bar Association**

Activities under this Result are currently pending approval.



**Salvadoran judges attend USAID-sponsored training on Judicial Interpretation and Trial Advocacy in San Salvador March 8 – March 13 2010**

**Result 2.5 At Least One Legal Reform to Elevate Professional Standards for Lawyers, Elaborated and Presented by a Law Association to the Appropriate Authorities for Approval**

**Costa Rica**

The Labor Justice Program has supported the *Escuela Judicial* in Costa Rica with consultant Evelyn Zamora. The Program assessed existing skills, attitudes and knowledge judges need to work efficiently and effectively on labor cases. The *Escuela Judicial* received the assessment and approved the implementation of the recommendations (see Appendix 2).

**Result 2.6 Creation of Judicial Laboratories for Court Training in at Least Four CAFTA-DR Countries**

## Guatemala

Plans recently were approved with activities scheduled to commence in Quarter 3 with the *Guatemalan Comision Escuela Asuntos Judiciales*.

## El Salvador

The Labor Justice Program is designing a module on judicial management frameworks that will be taught at the *Escuela Judicial*. A Judicial Laboratory held in February at the *Consejo Nacional de la Judicatura* resulted from an effort made by the Program to work more closely with the Council.

## Component 3: Procedural Streamlining

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### Result 3.1 ADR Systems or Centers Established to Support New Courts Integrating at Least Three Countries

## El Salvador

The Program will begin activities under this result upon approval from the Salvadoran *Corte Suprema de Justicia*.

## Guatemala

During the Program Director's visit to Guatemala in January, Judge Mynor Franco indicated his approval of the technical assistance provided by Program Consultant, Julia Scandale. Consequently, the *Corte Suprema* requested that consultant Julia Scandale continue offering technical assistance in Guatemala. Based on this request, Ms. Scandale provided two training sessions in to the *Juzgados del Trabajo y Prevision Social* in February.



**Consultant Julia Scandale in the “Labor Conciliation” workshop offered as technical assistance for labor courts. Guatemala, March 2010**

Two additional workshops were held in March for the *Juzgados del Trabajo y Prevision Social* in Guatemala. During these workshops, participants shared experiences and reached agreement on the best way to promote labor conciliation. The Program is organizing a workshop for the Ministry of Labor; this workshop will serve to focus officials on standardizing conciliation criteria.

## Costa Rica

The management system changes in Costa Rica include training on oral hearings, conciliation methods, developing requirements for technical defense and improving administrative processes. The Program is currently modifying a proposal on conciliation to redesign the model.

### **Result 3.3.1 Technical Assistance for Universities and/or NGOs to Conduct Legal Research Related to Labor Law and Provide Training in ADR and Oral Hearings**

## Guatemala

The CAFTA DR Program will hire a coordinator for the Legal Research Institute at the *Universidad Rafael Landivar* and a consultant to publish the Labor Code annotated with case law. The Program will begin recruitment for this position for next quarter.

## El Salvador

The Program modified the technical profile for the Observatory. The modifications included:

- Assessing the type of services and beneficiaries of a regional labor justice observatory
- Identify the central challenges faced by labor judges and legal solutions for these challenges
- Determine whether proposed solutions are consistent
- Compare the proposed solutions and evaluate challenges using the solutions in CAFTA DR countries

Consultant Diego Lopez began working on establishing the Observatory. The Program plans to hold a conference call on April 12 with universities from: Costa Rica, Guatemala, Nicaragua and El Salvador to share his technical proposal.

In this quarter the Program analyzed 50 rulings from the Supreme Court's Civil Court using a static analysis to create content for the website. The Program made changes to the website structure and looked for providers to make the physical changes.

### **Result 3.3.2 Technical Assistance for the Office of Public Defense in El Salvador to Facilitate Legal Assistance and Representation for Workers**

## El Salvador

### *Unified system*

In order to create a unified system a Java programmer must be hired to make the changes necessary to the information system: unifying windows, creating lists and generating reports.

Current operators need training in areas proposed by the Program in order to decrease errors and delays in processing a lawsuit. This training would also help Public Defenders understand administrative processes associated with processing a case. Once the Program installs the unified system, it will be necessary to do

tests to simulate realistic work conditions and determine the timeline for processing a case. This type of testing will allow the Program to determine whether Public Defenders will be able to manage their caseloads.

#### *Physical space and equipment*

The program expects to publish the solicitation for bids to remodel the *Procuraduría General de la República* next quarter. The remodeling will also include cabling for the “Vicente Machado” building.

## **Dominican Republic**

The Program requested USAID’s approval to hire Carlos Hernandez to coordinate the Observatory in the country. Mr. Hernandez will provide technical assistance to develop and set up the Labor Observatory in the Dominican Republic. As part of his consultancy, Mr. Hernandez will conduct the following activities:

- Conduct a static and dynamic analysis of labor jurisprudence
- Publish analysis on the Observatory website
- Conduct and design a training session on using the Observatory for law students and legal professionals

### **Result 3.4 At least Two Consensual Legal Reforms Related to Labor Conflict Resolution Promoted through Industry Meetings with Key Actors**

## **El Salvador**

In January, CAFTA DR Consultant, Eduardo Barrientos, presented his analysis of requirements for standardizing conciliation services in El Salvador. The objective of the consultancy was to review the regulatory framework of labor disputes resolution and their constitutional basis, in order to clearly identify institutional responsibilities with regard labor conciliation and identify the procedures and solutions available to users in El Salvador. The Consultant recommended the following criteria for reform: conduct one conciliation hearing even where the law does not requiring a hearing and create institutional spaces for discussion methods for mainstreaming good practices from both the Ministry of Labor and *Procuraduría General de la República*.

## APPENDICES

**APPENDIX 1 LIST OF TRAININGS**

**TRAININGS HELD JANUARY - MARCH 2010**

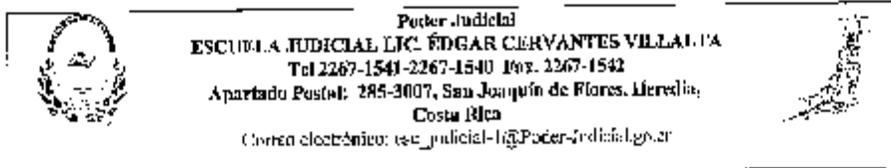
Component	Result	Country	Dates	Name	Chief Judges	Judges	Judicial Branch employees	Public Defenders	Lawyers	Judicial authorities	Teachers	Technical staff CNJ	Students	FGR	Others	Subtotal
2	1	ES	Jan. 11	Masters Program in Legal Studies. Subject: Legal Ethics.	1	45					2					48
2	2	ES	Jan. 16	Legal interpretation and arguments in proceedings (Conference)			62	6	5		8	13		4		98
1	1	CR	Jan. 20	Workshop on evaluating proposals to improve labor court proceedings. II Circuit Goicoechea Court. Part I.		6				3						9
1	1	ES	Jan. 21	Conference: Judicial modernization and implementing management systems in labor courts.											9	9
1	1	ES	Jan. 22	Panel Discussion: Judicial management and oral proceedings; Court modernization			33		1			20				54
1	1	CR	Jan. 27	Workshop on evaluating proposals to improve labor court proceedings. II Circuit Goicoechea Court. Part II.						4					2	6
1	1	GUA	Feb. 3	Technical Assistance: Introduction to audio and video recording systems			10									10
3	1	GUA	Feb. 13	Workshop on techniques to strengthen labor conciliation		16					1					17
1	1	GUA	Feb. 24	Technical Assistance: Introduction to labor management systems in hearings			5								3	8

**TRAININGS HELD JANUARY - MARCH 2010**

Component	Result	Country	Dates	Name	Chief Judges	Judges	Judicial Branch employees	Public Defenders	Lawyers	Judicial authorities	Teachers	Technical staff CNJ	Students	FGR	Others	Subtotal
1	1	ES	Mar. 2	Training with UTEC students for Office of Public Defense baseline and proceedings analysis									13			13
3	1	GUA	Mar. 4	Workshop: Labor conciliation, part of technical assistance for labor courts	1	5	17		2		1					26
3	1	GUA	Mar. 5	Workshop: Labor conciliation, part of technical assistance for labor courts		11	19									30
2	2	ES	Mar. 8, 9, 10 and 18	Degree program on Strengthening Public Defense in Labor Courts				42								42
2	2	ES	Mar. 11-12	Training on baseline with UTEC students									13			13
1	1	GUA	Mar. 12-13	Workshop on oral hearings techniques applied in labor proceedings		18										18
3	1	GUA	Feb. 12	Workshop on techniques to strengthen labor conciliation		16					1					17
2	2	ES	Mar. 18 - 19	Specialized course for private universities							17		14	1		32
2	2	ES	Mar. 11, 12, 13 and 19	Degree program on Strengthening Public Defense in Labor Courts				30		4					6	40
				Subtotals	2	117	146	78	8	11	30	33	40	5	20	490

Note: Participants are only counted once

## APPENDIX 2 NOTE CONFIRMING RECEIPT



EJ-DTR-032-10

Martes 09 de febrero de 2010

Señor  
César Solimilla Clavero  
Director  
Programa Regional de U.S.AID  
Fortalecimiento de la Justicia Laboral CAFTA-DR  
S.D.

Estimado Señor:

El motivo de la presente es para informarle que el trabajo realizado a partir del viernes 11 de diciembre de 2009, respecto a la tabulación de encuestas fue entregado con los ajustes y mejoras solicitadas. Dicha información fue recibida el martes 09 de febrero del presente año, de forma satisfactoria, por lo tanto solicitamos su respectivo pago a la MSc. Evelyn Zamora Serrano, que nos colaboró en el Diagnóstico de Necesidades de Capacitación en Materia Laboral, realizado por medio de la Escuela Judicial.

Agudeciendo su atención, cordialmente,

  
Lic. Mateo Ivankovich Fonseca L.  
Subdirector  
Escuela Judicial  
Poder Judicial



cc. archivo

**“Justicia: Un pilar del desarrollo”**

## APPENDIX 3 ESEJ APPROVAL

# CORTE SUPREMA DE JUSTICIA

COMISION ESCUELA ASUNTOS JUDICIALES  
REUNIÓN 1-2010  
AYUDA MEMORIA

FECHA: 15 de febrero de 2010

HORA: 15:00 p.m.

LUGAR: VOCALIA III

### ASISTENTES:

Magistrado Gabriel Medrano Juárez, Vocal III

Magistrado Gustavo Adolfo Mendizábal Mazariegos, Vocal IV

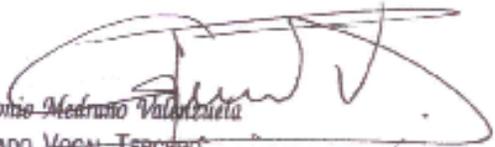
Magistrado José Arturo Sierra González, Vocal XI

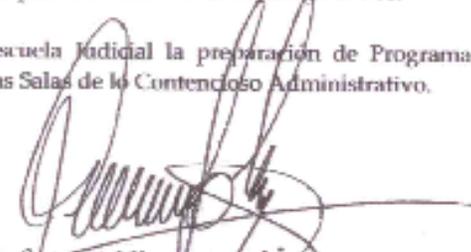
### SE EXCUSARON:

Magistrado César Ricardo Barrientos Pellecer, Vocal II

Magistrado Mynor Custodio Franco Flores, Vocal IX

- 1) Se designa como Coordinador de la Comisión al Magistrado Vocal III, Gabriel Medrano Valenzuela.
- 2) Se decidió sesionar los días MARTES, cada 15 días, a las 3:00 p.m. en la Vocalía III o en la sede de la Escuela Judicial.
- 3) Respecto al diseño de la Sala de Audiencias y Juzgado Modelo en la Escuela de Estudios Judiciales, que se donará dentro del programa de USAID para el fortalecimiento de la Justicia Laboral CAFTA-DR, se aprobó la opción "C" de la propuesta No.2, por ser la que mejor llena los requerimientos necesarios.
- 4) Se determinó que la próxima sesión de la Comisión se celebrará el martes 2 de marzo a las 3:00 p.m. en la sede de la Escuela Judicial. Los puntos a tratar serán: Organización de la Escuela, Proyecto de reglamento y Programación para el presente año 2010. Se solicitará a la Directora de la Escuela la presentación de dichos puntos para información de los Magistrados.
- 5) Se decidió solicitar a la Directora de la Escuela Judicial la preparación de Programa para Capacitación de los nuevos Magistrados de las Salas de lo Contencioso Administrativo.

  
Gabriel Antonio Medrano Valenzuela  
MAGISTRADO VOCAL TERCERO  
DE LA CORTE SUPREMA DE JUSTICIA

  
Lic. Gustavo Adolfo Mendizábal Mazariegos  
MAGISTRADO VOCAL CUARTO  
CORTE SUPREMA DE JUSTICIA