

## TC Document

### I. Basic Information for TC

▪ Country/Region:	HAITI
▪ TC Name:	Support to strengthen access to registration and labor intermediation services for persons with disability in Haiti
▪ TC Number:	HA-T1308
▪ Team Leader/Members:	Dias Alvarenga Baptista, Dulce Benigna (SCL/LMK) Team Leader; Magri, Nicola (SCL/SPH) Alternate Team Leader; Casco, Mario A. (ITE/IPS); Cecilia Siccha (SCL/LMK); Duryea, Suzanne (SCL/GDI); Gaston Ferrin (SCL/LMK); Gonzalez Herrera, Beatriz Maria (SCL/LMK); Heewan Noh (SCL/LMK); Maria Camila (SCL/GDI); Vila Saint-Etienne, Sara (LEG/SGO) Magri, Nicola (SCL/SPH) Alternate Team Leader; Casco, Mario A. (ITE/IPS); Cecilia Siccha (SCL/LMK); Duryea, Suzanne (SCL/GDI); Gaston Ferrin (SCL/LMK); Gonzalez Herrera, Beatriz Maria (SCL/LMK); Heewan Noh (SCL/LMK); Maria Camila (SCL/GDI); Vila Saint-Etienne, Sara (LEG/SGO) Magri, Nicola (SCL/SPH) Alternate Team Leader; Casco, Mario A. (ITE/IPS); Cecilia Siccha (SCL/LMK); Duryea, Suzanne (SCL/GDI); Gonzalez Herrera, Beatriz Maria (SCL/LMK); Heewan Noh (SCL/LMK); Maria Camila (SCL/GDI); Vila Saint-Etienne, Sara (LEG/SGO)
▪ Taxonomy:	Client Support
▪ Operation Supported by the TC:	N/A .
▪ Date of TC Abstract authorization:	31 May 2022.
▪ Beneficiary:	Office of the Secretary of State for the Integration of Persons with Disabilities - BSEIPH
▪ Executing Agency and contact name:	Inter-American Development Bank
▪ Donors providing funding:	OC SDP Window 1 - Operational Capacity and Policy Dialogue for OC-concessional eligible countries(W1D)
▪ IDB Funding Requested:	US\$350,000.00
▪ Local counterpart funding, if any:	US\$0
▪ Disbursement period (which includes Execution period):	36 months (Disbursement period and Execution period)
▪ Required start date:	August, 2022
▪ Types of consultants:	Individual and Firms
▪ Prepared by Unit:	SCL/LMK-Labor Markets
▪ Unit of Disbursement Responsibility:	SCL/LMK-Labor Markets
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social inclusion and equality; Productivity and innovation; Environmental sustainability; Diversity

### II. Objectives and Justification of the TC

- 2.1 **Objective. The overall objective is to improve the access to registration and labor intermediation services for people with disabilities in Haiti.** The specific objectives are: (i) to expand the coverage of certification process to Person with Disabilities (PwD); (ii) to incorporate additional dimensions bio-psycho-social and environmental factors taken into account in the disability certification and registration

process; and (iii) to support a strategy for strengthening the autonomy of the Office of the Secretary of State for the Integration of Persons with Disabilities (BSEIPH) PwD module and ensuring its interoperability with the public labor intermediation technological platform from the Ministry of Social Affairs and Labor (MAST).

- 2.2 **Socio economic context.** Haiti has an estimated population of 11.7 million inhabitants (2022 figures).<sup>1</sup> In 2020, Haiti's Human Development Index ranked 170 out of 189 countries. National unemployment was estimated at 30% in 2020, according to the Ministry of Economy and Finance, 59% of the population lived under the national poverty line of US\$2.44 per day and 24% on less than US\$1.24 per day. The fiscal year (FY) 2021 was marked by a Gross domestic product (GDP) contraction of 1.8%, an expanded fiscal deficit (2.4% of GDP), and the average annual inflation rate at 15.9%. The effects of the pandemic in global markets, the August 2021 earthquake, the effects of geopolitical tensions with Russia and continued insecurity have had an even greater impact on an already destabilized economy, affecting the country's growth prospects for FY2022. As a result, the economy is estimated to contract by 0.4% in FY2022, and the average yearly inflation is predicted to rise to 26.1%.<sup>2</sup>
- 2.3 PwD represented an estimate of more than 1 million persons in Haiti after the 2010 earthquake, based on World Health Organization estimates, representing around 15% of the Haitian population.<sup>3</sup> Although currently the Haitian population is young (half of the population is under 21 years old), prevalence of disability exponentially increases with age, so this proportion is expected to increase over time (Global Disability). This context, together with the social and economic tensions described above, will affect Haitian society as a whole, particularly vulnerable groups including people with disabilities.
- 2.4 **PwD in Haiti are likely to experience adverse socioeconomic outcomes that include unemployment,** living in extreme poverty, and facing numerous barriers for labor market insertion. Although there are no reliable or representative estimates, data for the Port-au-Prince Metropolitan Area indicate that households with PwDs tend to be larger than average, with a higher economic dependence ratio, and the share of PwDs active in labor market much lower than average (33 vs. 67%).<sup>4</sup> According to local actors, less than 2% of PwD are employed in the labor market, and less than 5% have attended an educational institution. Among the key barriers to social inclusion are limited access to education and training programs and an environment that is still largely unreceptive towards inclusion.<sup>5</sup>
- 2.5 Haiti has taken several steps to foster the social inclusion for PwD. Considering that PwD are among the most vulnerable groups of Haitian population, the BSEIPH was created in 2007,<sup>6</sup> under the Ministry of Social Affairs and Labour (MAST). This

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<sup>1</sup> <https://www.unfpa.org/data/world-population/HT>

<sup>2</sup> These figures have been updated based on the July 2022 IMF figures and FY22 letter of intent for the budget.

<sup>3</sup> According to Handicap International and the National Network of Associations for the Integration of Persons with Disabilities, the number of persons with some form of disability amounted to about 800,000 in 2003 or 10 percent of the population.

<sup>4</sup> Lisa Danquah, Sarah Polack, Aude Brus, Islay Mactaggart, Claire Perrin Houdon, Patrick Senia, Pierre Gallien & Hannah Kuper (2015) Disability in post-earthquake Haiti: prevalence and inequality in access to services, Disability and Rehabilitation.

<sup>5</sup> *Federation Haitienne des Associations et Institutions des Personnes Handicapees d'Haiti*

<sup>6</sup> <http://www.seiph.gouv.ht/a-propos/>.

institution is responsible to design and implement public policies and programs to strengthen social inclusion and improve the livelihood of PwD. The country also has approved legislation<sup>7</sup> to integrate PwD to the national economy, establishing that the Haitian industries have to employ a quota of PwD.<sup>8</sup>

- 2.6 The BSEIPH has taken steps to improve PwD access to social services<sup>9</sup> through an initiative to systematically register them in a national database, reaching 53,453 registrations on Information System of the Ministry of Social Affairs and Labor (SIMAST) to offer training to PwD in order to facilitate their labor insertion and to offer labor insertion services focused on PwD.<sup>10</sup> Other projects aim at considering PwD specific needs in the design and implementation of public policies focused on risks and natural disasters management or improving accessibility to public institutions and services to PwD.
- 2.7 Despite these efforts, there are limitations still faced by BSEIPH. First the instrument to assess disabilities, which is based solely on a perception-based assessment, not including a bio-psycho-social medical assessment. Second, the targeting, registration, and listing of PwD in the registry are limited, requiring a strategy to facilitate the targeting and registration of PwD as well as the updating of the lists. Third, the registry of PwD is in a pilot stage, needing structural and procedural reinforcement in order to increase its sustainability and autonomy from other digital systems. Fourth, the module of SIMAST with the registry of PwD is not interoperable with the platform for labor intermediation of MAST and other Haitian organizations that form part of the ecosystem for labor market insertion (private employment agencies, training centers, and other social services), hindering horizontal governance.
- 2.8 Within this context, the BSEIPH could benefit from the strengthening of the registration system to include a bio-psycho-social assessment, allowing to establish a link between disabilities and their impact on the access to different services for PwD, the reinforcement of the strategy to facilitate the targeting and registration of PwD as well as the updating of the lists of PwD as well as the advancement of the digitalization of the registry, including its interoperability with other systems that would make possible to support the labor market insertion of PwD through labor intermediation platforms that exist in the country.
- 2.9 **Strategic Alignment.** This TC is consistent with the Second Update of the Institutional Strategy (AB-3190-2) in the promotion of digital solutions and the reinforcement of knowledge programs. It is also aligned with the development challenges of: (i) Social Inclusion and Equality, as it will improve the access to health services and labor insertion for PwD, who are among the most affected by unemployment and labor market insertion in Haiti; and (ii) Productivity and Innovation, supporting innovation in the public sector related to public employment services and impacting in the training of workforce to better respond to the needs of the private sector. It is also aligned with cross-cutting issues like promoting technology and innovation, through the

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<sup>7</sup> [loi-sur-les-personnes-handicapees-haitijustice.pdf](#).

<sup>8</sup> Art. 44 de la loi de 2012.

<sup>9</sup> World Bank Project "Improving Access to Social Services and Employment Opportunities for Persons with Disabilities".

<sup>10</sup> *DevHaïti* #27, 15-07-2021, « Un salon de l'emploi pour l'intégration des personnes handicapées ».

enhancement of the public labor intermediation technological platform. It is also aligned with the transversal areas of (i) Diversity by improving the access to registration and labor intermediation services for PwDs in Haiti; and (ii) Climate Change and Environmental Sustainability by promoting digital transformation. Furthermore, the strategic plan of development of Haiti (PSDH) shares the long-term vision of development and proposes the major developmental goals. This TC aligns with the strategies and policy priorities in supporting core activities such as: (i) ensuring the development of employment; (ii) promoting social inclusion in all its forms; and (iii) modernizing central and local administration

- 2.10 Additionally, This TC contributes to the monitoring of the following corporate monitoring indicators included in the Corporate Results Framework (CRF) (GN-2727-12): 2.25 Agencies with strengthened digital technology and managerial capacity; 3.1 Projects supporting social inclusion and equality; 3.2 Projects supporting productivity and innovation. This TC is also aligned with the Bank's country strategy (2017-2021) by rendering key services more accessible to enhance human development. This TC is also consistent with Window 1 of OC SDP (GN-2819-14), mainly the commitment 4 - Operational Capacity and Policy Dialogue for OC-concessional Eligible Countries. The activities proposed in this TC are institutional strengthening activities focused on management capacity, corporate governance, execution capacity, monitoring systems, evaluation, and management of information.
- 2.11 Finally, the TC is consistent with Vision 2025: Reinvesting in the Americas: A Decade of Opportunity, as all activities planned under this TC will be aligned with its strategic themes. This project promotes sustainable and inclusive economic growth by: (i) promoting social progress, a renewed focus on diversity will empower PwD, one of the most vulnerable populations who bear most of the burden of the health and economic crisis; (ii) strengthening good governance and institutions by supporting BSEIPH to identify a pathway to accelerate the integration of PwD into the labor market; and (iii) moreover, this TC will support the digitalization and modernization of government processes, financing the strengthening of a system for digitalizing data and an information management system.
- 2.12 **Previous Bank experiences and ongoing projects regarding PwD.** Program to Support Employment II (3822/BL-BO,3822/BL-BO-1,3822/BL-BO-2) works to improve the workforce integration of job seekers including PwD who use the Plurinational Employment Service of Bolivia. Program to Support Job Placement (2660/OC-PR) support the Ministry of Justice and Labor in Paraguay in expanding the coverage and effectiveness of its active employment policies by turning the General Employment Directorate (DGE) into a one-stop employment window that provides system access to integrated services to PwD in finding jobs. Also, Support to youth Insertion in Formal Jobs (ATN/OC-17444-PR) aims to contribute to the strengthening of labor policies in Paraguay, by conducting labor market studies to promote formalization and make labor policies more accessible for PwD.

### III. Description of activities/components and budget

- 3.1 IDB will support the strengthening of BSEIPH capacity to promote the social and labor markets inclusion of PwD in Haiti, by: (i) strengthening the instrument to assess whether the person has disabilities in order to expand its coverage and the functioning dimensions covered; and (ii) strengthening the autonomy of the BSEIPH PwD module

and ensuring its interoperability with the public labor intermediation technological platform from the MAST to support an inclusive approach to labor markets insertion for PwD in the country. To achieve this, two components are proposed:

- 3.2 **Component 1: Strengthening the registration and certification process of PwD (US\$130,000).** Proposed activities are: (i) Strategy to facilitate the targeting and registration of PwD as well as the updating of the lists of PwD; (ii) Redesign of the certification and registration system to ensure its alignment with the UN Convention on the Rights of Persons with Disabilities and the International Classification of Functioning, Disability and Health (ICF); (iii) Training and piloting processes related to the adoption of the new registration and certification system; (iv) Capacity building of local NGOs working with PwD for the registration and certification of PwD in the BSEIPH tool; and (v) Awareness raising campaign on the benefits of registering in the BSEIPH platform, including practical knowledge on how to register.
- 3.3 **Component 2: Autonomation capacity and interoperability of the PwD register (US\$220,000).** Proposed activities are: (i) Diagnostic of the current state of digitization of the PwD module of the BSEIPH; (ii) Proposal for the redesign of the register, including multi-screen and multi-role access and workflows to ensure digitization of relevant processes, including open Application Programming Interfaces (API) to interoperate the register with external systems such as the SIMAST, labor intermediation platforms, training institutes, or other relevant stakeholders; (iii) Validation of the architectural design with BSEIPH, including the information systems and technology architecture; and (iv) Diagnostic and recommendations on the usability and readiness of the current IT infrastructure to support the redesigned platform, including a volumetric calculation and sizing of the required infrastructure.
- 3.4 It is estimated a budget of US\$350,000 to be executed up to 36 months (2022-2025). The funding source of this TC is the W1D - OC SDP Window 1 - Operational Capacity and Policy Dialogue for OC-concessional eligible countries.

#### **Indicative Budget (US\$)**

Component	Description/activities	IDB/Fund Funding	Total Funding
<b>Component 1. Strengthening the registration and certification process of PwD</b>	Proposed activities are: (i) Strategy to facilitate the targeting and registration of PwD as well as the updating of the lists of PwD; (ii) Redesign of the certification and registration system to ensure its alignment with the UN Convention on the Rights of Persons with Disabilities and the International Classification of Functioning, Disability and Health (ICF); (iii) Training and piloting processes related to the adoption of the new registration and certification system; (iv) Capacity building of local NGOs working with PwD for the registration and certification of PwD in the BSEIPH tool; (v) Awareness raising campaign on the benefits of registering in the BSEIPH platform.	<b>US\$130,000.00</b>	<b>US\$130,000.00</b>
<b>Component 2. Autonomation capacity and interoperability of the PwD register.</b>	Proposed activities are: (i) Diagnostic of the current state of digitization of the PwD module of the BSEIPH; (ii) Proposal for redesign of the register; (iii) Validation of the architectural design with BSEIPH; and (iv) Diagnostic and recommendations on the usability and readiness of the current IT infrastructure to support the redesigned platform.	<b>US\$220,000.00</b>	<b>US\$220,000.00</b>
<b>TOTAL</b>		<b>US\$350,000.00</b>	<b>US\$350,000.00</b>

3.5 Dulce Baptista, Operations Specialist of the Labor Markets Division (SCL/LMK) and Nicola Magri, Operations Specialist of the Social Protection and Health Division (SCL/SPH) will carry out the supervision of this TC as co-team leaders, with the appropriate support from specialist and consultants from different sectors and the Country Office in Haiti (CHA), if needed. Adequate planning of transactional budgetary resources to guarantee the monitoring and fulfillment of activities and products included in this TC, will also be the co-team leader's responsibility, always in coordination with the CHA.

#### **IV. Executing agency and execution structure**

4.1 The Executing Agency will be the Inter-American Development Bank (IDB), as requested by the beneficiary BSEIPH, through the Labor Markets Division (SCL/LMK), in accordance with the guidelines and requirements established in the TC Policy (GN-2470-2) and in the TC Operational Guides (GN-2629-1). This procedure is justified by the Bank's experience in developing the operational and technical instruments proposed for this type of operation. The IDB's multidisciplinary expertise and ability to identify projects and corresponding potential sources of financing, as well as the SCL/LMK's specialized knowledge, operational presence, and extensive experience in labor market insertion of the vulnerable population, modernization of public

employment service, and institutional capacity-building, make the IDB the most appropriate executing agency for this operation. Additionally, the beneficiary does not have the necessary technical, operational or institutional capacity to duly and timely execute the activities provided in the TC.

- 4.2 **Acquisitions and financial management.** The activities to be executed under this operation have been included in the Procurement Plan (Annex 4) and will be carried out in accordance with the Bank's established procurement methods, namely: (a) Hiring of individual consultants, as established in the regulations AM-650; (b) Hiring of consulting firms for services of an intellectual nature according to GN-2765-4 and its associated operating guides (OP-1155-4) and (c) Hiring of logistics services and other services other than consulting, according to the policy GN-2303-28.

## **V. Major issues**

- 5.1 The work proposed in this TC is highly technical and involves several players: (i) there is a risk of not obtaining an appropriate interaction between State Institutions; (ii) another risk is related to the sustainability of interventions that are supported by this project; (iii) additionally, the lack of security also pose a danger to the safety of the project members, and is a serious risk for the coordination and execution of the proposed activities; and (iv) the country political instability could represent a potential risk that could delay activities along the implementation of this project.
- 5.2 To mitigate these risks, we plan on implement the following activities: (i) the activities will be linked with other broader operations the IDB is implementing, HA-L1137 "Temporary Social Safety Net and Skills for Youth" and HA-T1270 "Support to strengthen services to youth of the public labor intermediation service in Haiti", in order to guarantee the inclusion of PwD needs related to labor market insertion. This TC will interact with the efforts already made to strengthen the governance mechanism between national and local offices for the delivery of public labor intermediation services; improve the governance between national and local offices for the delivery of public labor intermediation services. Moreover, this TC will reinforce the efforts to improve skills of youth living in vulnerable neighborhoods to create long term economic opportunities; and (ii) the local institutions that already work alongside IDB, in the operations mentioned above, are going to be key stakeholders and accompany the implementation of this TC, in order to ensure an appropriation of the instruments developed.

## **VI. Exceptions to Bank policy**

- 6.1 None.

## **VII. Environmental and Social Strategy**

- 7.1 This TC is not intended to finance pre-feasibility or feasibility studies of specific investment projects or environmental and social studies associated with them;

therefore, this TC does not have applicable requirements of the Banks Environmental and Social Policy Framework (ESPF).

**Required Annexes:**

[Request from the Client - HA-T1308](#)

[Results Matrix - HA-T1308](#)

[Terms of Reference - HA-T1308](#)

[Procurement Plan - HA-T1308](#)