



BETTER WORK
Haiti

Better Work Haiti: Garment Industry 8th Biannual Synthesis Report Under the HOPE II Legislation

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International
Labour
Organization



**International
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List of Acronyms

ADIH	Association des Industries d'Haïti (Haitian Industry Association)
CAOSS	Conseil d'Administration des Organismes de Sécurité Sociale (Social Security Institutions Advisory Committee)
CATH	Centrale Autonome des Travailleurs Haïtiens (Haitian Workers Central)
CFOH	Confédération des Forces Ouvrières Haïtiennes (Haitian Workforce Confederation)
CNOHA	Centrale Nationale des Ouvriers Haïtiens (Haitian Workers National Central)
CODEVI	Compagnie de Développement Industriel (Industrial Development Company)
CP	Compliance point
CSH	Coordination Syndicale Haïtienne
CSS	Conseil Supérieur des Salaires (Wages High Council)
CTH	Confédération des Travailleurs Haïtiens (Haitian Workers Confederation)
CTMO-HOPE	Commission Tripartite de Mise en œuvre de la loi HOPE (Tripartite HOPE Commission)
EA	Enterprise Advisor
HELP	Haiti Economic Lift Program
HOPE	Haitian Hemispheric Opportunity Through Partnership Encouragement
ITUC	International Trade Union Confederation
MSDS	Material Safety Data Sheet
MOISE	Mouvement des Organisations Indépendantes Intégrées aux Syndicats Engagés (Movement of Independent Organisations integrated to Committed Unions)
MAST	Ministère des Affaires Sociales et du Travail (Ministry of Labour and Social Affairs)
OFATMA	Office d'Assurance de Travail, de Maladie et de Maternité (Office for Work, Health and Maternity Insurance)
ONA	Office Nationale d'Assurance Vieillesse (National Office for Old-Age Insurance)
OSH	Occupational safety and health
PAC	Project Advisory Committee
PIC	Parc Industriel de Caracol
PICC	Performance Improvement Consultative Committee
PIM	Parc Industriel Métropolitain (also referred to as SONAPI)
PPE	Personal Protective Equipment
SC/AFL-CIO	Solidarity Center/American Federation of Labour - Congress of Industrials Organisations
SKOA	Sant Kompetitivite Ouvrye Aisyen
TAICNAR	Technical Assistance Improvement and Compliance Needs Assessment and Remediation
USDOL	United States Department of Labor

Section I: Introduction and Methodology

Better Work Haiti, a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC), was launched in June 2009. The programme aims to improve the working conditions and competitiveness of the apparel industry by increasing respect of the Haitian labour code and of the ILO Declaration on Fundamental Principles and Rights at Work and strengthening economic performance at the enterprise level.

Better Work Haiti targets the apparel industry in Haiti, especially in the capital Port-au-Prince and in the north-east region of the country. In 2013, total export revenues from the textile and garment industry accounted for 91% of national export earnings and 10% of national GDP. The apparel industry is also among the largest employers within Haiti, creating jobs for over 30,000 people. Most workers (65%) are women who support a number of family members.

The programme assists participating factories by conducting independent compliance assessments and providing advisory services and training. This report presents the results of assessments conducted between October 2013 and February 2014 in 23 participating factories, which in turn form the basis for customized advisory services. As part of its mandate to share information with all stakeholders in the programme and encourage continuous improvement, Better Work Haiti produces twice yearly synthesis reports aggregating information on the performance of all participating factories in the period.

1.1 Structure of the report

This is the eighth report to be produced by Better Work Haiti in the framework of the HOPE II legislation. This synthesis report provides an overview of the working conditions of 23 factories during the period September 2013–February 2014. Twenty-two of these factories were included in the seventh synthesis report published in October 2013. One factory was assessed for the first time. The first section of this report gives an overview of the HOPE II legislation and the origin of the Better Work programme in Haiti. This section also includes an explanation of the Better Work methodology, including the reports produced in the framework of the Better Work programme and the HOPE II legislation.

The second section of the report outlines the compliance assessment findings from the eighth round of factory assessments, conducted between October 2013 and February 2014. This section also includes an analysis of compliance effort since the previous synthesis report. The third section of the report describes Better Work Haiti advisory and training services in the period from September 2013 and February 2014.

The fourth section of the report outlines the priorities of the Better Work Haiti programme in the upcoming months. Finally, the last section of the report describes the efforts made by the factories to correct the compliance needs identified in the Better Work Haiti compliance assessments. As required by the HOPE II legislation, information provided for each of the participating factories includes: compliance needs for each compliance cluster and each compliance point; details of non-compliance; improvement priorities; efforts made by the factory to remedy the compliance needs as verified in the Better Work Haiti assessment visit; and with respect to non-compliance areas that have not been remediated, the amount of time that has elapsed since the non-compliance was first reported publicly.

1.2. Context

The HOPE II legislation and the TAICNAR project

In 2006, the United States Congress enacted the Haiti Hemispheric Opportunity for Partnership Encouragement Act of 2006 (HOPE), expanding preferences for Haitian apparel established under the Caribbean Basin Economic Recovery Act, thus enabling the Haitian garment industry to benefit from new duty-free preferences. In 2008, these preferences were further expanded through legislation known as HOPE II, which also established new standards and programs strengthening and monitoring working conditions in the garment sector. On 24 May 2010, the Haiti Economic Lift Program of 2010 (HELP Act) was signed into law to expand existing preferences even more to contribute to Haiti's economic growth and development in both the textile and apparel sectors. Among its provisions, the HELP Act extended almost all of the trade preferences established under HOPE and HOPE II until 2020, and significantly expanded the tariff preference level limits for knit and woven apparel.

In order to benefit from HOPE/HOPE II/HELP, Haiti was required to establish an independent Labour Ombudsman appointed by the President of the Republic in consultation with the private sector and the trade unions. Haiti was also required to work with the International Labour Office (ILO), to develop a programme to assess and promote compliance with core labour standards and national labour law in the factories that are eligible for tariff advantages under HOPE II. This was referred to in the legislation as the *Technical Assistance Improvement and Compliance Needs Assessment and Remediation* (TAICNAR) programme. Finally, Haiti needed to develop a mechanism for ensuring that all producers benefiting from the HOPE II trade preferences participated in the TAICNAR programme.

There are two components to the TAICNAR programme. The first of these consists of technical assistance to strengthen the legal and administrative structures for improving compliance in the industry. The scope of these services is extensive, encompassing technical assistance from the ILO in reviewing national laws and regulations to bring them into conformity with international standards, raising awareness of workers' rights, and training labour inspectors, judicial officers and other government personnel. The second element of the TAICNAR programme focuses on assessing compliance with core labour standards and national labour law, supporting remediation efforts, and publicly reporting on the progress of each factory on the Labour Ombudsman's register.

To encourage compliance with core labour standards and national labour law, the legislation indicates that preferential treatment may be withdrawn, suspended, or limited by the President of the United States from producers who fail to come into compliance with the core labour standards and national labour law that is related and consistent with those standards.

Better Work Haiti, which is a partnership of the ILO and the International Finance Corporation (IFC), is implementing the TAICNAR programme in collaboration with the Labour Ombudsman and the HOPE Commission, a presidential tripartite commission comprising three members of the Haitian government, three members of the Haitian private sector and three members of national workers' organizations. It is supervised by a President and guided by an Executive Director. Today, the HOPE Commission and the Labour Ombudsman serve as Better Work Haiti's Project Advisory Committee according to the HOPE II Legislation (Section 15403, Article 3, Paragraph C alinea ii).

Recent Developments

This section of the report presents the changes and developments that have occurred during the last six months which have an impact on the Better Work Haiti programme and broadly on the apparel sector in Haiti.

- Two new factories registered to the Better Work Haiti programme in the reporting period and will be assessed for the first time in Spring 2014. In the context of mandatory participation, factories register and engage in the programme as soon as production begins.
- The Conseil Supérieur des Salaires (CSS) which was established in August 2013 presented its report to the Government of Haiti in November 2013 recommending an increase in the minimum wage in certain sectors. In the report, the garment industry was recommended to increase the minimum wage of reference to 225 Gourdes per day. However, there has not been a final decision yet taken by the Government of Haiti on the report of the CSS.
- Following the release of the CSS report and recommendations, workers walked off the job in Port-au-Prince in early December 2013, calling for a higher increase in the minimum wage, up to 500 Gourdes for the sector. The protests by the workers disrupted production and resulted in some violence. In the context of these events, a number of workers from different factories were dismissed. As of the writing of this report, several cases are under review at the Ministry of Social Affairs and Labour.
- A new ILO project to strengthen the capacities of the Ministry of Labour and Social Affairs (MAST) has been launched in March 2014. The project, which will work closely together with the Better Work Haiti programme, is particularly looking at ways to support the labour inspectorate of MAST.
- In 2013, the tripartite HOPE commission has been starting to work on the establishment of a “comprehensive learning and quality of life enhancement program designed to ensure the competitiveness of Haitian workers especially in apparel manufacturing.”¹ The goal of the SKOA program (Sant Kompetitivite Ouvrye Ayisyen) is to provide supportive, educational and wage enhancement services to current and future workers employed in the apparel sector in order to contribute to a more productive and globally competitive workforce in the sector. The program is supposed to cover the Industrial Metropolitan Park SONAPI/ PIM, the Industrial Park Caracol in the North, as well as CODEVI/ Ouanaminthe. SKOA courses planned are intended to cover a variety of garment production skills development courses, professional development opportunities for workers (language skills, IT, mathematics etc.) as well as a number of other services such as an office of the Labour Ombudsperson, MAST and others in near reach of the workers. CTMO-HOPE is preparing the program and is currently seeking longterm partners to support this initiative with the aim to start activities in 2014.
- The president of CTMO-HOPE has set-up a cooperation with the Government of Mexico to offer 50 post secondary scholarships in 2014, which will be awarded to qualified employees and high school graduates whose parents, grandparents, aunts and uncles work in the apparel sector.

Freedom of association in the Haitian garment industry

In 2013, the Haitian labour movement benefited from the support of two international trade union organizations, namely Solidarity Center/AFL-CIO and the International Trade Union Confederation (ITUC). ITUC has no longer an international representative in Haiti in 2014 but continues to support their affiliates in country. Solidarity Center/AFL-CIO which is primarily assisting the unions in the apparel sector, continues its programme activities in Haiti in 2014 with an office in country.

¹ CTMO-HOPE, “SKOA. Sant Kompetitivite Ouvrye Ayisyen”. Program Outline and Mission, September 2013, p.1.

At the time of writing, 24 union cells are present in the apparel factories. These union cells are affiliated to 6 federations/confederations. More than 50% of apparel factories in the country now have a union presence.

Social Dialogue

The Social Dialogue Roundtable was created by representatives of the employers, unions, government, ILO and Better Work Haiti in July 2012 as a space for exchange, consultation and negotiation to harmonize relations between employers and workers' organizations. The members of the social dialogue roundtable have been working on a Memorandum of Understanding since its creation. The Memorandum of Understanding was approved in its final draft in late 2013 and has been signed by the different actors engaged in the process as well as by a number of observers during an official ceremony in the Directorate General of SONAPI in Port-au-Prince on 27 March 2014. The Labour Ombudsman, CTMO-HOPE and Better Work Haiti have facilitated the signing ceremony of this Memorandum of Understanding and together will continue to support the Social Dialogue Roundtable. The table will serve as a forum for exchange and negotiation between employers and workers " (...) in order to strengthen the competitiveness of a sector creating employment and contributing to the Haitian economy through the promotion of decent work."²

Labour law reform

Tripartite discussions on the first draft of the labour code were held from 8-18 October 2013. The meeting was organised and accompanied by the ILO in cooperation with an international labour law expert. These consultations resulted in a tripartite agreement reached on the 11 chapters of the draft labour code which were discussed including key issues. The Haitian partners took ownership of the reform process and committed to continue the tripartite discussions on the remaining chapters without the logistical assistance of the ILO but with remote support from the expert.

The next steps will include the preparation of a technical memorandum that will explain the rationale of the draft code and will contain the final text that emerged out of the tripartite meeting. The technical memorandum will serve as a basis for the submission of the draft labour code to the Cabinet and to the Parliament for its adoption. These activities will also be supported by the ILO. Additional donor funding will be sought to support implementation once the new Labour Code is adopted.

The reform of the Labour Code is relevant in the context of explaining certain compliance points on which a very high percentage of the sector is in non-compliance, such as the number of required toilets or onsite medical facilities and staff. The requirements of the law on these points are under revision.

1.3. The Better Work compliance assessment methodology

Better Work compliance assessment framework

The Better Work programme assesses factory compliance with core international labour standards and national labour law. Following assessments, a detailed report is shared with the factory presenting findings on eight clusters, or categories, of labour standards, half of which are based on

² Memorandum of Understanding, Social Dialogue Roundtable, Apparel Sector in Haiti, p. 2.

international standards and half on national legislation.

Core labour standards: The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998, calls upon Member States to respect and promote these principles and rights in four areas, whether or not they have ratified the relevant conventions. These categories, or clusters, are: freedom of association and collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in employment and occupation. The conventions on which the 1998 Declaration is based are Nos. 29, 87, 98, 105, 100, 111, 138, 182, and they form the reference base in assessing factory compliance with fundamental rights for all the Better Work programmes in various countries. For some issues, such as minimum legal working age, provisions in national law specify requirements for the application of international conventions. If national law is not consistent with international standards pertaining to core labour standards, the international standards are applied. Haiti has ratified all eight core Conventions listed above. According to the Haitian Constitution, ratified conventions become self-executing and therefore part of Haitian law.

Working Conditions: The four other clusters assess conditions at work, including compensation, contracts and human resources, occupational safety and health, and working time. The compliance points covered in these clusters are largely consistent across countries; however each compliance point contains specific questions that may vary from country to country due to differences in national legislation. National legislation is used as a reference point even if it is not in accordance with the international conventions that have been ratified by the country. In countries where national law either fails to address or lacks clarity around a relevant issue regarding conditions at work, Better Work establishes a benchmark based on international standards and good practices.

Table 1: Better Work compliance assessment framework

	Compliance clusters		Compliance Points
Core Labour Standards	1	Child labour	1. Child Labourers 2. Unconditional Worst Forms 3. Hazardous Work 4. Documentation and Protection of Young Workers
	2	Discrimination ³	5. Race and Origin 6. Religion and Political Opinion 7. Gender
	3	Forced Labour	8. Coercion 9. Bonded Labour 10. Forced Labour and Overtime 11. Prison Labour
	4	Freedom of Association and Collective Bargaining	12. Freedom to Associate 13. Union Operations 14. Interference and Discrimination 15. Collective Bargaining 16. Strikes

³ In Better Work country-specific questionnaires, a compliance point “Other Grounds” may be included under the Discrimination cluster. This category is intended to assess specific discrimination issues that are covered in national labour law, and are considered to be aligned with the objectives of the relevant ILO conventions (100 and 111), but which are not explicitly named in the conventions, e.g., age, HIV/AIDS status, disability, etc. The questionnaire for Haiti does not include the “Other Grounds” compliance point because the Haitian labour law does not identify grounds for discrimination beyond those cited in Conventions 100 and 111.

Working Conditions	5	Compensation	17. Minimum Wages, 200 Gourdes ⁴ 18. Overtime Wages 19. Premium Pay 20. Method of Payment 21. Wage Information, Use and Deduction 22. Paid Leave 23. Social Security and Other Benefits
	6	Contracts and Human Resources	24. Employment Contracts 25. Termination 26. Dialogue, Discipline and Disputes 27. Contracting Procedures
	7	Occupational Safety and Health	28. OSH Management Systems 29. Chemicals and Hazardous Substances 30. Worker Protection 31. Working Environment 32. Health Services and First Aid 33. Welfare Facilities 34. Worker Accommodation 35. Emergency Preparedness
	8	Working Time	36. Regular Hours 37. Overtime 38. Leave

Calculating non-compliance

In public synthesis reports, Better Work reports on aggregate non-compliance in the participating industry as shown in Chart 1. Non-compliance is reported for each subcategory (compliance point, or “CP”) of the eight labour standards clusters. A factory is reported as non-compliant in a subcategory if it is found to be out of compliance on any issue addressed within the subcategory. With respect to the figures presented in synthesis reports, for example, a non-compliance rate of 100% means that all participating factories were found to have at least one violation in that area.

The non-compliance rate does not sufficiently describe the specific issues that Enterprise Advisors (EAs) observe during assessments. In order to address this, tables presenting non-compliance findings in more detail are also presented in Section II (see “In Focus” tables). These tables allow the reader to fully appreciate specific challenges in compliance identified in factory assessments. In Focus tables report the number of factories found to be non-compliant with respect to each highlighted question.

Better Work and public reporting

The Better Work programme supports fair and transparent public reporting. In all Better Work country programmes, synthesis reports on the industry are prepared on the basis of the individual factory assessment reports and published twice a year. Evidence shows that public reporting of this kind helps encourage continuous improvement and reduces the probability of reversing compliance gains. Gathering and reporting these data over time enables factories to demonstrate their efforts to improve working conditions.

In July 2010, Better Work Haiti published an initial compliance synthesis report, which featured aggregated compliance information based on factory assessments conducted by the programme between October and December 2009. In October 2010, Better Work published its first Biannual Report under the HOPE II legislation, the first report produced under the requirements of the

⁴ From this report onwards, Better Work Haiti will only report non-compliance with the minimum wage of reference of 200 Gourdes. The reporting on the production wage of 300 Gourdes will be done with specific details on each factory’s percentages of workers’ average earnings as outlined and further specified in section 2.2.E. Compensation.

legislation (see Annex 1). Subsequently, Better Work Haiti produced the second (April 2011), third (October 2011), fourth (April 2012), fifth (October 2012), sixth (April 2013) and seventh (October 2013) Biannual Reports, as required by the HOPE II legislation.

The current report includes aggregated industry compliance data, as well as detailed factory-level analysis of compliance needs, priorities for remediation identified by the factory and efforts made to address compliance needs.⁵

Limitations in the assessment process

The factory-level assessments carried out by Better Work Haiti follow a thorough checklist of more than 250 questions covering the abovementioned labour standards. Information is gathered through a variety of sources and techniques, including document review, observations on the shop floor, and interviews with managers, workers and union representatives. The information collected is compiled and analyzed to produce a detailed assessment report. Before the reports become official, factories are given seven days to provide feedback.

Worker interviews conducted during the assessment process are held onsite, either in a private room within the factory building or outside the building (yard, eating area), and take place either in small groups or individually. Interviews are conducted in Creole, the primary language of the workers. Many workers are suspicious and feel uneasy about sharing information on their workplaces with people who are not well known to them. Nevertheless, after eight assessments conducted over several years, Better Work Haiti EAs have become more experienced at collecting information and interviewing workers, which together with other activities led by Better Work Haiti have contributed in creating an environment where workers are more comfortable discussing working conditions. Interviews with workers cover many aspects of life at work and last approximately 20 minutes. An average of 40 workers representing different sections of the factories, as well as union representatives, are interviewed.

Among the issues covered in Better Work Haiti's compliance assessment tool, sexual harassment, similarly to other countries, is one of the most sensitive and most difficult to detect during factory assessments. The assessment of sexual harassment in the workplace by Better Work Haiti is likely to underreport the extent of its occurrence. This issue has been considered seriously by employers. Thus, in 2013, Better Work Haiti contracted an American NGO which has been working in Haiti for many years, Heartland Alliance International, to conduct a qualitative study on sexual harassment in the garment sector.⁶

Assessing compliance with freedom of association at the enterprise level also presents challenges, in part because some labour unions are organised at the sectoral level rather than at the factory level where small union cells predominate.

⁵ Reports produced under the HOPE II legislation differ in two ways from Better Work public reporting elsewhere: they include (1) factory names and compliance information from the first assessment (other Better Work country programmes name factories after one year of engagement and two assessments); and (2) more details on compliance needs and factory remediation efforts.

⁶ For further details on the result of the study and next steps please refer to section 3.3 and 4.2.

Section II: Findings

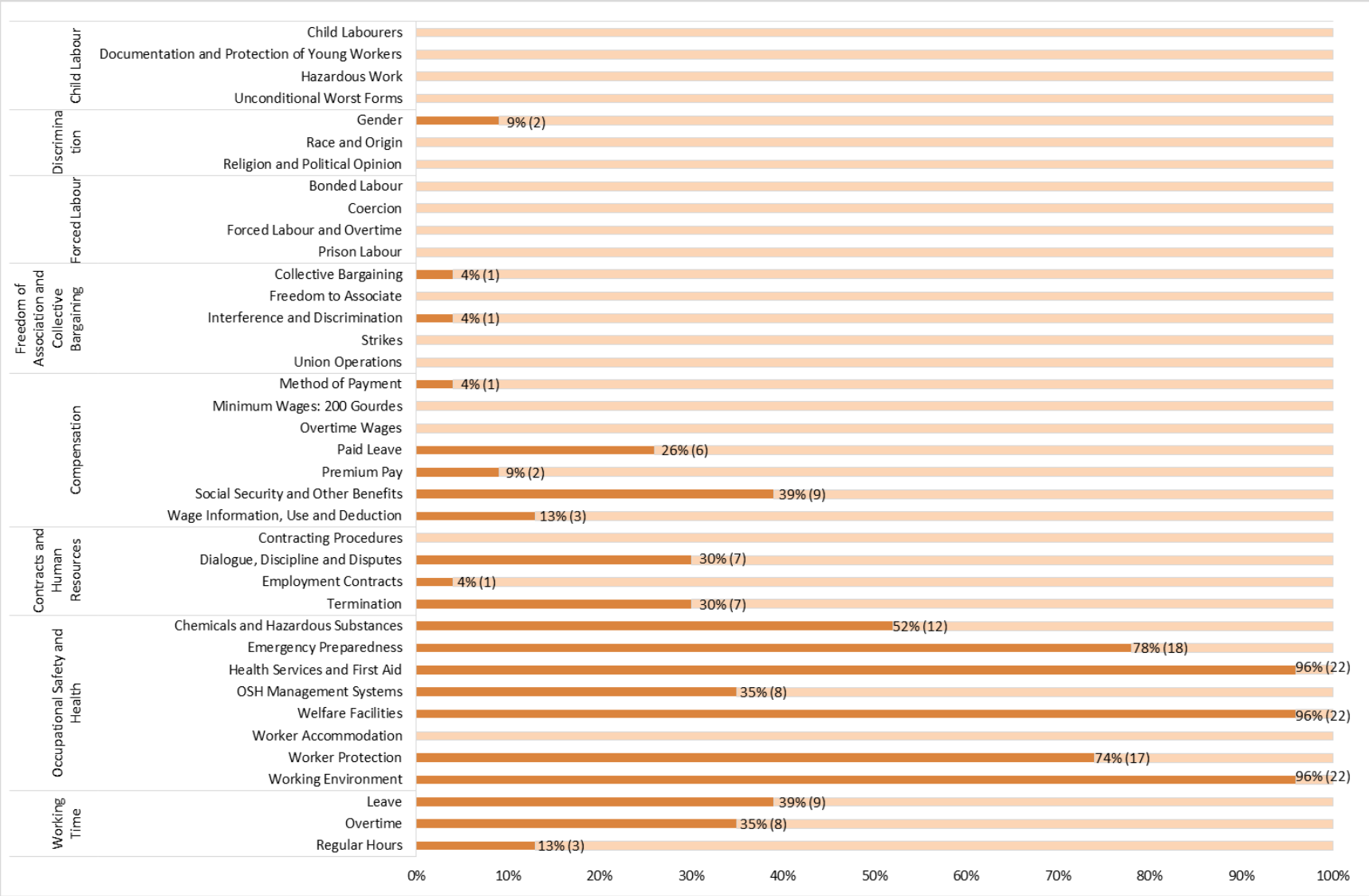
2.1. Compliance Assessment Findings (8th round of assessments)

Non-compliance rates

Chart 1 presents non-compliance findings for the 23 assessed factories in Haiti, showing non-compliance rates as well as the number of factories in non-compliance in brackets.

Key findings are provided in Section 2.2 below.

Chart 1: Non-compliance rate³



³ A factory is found non-compliant in a compliance point if it is found out of compliance on any one aspect of it. The chart has been revised according to the explanations provided in Section “2. E Compensation”.

2.2. Detailed Findings

1. Core labour standards

During the last round of assessments, which took place between October 2013 and February 2014 in 23 factories, the following results have been observed.

A. CHILD LABOUR

There are no findings under the Child Labour cluster in the reporting period.

B. DISCRIMINATION

There were two findings of non-compliance in the Discrimination cluster and both were related to Gender. In one factory, the employer dismissed a pregnant worker due to her incapacity to work after she returned from 15 days of sick leave that was related to her pregnancy. The Ministry of Labour was not informed of the termination, as required by the law.

A different factory was found to have sexual harassment of workers in the workplace. During interviews, several female workers complained about sexual harassment through one particular supervisor who asks them out for dates and would continue to do so after they had clearly stated their discomfort. Management stated that they are aware of the situation and that they will address it.

C. FORCED LABOUR

There are no findings under the Forced Labour cluster in this reporting period.

D. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

There are two instances of non-compliance in this reporting period under the Cluster for Freedom of Association and Collective Bargaining. Both Collective Bargaining and Interference and Discrimination have non-compliance rates of 4% each. In one factory, as illustrated in previous public reports, the non-compliance finding is due to a failure to implement certain provisions of the CBA in force. In another factory, the employer terminated workers for joining a union or engaging in union activities. Five workers were terminated a few days after announcing the union presence in the factory through a letter in which the five union members were mentioned by name. In some cases, the basis for the terminations was a reduction in orders. Although the factory substantially reduced the workforce at the time, some of the terminated union leaders were working in sections of the factory that were not directly affected by the workforce reductions. The union requested the Labour Ombudsperson to intervene, but as of the time of the assessment, there had not been any resolution of the matter.

2. Working conditions

E. COMPENSATION

The *Law Fixing the Minimum Wage in Industrial and Commercial Establishments in Haiti*, Law No. CL-09-2009-010 (the Minimum Wage Law) provides at Article 2.2:

From 1st October 2012, for companies oriented exclusively towards re-export and employing workers essentially by the piece or by the task, the price paid per unit of production (in particular piece, dozen, gross, meter) must be set in a manner that permits a worker to earn at least 300 Gourdes for an eight hour workday; the minimum wage of reference in these companies being set at 200 Gourdes.

Article 4.1 of the law further provides:

The Wage Council foreseen in the Labour Code meets on an ad hoc basis to set the minimum wage per unit of production in companies employing workers essentially by the piece or by the task, taking into account internationally accepted standards.

The Government of Haiti has indicated that the production wage of 300 Gourdes should not be considered as a minimum wage. On 14 October 2013, MAST issued a notice stating that “The price per piece, dozen, gross and meter can under no circumstance be considered as a minimum wage.”⁷ A Methodology for Assessing the Application of the Minimum Wage was adopted by the CTMO-HOPE and approved by the MAST on 24 October 2013.

As a result, Better Work is not reporting on compliance with the production wage, but is indicating the percentage of piece rate workers being paid 300 Gourdes or more during ordinary hours of work, aggregated as shown in the table below and for individual factories in section 5.2

Table 2 : Piece rate workers’ average earnings across all factories assessed by Better Work ⁸

Average % of workers earning 300 Gourdes or more in 8 regular hours	Average % of workers earning between 250 and 299 in 8 regular hours	Average % of workers earning between 200 and 249 in 8 regular hours
29%	32%	39%

Better Work Haiti is committed to work together with the CTMO-HOPE, the MAST and all social partners on production quota setting to ensure that: (i) production targets are in line with international standards in the industry and that (ii) causes at the origin of lower performance by 51% of workers in a factory are being examined and addressed by a bi-partite enterprise committee. This will include evaluating current production targets, providing technical support to employers to enable workers to meet targets, and defining suit-

⁷ Notice from the *Ministry of Social Affairs and Labour* to Enterprises in the Export Garment Sector, dated 14 October 2013.

⁸ Better Work collects the percentages of piece rate workers per factory who earn 300 Gourdes or more, 250-299 Gourdes or 200-249 Gourdes during eight hours of work (excluding workers who have been recruited within the past 3 months, or those who have been using their equipment for 3 months or less). The calculations are based on average earnings, meaning that if a worker earns 300 Gourdes per 8 hour day on nine out of ten days and then earns 250 Gourdes on the tenth day, the average earnings over the ten days would be recorded under the 250-299 Gourdes category. The percentages shown are unweighted averages, meaning that factory size is not taken into consideration.

able timeframes and milestones for improvements. Better Work Haiti will enlist the support of brands in accomplishing these objectives.

Under the Method of Payment compliance point, one factory is non-compliant due to wages not being paid on time.

Better Work Haiti also found a 26% non-compliance rate for the Paid Leave compliance point. Three factories paid incorrect during sick leave and four factories paid workers incorrectly for weekly rest days.

Two factories failed to pay workers 50% above the normal wage when workers work regular hours, and one failed to pay when the workers worked regular hours on weekly rest days.

The Social Security and Other Benefits CP has a 39% non-compliance rate. The issues are detailed in the table below.

In Focus 1: Social Security and Other Benefits

<i>Question</i>	<i># factories out of compliance</i>
Does the employer collect the required contribution to OFATMA from all workers?	0
Does the employer collect the required social insurance contribution to ONA from all workers?	2
Does the employer forward workers contributions to OFATMA?	0
Does the employer forward workers contributions to ONA?	7
Does the employer pay 3% of workers' basic salary to OFATMA for maternity and health insurance?	0
Does the employer pay 3% of workers' basic salary to OFATMA for work-related accident insurance?	6
Does the employer pay the required employer contribution to ONA?	7
Does the employer pay workers their annual salary supplement or bonus?	0

With regards to Social Security payments, a major effort in the industry can be stated to improve compliance performance compared to past cycles. The non-compliance rate dropped from 61 to 39 % for the entire sector. According to the Haitian law, the payments to ONA (pension funds) are supposed to be 6% of basic salaries. From the two factories that are in non-compliance on the collection of ONA contributions, one factory does not collect workers contributions from all workers and another factory does not take the right percentage (6%) from all workers. The non-compliance of 7 factories on the employer contributions to ONA all relate to late payments of contributions, as the Law requires payments to be made before the 10th of each month. Among the six factories in non-compliance on the OFATMA payments, there are 2 factories which do not pay at all for work-related accident insurance. The remaining four factories in non-compliance under this point made the payments late.

While factories have improved their compliance with requirements on payments of social security, the social security institutions themselves (ONA and OFATMA) also have invested substantial effort in strengthening their services. ONA ran a campaign to inform factories (workers and management) of the services it is offering and started printing social insurance cards for workers. OFATMA started performing annual medical checks at a number of factories (see in Focus table 6) which is increasingly possible as factories regularise the required contributions.

The Wage Information, Use and Deduction CP has a 13% non-compliance rate in this reporting period. Three factories were found non-compliant as the payroll records do not accurately report all hours worked, and one factory made an unauthorized deduction from workers' wages.

F. CONTRACTS, AND HUMAN RESOURCES

The highest non-compliance rating in this cluster is for Termination (30%) and Dialogue, Discipline and Disputes (30%).

In Focus 2: Dialogue, Discipline and Disputes

<i>Question</i>	<i># factories out of compliance</i>
Did the employer resolve grievances and disputes in compliance with legal requirements?	0
Do the disciplinary measures comply with legal requirements?	3
Have any workers been bullied, harassed, or subjected to humiliating treatment?	5

Three factories are found in non-compliance on disciplinary measures which do not comply with legal requirements. In all three cases, disciplinary measures were not in accordance with the factories' internal work rules.

The five factories in which cases of bullying, harassment or humiliating treatment were found, all relate to supervisors who use humiliating treatment, shouting or harsh language towards workers. In all cases, factory management is aware of these issues and shows willingness to address them. Better Work Haiti is counting on its supervisory skills training to assist factories in training their supervisors and remediating non-compliance related to bullying.

In Focus 3: Termination

<i>Question</i>	<i># factories out of compliance</i>
Do workers have an opportunity to defend themselves before they are terminated based on their conduct or performance?	2
Does the employer compensate workers for unused paid annual leave when they resign or are terminated?	1
Does the employer comply with legal requirements before reducing the size of the workforce due to changes in operations?	2
Does the employer notify the labour ministry when suspending operations due to lack of materials, force majeure, or accident resulting in an immediate work stoppage?	0
Does the employer only terminate workers for valid reasons?	3
Does the employer pay judicially ordered damages for wrongful termination?	0
Does the employer pay workers their annual salary supplement or bonus upon termination?	1
Does the employer provide workers proper notice of termination when required, or pay workers during the notice period?	1
Has the employer complied with any orders to reinstate or compensate workers who were found to be unjustly terminated?	0

Regarding workforce reductions due to changes in operations, in one case, the factory had sent a list of workers that it planned to terminate to MAST but it did not include reasons justifying the reductions. In the other case, the review of 40 terminated workers' files showed that the factory reduced the size of workforce as a result of lack of orders, but it did not provide any advance notice to MAST. Management stated that they informed the union representatives in a meeting, and union representatives confirmed that they had been informed by management of the structural changes. Concerning the cases of non-

compliance related to the lack of information on the reasons for termination, in two factories no reasons were provided in terminated workers’ files. One factory was found non-compliant on compensating workers for unused paid leave when they resign or are terminated.

There were no non-compliance findings for the compliance point for Contracting Procedures.

Under Employment Contracts, one factory did not comply with the legal requirement of having internal work rules. This factory has not issued such rules at all.

G. OCCUPATIONAL SAFETY AND HEALTH (OSH)

With the exception of OSH Management Systems, which had a non-compliance rate of 35%, and Chemicals and Hazardous Substances, which had a non-compliance rate of 52%, the remaining areas all have non-compliance rates that are higher than 70%⁹. The *In Focus* tables 4-9 highlight the key areas of non-compliance at the question level.

In Focus 4: Chemicals and Hazardous Substances

<i>Question</i>	<i># factories out of compliance</i>
Are chemicals and hazardous substances properly labeled?	6
Are chemicals and hazardous substances properly stored?	5
Does the employer have chemical safety data sheets for the hazardous chemicals used in the workplace?	8
Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?	6
Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?	2
Has the employer effectively trained workers who work with chemicals and hazardous substances?	4
Has the employer taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	1

With regard to the relatively high amount of non-compliances on chemical and hazardous materials, factories do not have a functioning system in place to ensure that containers are always labelled, MSDS are continuously provided, and the inventories are always kept up to date. The fact that these substances are being renewed continuously contributes to the high non-compliance rates on these issues.

Five factories do not respect the strict storage of chemical and hazardous substances in a designated storage area. During these assessments, chemicals and hazardous substances were found in office facilities or on the factory floor.

The two non-compliant factories with regard to adequate washing facilities and cleansing materials in the event of exposure to chemicals lacked sufficient eye wash stations.

Training of workers who work with chemical and hazardous is not always formalised, or it is insufficiently provided, as workers neglect to follow instructions on the safe use of chemicals.

One factory has not taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances as there is not adequate ventilation to reduce chemical exposure.

⁹ There are no non-compliance findings under Worker Accommodation because there is no worker accommodation in Haiti.

In Focus 5: Emergency Preparedness

<i>Question</i>	<i># factories out of compliance</i>
Are emergency exits and escape routes clearly marked and posted in the workplace?	13
Are flammable materials safely stored?	3
Are the emergency exits accessible, unobstructed and unlocked during working hours, including overtime?	1
Are there enough emergency exits?	3
Does the employer conduct periodic emergency drills?	2
Does the workplace have a fire detection and alarm system?	7
Does the workplace have adequate fire-fighting equipment?	1
Has the employer trained an appropriate number of workers to use the fire-fighting equipment?	6

The compliance point for Emergency Preparedness has a non-compliance rate of 78%. The thirteen non-compliance findings in factories on emergency exits relate to either escape routes not being clearly marked and/ or exit signs which are missing or not functional. Some factories have re-arranged their production floor, and have not updated the evacuation plan accordingly. Flammable materials are not safely stored in three factories where either carton boxes and/ or fabrics are stored too close to lights or other electrical wires, presenting a fire hazard. Of the three factories in non-compliance for emergency exits, one is related to a factory that is missing one exit completely, as two are recommended per building. Two factories had sufficient emergency exits but they both had one that was inappropriate (either mostly blocked by shipments/ containers or leading to a gas tank). One factory had already started to take measures to open a new emergency exit.

Periodic emergency drills should be conducted twice a year as recommended by Better Work. Two factories fell short on this requirement. Similarly, training of workers to use fire-fighting equipment is taking place, but not for the required number of workers (Better Work recommends 10% of the workforce being trained). The seven non-compliance findings on fire detection and alarm systems are mainly due to missing smoke detectors and the one factory which is cited in non-compliance on fire equipment did not regularly inspect all extinguishers.

In Focus 6: Health Services and First Aid

<i>Question</i>	<i># factories out of compliance</i>
Do workers have a medical check within the first three months of hiring and annual medical checks?	14
Do workers who have been exposed to work-related hazards receive free health checks?	12
Does the employer address safety and health risks to pregnant or nursing workers?	0
Does the workplace have required onsite medical facilities and staff?	23
Has the employer ensured there are a sufficient number of readily accessible first aid boxes/supplies in the workplace?	3
Has the employer provided first-aid training for workers?	7

In twelve factories, workers who have been exposed to work-related hazards do not receive free health checks. According to the Haitian Labour Code, the annual medical exams are the responsibility of the Haitian institution OFATMA. As stated earlier, OFATMA has substantially increased its engagement over the past months and has started conducting health checks at factories. The effort needs to be continued and Better Work is striving to work with the factories and with OFATMA to improve compliance with this requirement. Two factories started conducting medical check-ups independently.

All factories fail to provide the required number of medical facilities and staff as required by the Haitian Labour Law. The Law requires one onsite nurse for factories with between 50 and 200 workers, two nurses for factories with between 200 and 500 workers and one additional nurse for every additional 200 workers in the factory. Moreover, factories with fewer than 200 workers should provide weekly doctor’s visits, and factories with more than 200 workers should have permanent on-site medical services. Better Work has observed improvements regarding the hiring of doctors, but the number of nurses remains substantially below the requirements, resulting in non-compliance (see also the section on the “Labour Law Reform” on p. 10). In two factories, first aid boxes were missing items or had expired products in them. A third factory was missing a first aid box in a warehouse. All factories have provided first aid training for workers. However, the 7 factories in non-compliance have not trained the recommended 10% of the workforce.

In Focus 7: OSH Management Systems

<i>Question</i>	<i># factories out of compliance</i>
Does the employer record work-related accidents and diseases and submit the record to OFATMA on a monthly basis?	4
Does the factory have a written OSH policy?	1
Has the employer developed mechanisms to ensure cooperation between workers and management on OSH matters?	1
Has the employer performed an assessment of general occupational safety and health issues in the factory?	7

The compliance point OSH Management Systems remains at 35%. Four factories failed to record work-related accidents and diseases and submit the record to OFATMA on a monthly basis. OSH committees have been established and strengthened during Better Work Haiti advisory services and trainings, and will remain an ongoing effort and focus for Better Work Haiti. Only one factory has no written OSH policy and that same factory is currently the only one in the sector that does not have an OSH committee to ensure cooperation between workers and management on OSH matters. OSH self-assessments have not been conducted by seven factories. Training of OSH committees, and a commitment by factory management to provide paid time off for workers to conduct the OSH self-assessments would help to increase compliance on this issue.

In Focus 8: Welfare Facilities

<i>Question</i>	<i># factories out of compliance</i>
Does the employer provide workers enough free safe drinking water?	5
Does the workplace have adequate accessible toilets?	21
Does the workplace have adequate hand washing facilities and adequate soap?	7
Does the workplace have all required facilities?	0
Does the workplace have an adequate eating area?	12
Is the workplace clean and tidy?	2

Welfare Facilities remains one of the compliance points with the highest percentage of non-compliance at 96%. All factories but one are in non-compliance for the number of adequate accessible toilets (see section on “Labour Law Reform” on p. 10). Better Work recommends that existing toilets are well maintained in

order to compensate for insufficient numbers. During assessments, Better Work therefore verifies the functioning of the toilets and also observes if there are lines in front of the bathrooms. The issues on drinking water in five factories where non-compliance was found are mainly based on the water quality being found to not be satisfactory. One factory does not provide drinking water at all.

The non-compliance on adequate washing facilities and adequate soap in seven factories all relates to insufficient soap being provided. Adequate hand washing facilities were available in all factories.

Four out of the twelve factories in non-compliance on the eating area are completely missing an eating area. The other eight have an eating area, but it is not sufficient to accommodate all workers.

Two factories were not found to be clean and tidy.

In Focus 9 : Worker Protection

<i>Question</i>	<i># factories out of compliance</i>
Are appropriate safety warnings posted in the workplace?	3
Are electrical wires, switches and plugs properly installed, grounded, and maintained?	2
Are materials, tools, switches, and controls within easy reach of workers?	0
Are proper guards installed and maintained on all dangerous moving parts of machines and equipment?	13
Are standing workers properly accommodated?	3
Are there sufficient measures in place to avoid heavy lifting by workers?	0
Are workers effectively trained and encouraged to use the personal protective equipment that is provided?	1
Are workers effectively trained to use machines and equipment safely?	6
Are workers punished if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?	0
Do workers have chairs with backrests?	2
Does the employer provide workers with all necessary personal protective clothing and equipment?	11

Within the Worker Protection compliance point, there is a 74% non-compliance rate. As has been the situation in previous reports, in many cases, non-compliances in Worker Protection stem from not installing or maintaining proper machine guards on dangerous moving parts (thirteen factories). Standing workers were not properly accommodated in three factories, which reflects a significant improvement to the prior report. The Haitian Labour Code requires that standing workers be provided with a chair that they may use at regular intervals. To improve working conditions and worker protection, Better Work Haiti recommends that standing workers also be provided with anti-fatigue mats and foot rests. In two factories, workers were not provided with chairs with backrest.

Three factories did not have safety warnings posted in the workplace and in two factories electrical wires, switches and plugs were not properly installed, grounded and maintained. Effective training to use machines and equipment safely remains a challenge for factories. Although workers are usually informed of the need to use their equipment safely, they are not always provided with formal training, resulting in non-compliances in six factories. With regard to the provision of all necessary personal protective clothing and equipment, eleven out of twenty-three factories are in non-compliance. Some employers do not provide the appropriate PPE, e.g., dust masks are being provided instead of masks for chemicals, or in some other cases the PPE is simply missing, such as ear plugs in the generator room or gloves in the cutting section.

In Focus 10 : Working Environment

<i>Question</i>	<i># factories out of compliance</i>
Are noise levels acceptable?	6
Is the temperature in the workplace acceptable?	13
Is the workplace adequately lit?	17
Is the workplace adequately ventilated?	4

There is a 96% non-compliance rate for Working Environment. Thirteen factories had temperature levels that exceed the Better Work recommendation of 30°C, which is based on guidance produced by the ILO Caribbean office. Another significant non-compliance was found with workplace lighting. Better Work Haiti measures the light levels in different sections of the factories, and even if only one section is inadequately lit the factory is found in non-compliance. Better Work Haiti recommends 500 lux for packing, sewing and cutting sections, 300 lux for the ironing section and 750 lux in the trimming section. Noise levels were unacceptable in six factories. Better Work Haiti recommends that the noise levels do not exceed 90db. Four factories were not adequately ventilated.

H. WORKING TIME

The highest non-compliance finding is in the Leave CP (39%).

In Focus 11: Leave

<i>Question</i>	<i># factories out of compliance</i>
Does the employer provide 3 months for sick leave?	1
Does the employer provide at least 15 days of annual leave to workers with 1 year of service?	1
Does the employer provide required breastfeeding breaks?	7

There is a 39% non-compliance rate for Leave. In one factory, files revealed that workers are not offered the opportunity to take three months' sick leave (including paid and unpaid) when they have used all of their paid sick leave days. In another factory, workers with one year of service were not provided the fifteen days of annual leave required by the law. The factory only gave their workers nine days of annual leave. Yet, the overall 39% non-compliance rate on Leave mainly relates to breastfeeding breaks. Four of the non-compliant factories have a breastfeeding policy, but workers are not aware of it. In three factories, no breastfeeding policy had been adopted and the breaks were not provided.

In Focus 12: Overtime

<i>Question</i>	<i># factories out of compliance</i>
Does the employer comply with limits on overtime hours worked?	6
Does the employer obtain authorization from the Department of Labour before working on Sundays?	2
Does the employer obtain authorization from the Department of Labour before working overtime?	1
Is overtime work voluntary?	1

The Overtime non-compliance point has an overall non-compliance rate of 35%. The legal limit by the Haitian Labour Code is a maximum of 80 hours of overtime per trimester. In six factories, some sections have

performed overtime exceeding this legal limit. Two factories did not obtain authorisation from the Department of Labour before working overtime and one factory did not obtain this authorisation from MAST before working on Sundays. Overtime was found to not be voluntary in one factory, as the factory had posted a notice that working hours are from 6.30 to 4.30 (including one hour of break). The notice did not specify that voluntary overtime was included in this schedule. However, workers confirmed overtime hours being remunerated correctly.

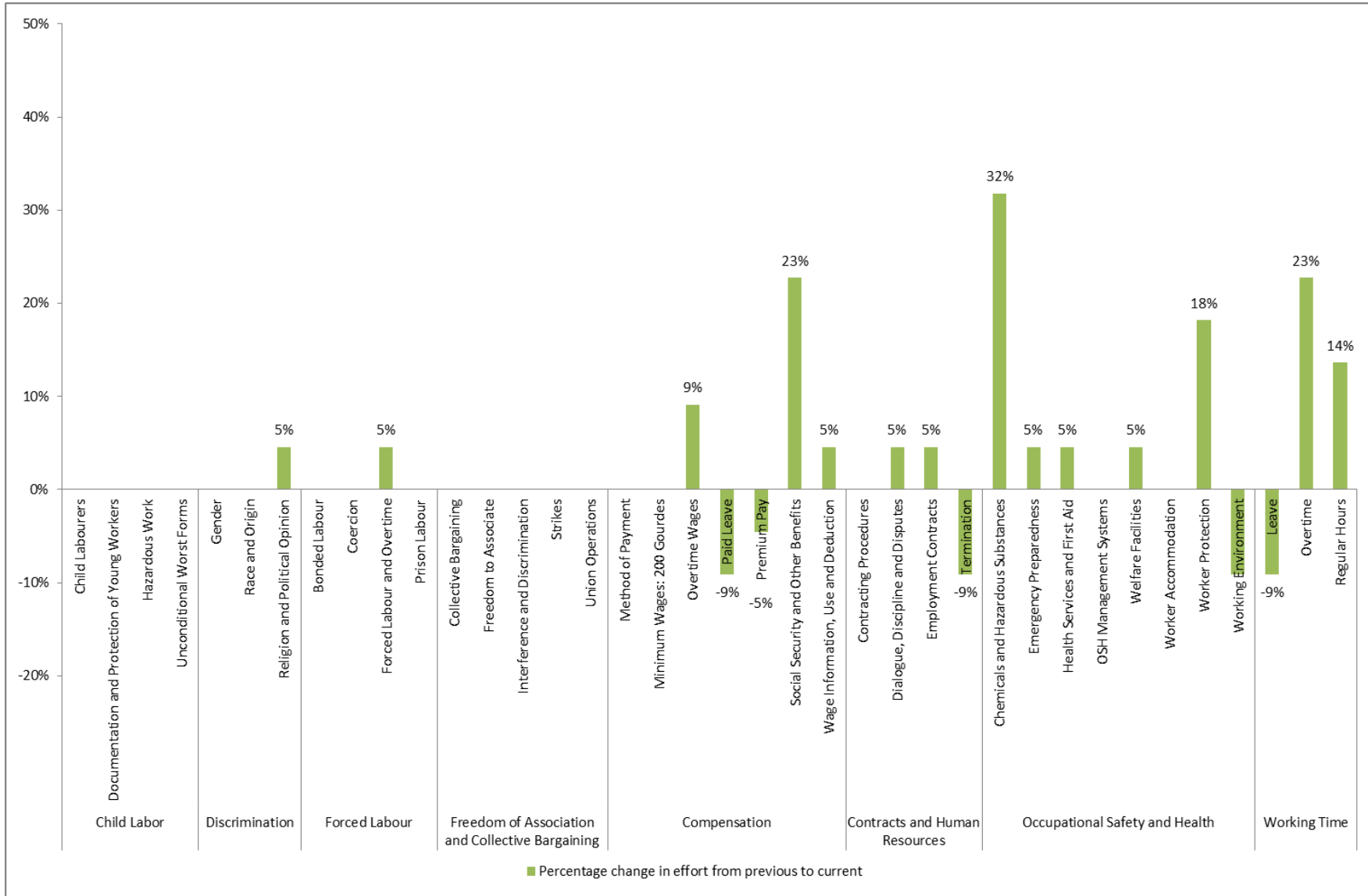
Regular Hours has a non-compliance finding of 13%. Three factories did not keep working time records that reflected the hours actually worked.

2.3. Compliance effort

Compliance effort relates to the changes in non-compliance for each CP between the previous round of assessments and the present one. Compliance effort refers only to the factories that were registered with Better Work Haiti in both reporting periods. It must be noted that, as the compliance effort is an aggregate indicator for all factories that have been assessed at least twice by Better Work Haiti, it is sensitive to simultaneous improvements and declines in non-compliance. For example, if a factory moves from being non-compliant to compliant and another factory that had no non-compliance findings now is non-compliant in the same CP, the two would level each other out with no change in compliance effort.

Among the 22 factories that have been assessed more than once, sixteen factories improved their average non-compliance rate. Six factories had higher non-compliance rates in this period than in the previous one.

Chart 2: Compliance Effort



There are no changes under the Clusters for Child Labor and Freedom of Association and Collective Bargaining.

Within the Discrimination cluster, Better Work Haiti finds a decrease in non-compliance for Religion and Political Opinion. Recruitment materials referring to the applicant's religion or political opinion were corrected.

Under Forced Labour, there was a positive compliance effort. One factory that used to force workers to work more than 80 hours of overtime per trimester by threatening dismissal or other action that would reduce their future income no longer does so.

There is a mixed picture under the Compensation cluster. With regard to Paid Leave and Premium Pay, overall compliance efforts dropped by 9% and 5% respectively. However, Overtime Wages and Wage Information, Use and Deduction saw increases in compliance of 9% and 5% respectively. The highest compliance effort in this cluster is under Social Security and Other Benefits with a significant improvement effort of 23%. Better Work has observed a remarkable effort by factories to improve and regularise their payments to the social security institutions ONA and OFATMA.

For Contracts and Human Resources, there is no change for the Contracting Procedures compliance point. There are improvements for Dialogue, Discipline and Disputes and Employment Contracts, but a worsening performance with regards to termination. In one additional factory, an employer did not compensate the worker for unused paid annual leave when they resigned or were terminated. The employer did not pay workers their annual salary supplement or bonus upon termination.

Within OSH, there are improvements under all compliance points except one. The largest improvement is seen in the area of Chemicals and Hazardous Substances. In the previous visit, there were 61 instances of non-compliance, and this has dropped to 28. Better Work also finds a significant improvement in the area of Worker Protection. Workers in 6 more factories are now effectively trained to use machines and equipments safely, standing workers are properly accommodated in 9 additional factories and electrical wires, switches and plugs are properly maintained in 3 more factories.

Working Environment saw a decrease in compliance, because 4 additional factories were found to not have been adequately lit and two more were not adequately ventilated.

The compliance points for Overtime and Regular Hours saw significant improvement. From 24 instances of non-compliance in the previous period, Better Work found only 9 in the most recent visit. Employers were found to comply with limits on overtime hours worked and overtime work was deemed voluntary in 2 additional factories. Five additional employers also obtained authorization from the Department of Labour before working overtime.

Section III: Better Work Haiti Advisory Services and Training

3.1 Better Work Haiti Advisory Services

This section highlights the advisory and training services undertaken by Better Work Haiti during the period of October 2013 to February 2014.

Better Work programmes include both compliance assessments and advisory services. Following the assessment of compliance needs at a factory, Better Work Enterprise Advisors typically work directly with the factory to set up a bipartite worker-management committee known as a Performance Improvement Consultative Committee (PICC). The EA then works with the PICC to create and implement improvement plans that address both non-compliance issues and management systems. While factories are responsible for identifying and implementing improvement plans, advisory services ensure a tailored approach that provides direction and capacity building.

In the past, there were some challenges setting up PICCs. Until the end of 2013, only three PICCs had been formed: two PICCs (in Caribbean Island Apparel and Pacific Sports Haiti) were formed in 2011, and one was established at the end of 2012 at Interamerican Wovens. Better Work Haiti EAs are closely assisting the PICCs in these factories to discuss non-compliances and other challenges related to working conditions. After negotiations with the unions which had expressed concerns regarding the establishment of the PICCs since the beginning of the programme in Haiti in 2009, Better Work Haiti could further promote PICCs as a tool to help in remediating non-compliance points and also to develop a culture of social dialogue at the factory level. Better Work Haiti took into consideration the concerns of the unions and developed extra material to be distributed to factory management and workers to explain the clearly different mandates between PICCs and labour unions. Therefore, the promotion of PICCs and the development of additional material for workers and management has been the focus of Better Work Haiti's advisory services over the past months. There are currently PICCs underway to be established at several factories.

Due to the challenges of setting up the PICCs, to date Better Work Haiti EAs have primarily provided advisory services with the management team of the factories through assistance in writing the improvement and action plans and monitoring of the remediation efforts. In order to ensure the involvement of worker representatives in these remediation efforts, Better Work Haiti has continued to assist the already established bipartite OSH committees in factories.

In cooperation with the Interamerican Development Bank, Better Work Haiti offered two extensive training sessions to OSH committees from all factories in the sector. A basic training addressed the needs of newly formed committees while the advanced training was based on a training which had been provided in 2012. These extensive training sessions surely contributed to the improvements with regards to OSH non-compliances, which have dropped overall. Better Work will continue to work with the factories' OSH committees to assist in the systematic improvement of OSH-related non-compliance issues.

3.2 Better Work Haiti Training Services

In addition to factory assessments and advisory work, the Better Work programme has designed a range of trainings intended for workers, line supervisors and managers. Better Work Haiti currently offers a range of trainings. Occupational Safety and Health training includes one course for workers to raise awareness of the potential risks in the workplace, and one course for OSH committee

members on how to conduct regular hazard assessments and identify solutions to decrease risk. The Life Skills training aims to raise awareness and increase knowledge among workers on social aspects of their life and hopefully reduce their vulnerability. In addition to supporting workers to make good decisions in their everyday lives, this training provides them with more confidence and encourages them to disseminate helpful information to their peers. The Life Skills Training Kit includes the following modules: Maternity Protection, Introduction to Workplace Communication, Financial Literacy and Introduction to HIV/AIDS. The trainings are designed to accommodate approximately 25 participants. Worker trainings, which take into account workers' literacy levels, are focused on participation and interaction through games and quizzes that encourage the learning and retention of information.

The new training on Supervisory Skills is available to the factories since late 2013. This course is designed to give supervisors and middle managers a deeper understanding of important leadership and supervision concepts. Participants are trained to avoid a passive or authoritarian style of leadership and to strike a fair balance between the interests of the company and the interests of staff.

Between October 2013 and February 2014, 482 workers—including 313 women—were trained from different factories on Workplace Communication, Maternity Protection and Occupational Safety and Health. Fourteen managers including 4 women were trained in supervisory skills training at Palm Apparel S.A. and twelve supervisors participated in this training at Caribbean Island Apparel.

3.3 Related activities

ILO Support and Assistance: Following the basic and advanced trainings on Negotiation Skills, which Better Work Haiti organized for its social partners in 2013, a course on Prevention and Resolution of Conflicts in the Workplace has been organized with support from the International Training Center (ITC) in Turin. More than 50 participants from the Government of Haiti, employers, and workers organizations participated in the 3-day long training which focused on the identification of root causes of conflicts, techniques to prevent and manage conflicts and role plays to help participants apply the newly learned techniques. A fruitful sectoral learning and exchange process could be observed during those training sessions.

Other related activities: As a result of the study on sexual harassment conducted by Heartland Alliance, Better Work Haiti now disposes of a comprehensive toolkit consisting of diverse material that can be used in Better Work Haiti advisory services to support factories in addressing sexual harassment. The toolkit rollout is planned for 2014 in the framework of Better Work Haiti's delivery of core services. This measure to support factories to prevent and address sexual harassment in garment factories are consistent with the Haitian Government's 2012–2016 National Plan to fight against violence against women to prevent, accommodate, support and assist women and girls who are victims of violence and also with the specific framework bill to address violence against women designed by the Ministry for Women's Affairs and Women's Rights. Employers are putting in place mechanisms to combat and prevent the problem, for example, by including the establishment of policies against sexual harassment and zero tolerance protocols, and by training to supervisors, establishing contracts of compliance with the policy implementation, etc. Better Work Haiti will be supporting these efforts with the new tools and trainings.

The focus on women in the Haitian Garment Industry has also been an integral part in another project which Better Work Haiti has been preparing since mid-2013. The HERProject initiative, implemented in cooperation with the Share Hope Foundation and the Levi Strauss Foundation, focuses on women's health issues. A peer approach is being used to train female factory workers on health issues, such as hygiene, maternal health, nutrition, HIV/AIDS and others. The one-hour training modules are designed for the workplace setting and are supposed to have widespread effects that bypass

the factory context and impact communities. The launch of the project in a first factory in the metropolitan area (Pacific Sports Haiti) took place in February 2014. By Summer 2014, the project will be launched in the free trade zone CODEVI in Ouanaminthe in the north of the country.

With regards to union activities, Better Work Haiti has initiated closer exchanges with the international union representatives to look at ways to better coordinate efforts to support the training of national unions, particularly at the factory level. The events in December 2013 during the protests around the minimum wage discussions revealed again the need for capacity building of those factory-level union cells.

Section IV: Conclusions and Next Steps

4.1 Conclusion

This eighth Better Work Haiti synthesis report is important in highlighting both the current state of working conditions in the factories enrolled in the program as well as the improvements that they have made in the last six months.

In the reporting period, 23 factories have been assessed, including one for the first time. Two factories registered to the programme in early 2014 and will be included in the next round of assessments. In the context of mandatory participation, factories register to the Better Work Haiti programme as soon as production begins.

Occupational Safety and Health remains the cluster with the highest non-compliance rates, followed by Working Time. The programme is addressing these issues through advisory services that are customized to address the non-compliance points specific to each factory, and through trainings targeted to workers and managers as outlined in further detail in the section (4.2 Next Steps) below.

Overall, Better Work has observed an engagement of all actors in the sector to contribute to improvements of the competitiveness of the Haitian garment sector. The HOPE II legislation has opened opportunities and brought about changes in the industry in Haiti. Old and new actors have to work together to find workable solutions to challenges. The commitment to set up a social dialogue roundtable for the sector has set a precedent for other industries in the country, and reflects a change of culture.

4.2 Next Steps

Better Work Haiti Advisory Services

A qualitative internal analysis of Better Work Haiti's advisory services helped to identify the sectoral needs and thus helped to determine priorities for advisory services in 2014 which are as follows:

- The establishment of well-functioning PICCs remains a priority for Better Work Haiti's advisory services as the experience across BW country programmes has revealed the added value and important role of bipartite committees at the factory level in the process of improving compliance rates.
- Better Work Haiti is committed to supporting an exchange between factories and Haiti's governmental social security institutions (ONA, OFATMA) as the non-compliance regarding factories' payments has improved over the last cycles, yet factories utter concern about the services delivered for their contributions.
- Non-compliances related to Human Resources and/ or Compensation remain high and require further attention during advisory services. Better Work Haiti is committed to tackle these more systematically during advisory services, potentially even through factory cluster exchange meetings.
- A focus on gender-related activities will be applied through different Better Work advisory and training services. In advisory services, the rollout of the sexual harassment toolkit is planned for 2014.

- Fire Safety and Emergency Preparedness – which have been a focus in Better Work Haiti’s advisory and training activities in 2013 – will remain on the agenda. In addition, Better Work Global has contracted an international firm to conduct sectoral level risk assessments on building and fire safety issues in the garment/footwear sectors in order to ensure that Better Work is sufficiently addressing the areas of greatest risk in each of the countries in which it works. The learnings from the risk profiles will be incorporated into Better Work’s materials, tools, and zero tolerance protocols, and will include recommendations to prevent and protect against building and fire safety related hazards for employers, governmental authorities, and trade unions/workers.
- Better Work Haiti considers effective grievance mechanisms to be a useful tool to address conflicts at the factory level. Therefore, an internal training for EAs as well as a training for the sector on this matter are planned for the year.
- From a methodological perspective, Better Work Haiti is aiming at planning more sectoral exchange meetings on several of the above-mentioned issues. This approach has already been used for trainings in the past and as proven to be very efficient will be tested for advisory services as well in so called factory cluster advisory services.

Better Work Haiti Training Services

Occupational Safety and Health

The efforts to strengthen OSH committees will continue in 2014. The Better Work Haiti Training Officer will continue to offer workers OSH awareness training to existing and/ or new OSH committees. Moreover, Better Work Haiti will continue its cooperation with the Interamerican Development Bank with a training offer to factories on OSH matters. As OSH matters remain the predominant non-compliance points, a continuous effort is necessary to increase workers’ awareness of the different risks they are exposed to at work and to encourage them to be actors of change in the reduction of these risks.

Supervisory Skills Training

The newly launched supervisory skills training will be a second main focus for Better Work Haiti trainings in 2014. The target is to train more than 400 supervisors in the entire sector and to give these middle managers a deeper understanding of leadership and supervision and to train them on communications and other managerial skills. As the training is an extensive 3-day long capacity building measure, it is logistically challenging for factories to liberate their supervisors. Therefore, Better Work Haiti is trying to accommodate each factories’ specific needs in order to facilitate this important training to as many supervisors as possible. Better Work Haiti is equally considering offering this training in Spanish as a substantial number of supervisors in the sector are from Spanish speaking countries.

Other training activities

With regards to the capacity building needs of workers at the factory level, an already existing Better Work workers’ training on workers’ basic rights and responsibilities in the workplace will be adapted to the Haitian context. This training aims at increasing workers’ knowledge on specifications of the national and international labour standards, working conditions, dispute resolution mechanisms etc.

During the past sectoral trainings on negotiation skills and conflict resolution in the workplace, participants uttered their interest in a training on gender to explain the basic concept of a gender sensitive approach, implications for workplace relationships and related subjects. This is in line with Better

Work Haiti's strategic focus on other gender-related topics in 2014, such as the sexual harassment toolkit and HERProject.

Section V: Factories in Detail

5.1 List of factories

As of March 2014, 27 factories were registered with Better Work Haiti. Two new factories joined the programme in the current reporting period, H&H Textiles S.A. and Industrial Revolution II, and will be assessed for the first time in the next cycle. Modas BU IL Haiti S.A (sister factory of Modas Gloria Apparel S.A.), a new factory which is located inside the Metropolitan Industrial Park in Port-au-Prince, has been assessed for the first time in this past 8th assessment cycle and its data with regards to this section will be included in the synthesis report starting after its second assessment. At the time of the eighth cycle of assessments, two factories, Lucotex and Fox River, were temporarily not producing for exportation to the USA. Hence, they were both not assessed.

Table 3: Number of workers in factories registered to Better Work Haiti

	June 2010	December 2010	June 2011	December 2011	June 2012	December 2012	June 2013	December 2013 ¹⁰
N° of workers in factories registered to Better Work Haiti	22,598	27,264	27,000	24,298	24,497	25,924	28,591	29,299
Of these, N° of women workers	14,796	16,978	15,783	15,523	15,380	16,688	17,887	18,899

Table 4: List of factories in the Haitian garment sector as of February 2014

	Name of factory	Status
1.	Caribbean Island Apparel S.A.	Registered in 2009
2.	Codevi	Registered in 2009
3.	DKDR HAITI S.A.	Registered in 2009
4.	Fairway Apparel S.A.	Registered in 2010
5.	Fox River Caribe, INC	Registered in 2009 (temporarily out of operations)
6.	Genesis S.A.	Registered in 2009
7.	Gladiator Textiles LLC	Registered in 2012
8.	Global Manufacturers & Contractors S.A.	Registered in 2010
9.	H&H Textiles S.A.	Registered in 2014 (no data included in this report yet)
10.	Horizon Manufacturing S.A.	Registered in 2010
11.	Indigo Mountain Haiti S.A.	Registered in 2012
12.	Industrial Revolution II S.A.	Registered in 2014 (no data included in this report yet)
13.	InterAmerican Wovens S.A.	Registered in 2009
14.	Johan Company	Registered in 2009
15.	Lucotex Manufacturing CO	Registered in 2010 (temporarily not producing for export)
16.	Magic Sewing MFG. S.A.	Registered in 2009

¹⁰ The workers of four factories listed in Table 4 “List of factories in the Haitian garment sector as of February 2014” are not included in this total number of workers: Foxriver and Lucotex (both not producing/ exporting during the past assessment cycle) as well as H&H Textiles (912 workers) and Industrial Revolution II (63 workers) which both registered in 2014.

17.	Modas BU IL Haiti S.A.	Registered in 2013
18.	Modas Gloria Apparel S.A	Registered in 2009
19.	Multiwear S.A.	Registered in 2009
20.	One World Apparel S.A.	Registered in 2009
21.	Pacific Sports Haiti S.A.	Registered in 2009
22.	Palm Apparel S.A.	Registered in 2009
23.	Premium Apparel S.A.	Registered in 2009
24.	Sewing International S.A.	Registered in 2009
25.	S&H Global S.A.	Registered in 2012
26.	The Willbes Haitian II S.A.	Registered in 2010
27.	The Willbes Haitian III S.A.	Registered in 2010

5.2. Findings from the factories

This section reports on efforts made by the factories to address their non-compliance findings as outlined in the previous HOPE II biannual reports (October 2010, April 2011, October 2011, April 2012, October 2012, April 2013 and October 2013). After receiving the assessment report, factories have to identify their improvement priorities detailing them in an Improvement Plan. Better Work Haiti works alongside the factory through advisory services documenting progress made against these priorities in the Progress Report. The factory tables presented in this section provide detailed information derived from each factory's Improvement Plan and Progress Report.

As required by the HOPE II legislation, the following information is given for each factory that has been assessed at least twice by Better Work Haiti:

- compliance needs by compliance cluster and by compliance point: black dots (●) represent non-compliance identified in the baseline assessment and non-compliance that has not yet been addressed by the factory in its improvement plan. Half-black dots (◐) represent areas where factories have made several improvements but are still in non-compliance since each compliance point is comprised by several questions;
- details on the non-compliance identified by EAs: the information included in this column constitutes the issues where evidence of non-compliance was found;
- improvement priorities identified by the factory;
- efforts made by the factory to remedy the compliance needs as verified in the most recent assessment visit;
- with respect to non-compliance areas that have not been remediated, the amount of time that has elapsed since the first public report.

Note: Better Work is not reporting on compliance with the production wage, but is indicating the percentage of piece rate workers being paid 300 Gourdes or more during ordinary hours of work in the chart below each individual factory table. These percentages can vary over the cycles as they depend on a number of factors, such as the geographical location which can cause challenges to find skilled workforce (e.g. in the newly developed industrial area in the North where no garment industry existed before), fluctuation of orders and production cycles.

Factory Tables

Caribbean Island Apparel S.A.

Location	Port-au-Prince
No. of workers	1520
Registration date	9 September 2009

Advisory Services and Training

3-5 September 2013	Training on advanced negotiation skills organized by Better Work Haiti
25 September 2013	PICC Meeting to discuss the preparation of elections for the new PICC and the availability of some medicines at the clinic
26 September 2013	Participation in 9 th Social Dialogue Roundtable meeting
1-3 October 2013	Training on conflict resolution and prevention in the workplace
9 October 2013	Training on Occupational Safety and Health organized (in cooperation with IDB)
15 October 2013	Advanced training on Occupational Safety and Health organized (in cooperation with IDB)
20 October 2013	Advisory meeting with the Compliance Manager and Human Resources Officer to follow up on the improvement plan
23 October 2013	PICC meeting to discuss the lessons learned from the last emergency drill, reparation needed in welfare facilities and training needs for workers on the legal salary deductions
26 November 2013	PICC meeting to discuss the plans for the end of the year payroll, the efficiency of the first aid committee and the plan to organize a party for the holidays.
11 December 2013	PICC meeting to discuss the preparation of the elections for a new committee and reparation of trolleys
29 January 2014	PICC meeting to discuss the achievement of the committee for 2013

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# months
		1*	2*	3*	4*	5*	6*	7*	8*				
1 Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2 Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3 Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

4	Freedom of Association and Collective Bargaining	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Social Security and Other Benefits	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<p>The factory regularized the payment of workers' contributions for social insurance funds to ONA.</p> <p>The factory regularized the payment of the employer's contributions for social insurance funds to ONA.</p>	
		Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Discipline and Disputes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	The factory terminated the supervisor who was responsible for bullying, harassment or humiliating treatment.	
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

Occupational Safety and Health

Chemicals and Hazardous Substances

● ● ○ ○ ● ● ○

The factory keeps an inventory of all chemicals and hazardous substances used in the workplace.

The factory labeled all chemicals and hazardous substances.

The factory provides chemical safety data sheets for all chemicals and hazardous substances in the workplace.

Emergency Preparedness

● ● ○ ○ ● ○ ●

Number of emergency exits.

Ensure that each building has at least two appropriate emergency exits.

Fire detection and alarm system.

Ensure that proper fire detection system is installed in all buildings.

Marking or posting of emergency exits and/or escape routes in the workplace.

Mark or post all emergency exits and/or escape routes in the workplace.

Health Services and First Aid

● ● ○ ○ ● ● ● ●

Onsite medical facilities and staff.

Provide the required medical facilities and staff as per Haitian Labour Law.

42

Pre-assignment and/or annual medical checks for workers.

Provide pre-assignment and/or annual medical checks for workers.

Health checks for workers who are exposed to work-related hazards.

Provide health checks for workers who are exposed to work-related hazards.

OSH Management Systems

● ● ○ ○ ○ ○ ○ ○

Welfare Facilities

● ● ○ ○ ● ● ●

Toilets.

Provide the number of toilets required by the Haitian Labour code.

12

Worker Accommodation

○ ○ ○ ○ ○ ○ ○ ○

Working Environment	● ○ ● ◐ ● ◐ ◐ ◐	Workplace temperature.	Ensure that the workplace temperature is within the acceptable limits.	The factory installed additional fans in the workplace to reduce the temperature. Also, a cooling system was installed in one of the buildings.	30
		Workplace lighting.	Ensure that the workplace lighting is within the acceptable limits.	The factory reduced the noise levels.	
Worker Protection	● ○ ● ◐ ● ● ◐ ○			Standing workers are now properly accommodated. The factory installed guards on all dangerous moving parts of machines and equipment. All electrical wires, switches, and/or plugs are properly installed, grounded, and/or maintained.	
8 Working Time	○ ○ ● ○ ○ ○ ○ ○	Leave			
	● ◐ ○ ○ ● ○ ○ ○	Overtime			
	● ◐ ◐ ○ ○ ○ ○ ○	Regular Hours			

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
47%	34%

CODEVI

Location Ouanaminthe
No. of workers 6902
Registration Date 24 September 2009

Advisory Services and Training

25-26 September 2013 Management Intro Meeting following 7th cycle assessment report to discuss assessment findings and action plan
 25-26 September 2013 Training on Maternity protection attended by 135 workers
 27-28 November 2103 Follow-up visit, OSH committee evaluation and factory tour to discuss progress on action plan
 27-28 November 2103 Training on Maternity protection attended by 88 workers

Compliance cluster	Compliance point	Assessments								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
2	Discrimination	Gender	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Sexual harassment.	Have a system in place to stop sexual harassment in the workplace.	
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Race and Origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
4	Freedom of Association and Collective	Collective Bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Implementation of collective agreement.	Correctly apply the collective bargaining agreement.	36

5	Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
		Minimum Wages/200 Gourdes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Payment for weekly rest days.	Pay weekly rest day to all workers entitled to it.	30	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Payment for regular working hours worked on weekly rest days.	Pay workers 50% above the normal wage when workers work regular hours on weekly rest days.	6	
									Payment for regular hours worked on holidays.	Pay workers 50% above the normal wage when workers work regular hours on legally mandated holidays.				
6	Contracts and Human Resources	Social Security and Other Benefits	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Forwarding of workers' contributions for social insurance funds to ONA.	Forward workers' contribution to ONA on time.	24	
										Employer contribution to ONA.	Forward employers' contribution to ONA on time.			
										Employer contribution to OFATMA for work-related accident insurance.	Pay work-related accident insurance to OFATMA.			
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>				
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Bullying, harassment or humiliating treatment of workers.	Have a system in place to stop workers being bullied, harassed, or subjected to humiliating treatment.	6	
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

	Termination	○ ○ ○ ○ ○ ○ ○ ○					
7	Occupational Safety and Health	Chemicals and Hazardous Substances	● ● ◐ ◐ ● ◐ ◐	<p>Storage of chemicals and hazardous substances.</p> <p>Chemical safety data sheets for all chemicals and hazardous substances in the workplace.</p> <p>Inventory of chemicals and hazardous substances used in the workplace.</p>	<p>Properly store all chemicals and hazardous substances.</p> <p>Provide MSDS for all chemicals and hazardous substances used in the workplace.</p> <p>Keep an accurate inventory of all chemicals and hazardous substances used in the workplace.</p>	<p>The factory provides washing facilities or cleansing materials in the event of chemical exposure.</p>	42
	Emergency Preparedness		● ◐ ○ ● ◐ ◐ ◐	<p>Fire detection and alarm system.</p> <p>Marking or posting of emergency exits and/or escape routes in the workplace.</p>	<p>Install fire detection and alarm.</p> <p>Post and mark emergency exits and escape routes in the workplace.</p>	<p>The factory ensure that all exits accessible, unobstructed and/or unlocked emergency exits during working hours, including overtime.</p> <p>The factory conduct periodic emergency drills.</p>	24
	Health Services and First Aid		● ● ● ● ● ◐ ◐	<p>Onsite medical facilities and staff.</p> <p>Pre-assignment and/or annual medical checks for workers.</p>	<p>Provide the number of nurses inside the workplace as per labour law.</p> <p>Provide pre-assignment and annual medicals checks for workers.</p>	<p>The factory provides medicals checks twice a year for workers who are exposed to work-related hazards.</p>	42

OSH Management Systems	○ ● ● ● ● ● ● ●	<p>Assessment of general occupational safety and health issues in the factory.</p> <p>Recording work-related accidents and diseases and/or submitting the record to OFATMA.</p>	<p>Conduct self-assessment of general occupational safety and health issues in the factory.</p> <p>Submitting all work-related accidents and diseases to OFATMA.</p>	36
Welfare Facilities	● ● ● ● ● ● ● ●	<p>Washing facilities and or soap.</p> <p>Providing drinking water.</p> <p>Toilets.</p> <p>Eating area.</p>	<p>Provide washing facilities and soap</p> <p>Provide workers with enough free safe drinking water.</p> <p>Provide the amount of toilets required by the Haitian Labour Code.</p> <p>Provide seats for all the workers during lunch time.</p>	42
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○			
Working Environment	○ ○ ● ● ● ● ● ●	<p>Workplace temperature.</p> <p>Workplace noise levels.</p> <p>Workplace lighting</p>	<p>Decrease the temperature levels in the workplace.</p> <p>Decrease the noise levels in the workplace.</p> <p>Adequately lit the workplace.</p>	30



	Worker Protection	● ● ● ● ● ● ● ●	<p>Providing workers with personal protective clothing and equipment.</p> <p>Chairs with backrests.</p> <p>Installing guards on all dangerous moving parts of machines and equipment.</p>	<p>Provide workers with personal protective clothing and equipment.</p> <p>Provide workers with chairs with backrest.</p> <p>Install and maintain proper guards on all dangerous moving parts of machines.</p>	<p>The factory provides training to workers to use machines and equipment safely.</p> <p>The factory grounded and maintained electrical wires, switches and plugs.</p>	42
8	Working Time					
	Leave	○ ○ ○ ○ ● ● ○ ●	Time off for annual leave.	Provide workers time off for annual leave according to Labour code		
	Overtime	● ● ● ● ● ● ● ●	<p>Limits on overtime hours worked.</p> <p>Authorization from the Department of Labour for work on Sundays.</p>	<p>Comply with limits on overtime hours worked.</p> <p>Obtain authorization from the Department of Labour for work on Sunday.</p>	<p>The factory obtains authorization from Department of Labour to work overtime.</p>	42
	Regular Hours	● ● ● ● ● ● ● ○			The employer keeps working time records that reflect the hours actually worked.	

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
51%	37%

DKDR Haiti S.A.

Location Port-au-Prince
No. of workers 1384
Registration date 9 October 2009

Advisory Services and Training:

19 September 2013 Follow-up meeting on improvements with General Manager and HR Officers
 20 September 2013 Training on Occupational Safety and Health (OSH)
 1-3 October 2013 Participation in ILO training on conflict resolution in the workplace
 9 October 2013 Participation in basic OSH Committee training (cooperation with IDB)
 15 October 2013 Participation in advanced OSH Committee training (cooperation with IDB)
 11 February 2014 Management Intro Meeting with General Manager, Plant Manager and HR Officer

	Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
			1*	2*	3	4*	5*	6*	7*	8*				
1	Child Labour	Child Labourers	○	○	○	○	○	○	○	○				
		Documentation and Protection of Young Workers	○	○	○	○	○	○	○	○				
		Hazardous Work	○	○	○	○	○	○	○	○				
		Unconditional Worst Forms	○	○	○	○	○	○	○	○				
2	Discrimination	Gender	●	○	○	●	◐	◑	○	○				
		Other Grounds	○	○	○	○	○	○	○	○				
		Race and Origin	○	○	○	○	○	○	○	○				
		Religion and Political Opinion	○	○	○	○	○	○	○	○				
3	Forced Labour	Bonded Labour	○	○	○	○	○	○	○	○				
		Coercion	○	○	○	○	○	○	○	○				
		Forced Labour and Overtime	○	○	○	●	◐	●	●	○			The factory has reduced the hours of operation and the overtime hours. Workers are only allowed to do 1hr overtime per day.	
		Prison Labour	○	○	○	○	○	○	○	○				

4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Terminating workers for joining a union or engaging in union activities.	Ensure that workers are not terminated for joining or engaging in union activities.	
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Union Operations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>				
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payment for weekly rest days.	The factory should pay workers accurately for weekly rest days.	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Forwarding of workers' contribution for social insurance funds to ONA.	Forward workers' contribution for social insurance funds to ONA on time.	18
									Employer contribution to ONA.	Forward employer contribution to ONA on time.			
									Employer contribution to OFATMA for work related accident insurance.	Pay the employer contribution to OFATMA for work related accident insurance.			
									Wage Information, Use and Deduction	Payroll records.	Keep one accurate payroll.		
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Bullying, harassment or humiliating treatment of workers.	Ensure that workers are not been bullied, harassed or subjected to humiliating treatment.	18
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

Termination



Terminations are now justified and reason for termination included in the workers' files.

The factory offers the possibility to workers to defend themselves before termination based on conduct or performance.

The factory send proper notification to MAST now before reducing the workforce size due to changes in operations.

7

Occupational Safety and Health

Chemicals and Hazardous Substances



Inventory of chemicals and hazardous substances used in the workplace.

Keep an inventory of chemicals and hazardous substances used in the workplace.

42

Labeling of chemicals and hazardous substances.

Label all chemicals and hazardous substances.

Storage of chemicals and hazardous substances.

Properly store chemicals and hazardous substances.

The factory trains workers who work with chemicals and hazardous substances.

The factory provides MSDS for all chemicals and hazardous substances in the workplace.

The factory assesses monitors, prevents and/or limits workers' exposure to hazardous substances.

The factory provides washing facilities or cleansing materials in the event of chemical exposure.

Emergency Preparedness	● ● ● ○ ● ● ●	Training workers to use the firefighting equipment.	Train workers to use the fire fighting equipment.	12
		Fire detection and alarm system.	Install fire detection equipment in the stockroom for boxes.	
		Firefighting equipment.	Provide adequate fire fighting equipment.	
		Marking or posting of emergency exits and/or escape routes in the workplace.	Ensure that emergency exits and/or escape routes are marked and posted in the workplace.	
			The factory provides the number of required emergency exits.	
Health Services and First Aid	● ● ● ● ● ● ●			42
		Onsite medical facilities and staff.	Provide the required onsite medical facilities and staff.	The factory addresses now safety and health risks to pregnant or nursing workers.
		First-aid training for workers.	Ensure that first-aid training is provided to at least 10% of the workforce.	First aid boxes are found to be sufficient and readily accessible.
				Pre-assignment and/or annual medical checks are provided to the workers.
OSH Management Systems	● ● ● ○ ○ ○ ●	Assessment of general occupational safety and health issues in the factory.	Conduct self assessment of general occupational safety and health issues in the factory	

Welfare Facilities	● ● ● ◐ ● ● ◐ ●	<p>Washing facilities and/or soap.</p> <p>Providing drinking water.</p> <p>Workplace cleanliness.</p> <p>Toilets.</p> <p>Eating area.</p>	<p>Provide washing facilities and/or soap.</p> <p>Provide drinking water.</p> <p>Keep the workplace clean and tidy.</p> <p>Provide the required amount of toilets according to the Labour Law.</p> <p>Set up an adequate eating area.</p>	42
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○			
Working Environment	● ○ ● ◐ ● ◐ ●	<p>Workplace temperature.</p> <p>Workplace ventilation.</p> <p>Workplace noise levels.</p> <p>Workplace lighting.</p>	<p>Ensure that workplace temperature is acceptable.</p> <p>Ensure that workplace is adequately ventilated.</p> <p>Ensure that noise level is acceptable.</p> <p>Adequately light the workplace.</p>	30

Worker Protection	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>	Providing workers with personal protective clothing and equipment.	Provide workers with personal protective clothing and equipment.	42
			The factory has trained and encouraged workers to use the personal protective equipment provided.	
		Accommodating standing workers.	Accommodate standing workers.	
		Chairs with backrests.	Provide chairs with backrests to workers.	
		Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs.	Install, grounding, and/or maintaining electrical wires, switches, and/or plugs.	
		Posting safety warnings in the workplace.	Post safety warnings in the workplace.	
		Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	Adequate equipment to avoid heavy lifting is provided to workers.
8 Working Time	Leave	<input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>		
	Overtime	<input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>		Overtime is voluntary.
				The factory reduced its working hours and now only works 1 hour of overtime per day.
				The factory receives authorization from the Department of Labour for overtime.
				The factory receives authorization from the Department of Labour for work on Sundays.
	Regular Hours	<input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>		The factory's regular hours are now compliant with the legal limits.

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
11%	9%

Fairway Apparel S.A.

Location Port-au-Prince
No. of workers 406
Registration date 22 October 2010

Advisory Services and Training

3 September 2013 Participation in training on Advanced Negotiation Skills
 1-3 October 2013 Participation in training on conflict resolution in the workplace
 26 September 2013 Participation in 9th meeting of social dialogue roundtable meeting
 09 October 2013 Introduction to OSH committees and OSH practices
 23 October 2013 Follow-up visit, OSH committee evaluation and factory tour to discuss progress on action plan
 4 February 2014 Management Intro Meeting following 7th cycle assessment report to discuss assessment findings and action plan

	Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*	7*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Forwarding workers' contribution for social insurance funds to ONA.	Forward worker's contribution to ONA on a regular basis.	24
									Employer contribution to ONA.	Forward employer's contribution to ONA on a regular basis.		
									Employer contribution to OFATMA for work-related accident insurance.	Forward employer's contribution to OFATMA for work related accident insurance.		
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Bullying, harassment or humiliating treatment of workers.	Ensure no worker is subjected to bullying or humiliating treatment in the workplace.	
		Employment Contracts	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>				
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>				
		Emergency Preparedness	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		The factory trained 26 additional workers on the use of fire equipment to reach the 10 percent of the workforce as recommended by Better Work.	30
									Storage of flammable materials.	Properly store all flammable materials to reduce fire risk.		

Health Services and First Aid	● ● ◐ ● ◐ ◐ ◐			The factory trained 30 additional workers on first-aid to reach the 10 percent of the workforce as recommended by Better Work.	36
		Onsite medical facilities and staff.		The factory needs to hire one additional nurse to meet law requirements with regards to the number of workers at the workplace.	
OSH Management Systems	● ● ● ● ◐ ○ ○				
Welfare Facilities	● ● ● ● ◐ ● ●	Toilets.		Provide the quantity of toilets required by the Haitian Labour code.	36
Worker Accommodation	○ ○ ○ ○ ○ ○ ○				
Working Environment	○ ● ○ ● ● ● ●	Workplace lighting.		Increase the lighting levels in the workplace.	18
Worker Protection	● ● ● ● ◐ ○ ●	Installing guards on all dangerous moving parts of machines and equipment.		Install guards on all dangerous moving parts of machines and equipment.	
8 Working Time					
Leave	○ ○ ● ● ● ○ ○				
Overtime	● ● ◐ ● ○ ○ ○				
Regular Hours	● ● ● ● ● ○ ○				

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
11%	0%

Genesis S.A.

Location Port-au-Prince
No. of workers 1216
Registration date 28 October 2009

Advisory Services and Training

3-5 September 2013 Participation in BW training on Advanced Negotiation Skills on 3-5 September 2013
 12 September 2013 Meeting with the OSH committee on procedures for self assessments and also meeting with the general manager on remediation efforts on discrimination non-compliance
 25 September 2013 Meeting with the Osh Committee on OSH non compliances and self assessment
 9 October 2013 Participation in basic Osh training (cooperation with IDB)
 15 October 2013 Participation in advanced OSH training (cooperation with IDB)
 8 November 2013 Up-date training for the 9 members (3 women and 6 men) of the OSH committee
 17 December 2013 Management Intro Meeting after the 8th cycle of assessment
 31 January 2014 Discussion on PICC establishment with management and verification of the progress made on the non-compliance issues

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
1 Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2 Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>			The factory maintains the employment status, position, wages, benefits or seniority of workers during maternity leave.	
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3 Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

4	Freedom of Association and Collective Bargaining	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory pays workers 50% above the normal wage for all ordinary overtime hours worked.
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The factory forwards workers' contributions to ONA on time. The factory pays the required employer contribution to ONA on time. The factory collects the required social insurance contribution to ONA from all workers.
		Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory keeps only one accurate payroll record.
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Termination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory sent a letter to MAST before reducing the size of the workforce due to changes in operations.

Occupational
and Health

Safety

Chemicals and Hazard-
ous Substances

The factory keeps an inventory of chemicals and hazardous substances used in the workplace.

The factory properly labelled chemicals and hazardous substances.

The factory provided chemical safety data sheets for chemicals and hazardous substances in the workplace.

Emergency Prepared-
ness

The factory provided adequate fire-fighting equipment in the workplace.

The factory trained 10% of the workforce on how to use the fire-fighting equipment.

The factory ensured that emergency exits are accessible, unobstructed and unlocked during working hours, including overtime.

Health Services and First
AidOnsite medical facilities
and staff.Have the required onsite medical
facilities and staff.

36

Pre-assignment and/or
annual medical checks
for workers.Provide a medical check within
the first three months of hiring
workers and annual medical
checks.Health checks for work-
ers who are exposed to
work-related hazards.Provide health checks to workers
who have been exposed to work-
related hazards.OSH Management
Systems

Welfare Facilities

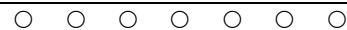


Toilets.

Provide the number of toilets
required by the Labour Law.

36

The factory provides adequate washing facilities and soap.

Worker Accommoda-
tion

	Working Environment	● ○ ● ○ ○ ● ◐	Workplace lighting.	Adequately light the workplace.	6
				The factory reduced temperature level in the workplace.	
				The factory reduced noise levels in the workplace.	
8	Worker Protection	● ● ◐ ◐ ◐ ◐ ○			
				The factory properly accommodated all standing workers.	
				The trained workers to use machines safely.	
8	Working Time				
	Leave	○ ○ ○ ○ ○ ○ ○			
	Overtime	● ◐ ● ● ◐ ● ○			
				The factory complies with the legal limits on overtime hours worked that is no more than 80 hours per trimester.	
				The factory obtains authorization from the Department of Labour before working on Sundays.	
	Regular Hours	● ● ○ ○ ○ ● ○			
				The factory keeps working time records that reflect the hours actually worked.	

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
7%	7%

Gladiator LLC

Location Port-au-Prince
No. of workers 241
Registration date 27 November 2012

Advisory Services and Training

3 September 2013 Follow-up visit on improvement plan
 26 September 2013 Meeting with Human Resource Manager for follow-up on non-compliance issues according to improvement plan
 14 October 2013 Meeting with VP QC and new HR Manager for a Better Work presentation program
 12 November 2013 Advisory on improvement plan and process with new HR Manager
 21 November 2013 OSH training
 28 November 2013 Participation in 10th Social Dialogue Roundtable Meeting
 30 January 2014 Management intro meeting after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan

	Compliance cluster	Compliance point	Assessments			Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
			1*	2*	3*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

	and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory provided a contract to all persons performing work in the factory.
						The internal work rules comply with the Haitian Labour Law.
		Termination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Occupational Safety and Health

Chemicals and Hazardous Substances



All chemicals and hazardous substances are labelled. 12

The factory trained all workers who work with chemicals and hazardous substances.

The factory provides washing facilities in the event of chemical exposure.

Inventory of chemicals and hazardous substances used in the workplace.

The factory needs to keep an inventory of chemicals and hazardous substances.

Chemical safety data sheets for all chemicals and hazardous substances in the workplace.

Provide MSDS for all chemicals and hazardous substances in the workplace.

Emergency Preparedness



The factory installed a fire detection system in the storage area.

The factory has adequate fire fighting equipment.

The factory trained 10% of the workforce to use fire fighting equipment.

Health Services and First Aid



The factory trained 10% of the workforce in first aid. 12

Onsite medical facilities and staff.

Provide the number of medical facilities and staff required by the Labour Law.

Pre assignment and annual medical checks for workers.

Provided pre assignment and annual medical checks for workers.

Health checks for workers who are exposed to work-related hazards.

Provides bi annual medical checks for workers exposed to work-related hazards.

	OSH Management Systems	● ● ○			<p>The factory Conducts regular assessment of general occupational safety and health issues in the factory.</p> <p>The factory ensures mechanisms for cooperation between workers and management on OSH matters.</p> <p>The factory Records all work related accidents and submit them to OFATMA.</p>	
	Welfare Facilities	● ● ●	Eating area	Provide an adequate eating area.		12
			Toilets	Factory should have the number of toilets required by the Haitian law.		
	Worker Accommodation	○ ○ ○				
	Working Environment	● ● ●	Workplace lighting	Adequately light the workplace.		12
	Worker Protection	● ● ○			<p>The factory provided fatigue matt or foot rests for standing workers.</p> <p>The factory trained workers to use machines and equipment safely.</p> <p>The factory Installed guards on all dangerous moving parts of machines and equipment.</p>	
8	Working Time					
	Leave	● ● ●	Time off for breastfeeding breaks	Provide breastfeeding breaks to nursing women.		12
	Overtime	● ● ○				
	Regular Hours	○ ○ ○				

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
8%	33%

Global Manufacturers & Contractors S.A

Location Port-au-Prince
No. of workers 1630
Registration date 19 September 2010

Advisory Services and Training

13 September 2013 Management Intro meeting
 26 September 2013 Informative meeting on PICC establishment
 27 September 2013 Advisory on OSH related non-compliances
 1-3 October 2013 Participation in training on conflict resolution in the workplace
 18 October 2013 Follow-up of progress made on improvement plan

	Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*	7*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5

Compensation

Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<p>Payment for weekly rest days.</p> <p>Payment for sick leave.</p>	<p>Pay workers correctly for weekly rest days.</p> <p>Pay workers correctly during sick leave.</p>
Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<p>The factory forwards worker's contributions to ONA on time.</p> <p>The factory pays the required employer contribution to ONA on time.</p> <p>The factory collects the required social insurance contribution to ONA from all workers.</p>	
Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

6

Contracts and Human Resources

Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Dialogue, Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<p>The factory met with the supervisors in question to put a stop to the bullying in the work place.</p>
								<p>Disciplinary measures.</p> <p>Make sure disciplinary measures comply with legal requirements.</p>
Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

7 Occupational Safety and Health

Chemicals and Hazardous Substances	● ● ○ ● ● ● ●			All chemicals are properly labelled.	18
		Washing facilities or cleansing materials in the event of chemical exposure.	Provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals.	The factory posted the relevant MSDS's The factory trained the workers who work with chemicals and hazardous substances.	
Emergency Preparedness	● ● ● ● ● ● ●			The factory has a fire detection and alarm system.	.36
		Firefighting equipment.	Have adequate fire-fighting equipments.		
		Training workers to use the firefighting equipments.	Train an appropriate number of workers to use the fire-fighting equipment.		
		Marking or posting of emergency exits and/or escape routes in the workplace.	Clearly mark and post emergency exits and escape routes in the workplace.		
				The factory complies with the legal requirement of two emergency exits.	
Health Services and First Aid	● ● ● ● ● ● ●			The factory provides free health checks to workers who have been exposed to work related hazards.	36
		Onsite medical facilities and staff.	Have the required onsite medical facilities and staff in the workplace.		
		First-aid training for workers.	Provide first-aid training for workers	The factory ensured that there is a sufficient number of accessible first aid boxes/supplies in the work place.	
		Pre-assignment and/or annual medical checks for workers.	Provide a medical check within the first three months of hiring and annual medical checks to workers.		

OSH Systems	Management	● ● ○ ● ○ ● ●	Assessment of general occupational safety and health issues in the factory.	Perform an assessment of general occupational safety and health issues in the factory.	The factory now records and submits work related accidents and diseases to OFATMA on a monthly basis.	6
Welfare Facilities		● ● ● ● ● ● ●	Toilets.	Have adequate accessible toilets.	The factory now provides enough free safe drinking water.	36
Worker Accommodation	Accommodation	○ ○ ○ ○ ○ ○ ○				
Working Environment		● ● ● ● ● ● ●	Workplace temperature.	Reduce temperature in the workplace.		36
			Workplace ventilation.	Make sure that workplace adequately ventilated.		
			Workplace lighting.	Adequately light the workplace.		
Worker Protection		● ● ● ● ● ● ○			Workers have been provided with all necessary protective personal clothing and equipment. Workers are trained and encouraged to use the personal equipment that is provided. Standing workers are properly accommodated. Workers are effectively trained to use machines and equipment safely. The proper guards have been installed and maintained on all dangerous moving parts of machines and equipment.	
8 Working Time	Leave	● ● ● ○ ○ ● ●	Time off for breastfeeding breaks.	Provide the required breastfeeding breaks.		6

Overtime	● ● ● ● ● ● ●	Limits on overtime hours worked.	Comply with limits on overtime hours worked.	36
				The factory obtained authorization from the Department of labour before working overtime.
				The factory obtained authorization from the Department of labour before working on Sundays.
Regular Hours	● ● ○ ● ○ ○ ○	Voluntary overtime.	Make overtime work voluntary.	

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
9%	2%

Horizon Manufacturing S.A.

Location Port-au-Prince
No. of workers 317
Registration date 25 August 2010

Advisory Services and Training

05 September 2013 Workers' OSH Training
 12 September 2013 Training on Workplace communication
 19 September 2013 Advisory service on chemicals storage area
 01-03 October 2013 Participation in training on conflict resolution in the workplace
 09 October 2013 Basic training for OSH Committees (in cooperation with IDB)
 29 October 2013 Advisory service with COOPI on emergency preparedness
 17 January 2014 Management Intro Meeting
 30 January 2014 Advisory Service on PICC setup

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Month
		1*	2*	3*	4*	5*	6*	7*				
1	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination											
	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour											
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Associ-											
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5	Labour and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Termination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>		<p>All containers of chemicals and hazardous substances used in the workplace have been labelled to identify the chemicals they contain. Empty gallons from the generator and maintenance room have been removed.</p> <p>MSDS for all the chemicals and hazardous substances used in the workplace have been provided.</p> <p>Additional eye wash station has been installed where chemicals and hazardous substances are in used in the workplace.</p>
		Emergency Preparedness	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<p>Marking or posting of emergency exits and/or escape routes in the workplace.</p> <p>Mark and post all emergency exits and escape routes in the workplace.</p>	6
										Emergency drills have been performed.	

	Health Services and First Aid	● ● ● ● ● ● ● ●	Onsite medical facilities and staff.	Provide the number of nurses inside the workplace as required by the labour law.	36
	OSH Management Systems	● ○ ● ○ ○ ○ ○ ○			Annual medicals checks for workers have been performed.
	Welfare Facilities	● ● ● ○ ○ ● ○			The factory is clean and tidy.
	Worker Accommodation	○ ○ ○ ○ ○ ○ ○			
	Working Environment	○ ● ○ ● ○ ● ●	Workplace lighting.	Adequately light the workplace.	6
			Workplace ventilation.	Increase ventilation on the pressing area.	
			Workplace temperature.	Decrease temperature of the workplace to be at 30 degree.	
	Worker Protection	○ ● ● ● ○ ● ○			Training provided to workers on the safe use of machines.
8	Working Time				
	Leave	○ ● ○ ○ ○ ○ ○			
	Overtime	● ○ ● ● ○ ○ ○			
	Regular Hours	● ● ● ○ ○ ○ ○			

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
41%	50%

Indigo Mountain Haiti S.A.

Location	Port-au-Prince
No. of workers	310
Registration date	15 March 2012

Advisory Services and Training

12 September 2013	Meeting with the owner to verify the progress in regards to OSH non-compliances made since last advisory service
26 September 2013	Meeting with Compliance officer to verify the improvement plan and on the establishment of an OSH committee
26 September 2013	Participation in the 9 th Social Dialogue Roundtable Meeting
28 November 2013	Participation in the 10 th Social Dialogue Roundtable Meeting
31 January 2014	Management Introduction Meeting on the 8 th cycle of assessment

	Compliance cluster	Compliance point	Assessments				Details of non-compliance	Improvement Priorities	Remediation Efforts	# of Months
			1*	2*	3*	4*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Over-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5	Compensation	Union Operations							
		Method of Payment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Overtime Wages	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Paid Leave	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<p>The factory is forwarding workers' contributions for social insurance funds to ONA on time.</p> <p>The factory is forwarding the employer contribution to ONA on time.</p> <p>The factory pays the employer contribution for work-related accident insurance to OFATMA.</p>		
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Bullying, harassment or humiliating treatment of workers.	Put a system in place to avoid bullying, harassment or humiliating treatment of workers.	6
		Employment Contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Termination	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Opportunity for workers to defend themselves before termination based on conduct or performance.	Offer the possibility to workers to defend themselves before termination based on conduct or performance.	

Inventory of chemicals and hazardous substances used in the workplace.

Keep an inventory of chemicals and hazardous substances used in the workplace.

Labeling of chemicals and hazardous substances.

Properly label all chemical and hazardous substances.

Assessing, monitoring, preventing and/or limiting workers' exposure to hazardous substances.

Assess, monitor, prevent and limit workers exposure to hazardous substances.

Training workers who work with chemicals and hazardous substances.

Train workers who work with chemicals and hazardous substances.

Storage of chemicals and hazardous substances.

Properly store chemicals and hazardous substances.

Chemical safety data sheets for all chemicals and hazardous substances in the workplace

Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.

The factory provides adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals.

Emergency Preparedness

Marking or posting of emergency exits and/or escape routes in the workplace.

Post updated evacuation plans that reflect actual floor marking on all floors.

Health Services and First Aid	● ● ● ●	Onsite medical facilities and staff.	Provide all required medical facilities and staff.	18
		Pre-assignment and/or annual medical checks for workers.	Provide workers with pre-assignment and annual medical checks.	
		Health checks for workers who are exposed to work-related hazards.	Provide health checks to workers who have been exposed to work-related hazards.	
			The factory has implemented a policy for safety and health risks to pregnant or nursing workers.	
			The factory provided first aid training to 10% of the workforce as recommended by Better Work.	
OSH Management Systems	● ● ● ●	Recording work-related accidents and diseases and/or submitting the record to OFATMA.	Record work-related accidents and diseases and submit the record to OFATMA on a monthly basis.	18
Welfare Facilities	● ● ● ●	Washing facilities and/or soap.	Provide adequate hand washing facilities and soap.	18
		Providing drinking water.	Provide workers with free safe drinking water.	
		Toilets.	Provide the required number of toilets as per Haitian Labour Law.	
		Eating area.	Have an adequate eating area.	
Worker Accommodation	○ ○ ○ ○			
Working Environment	● ● ○ ●	Workplace temperature.	Decrease the temperature levels in the workplace.	
		Workplace ventilation.	Provide adequate ventilation in the workplace.	
		Workplace lighting.	Adequately light the workplace.	
Worker Protection	● ● ● ●	Providing workers with personal protective clothing and equipment	Provide workers with all necessary personal protective clothing and equipment.	18
			The factory trained workers to use machines and equipment safely.	

8

Working Time

Leave

Overtime

Regular Hours

The factory obtains the authorization from the Department of Labour for over-time.

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
0%	0%

Interamerican Wovens S.A.

Location Port-au-Prince
No. of workers 864
Registration date 28 October 2009

Advisory Services and Training

3-5 September 2013 BW training on Advanced Negotiation Skills attended by HR Manager
 9 September 2013 Management Intro Meeting
 26 September 2013 Follow-up visit on improvements
 1- 3 October 2013 Participation in ILO training on conflict resolution in the workplace
 9 October 2013 Participation in advanced training on Occupational Safety and Health (in cooperation with IDB)
 31 October 2013 OSH Committee Meeting and Evaluation
 15 November 2013 Training on Occupational Safety and Health to reactivate the OSH Committee

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# of months
		1	2	3	4	5	6	7				
1 Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2 Discrimination	Gender	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3 Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4 Freedom of Associa-	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					

	tion and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Union Operations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payment for weekly rest days.	Pay weekly rest days according to the Law.						
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Collecting workers' contributions to ONA for social insurance funds.	Collect required contributions from workers for social insurance funds						
		Wage Information, Use and Deduction	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Disciplinary measures.	Apply disciplinary measures in accordance with internal work rules and the law.						
										Bullying, harassment or humiliating treatment of workers.	Ensure workers are not been bullied, harassed or subjected to humiliating treatment.						
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
								Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>		The factory allows opportunity to workers to defend themselves before termination based on conduct or performance.

Occupational Safety and Health

Chemicals and Hazardous Substances ● ● ◐ ◐ ◐ ● ○

Chemicals and hazardous substances are properly labelled.

Chemical safety data sheets are provided for all chemicals and hazardous substances in the workplace.

Workers who work with chemicals and hazardous substances are now trained.

Adequate washing facilities or cleansing materials are provided in the event of chemical exposure.

Emergency Preparedness ○ ● ◐ ○ ● ◐ ○

The factory provides adequate fire fighting equipment.

10% of the workforce is trained to use fire fighting equipment as recommended by BW.

Emergency exits and/or escape routes are now marked and posted in the workplace.

Emergency exits are now accessible and unobstructed during working hours, including overtime.

Health Services and First Aid ● ● ● ◐ ● ● ◐

Onsite medical facilities and staff. Provide required onsite medical facilities and staff according to the Haitian law.

Health checks are provided for workers who are exposed to work-related hazards. 36

First aid boxes/supplies are sufficient and readily accessible in the workplace

First aid training is provided to at least 10% of the workforce.

Pre-assignment and/or annual medical checks provided to workers.

OSH Management Systems ● ○ ● ○ ○ ● ○

Regular assessments of general occupational safety and health issues are now conducted by the factory.

Welfare Facilities		● ● ◐ ◐ ● ◐	Toilets.	Provide adequate number of accessible toilets.	The factory provides enough safe drinking water.	36
			Eating area.	Set up an adequate eating area.		
Worker Accommodation		○ ○ ○ ○ ○ ○ ○				
Working Environment	Environment	○ ○ ● ● ○ ● ◐	Workplace temperature.	Ensure workplace temperature is acceptable	Noise levels are acceptable.	6
Worker Protection		● ◐ ● ○ ● ◐ ◐	Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs.	Install, grounding, and/or maintaining electrical wires, switches, and/or plugs.	Personal protective clothing and equipment is provided to workers.	12
			Training of workers to use machines and equipment safely.	Train and encourage workers to use machines and equipment safely.	Workers are trained to use the personal protective equipment.	
			Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	The factory accommodates standing workers.	
8 Working Time	Leave	○ ○ ● ● ○ ○ ○				
	Overtime	● ○ ● ● ◐ ● ◐	Limits on overtime hours worked.	Ensure that overtime hours worked comply with the law.	Overtime is voluntary.	24
	Regular Hours	● ○ ● ○ ○ ○ ○				

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
12%	9%

Johan Company

Location Port-au-Prince
No. of workers 201
Registration date 23 September 2009

Advisory Services and Training

3 September 2013 Management intro meeting after the 7th assessment report has been submitted
 19 September 2013 Advisory service induction of new manager of the Better work program
 6 November 2013 Advisory service on discriminations with Plan Manager and HR Manager
 13 February 2014 Management intro meeting after 8th assessment report has been submitted
 14 February 2014 Advisory service on Improvement plan and action plan with owner

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour												
	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination												
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour												
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>		Recruitment materials are not referring to religion or political opinion.		
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining												
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining												
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5	Compensation	Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Timely payment of wages.	Ensure timely payment of wages.		6
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Forwarding of workers' contributions for social insurance funds to ONA.	Forward workers' contribution to ONA on time.		42
								Employer contribution to ONA.	Forward employers' contribution to ONA on time.				
								Employer contribution to OFATMA for work-related accident insurance.	Pay work-related accident insurance to OFATMA.				
								Collecting workers' contributions to ONA for social insurance funds.	Collect workers' contributions to ONA for social insurances funds according to Labour code.				
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>		Payroll records are indicating all the working hours (regular and overtime).	
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Discipline and Disputes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>			The factory set up a system to stop workers being bullied, harassed, or subjected to humiliating treatment.	
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Internal work rules.	The factory needs to have internal work rules approved by MAST.	42	
		Termination	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				



Inventory of chemicals and hazardous substances used in the workplace. Keep an accurate inventory of all chemicals and hazardous substances used in the workplace.

Labelling of chemicals and hazardous substances. Label all chemicals and hazardous substances.

Storage of chemicals and hazardous substances. Properly store all chemicals and hazardous substances.

Chemical safety data sheets for all chemicals and hazardous substances in the workplace. Provide MSDS for all chemicals and hazardous substances used in the workplace.

Training workers who work with chemicals and hazardous substances. Provide training to workers who work with chemicals and hazardous substances.

Washing facilities or cleansing materials in the event of chemical exposure. Provide washing facilities or cleansing materials in the event of chemical exposure.

The factory is assessing, monitoring, preventing and/or limiting workers' exposure to hazardous substances.



Storage of flammable materials.	Properly store all chemicals and hazardous substances stored.
Fire detection and alarm system.	Install fire detection and alarm system.
Fire fighting equipment.	Provide fire extinguishers in all sections of the workplace and ensure that they are unobstructed and inspected.
Marking or posting of emergency exits and/or escape routes in the workplace.	Post and mark emergency exits and escape routes in the workplace.
Number of emergency exits.	Increase the number of emergency exits.
Periodic emergency drills.	Conduct periodic emergency drills.

All emergency exits are accessible, unobstructed, and/ or unlocked during working hours, including overtime.

Health Services and First Aid	● ● ◐ ● ● ● ◐ ◐	<p>Health checks for workers who are exposed to work-related hazards.</p> <p>Onsite medical facilities and staff</p> <p>First aid boxes/supplies in the workplace.</p> <p>Pre-assignment and/or annual medical checks for workers.</p>	<p>Provide medicals checks twice a year for workers who are exposed to work-related hazards.</p> <p>Provide onsite medical facilities and staff according to Labour code.</p> <p>Provide first-aid boxes/supplies in the workplace.</p> <p>Provide pre-assignment and/or annual medical check for workers.</p>	<p>The factory provides first-aid training to 10 % of the workforce.</p> <p>The factory is recording work-related accidents and diseases and submits the record to OFATMA.</p>	42
OSH Management Systems	● ● ◐ ● ● ● ● ●	<p>Assessment of general occupational safety and health issues in the factory.</p> <p>Mechanisms to ensure cooperation between workers and management on OSH matters.</p> <p>Recording work-related accidents and diseases and/or submitting the record to OFATMA.</p> <p>Written OSH policy.</p>	<p>Conduct self-assessments of general occupational safety and health issues in the factory.</p> <p>Have a system in place to ensure cooperation between workers and management on OSH matters.</p> <p>Record all work-related accidents and diseases and submit the reports to OFATMA.</p> <p>Have a written OSH policy.</p>	42	



Welfare Facilities	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Washing facilities and/or soap.	Provide washing facilities and/or soap.	42
									Providing drinking water.	Provide workers with enough free safe drinking water.	
									Toilets.	Provide the amount of toilets required by the Haitian Labour Code.	
									Eating area.	Provide seats for all the workers during lunch time.	
Worker Accommodation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
Working Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Workplace temperature.	Keep the temperature at the recommended 30 degree.	
									Workplace lighting.	Better Work recommends a minimum of 500 lux for these sections: sewing, cutting, 750 lux for packing and inspection.	

Worker Protection		● ● ◐ ● ● ● ● ◐			
			Providing workers with personal protective clothing and equipment.	Provide workers with personal protective clothing and equipment.	42
			Training of workers to use machines and equipment safely.	Train workers to use machines and equipment safely.	
			Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	
			Posting safety warnings in the workplace.	Post safety warning in the workplace.	
8	Working Time				
	Leave	○ ○ ● ● ● ● ● ●	Time off for breastfeeding breaks.	Provide time off for breastfeeding breaks to workers entitle to it.	30
	Overtime	● ● ○ ● ○ ○ ○ ●	Authorization from the Department of Labour for overtime.	The employer needs to obtain authorization from the Department of Labour before working overtime.	
	Regular Hours	● ● ● ● ○ ○ ○ ●	Working time records.	Set up a reliable attendance system.	

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
0%	91%

Magic Sewing Manufacturing S.A.

Location	Port-au-Prince
No. of workers	372
Registration date	1 October 2009

Advisory Services and Training

7 August 2014	Management Intro Meeting following 7 th cycle assessment report to discuss assessment findings and action plan
3 September 2013	Participation in training on Advanced Negotiation Skills
4 September 2013	Follow-up visit and factory tour to discuss progress on action plan
20 September 2013	Advisory visit on piece rate and overtime
1-3 October 2013	Participation in training on conflict resolution in the workplace
28 November 2013	Participation in 9 th meeting of Social Dialogue Roundtable

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
2	Discrimination	Gender	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Terminating workers or forcing them to resign if they are pregnant, on maternity leave or nursing.	The Factory should not dismiss workers or force workers to resign if they are pregnant, on maternity leave or nursing, the factory must notify the labour ministry in order to obtain authorization.	
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Religion and Political Opinion	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
4	Freedom of Associa-	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5	Compensation	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6	Contracts and Human Resources	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The employer is paying the overtime wages according the Labour Code.
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payment for sick leave. Payment for sick leave must be done according to the labour Code.
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory forwarded workers contribution to ONA as required by law. The factory forwarded employer's contribution to ONA as required by law.
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Deductions from workers' wages. All deductions must be clearly indicated in payroll records and workers should be aware of it. Payroll records. The factory must keep an accurate and consistent payroll record clearly indicating all information on workers' wages and all deductions made.
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Dialogue, Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Disciplinary measures. All disciplinary measures must comply with internal work rules. Written records must also be kept of all disciplinary measures taken at the workplace.
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Occupational Safety and Health

Termination	○ ● ◐ ○ ◐ ○ ●	Reductions in workforce size due to changes in operations.	An advance notice must be sent to MAST prior to workforce reduction due to lack of orders.	
Chemicals and Hazardous Substances	● ◐ ◐ ◐ ◐ ● ◐ ◐	Chemical safety data sheets for all chemicals and hazardous substances in the workplace.	Chemical safety data sheets must be provided and made readily accessible for all chemicals and hazardous substances used in the workplace.	42
Emergency Preparedness	● ◐ ◐ ◐ ◐ ◐ ◐ ●	Periodic emergency drills. Firefighting equipment. Marking or posting of emergency exits and/or escape routes in the Workplace.	The factory must conduct periodic emergency drills at least twice a year. All firefighting equipment must be maintained in working conditions at all time and inspected on a regular basis. Evacuation plans posted in the workplace must be updated to reflect actual floor marking and emergency escapes and it must be posted in all the buildings of the factory.	42
Health Services and First Aid	● ◐ ● ◐ ● ● ◐ ●	Health checks for workers who are exposed to work-related hazards. Onsite medical facilities and staff.	All workers exposed to work related hazards must receive free health checks. The factory needs one additional nurse and a doctor's visits 3 times a week to be in compliance with the Haitian Labor Code.	42

OSH Management Systems	● ○ ● ● ○ ● ● ○	Assessment of general occupational safety and health issues in the factory.	An assessment of general OSH issues in the factory must be performed at least every 6 months.	12
			The factory has put mechanisms in place to ensure cooperation between workers and management on OSH matters.	
Welfare Facilities	● ○ ● ○ ● ○ ●	Toilets. Eating area.	Provide the number of required toilets as per Haitian Labour Code. The factory must provide an additional eating area for workers in the secondary building.	42
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○			
Working Environment	○ ○ ○ ○ ● ○ ● ●	Workplace lighting.	Adequately light the workplace.	6
Worker Protection	● ○ ● ○ ● ○ ● ○ ●	Providing workers with personal protective clothing and equipment. Posting safety warnings in the workplace. Training of workers to use machines and equipment safely. Installing guards on all dangerous moving parts of machines and equipment.	All workers in spot cleaning area using chemicals must be provided with the appropriate masks and earplugs must be provided to workers in the embroidery room. Post safety warnings on all dangerous equipment in all buildings. Train workers on the safe use of machines and equipment. Install machine guards on all moving parts of machines and equipment.	42
8 Working Time				
Leave	○ ○ ● ● ○ ○ ○ ○			
Overtime	● ● ● ○ ● ○ ● ●	Limits on overtime hours worked.	Comply with limits on overtime hours worked	42



Accurately log in all work time in the attendance system so that the attendance system reflects actual working hours performed in the factory.

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
18%	12%

Modas Gloria Apparel S.A.

Location	Port-au-Prince
No. of workers	983
Registration date	8 October 2009

Advisory Services and Training

20 September 2013	Management Intro Meeting following 7 th cycle assessment report to discuss assessment findings and action plan
26 September 2013	Participation in the 9 th Social Dialogue Roundtable Meeting
01-03 October 2013	Participation in training on conflict resolution in the workplace
09 October 2013	Participation in basic OSH training (in cooperation with IDB)
15 October 2013	Participation in advanced OSH training (in cooperation with IDB)
29 October 2013	Advisory service with COOPI on emergency preparedness
30 October 2013	Advisory service on Improvement plan and action plan
5 November 2013	Participation in Osh training and OSH Committee set-up

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination												
	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour												
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Associa-												
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

	tion and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<p>The factory is ensuring that workers who join a union or engage in union activities are not threatened, intimidated, or harassed.</p> <p>The factory is ensuring that workers are not terminated for joining a union or engaging in union activities.</p>
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Paid Leave	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Employer contribution to OFATMA for work-related accident insurance. Pay work-related accident insurance to OFATMA.
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Discipline and Disputes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory is ensuring that disciplinary measures comply with legal requirements.
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory is ensuring that workers are terminated only for valid reasons.
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	The factory is Providing MSDS for all chemicals and hazardous substances used in the workplace, such as solvent thinner and blowout.	

Emergency Preparedness	● ○ ● ● ● ● ● ● ●	Training workers to use the firefighting equipment.	Train 10% of the workforce to the use of firefighting equipment.	42
		Storage of flammable materials.	Properly store all chemicals and hazardous substances stored.	
		Firefighting equipment.	Provide fire extinguishers in all sections of the workplace and ensure that they are unobstructed and inspected.	
		Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime.	Ensure that all emergency exits are accessible, unobstructed and/or unlocked during working hours, including overtime.	
Health Services and First Aid	● ○ ● ● ● ● ● ● ●			42
			The factory set up a system in place to address safety and health risks to pregnant or nursing workers.	
		Onsite medical facilities and staff.	Provide onsite medical facilities and staff according to Labour Law.	The factory is providing pre-assignment and or annual medical check for workers.
		First-aid training for workers.	Provide training to 10% of workforce on first-aid.	
OSH Management Systems	● ○ ○ ● ○ ● ○ ●	Recording work-related accidents and diseases and/or submitting the record to OFATMA.	Record all work-related accidents and diseases and submit the reports to OFATMA	
		Assessment of general occupational safety and health issues in the factory.	Conduct self-assessments of general occupational safety and health issues in the factory.	

Welfare Facilities		● ○ ○ ○ ● ○ ○ ○	Toilets. Provide the amount of toilets required by the Haitian Labour Code.	Eating area. Provide seats for all the workers during lunch time.	The factory keeps the workplace clean and tidy.	42
Worker Accommodation		○ ○ ○ ○ ○ ○ ○ ○				
Working Environment		○ ○ ● ○ ● ○ ○ ○	Workplace temperature. Decrease the temperature levels in the workplace.	Workplace noise levels. Decrease the noise levels in the workplace.	The factory adequately lights the workplace.	30
Worker Protection		● ○ ○ ○ ○ ● ○ ○	Installing guards on all dangerous moving parts of machines and equipment. Install and maintain proper guards on all dangerous moving parts of machines and equipment.		The factory provides all workers with appropriate personal protective clothing and equipment. The factory provides workers with chairs with backrest.	42
8 Working Time	Leave	○ ○ ● ○ ● ○ ○ ○				
	Overtime	● ● ○ ● ○ ● ○ ○				
	Regular Hours	● ○ ○ ● ○ ○ ● ○			The factory keeps working time records that reflect the hours actually worked.	

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
40%	60%

Multiwear S.A.

Location Port-au-Prince
No. of workers 1648
Registration date 5 October 2009

Advisory Services and Training

31 August 2013 OSH committee meeting evaluation
 19 September 2013 Factory visit and FOA evaluation
 1-3 October 2013 Participation in training on conflict resolution in the workplace
 15 October 2013 Participation in advanced OSH committee training (in cooperation with IDB)
 22 October 2013 Management Intro Meeting following 7th cycle assessment report to discuss assessment findings and action plan
 28 November 2013 Follow-up visit and factory tour to discuss progress on action plan

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1 Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2 Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3 Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4 Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5

Compensation

Union Operations	●	○	○	○	○	○	○	○		
Method of Payment	○	○	○	○	○	○	○	○		
Minimum Wages/200 Gourdes	○	○	○	○	○	○	○	○		
Overtime Wages	●	◐	○	○	○	○	○	○		
Paid Leave	●	◐	○	○	○	○	○	●		Payment for maternity leave is done accurately for all pregnant workers. Termination processes have been found to be compliant with Haitian labour law.
Premium Pay	○	○	○	○	○	○	○	○		
Social Security and Other Benefits	●	●	●	●	●	◐	○	●	Employer contribution to ONA.	Forward employer's contribution to ONA on a regular basis.
									Forwarding of workers' contributions for social insurance funds to ONA.	Forward worker's contribution to ONA on a regular basis.
									Employer contribution to OFATMA for work-related accident insurance.	Forward employer's contribution to OFATMA for work related accident insurance.

Wage Information, Use and Deduction	○	○	○	○	○	●	○	○		
6 Contracts and Human Resources										
Contracting Procedures	○	○	○	○	○	○	○	○		
Discipline and Disputes	○	○	○	●	○	○	●	○		All disciplinary measures have been applied in accordance with the factory's internal work rules.
Employment Contracts	●	◐	◐	●	○	○	○	○		
Termination	○	○	○	●	●	○	○	●	Reasons for termination.	Termination on the base of illness must comply with Haitian labour law. The factory must allow workers to have 3 months unpaid sick leave before termination.

Occupational Safety and Health

Chemicals and Hazardous Substances	● ● ● ● ● ● ● ● ○				The factory has provided chemical data sheets for all chemicals and hazardous substances used in the workplace, in storage facilities and at all work stations.	
Emergency Preparedness	● ● ● ● ● ● ● ● ○				The factory has ensured all fire fighting equipment is inspected every month and equipped with an inspection tag.	
					Updated evacuation plans that reflect actual floor marking have been posted on all floors.	
					All emergency exits are used only for exit purposes and are unobstructed.	
Health Services and First Aid	● ● ● ● ● ● ● ● ○				The factory now provides free health checks for all workers who are exposed to work-related hazards.	42
			Onsite medical facilities and staff.	The factory must provide 4 more nurses in addition to the existing clinic and 4 nurses currently available to be in compliance with the Haitian Labour Code.	All workers at the factory have had medical checks performed as required by Haitian labour law.	
OSH Management Systems	● ● ● ● ● ● ● ● ○					
Welfare Facilities	● ● ● ● ● ● ● ● ○					42
			Washing facilities and/or soap.	Ensure enough soap and paper is available at all time in all restrooms at the factory.	The factory now provides free safe and fresh drinking water to all workers.	
			Toilets.	Provide additional facilities to meet required number of toilets in accordance with the Haitian law and fix existing broken toilets.		
			Eating area.	Provide an eating area for the workforce employed by the factory as required by Haitian labour law.		
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○ ○					

Working Environment	● ● ● ○ ● ● ● ●	Workplace lighting.	The factory must upgrade the lighting in the workplace to the required level.	The factory has decreased temperature levels in the factory.	18	
Worker Protection	● ● ● ● ● ● ● ●	Training of workers to use machines and equipment safely.	Reinforce training and monitoring of workers to use safety devices such as machine guards where applicable.	All standing workers are now properly accommodated as they are provided with fatigue mats and foot rest. Workers are allowed to sit at regular intervals.	42	
		Installing guards on all dangerous moving parts of machines and equipment.	Ensure all machines and equipments requiring a protective device are equipped with the appropriate guards.	All sitting workers have been accommodated with chairs equipped with back rest.		
Working Time	Leave	○ ○ ● ● ● ○ ● ●	Time off for sick leave.	Workers must be allowed the opportunity to take 3 months sick leave when they have used all of the paid sick leave days.	The factory has ensured full implementation of the existing breastfeeding break policy and ensured all eligible workers are aware of these benefits.	6

Overtime ● ◐ ◑ ● ○ ○ ● ○

The management ensured no worker was exceeding the limit on overtime hours per trimester as required by Haitian labour law.

The factory has requested an authorization from Department of Labour before requiring workers to do overtime hours as requested by Haitian labour law.

The factory has requested an authorization from Department of Labour before requiring workers to work on weekly rest day as requested by Haitian labour law.

Regular Hours ● ◐ ● ● ○ ○ ○ ○

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
9%	78%

One World Apparel S.A.

Location Port-au-Prince
No. of workers 1401
Registration date 27 October 2009

Advisory Services and Training

3-5 September 2013 Training on advanced negotiation skills organized by Better Work Haiti
 6 September 2013 Management introduction meeting with factory owner after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan
 11 September 2013 OSH Committee Meeting to present the OSH assessment checklist to the OSH Committee Members
 15 October 2013 Participation in advanced training on occupational safety and health (in cooperation with IDB)
 6 November 2013 Advisory meeting with factory owner, Human Resource Manager and Health and Safety Officer to follow up on improvement plan and termination of workers.
 3-5 September 2013 Training on advanced negotiation skills organized by Better Work Haiti.
 31 January 2014 Advisory meeting with management on FOA issue and interviews with workers
 18 February 2014 Advisory meeting with management to follow up on FOA issue

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
1	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination											
	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour											
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Associa-											
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					

	tion and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>			The factory ensures that all eligible workers receive adequate payment for weekly rest days.	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Employer contribution to ONA.	Pay employer contribution to ONA on time.		36
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Forwarding of workers' contributions for social insurance funds to ONA.	Forward workers' contributions for social insurance funds to ONA on time.	The factory collects workers contributions to ONA for social insurance funds.	
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Termination	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Labelling of chemicals and hazardous substances.	Label all chemicals and hazardous substances used in the workplace.			
									Training workers who work with chemicals and hazardous substances.	Train workers who work with chemicals and hazardous substances.			

Emergency Preparedness	● ● ● ● ○ ● ●	Fire fighting equipment.	Install and maintain adequate fire fighting equipment.	6
		Marking or posting of emergency exits and/or escape routes in the workplace.	Mark or post all emergency exits and/or escape routes in the workplace.	
			All emergency exits are kept accessible, unobstructed, and/or unlocked during working hours, including overtime.	
Health Services and First Aid	● ● ● ● ● ● ●	Onsite medical facilities and staff.	Provide the required medical facilities and staff as per Haitian Labour Law.	36
		Pre-assignment and/or annual medical checks for workers.	Provide pre-assignment and/or annual medical checks for workers.	
			Health checks were provided for workers who are exposed to work-related hazards.	
OSH Management Systems	● ● ○ ○ ○ ○ ○			
Welfare Facilities	● ● ● ● ● ● ●	Toilets.	Provide the number of toilets required by the Haitian Labour code.	36
Worker Accommodation	○ ○ ○ ○ ○ ○ ○			
Working Environment	● ○ ○ ● ○ ● ●	Workplace temperature.	Ensure that the workplace temperature is within the acceptable limits.	6
		Workplace lighting.	Ensure that the workplace lighting is within the acceptable limits.	
			The factory ensures that the noise level in the workplace is within the acceptable limits.	

	Worker Protection	● ● ● ● ● ● ●	<p>Providing workers with personal protective clothing and equipment.</p> <p>Installing guards on all dangerous moving parts of machines and equipment.</p>	<p>Provide workers with personal protective clothing and equipment.</p> <p>Install guards on all dangerous moving parts of machines and equipment.</p> <p>Standing workers are properly accommodated.</p>	36
8	Working Time	Leave	○ ○ ○ ○ ○ ○ ○		
		Overtime	● ● ○ ● ○ ● ○		The factory implemented a better system to control overtime work in the factory. No worker is exceeding the legal overtime limits.
		Regular Hours	● ● ○ ○ ○ ○ ○		

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
3%	10%

Pacific Sports S.A.

Location Port-au-Prince
No. of workers 1475
Registration date 11 November 2009

Advisory Services and Training

3 September 2013 Update training for the 12 members (7 women and 5 men) of the OSH committee
 3 September 2013 Management introduction meeting with factory owner after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan
 20 September 2013 Follow up visit on the improvement plan to verify the progress made on the non-compliance and factory tour
 1-3 October 2013 Participation in training on conflict resolution in the workplace
 9 October 2013 Participation in basic OSH training (organized by the Inter-American Development Bank)
 15 October 2013 Participation in advanced OSH training (organized by the Inter-American Development Bank)

	Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5

Compensation

Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Union Operations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Security and Other Benefits	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6

Contracts and Human Resources

Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Reasons for termination.	Ensure that terminations are justified and reason for termination included in the worker's file.
									Reductions in workforce size due to changes in operations.	Send proper notification to MAST before reducing the workforce size due to changes in operations.

Occupational Safety and Health

Chemicals and Hazardous Substances



Labelling of chemicals and hazardous substances.

Label all chemicals and hazardous substances.

12

The factory has adequate storage facilities for all chemicals and hazardous substances.

The factory provided MSDS for all chemicals and hazardous substances used in the workplace such as Silcone, Crystal clear, Neutacid, Thinner and Blow out.

The factory provided washing facilities or cleansing materials in the event of chemical exposure.

Emergency Preparedness



Fire detection and alarm system.

Install a smoke detector in the storage area and maintain all alarm switches unobstructed.

Marking or posting of emergency exits and/or escape routes in the workplace.

Clearly mark and post emergency exits and escape routes in the workplace.

Health Services and First Aid



The factory provided the required number of onsite medical facilities and staff.

The factory trained the 10% of workers on first aid.

The factory provided pre-assignment and/or annual medical checks to workers.

OSH Management Systems



8	Working Time	Welfare Facilities	● ● ◐ ◐ ● ◐ ● ●	Providing drinking water. Workplace cleanliness. Toilets.	Provide safe free drinking water to workers. Keep the workplace clean. Provide the required number of toilets according to the Labor Law.	42
		Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○			
		Working Environment	○ ○ ● ● ● ◐ ◐ ●	Workplace temperature. Workplace lighting.	Lower the temperature in the workplace. Increased the light levels in the workplace.	30
		Worker Protection	● ◐ ○ ● ● ● ◐ ●	Providing workers with personal protective clothing and equipment.	Provide workers with personal protective clothing and equipment.	24
		Leave	○ ○ ● ● ○ ○ ○ ○			
		Overtime	● ● ◐ ○ ○ ○ ○ ○			
		Regular Hours	● ◐ ◐ ● ○ ○ ○ ○			

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
5%	90%

Palm Apparel S.A.

Location Port-au-Prince
No. of workers 1110
Registration date 17 November 2009

Advisory Services and Training

19 September 2013 Follow-up on improvement plan and factory tour with the Compliance Manager
 14 November 2013 Presentation of the fire-fighter report and follow-up on improvement plan with the HR and Compliance Manager
 14 November 2013 BW training on workplace communication attended by 50 workers in two sessions of 25 workers each for 29 women and 21 men

	Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					



	Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
	Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
	Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
	Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
	Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>					
	Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Opportunity for workers to defend themselves before termination based on conduct or performance.	Offer the possibility to workers to defend themselves before termination based on conduct or performance.	
		Termination	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Labelling of chemicals and hazardous substances.	Label all chemicals and hazardous substances used in the workplace.	42
											Chemical safety data sheets for all chemicals and hazardous substances in the workplace.	Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.	
		Emergency Preparedness	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Firefighting equipment.	Provide adequate fire fighting equipment.	6
											Fire detection and alarm system.	Fix all the fire alarm in the workplace.	
												The factory marked or posted emergency exits and/or escape routes in the workplace.	
												The factory ensured that all emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	

Health Services and First Aid	● ● ◐ ● ◐ ◐ ◐	Pre-assignment and/or annual medical checks for workers.	Provide pre-assignment and annual medical check for all workers.	42
		Health checks for workers who are exposed to work-related hazards.	Provide free health checks for workers who are exposed to work-related hazards.	
		First-aid training for workers.	Provide first-aid training to 10% of the workforce.	
			The factory provides medical facilities and staff as required by the Labour Law.	
OSH Management Systems	● ◐ ◐ ● ◐ ○ ○ ○			
Welfare Facilities	● ● ◐ ● ● ● ◐ ●	Toilets.	Provide the number of toilets required by the Haitian Labour code.	42
		Eating area.	Provide an appropriate eating area that can accommodate all workers.	
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○			
Working Environment	● ○ ○ ● ● ○ ● ◐	Workplace temperature.	Lower the temperature in the workplace.	6
		Workplace lighting.	Adequately light the workplace.	
			The factory provided adequate ventilation in the workplace.	
Worker Protection	● ◐ ◐ ● ◐ ◐ ● ◐	Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	42
			The factory provided fatigue mats or foot rests to all standing workers.	
8 Working Time				
Leave	○ ○ ● ● ○ ○ ●	Time off for breastfeeding breaks.	Provide time off for breastfeeding breaks to workers entitled to it.	
Overtime	● ● ○ ● ● ○ ○ ○			



Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
49%	68%

Premium Apparel S.A.

Location Port-au-Prince
No. of workers 1164
Registration date 28 October 2009

Advisory Services and Training

26 September 2013 Advisory Service to follow up on improvement plan
 1-3 October 2013 ILO training on conflict resolution in the workplace
 9 October 2013 Participation in basic OSH Committee training (in cooperation with IDB)
 15 October 2013 Participation in advanced OSH Committee training (in cooperation with IDB)
 6 February 2014 Management Intro Meeting

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*	8*				
1	Child Labour												
	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
2	Discrimination												
	Gender	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>			The factory has implemented a zero tolerance policy on the sexual harassment case.
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
Religion and Political Opinion	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour												
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
4	Freedom of Associa-												
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			

	tion and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Overtime Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Workers contribution to ONA is submitted on time.
		Wage Information, Use and Deduction	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Employer contribution to ONA is submitted on time.
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Dialogue, Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Employment Contracts	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Chemicals and hazardous substances are properly labelled.	
		Emergency Preparedness	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	MSDS for Blow Out is provided.	
			<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fire detection and alarm system has been installed.	
										Fire fighting equipment has been provided.	

	Health Services and First Aid	● ● ◐ ● ● ◐ ● ●	Onsite medical facilities and staff. Pre-assignment and/or annual medical checks for workers. Health checks for workers who are exposed to work-related hazards.	Provide all required medical facilities and staff. Ensure that pre-assignment and/ or annual medical checks are provided to workers. Provide free health checks to workers who have been exposed to work related hazards.	42
	OSH Management Systems	○ ● ○ ○ ○ ○ ○ ○ ○			
	Welfare Facilities	● ◐ ◐ ◐ ◐ ◐ ◐ ◐	Toilets.	Provide the number of toilets required by the Haitian Labour code. The workplace is clean and tidy. The factory has closed the mezzanine floor which is no longer in use.	42
	Worker Accommodation	○ ○ ○ ○ ○ ◐ ○ ○			
	Working Environment	● ● ● ◐ ◐ ● ◐ ◐	Workplace lighting.	Workplace temperature is acceptable. Ensure workplace is adequately light	42
8	Working Time	Worker Protection	● ◐ ◐ ◐ ◐ ● ● ○	The factory has trained the workers on the use of personal protective equipment provided. Guards on all dangerous moving parts of machines and equipments have been installed.	

S & H Global S.A.

Location Port-au-Prince
No. of workers 1964
Registration date 19 June 2012

Advisory Services and Training

23 September 2013 Follow-up on Improvement plan with the compliance staff and HR management
 23 September 2013 Training on Maternity protection attended by 11 workers
 23 September 2013 Training on HIV attended by 23 workers
 24 September 2013 Training on Financial Literacy 1+2+3 attended by 20 workers
 24 September 2013 Training on OSH awareness attended by 27 workers
 24 September 2013 Follow-up on Improvement plan with the compliance staff and HR management
 1-3 October 2013 Participation in training on conflict resolution in the workplace
 25 November 2013 Training on Workplace communication 1+2 attended by 18 workers
 25 November 2013 Advisory service on HR procedures and OSH
 25 November 2013 Training on OSH awareness attended by 13 employees
 26 November 2013 Training on Maternity protection attended by 11 workers
 26 November 2013 Follow-up on improvement plan
 26 November 2013 Training on OSH assessment attended by 13 employees

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>Assessment</i>			<i>Details of non-compliance</i>	<i>Improvement priorities</i>	<i>Remediation Efforts</i>	<i># Months</i>
			<i>1*</i>	<i>2*</i>	<i>3*</i>				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Over-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

4	Freedom of Association and Collective Bargaining	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payment for regular hours worked on holidays.	Pay workers correctly for regular hours work on holidays.
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>		
6	Contracts and Human Resources	Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Discipline and Disputes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Employment Contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Emergency Preparedness	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Training workers to use the firefighting equipment.	Train 10% of the workers on how to use the firefighting equipment.
		Health Services and First Aid	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Onsite medical facilities and staff.	Provide onsite medical facilities and staff according to Labour code.
						First aid boxes/supplies in the workplace.	Ensured that there are a sufficient number of readily accessible first aid boxes in the workplace.
				First-aid training for workers.	Train 10% of the workforce on first aid.		

	OSH Management Systems	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Welfare Facilities	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Washing facilities and/or soap.	Provide washing facilities and/or soap.	
						6	
						The factory provided the number of toilets required by the Haitian Labour Code.	
	Worker Accommodation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	Working Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Workplace noise levels.	Decrease the noise levels in the workplace.	
	Worker Protection	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Providing workers with personal protective clothing and equipment.	Provide workers with all necessary personal protective clothing and equipment.	
8	Working Time	Leave	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Time off for breastfeeding breaks.	Provide required Time off for breastfeeding breaks.
		Overtime	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Regular Hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
5%	0%

Sewing International S.A.

Location Port-au-Prince
No. of workers 1784
Registration date 25 September 2009

Advisory Services and Training:

3-5 September 2013 BW training on Advanced Negotiation Skills attended by HR Manager and Plant Manager
 20 September 2013 OSH Committee evaluation meeting with HR Manager and Compliance Officer
 1-3 October 2013 ILO training on conflict resolution in the workplace
 15 October 2013 Participation in advanced training on Occupational Safety and Health (in cooperation with IDB)
 4 February 2014 Management Intro Meeting with HR Manager and Compliance Officer

Compliance cluster	Compliance point	Assessment								Details of non-compliance	Improvement Priorities	Remediation Efforts	#Months	
		1*	2*	3*	4*	5*	6*	7*	8*					
1	Child Labour													
	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination													
	Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour													
	Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association and Collective Bargaining													
	Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Interference and Discrimination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
	Strikes	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

5	Compensation	Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Minimum Wages/200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	The factory forwards workers' contributions for social insurance funds to ONA on time.		
		Wage Information, Use and Deduction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payroll records.	Keep only one accurate payroll record.	6
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Employment Contracts	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Termination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		All chemicals and hazardous substances are labelled. Chemicals and hazardous substances are properly stored. MSDS are provided for all chemicals and hazardous substances. Adequate washing facilities in the event of chemical exposure are provided.	

Emergency Preparedness	● ● ◐ ● ◐ ◐ ◐ ◐	Training workers to use the firefighting equipment.	Train at least 10% of the workforce to use the fire fighting equipment.	Additional fire fighting equipment has been installed.	42
Health Services and First Aid	● ● ● ● ● ● ◐ ◐	Onsite medical facilities and staff.	Provide required onsite medical facilities and staff.	All emergency exits are accessible, unobstructed and unlocked during working hours, including overtime.	42
		Pre-assignment and/or annual medical checks for workers.	Ensure that pre-assignment and/or annual medical checks are provided to the workers.		
		Health checks for workers who are exposed to work-related hazards.	Provide health checks for workers who are exposed to work-related hazards.		
		First-aid training for workers.	Ensure that first-aid training is provided to at least 10% of the workforce.	The factory has addressed safety and health risk for pregnant and nursing women.	
OSH Management Systems	● ◐ ○ ● ○ ○ ○ ○				
Welfare Facilities	● ● ● ◐ ● ◐ ● ●	Toilets.	Provide the required number of toilets required by the Labour Law.		42
Worker Accommodation	○ ○ ○ ○ ○ ○ ○ ○				
Working Environment	○ ○ ○ ● ○ ○ ◐ ●	Workplace temperature.	Ensure acceptable workplace temperature		6
		Workplace noise levels.	Ensure acceptable workplace noise levels.		

	Worker Protection	● ○ ● ● ● ● ● ●	Accommodating standing workers.	Accommodate standing workers.	42
			Training of workers to use machines and equipment safely.	Train and encourage workers to use the machines and equipment safely.	
			Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	
				The factory provided personal protective equipment to workers entitled to it.	
8	Working Time				
	Leave	○ ○ ● ● ● ○ ○ ○			
	Overtime	● ● ● ● ● ● ○ ●	Limits on overtime hours worked.	Comply with legal limit on overtime hours.	
	Regular Hours	● ● ● ● ● ○ ● ●	Working time records.	Keep working time records that reflect the hours actually worked.	6

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
40%	30%

The Willbes Haitian II S.A.

Location	Port-au-Prince
No. of workers	1072
Registration date	27 August 2010

Advisory Services and Training

1-3 October 2013	Participation in Training on Conflict Resolution in the Workplace
9 October 2013	Basic training on Occupational Safety and Health organized in collaboration with IDB
21 October 2013	Advisory meeting with Compliance Manager, Compliance officers and Finance Officer to follow up on improvement plan
28 November 2013	Participation in 10 th meeting of Social Dialogue Roundtable meeting
28 November 2013	Advisory meeting to present the new progress report and the implementation of the PICC
17 January 2014	Management introduction meeting with Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan
18 February 2014	Advisory meeting with compliance Manager to discuss the next step of the implementation of the PICC

	Compliance cluster	Compliance point	Assessments							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*	7*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Over-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Association	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				

	and Collective Bargain- ing	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Minimum Wages /200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Paid Leave	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Employment Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Termination	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		Emergency Preparedness	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Marking or posting of emergency exits and/or escape routes in the workplace.</p> <p>Mark or post all emergency exits and/or escape routes in the workplace.</p> <p>The factory opened another emergency exit and closed the ones that were inappropriate.</p>

	Health Services and First Aid	● ● ◐ ◐ ◐ ◐ ●	Onsite medical facilities and staff Pre-assignment and/or annual medical checks for workers. Health checks for workers who are exposed to work-related hazards.	Provide the required medical facilities and staff as per Haitian Labour Law. Provide pre-assignment and/or annual medical checks for workers. Provide health checks for workers who are exposed to work-related hazards.	36
	OSH Management Systems	● ◐ ● ○ ○ ○ ○			
	Welfare Facilities	● ● ● ● ● ● ●	Toilets. Eating area.	Provide the number of toilets required by the Haitian Labour code. Provide an appropriate eating area.	36
	Worker Accommodation	○ ○ ○ ○ ○ ○ ○			
	Working Environment	○ ○ ● ● ○ ● ○		The temperature decreased in the workplace.	
	Worker Protection	● ◐ ● ◐ ◐ ◐ ◐	Providing workers with personal protective clothing and equipment. Installing guards on all dangerous moving parts of machines and equipment.	Provide workers with personal protective clothing and equipment. Install guards on all dangerous moving parts of machines and equipment. The factory trained workers to use machines and equipment safely.	36
8	Working Time				
	Leave	○ ○ ● ○ ● ● ●	Time off for breastfeeding breaks.	Provide time off for breastfeeding breaks.	12
	Overtime	● ○ ○ ○ ○ ○ ○			
	Regular Hours	● ◐ ● ○ ○ ○ ○			

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
27%	14%

The Willbes Haitian III S.A.

Location	Port-au-Prince
No. of workers	554
Registration date	27 August 2010

Advisory Services and Training

1-3 October 2013	Participation in training on conflict resolution in the workplace
9 October 2013	Basic training on Occupational Safety and Health organized in collaboration with IDB
21 October 2013	Advisory meeting with Compliance Manager, Compliance officers and Finance Officer to follow up on improvement plan
28 November 2013	Participation in 10 th meeting of Social Dialogue Roundtable
28 November 2013	Advisory meeting to present the new progress report and the implementation of the PICC
17 January 2014	Management introduction meeting with Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan
18 February 2014	Advisory meeting with compliance Manager to discuss the next step of the implementation of the PICC

	Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# of months
			1*	2*	3*	4*	5*	6*	7*				
1	Child Labour	Child Labourers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Documentation and Protection of Young Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Hazardous Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Unconditional Worst Forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
2	Discrimination	Gender	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Other Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Race and Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Religion and Political Opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
3	Forced Labour	Bonded Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Coercion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Forced Labour and Overtime	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
		Prison Labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				
4	Freedom of Associa-	Collective Bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					

	tion and Collective Bargaining	Interference and Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Strikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Union Operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
5	Compensation	Method of Payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Minimum Wages /200 Gourdes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Overtime Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Paid Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Premium Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Social Security and Other Benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	The factory forwarded workers' contributions for social insurance funds to ONA on time.	The factory paid its contribution to ONA on time.
		Wage Information, Use and Deduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
6	Contracts and Human Resources	Contracting Procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Discipline and Disputes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
		Employment Contracts	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
		Termination	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Payment for unused paid annual leave upon resignation or termination.	Pay unused paid annual leave upon resignation or termination accurately.
									Annual salary supplement or bonus upon termination.	Pay annual salary supplement or bonus upon termination accurately.		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Chemical safety data sheets for all chemicals and hazardous substances in the workplace.	Post chemical safety data sheets for all chemicals and hazardous substances used in the workplace.	36
											The factory labelled all chemicals and hazardous substances used in the workplace, such as solvents and thinners found in the chemical room.	

Emergency Preparedness	● ○ ● ○ ○ ● ○	Number of emergency exits.	Open at least two adequate emergency exits.	6
		Fire detection and alarm system.	Install adequate fire detection and alarm system in the warehouse.	
		Fire fighting equipment.	Install adequate fire fighting equipment in the warehouse.	
		Marking or posting of emergency exits and/or escape routes in the workplace.	Mark or post of emergency exits and/or escape routes in the workplace.	
			The factory ensured that all emergency exits are kept accessible, unobstructed, and/or unlocked during working hours, including overtime.	
Health Services and First Aid	● ○ ● ○ ○ ● ●	Health checks for workers who are exposed to work-related hazards.	Provide health checks for workers who are exposed to work-related hazards.	36
		Onsite medical facilities and staff.	Provide required onsite medical facilities and staff.	
		Pre-assignment and/or annual medical checks for workers.	Pre-assignment and/or annual medical checks for workers.	
		First aid boxes/supplies in the workplace.	Install first aid boxes/supplies in the warehouse.	
OSH Management Systems	● ○ ● ○ ○ ○ ○			
Welfare Facilities	● ● ○ ○ ● ● ●	Toilets.	Provide the number of toilets required by the Haitian Labour code.	36
		Eating area.	Provide an appropriate eating area.	
		Washing facilities and/or soap.	Provide adequate washing facilities and/or soap.	

Worker Accommodation	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>			
Working Environment	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/>	Workplace lighting.	Ensure that the workplace is adequately lit.	18
Worker Protection	<input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Providing workers with personal protective clothing and equipment.	Provide workers with personal protective clothing and equipment.	36
		Accommodating standing workers.	Properly accommodate standing workers.	
		Training of workers to use machines and equipment safely.	Train workers to use machines and equipment safely.	
		Installing guards on all dangerous moving parts of machines and equipment.	Install guards on all dangerous moving parts of machines and equipment.	
			The factory trained and encouraged workers to use the personal protective equipment provided.	
8 Working Time				
Leave	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/>	Time off for breastfeeding breaks.	Provide time off for breastfeeding breaks.	6
Overtime	<input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>		The factory displayed posters on the floor in order to inform workers that according to their policy, overtime work is not mandatory. Meetings were also organized with supervisors in order to enforce this policy.	
Regular Hours	<input checked="" type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>			

Percentage of piece rate workers earning 300 Gourdes or more for eight hours of work (workers' average earnings):

October 2013	February 2014
27%	30%

Annex 1. HOPE II Legislation Reporting Requirements

SEC. 15403. LABOUR OMBUDSMAN AND TECHNICAL ASSISTANCE IMPROVEMENT AND COMPLIANCE NEEDS ASSESSMENT AND REMEDIATION PROGRAM.

[...] (D) BIENNIAL REPORT. —The biennial reports referred to in subparagraph (C)(i) are a report, by the entity operating the TAICNAR Program, that is published (and available to the public in a readily accessible manner) on a biennial basis, beginning 6 months after Haiti implements the TAICNAR Program under this paragraph, covering the preceding 6-month period, and that includes the following:

(i) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having met the conditions under subparagraph (B).

(ii) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having deficiencies with respect to the conditions under subparagraph (B), and has failed to remedy such deficiencies.

(iii) For each producer listed under clause (ii) —

(I) a description of the deficiencies found to exist and the specific suggestions for remediating such deficiencies made by the entity operating the TAICNAR Program;

(II) a description of the efforts by the producer to remediate the deficiencies, including a description of assistance provided by any entity to assist in such remediation; and

(III) with respect to deficiencies that have not been remediated, the amount of time that has elapsed since the deficiencies were first identified in a report under this subparagraph.

(iv) For each producer identified as having deficiencies with respect to the conditions described under subparagraph (B) in a prior report under this subparagraph, a description of the progress made in remediating such deficiencies since the submission of the prior report, and an assessment of whether any aspect of such deficiencies persists. [...]

Annex 2. Minimum Wage Law (CL-09-2009-010)

LIBERTÉ

ÉGALITÉ
RÉPUBLIQUE D'HAÏTI

FRATERNITÉ

CORPS LÉGISLATIF

LOI No: CL-09-2009-010

LOI FIXANT LE SALAIRE MINIMUM A PAYER DANS LES ÉTABLISSEMENTS INDUSTRIELS ET COMMERCIAUX

Vu les Articles 35, 35.1. 35.2. 111 et 136 de la Constitution de 1987;

Vu les Articles 136 et 137 du Code du Travail;

Vu la Loi du 1^{er} Avril 2003 fixant à Soixante-Dix (70) Gourdes par journée de Huit (8) heures de travail le salaire minimum à payer dans les établissements Industriels, Commerciaux et Agricoles.

Considérant la détérioration des termes de l'échange de la gourde haïtienne par rapport au dollar américain et autres devises étrangères et les retombées négatives de la libération des prix des produits pétroliers et leurs dérivées sur le coût de la vie en général;

Considérant que la réalité de la vie des petits salariés qui avait motivé la dernière augmentation du salaire minimum s'est aujourd'hui cruellement aggravée et que tout citoyen doit pouvoir, par son travail, subvenir à ses besoins et à ceux de sa famille;

Considérant que tout employé d'une institution publique ou privée a droit à un juste salaire et que l'Etat se doit de garantir un minimum d'équité économique et sociale et qu'il est impérieux de prendre des mesures qui tiennent compte des critères de justice sociale et de réduction des inégalités;

Considérant que les travailleurs de certains secteurs ont connu depuis 2003 une stagnation de leur salaire, malgré une hausse croissante des indices du coût de la vie, nécessitant un rattrapage du pouvoir d'achat et qu'il convient dans ces circonstances de décider telles mesures propres à alléger ces disparités;

Considérant que pour favoriser l'accroissement de la main-d'œuvre dans le secteur de la sous-traitance, il y a lieu d'adopter des dispositions particulières applicables aux établissements industriels tournés exclusivement vers la réexportation et employant essentiellement leur personnel à la pièce ou à la tâche.

**Le Député de Pétion-Ville, l'Honorable Steven Irvenson BENOIT a proposé
et le Corps Législatif a voté la Loi suivante :**

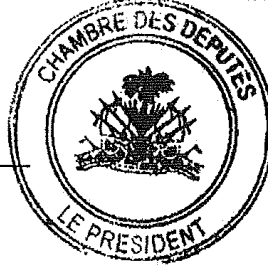
Article 1.- A partir du 1^{er} octobre 2009, le salaire minimum à payer dans les établissements industriels et commerciaux est fixé à Deux Cents (200) Gourdes par journée de huit (8) heures de travail.

- Article 2.-** A partir du 1^{er} octobre 2009, pour les établissements industriels tournés exclusivement vers la réexportation et employant essentiellement leur personnel à la pièce ou à la tâche, le prix payé pour l'unité de production (notamment la pièce, la douzaine, la grosse, le mètre) doit être fixé de manière à permettre au travailleur de réaliser pour sa journée de huit (8) heures de travail au moins les deux cents (200) gourdes fixés à l'article 1er de la présente Loi; le salaire minimum de référence dans ces établissements étant fixé à Cent Vingt-cinq (125) Gourdes.
- Article 2.1.-** A partir du 1^{er} octobre 2010, pour les établissements industriels tournés exclusivement vers la réexportation et employant essentiellement leur personnel à la pièce ou à la tâche, le prix payé pour l'unité de production (notamment la pièce, la douzaine, la grosse, le mètre) doit être fixé de manière à permettre au travailleur de réaliser pour sa journée de huit (8) heures de travail au moins Deux Cent Cinquante (250) Gourdes; le salaire minimum de référence dans ces établissements étant fixé à Cent Cinquante (150) Gourdes.
- Article 2.2.-** A partir du 1^{er} octobre 2012, pour les établissements industriels tournés exclusivement vers la réexportation et employant essentiellement leur personnel à la pièce ou à la tâche, le prix payé pour l'unité de production (notamment la pièce, la douzaine, la grosse, le mètre) doit être fixé de manière à permettre au travailleur de réaliser pour sa journée de huit (8) heures de travail au moins Trois Cents (300) Gourdes; le salaire minimum de référence dans ces établissements étant fixé à Deux Cents (200) Gourdes.
- Article 3.-** Tout accord passé entre l'employeur et le travailleur sur une base inférieure au salaire minimum prévu par la présente loi est considéré nul et de nul effet.
- Article 4.-** Le Conseil Supérieur des Salaires se réunit trois mois avant la fin de chaque exercice fiscal afin de réviser, s'il y a lieu, le salaire minimum en fonction des indices macroéconomiques. En aucun cas, cette révision ne peut être effectuée à la baisse.
- Article 4.1.-** Le Conseil des Salaires prévu par le Code du Travail se réunit ad hoc pour fixer le salaire minimum pour l'unité de production au sein des établissements industriels employant du personnel à la pièce ou à la tâche en tenant compte des standards internationalement admis.
- Article 4.2.-** Le Conseil Supérieur des Salaires prévu par le Code du Travail est nommé par Arrêté pris en Conseil des Ministres et se réunit sur convocation du Ministre des Affaires Sociales et du Travail. Il est composé de:
- Trois (3) représentants du Ministère des Affaires Sociales et du Travail;
 - Trois (3) représentants du Secteur Patronal;
 - Trois (3) représentants du Secteur Ouvrier.
- Article 5.-** La présente Loi abroge toutes Lois ou dispositions de Lois, tous Décrets-Lois ou dispositions de Décrets-Lois, tous Décrets ou dispositions de Décrets qui lui sont contraires et sera publiée et exécutée à la diligence des Ministres des Affaires Sociales et du Travail, de la Justice et de la Sécurité Publique, du Commerce et de l'Industrie, chacun en ce qui le concerne.

Donnée à la Chambre des Députés, le 18 août 2009, An 206^{ème} de l'Indépendance.

Levaillant Louis Jeune

Levaillant LOUIS JEUNE
Président de la Chambre des Députés



Francenet DENIUS

Francenet DENIUS
Premier Secrétaire

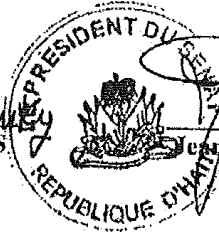
Miolin CHARLES PIERRE

Miolin CHARLES PIERRE
Deuxième Secrétaire

Donnée au Sénat de la République, le 10 septembre 2009, An 206^{ème} de l'Indépendance.

Kély C. Bastien

Kély C. BASTIEN, MD, MSc
Sénateur de la République
Président.-



Pierre Franky EXIUS

Pierre Franky EXIUS
Premier Secrétaire

Jean Willy JEAN BAPTISTE

Jean Willy JEAN BAPTISTE
Deuxième Secrétaire

LIBERTÉ

ÉGALITÉ
RÉPUBLIQUE D'HAÏTI

FRATERNITÉ

AU NOM DE LA RÉPUBLIQUE

Par les présentes :

LE PRÉSIDENT DE LA RÉPUBLIQUE ORDONNE QUE LA LOI FIXANT LE SALAIRE MINIMUM À PAYER DANS LES ÉTABLISSEMENTS INDUSTRIELS ET COMMERCIAUX VOTÉE PAR LA CHAMBRE DES DÉPUTÉS LE 18 AOÛT 2009 ET PAR LE SÉNAT DE LA RÉPUBLIQUE LE 10 SEPTEMBRE 2009, SOIT REVÊTUE DU SCEAU DE LA RÉPUBLIQUE, IMPRIMÉE, PUBLIÉE ET EXÉCUTÉE.

Donné au Palais National, à Port-au-Prince, le 29 septembre 2009, An 206^{ème} de l'Indépendance.

Par le Président :



René PRÉVAL

LIBÈTE

EGALITE
REPIBLIK DAYITI


FRATÈNITE

NAN NON REPIBLIK LA

PREZIDAN REPIBLIK LA ÒDONE POU METE SO REPIBLIK LA SOU LWA SA A KI FIKSE SALÈ MINIMUM KI POU PEYE NAN ETABLISMAN ENDISTRIYÈL AK KOMÈSYAL YO, KE CHANM DEPITE A VOTE NAN DAT 18 DAWOU 2009 LA, KE SENA REPIBLIK LA VOTE NAN DAT 10 SEPTANM 2009 LA, EPI POU LWA A ENPRIME, PIBLIYE, EKZEKITE.

Palè Nasyonal, Pòtoprens, jou ki 29 septanm 2009 la, 206^{èm} lane Endepandans lan.

Prezidan Repiblik :



René PRÉVAL