



BetterWork Haiti

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International
Labour
Organization



International
Finance
Corporation
WORLD BANK GROUP

Practical Guide
to the Haitian Labor Code



Available in 5 languages in e-version on the website of Better Work Haiti



FREE APP!

Haitian Garment Industry at a Glance

DATA UNTIL THE MONTH OF JUNE 2019



GLOBAL VISION

Better Work strives for a global garment industry that lifts millions of people out of poverty by providing decent work, empowering women, driving business competitiveness and promoting inclusive economic growth.

IN HAITI

According to an independent study conducted by Tufts University, it has been shown that Better Work Haiti has engaged workers, employers, the government and multinational companies to make effective changes to improve respect labor standards and improve the competitiveness of the garment industry.



~1 billion

Value of apparel exports in USD (90% of national exports)



90

Percentage of exports sent to North America



7

Free Zones hosting 90% of Better Work participant factories



34

Exporting factories enrolled with Better Work (100% of the industry)



53,500

Workers in factories registered by Better Work (65% women)



18

Compliance Synthesis Reports published



11

National stakeholders and partners



10

Years of operation of the Better Work program in Haiti

Better Work Haiti supports better labor inspection service within the MAST

Supporting the inspection of workplaces for compliance with national standards has been within the mandate of the ILO since its very founding. In this context, the International Labor Organization (ILO) works with workers, employers and the Government to improve working conditions and boost the competitiveness of the garment industry. In particular, two projects, funded by the United States Department of Labor (USDOL), have focused on improving textile companies' compliance with national and international labor laws: the ILO/MAST project (2014-2017) and Better Work (since 2009).

To focus on labor inspection issues, the ILO/MAST project, which aimed to build the capacities of the Ministry of Social Affairs and Labor (MAST) to ensure labor law compliance in the Haitian apparel sector, created a Task Force. A group composed of 18 MAST officials, including 11 labor inspectors and 7 managers from the Labor Directorate have benefitted from in-depth training on labor inspection topics such as fundamental rights at work and occupational safety and health, as well as inspection techniques and ethical conduct. Following their training, the inspectors of the Task Force passed on their newly acquired knowledge and inspection techniques in the Labor Inspection Office of Port-au-Prince to other inspectors in the targeted regions Caracole, Ouanaminthe and Port-au-Prince using materials provided by the project.

At the end of the ILO/MAST project (December 2017), its results were shared with BWH program, which has since continued to work closely with the MAST to effectively implement the roadmap to ensure the sustainability of the project's impact. With the new phase of the BWH Program (2018- 2022), capacity building for all tripartite constituents - including the government - has become one of



A group of MAST labour inspectors, comprising members of the Task Force and others.



Workshop session on inspection application



Labor inspectors conducting factory tour

the main areas of focus for the Program. As a result, key activities launched under the ILO/MAST Program could be easily integrated into the BWH Program. During the first quarter of 2018, the Task Force finalized new training modules on occupational safety and health and freedom of association. With support from BWH, they also developed a national training plan for labor inspectors to increase the capacity of the inspection and conciliation services of the MAST Regional Offices and services at a national level.

“Being a member of the Task Force provides me with the skills as any labor inspector in the latin-america region. We realized that our work as inspector swas missing a lot of things especially on Occupational Safety and Health (OSH).

I have already conducted many training sessions for my colleagues. Now, our inspection forms include many points about OSH.» Innocent Dimanche (labor inspector MAST-BRO, member of Task Force).

The plan saw 10 training missions between May and December 2018 throughout the country on the following topics: labor relations, inspection methodology, fundamental rights at work and occupational safety and health. Cynthia, a labor inspector, learn about Occupational Safety and Health (OSH) from the Task Force and includes OSH in all her enterprise visits.

«I have learned a lot from Task Force members especially on OSH. Before all my inspection were focused on HR and Compensation. Now I look into problems

related to OSH in all my factory visits or inspections.» - **Cynthia** (labor inspector, MAST-BRO)

In coordination with BWH, by October 2018, MAST trainers had already conducted six training missions in six departments of the country (West, North, North, North- East, South-East, South-East, South, South and Centre). A total of 173 inspectors from the ONA, OFATMA and MAST regional offices participated in these training.

In order to reinforce the efficiency of inspectors, BWH also provided administrative and logistic assistance to the MAST regional offices in the west and north-east, to ensure that these services are properly equipped to meet the responsibilities of the inspection service. Among others, BWH helped the regional offices with office supplies, resources, and expertise on professional archive systems and some office building renovation.

«We used to felt uncomfortable during our inspections in requiring a supplier to make the work environment compliant or make improvements while ours wasn't. Now from the entrance (to the building) people see the difference. Better Work brought a huge improvement in many ways.» - **Cynthia**

M. Aduas Lorissaint, chief of the labor inspectorate department at the regional office of the west for almost 15 years,

believes that the logistic support of Better Work is benefiting his department a lot.

«Our partnership with the ILO, through Better Work, is one of the most useful experiences for the labor inspectorate office. We have been able to conduct many inspections and investigations with the logistic support from Better Work. Our inspectors have more skills and collect more structured information.» - **Aduas Lorissaint** (Director of the labor inspection service, MAST BRO, West)

Starting the first quarter of 2019, BWH and CRS jointly initiated a pilot project to integrate the use of NTIC within the labor inspectorate department of the MAST. This initiative aims to develop an app to be used on tablets to make the job of a labor inspectors easier and more uniform in collecting information, and help monitor cases and ensure compliance with labor laws. Until today, the labor inspector used the traditional paper-based method to collect information and almost no electronic versions were created. The app will include e-version of the tools used in enterprise inspection, visits, and conflict case processing, and the information can be entered and synced automatically. CRS facilitated the development of the app and the acquisition of 35 tablets for the app. The labor inspectors from MAST from West and North regional offices are

stakeholders in the process and are enthusiastic to see the implementation of this tool at a national level.

The labor inspectors believe that they can bring better results, to meet the requirements done to the labor inspection, with better management of the regional offices to provide with the appropriate tools, resources, and training in the same direction of the support they are receiving from the ILO.

«Our work is at the root of the role of the ministry and we believe that we are doing a lot with the very limited resources at our disposal. Our work has improved with support from Better Work. But the ministry must adjust our working conditions and the labor law regulations to match the changes in the economic life and working market for us to be able to fully respond to our mission.» **Harry Jean-François** ((chief of labor inspection service, BRN-MAST, North).

This collaboration with BWH has especially enabled the inspectors and managers of the MAST to benefit from high-level expertise while promoting regional collaboration within the labor inspection service which it is hoped, can help to bring a better quality of service to the national stakeholders and allow the ministry to respond to reporting requirements of the international conventions ratified by Haiti relating to labor standards.

FACTORY STORIES

Better Work Haiti promotes better health services in the garment sector

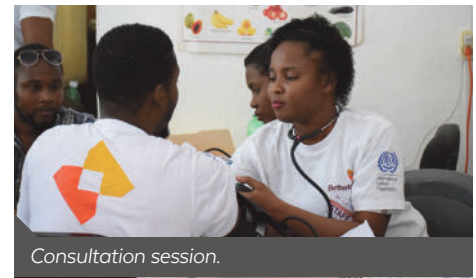
The International Labor Organization (ILO), in collaboration with the Ministry of Social Affairs and Labor (MAST), the United Nations Population Fund (UNFPA), Haiti State University Hospital (MSPP / HUEH), the Office of Occupational Accident Insurance, Sickness and Maternity

(OFATMA), the Association of Industries of Haiti (ADIH), Workers' Organizations, Share Hope, the Center for the Promotion of Women Workers (CPFO) jointly held, on Saturday, April 27, 2019, a day of free medical consultation including an HIV testing service for more than 1000 workers

of the Metropolitan Industrial Park. This day was part of the World Day for Safety and Health at Work (SST), celebrated on April 28 each year. For 2019, the theme was: "A safe and healthy future of work."



Before the consultation services, Marie-Lyne Thomas leads an awareness session for workers on the topic of Safety and Health in the workplace.



Consultation session.



Condom distribution to participants by OIT SIDA

During the day, about 2000 workers (77 per cent women) received a free medical consultation and recommendations based on their state of health. Approximately 150 attended training and awareness sessions on HIV prevention in the workplace and 70 were voluntarily tested for HIV / AIDS, as offered by OIT SIDA and BWH. Doctors, nurses and other health professionals as well as the necessary equipment, made available by the MSPP / HUEH and OFATMA, provided the various consultation services (Ophthalmology, Maternity, Dermatology, Gynaecology, Breast Clinic and internal medicine) and the distribution of medicines.

Unsafe work environments have serious consequences for workers and their employers. The experience gained by the Better Work program shows a non-compliant work environment can threaten the well-being of workers and the competitive sustainability of factories.

« The first data collected from the consultations show that workers suffer, mostly from pterigion and peguincola, which are two eye diseases that could be caused by exposure to excessive heat and dust » **André Hudson Necence MD**, (National HIV Coordinator in the workplace, ILO Haiti)

« It often happens to me to sweat in my workspace. We need a lot of light but the used bulbs give off a lot of heat. We have

installed a fan, but it is not always enough. » - **Loubens**, (quality control factory worker)

Workers received nearly a hundred pairs of glasses offered free of charge by the Ophthalmology Department of the State University Hospital in Haiti and also medicines, s and recommendations for a particular treatment, but for some others cases, surgery or specialized care is required. This is the case for those with Catarat or HIV. In the seventy workers tested freely and voluntarily the four positive cases detected were supported by the Ministry of Public Health and Population through the HUEH. It should also be noted that around 25,000 condoms have been distributed with the help of UNFPA and ILO AIDS.

Ebest, a factory worker for about 9 years, feels grateful for attending this event. «I had vision problems when I was reading at home. Thanks to the glasses and medicines [drops for my eyes ...] that I received, I can read correctly like everyone else now. «»

« I had a kind of skin disease. I was consulted and received free medicines and they are very effective. I am very satisfied. One of my workmates received glasses. He told me how helpful they are. I see him wearing them very often.» - **Loubens** (factory worker in quality control)

The ILO estimates that 2.3 million

workers die each year from injuries and occupational diseases. In addition, 160 million workers suffer from work-related diseases and 313 million workers suffer non-fatal injuries each year.

« I have been injured and fractured in the workplace because of misplaced tools. Some workers under my supervision are sometimes sick with fever or cold, they say, because of the high heat level or dust debris sucked off when cleaning the floor in the last minutes of the working hours.»- **Joanie** (quality control supervisor, female factory worker)

Despite improvements in the participating Better Work factories, safety and health issues at work persist in Haiti. The latest BWH summary report indicates that safety and health compliance rates in the textile industry have decreased slightly from an average of 83 per cent to an average of 72 per cent. The highest levels of non-compliance in this group still relate to emergency preparedness, health services and first aid, chemicals and hazardous substances, as well as compliance points of worker protection. and the work environment.

« As a supervisor, I spend all my days standing at work. During my consultation in the day of OHS, the doctor told me that it is the source of my pains in my waist and my feet. I wish to see that change ».-

Joanie (female factory supervisor in quality control)

Nephtaly, a female worker of several months pregnant with a boy, benefited from a consultation and some medicines for what appeared to be a vaginal infection. She thinks that her workspace is comfortable but there is no other space reserved for pregnant women. She thinks this is not beneficial her pregnancy. « *This day spared me expenses and I am lucky to enjoy the services of Doctors at the*

General Hospital for free. Beyond that, I see that it is not easy for a pregnant woman like me in a factory if I need a suitable space to rest in the break hours which is very important for my pregnancy.»

BWH continues to strengthen its efforts through training and advisory services to address these issues over the years, but the high rate of turnover in most plants for OSH managers and committee members appears to be one of the major

challenges in underwriting policies and enforcing regulations for sustainable OSH management systems. This OSH day was a reminder of the importance and the need for both employers and other actors in the textile sector to work to make the work environment safe for workers 'lives and the owners' investment. Often this can start with simple decisions or small changes that have a positive impact on a large scale and that contribute to strengthening the gains made in safety and health for the benefit of all.

BETTER WORK HAITI UPDATES

The development of textile value chains, a unique opportunity for the Haitian economy

The Ministry of Social Affairs and Labor, The Office of the International Labor Organization (ILO) for Central America, Panama, Haiti and the Dominican Republic, Better Work Haiti (BWH) and other national and international partners took part in the exchange workshop organized by the ILO office in Haiti on the theme: “**Developing Inclusive Value Chains for the Creation of Decent Jobs**” in March 2019 in Port-au-Prince.



A group of representatives of the main delegates present in this workshop. Mrs Carmen Moreno (ILO), Mrs. Marie Elise Gelin Brisson (Minister MAST), Mrs Vibeke Grundtvig Søegaard (Gov. of NORvege), M. Fabrice Leclercq (ILO Haiti Coordinator), Mrs. Marie-Lyne Thomas (BWH), M. Jean-Marie Duval (FOPRODER).



Mrs. Carmen Moreno spoke of the ILO's continuous engagement to support Haiti.

This workshop is part of the dynamic of wanting to highlight different interventions that produce substantial impacts on the value chains of Haitian products. It also aimed to promote all initiatives and actions aimed at ensuring the economic security of individuals and households at the micro and meso levels, ensuring

growth, socio-economic development and raising the level of human development of the country at a macro level.

Better Work, a partnership between the International Finance Corporation (IFC) and the Norwegian-funded Professional Training for Rural Development (FOPRODER) project was highlighted.

The latter project aims to strengthen the value chain of mangos through the establishment of an effective traceability and governance system, favouring a better treatment in the post-harvest and export harvesting process and, the former, at improving working conditions in the garment industry. These initiatives each

have the potential to create decent jobs on a large scale, promoting social and economic stability.

The Better Work programme, during its 10 years of operation in Haiti, has helped to significantly increase the number of formal jobs in the sector, from 13,000 to 53,000 (65% women). This program provides a model of service to guide textile mills in their process of improving working conditions and performance that reduces their costs. The textile sector contains the largest number of jobs and accounts for 90% of Haiti's exports valued at about \$ 1 billion. The industry comprises 34 factories spread across only two of the country's 11 departments, west and northeast of Haiti.

Based on its experience and the information gathered during its years of operation in the sector, BWH used this workshop to engage in discussions of salient points at the heart of the development potential of the textile value chain. clothing in Haiti.

The representative of BWH on this occasion, Marie-Lyne Thomas (Team Leader) drew attention to the main challenges, opportunities, impact and strategy that is the subject of this sector. She mentioned;

- ◆ **as challenges:** Political and sectoral

instability, high and persistent non-compliance rates, unsuitable labor legislation, lack of sectoral policy and international competitiveness

- ◆ **as opportunities:** Free Trade Agreements (Hope & CBTPA), geographic proximity to the US, high added value products and value chain expansion (available labor)
- ◆ **as impacts:** a reduction of unemployment (more jobs), increase of income in the Haitian economy through the expansion of the value chain and an increase of revenues for the government (Taxes and contributions related to social security)
- ◆ **as a strategy:** tripartite social dialogue, recasting the legal framework, improving the business climate, improving access to social security services, adequate vocational training, setting up a more predictive system in terms of wage levels and, the long-term commitment of international buyers.

She also took the opportunity to draw attention to a notable fact: "The majority of textile production is geared towards garment making. Almost all raw materials are imported (fabrics, buttons, labels, etc ...)". According to Marie-Lyne, this

represents a lost opportunity for the Haitian economy.

In her speech, Ms. Carmen Moreno renewed the ILO's commitment to support national actors, the social partners, and to promote social dialogue, frank and lasting, among all, for the benefit of all, in the interest of Haiti and the world.

To exploit the opportunities available, this sector will require appropriate administrative and technical expertise in areas such as quality assurance, machine engineering, HR and procurement specialization, compliance expertise, skilled workers / operators, qualified supervisors, etc..., preferably available in Haiti to meet the requirements of a considerable, modern and competitive development.

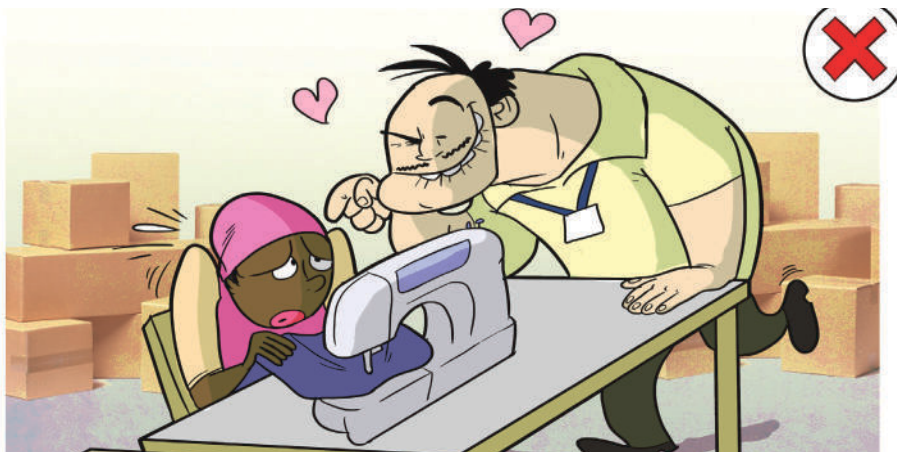
It is also important to note that the role of each actor is crucial to make decisions and act concretely to create the appropriate climate that can foster significant growth both in terms of decent jobs and the Haitian economy that can contribute development of the country.

Better Work Haiti is an implementation of the TAICNAR project created by the HOPE II law which offers exchange preferences on textile exports between Haiti and the USA. It is funded by the US Department of Labor.

BETTER WORK HAITI UPDATES

Better Work Haiti working for a textile sector free from sexual harassment

A total of 552 textile workers (65 per cent women) benefited from a Workplace Sexual Harassment Prevention Programme offered by Better Work Haiti (BWH) in the first quarter of 2019. Training sessions and Reflection workshops were held at the Metropolitan Industrial Park and Caracol with the aim of raising awareness among workers in the sector on the issue of the prevention of sexual harassment, its definition, common practices, workers' rights and ways to report such behavior, mainly in the workplace. BWH continues its efforts to eliminate





Female workers watch a video on sexual harassment prevention at work



Training session for workers with the factory facilitated by Electra Sewing.

the main vulnerabilities of the Haitian textile sector in relation to the issue of sexual harassment through training and awareness and the establishment or reinforcement and/or application of preventive policies.

According to a study by Tufts University, at the onset of BWH around one-in-three garment workers have reported problems with sexual harassment in Haitian factories.

«The research shows that sexual harassment is widespread across the sector», says Claudine Francois, BWH Programme Manager. «This is why we decided to take more action to address this, as part of our recently launched five-year strategy».

In Haiti, the apparel sector employs around 53, 000 workers of 65 per cent women. In 2018, export revenues from the textile and garment industry accounted for around 90 per cent of national export earnings and 10 per cent of national GDP.

«Women represent the majority of the garment workers and the basis of the household economy. They need their salaries to take care of their families,», says Marie Louise Lebrun, Deputy Secretary General of the Inter-Union Committee of Women, adding that collaboration between her group and BWH to extend the awareness against sexual harassment through their members.

Since its establishment in 2009, BWH and its partners have supported workers' complaints and worked with factories to set up remediation policies. Around 1,000 workers, supervisors, and managers have received training on identifying and remedying sexual harassment in the workplace as of 2018. This helps people working in the sector understand the nature of sexual harassment, something they admit they have trouble recognizing.

On the BWH website you can read more on the case of a worker who accused her line supervisor of using vulgar language and asking her out, allegations her colleagues confirmed. With Better Work's coaching, the factory reviewed its sexual harassment policy and began training all new recruits about the company policy and practice for recognizing and dealing with harassment. Also, training sessions have been organized for workers, supervisors, and labor inspectors throughout the year to raise awareness on prevention.

BWH has also produced a series of audio messages educating workers and stakeholders on labor rights topics including the prevention of sexual harassment that are played throughout factories.

Better Work also encourages ongoing discussions among stakeholders for the development and implementation of sectoral industrial relations policies for the elimination of risks around such an important and promising sector for the

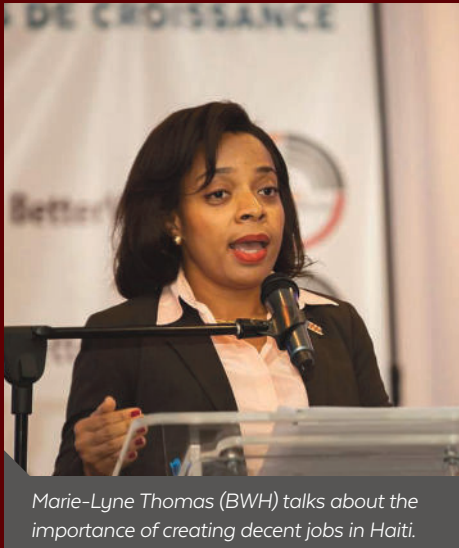
Haitian economy.

It should be noted that on 21 June 2019, ILO member governments, workers', representatives and employers' organizations overwhelmingly voted in favour of an innovative global treaty on the adoption of the ILO Convention on Violence and Harassment, as well as a non-binding recommendation that provides guidance on the obligations of the Convention. This convention will improve protections for workers facing violence and harassment and sets standards for ending the scourge of violence and harassment in the world of work.

In the process of revising the Labour Code undertaken by the Government through MAST and the employers 'and workers' associations, supported by the ILO since 2014, Haiti could take advantage of the newly adopted Convention to integrate the adoption of its recommendation into discussions that would allow workers to benefit.

Although sexual harassment remains a sensitive topic in Haiti, debates are intensifying at different levels. Issues arising from sexual harassment problems can seriously affect the reputation of international buyers with the factories, which could affect their economic competitiveness. Considering that there is a lack of legal regulations around the topic, this ILO convention could be the right tool for government and stakeholders to end sexual harassment at the workplace.

BWH facilitates discussions around economic growth for Haiti through the creation of decent employment



Marie-Lyne Thomas (BWH) talks about the importance of creating decent jobs in Haiti.



BWH participates in the first panel on Market Access and Accompanying Programmes.

Thursday, June 27, 2019 saw the Forum of Opportunities for Growth through Employment, Entrepreneurship and Training held at the Karibe Convention Center and organized in a partnership between the State University of Haiti, School of Work, Jobpaw, Better Work Haiti (BWH) and UN Volunteers. This forum brought together actors in the labour market and all other to participate in the growth and economic change of Haiti in a creative and integrated way, thinking together and finding practical solutions to unemployment and the economic slump of the country.

Representatives and executives of the Haitian government, the Ambassador of the United States in Haiti, business leaders, non-governmental and international organizations, professionals and students responded to this event to produce reflections on the facts explaining the challenges and opportunities to exploit to support the development of the labour market and future growth.

« Economic growth benefits all sectors and types of businesses. Its development

is based on effective bilateral relations that are stable, inclusive and transparent between all actors. This type of forum helps to create a space conducive to this». Darline Monfort (UN Volunteers)

Job creation is one of the pillars that can generate more growth in the national economy and help lift thousands of families out of poverty. It is all the more important to ensure there is no exploitation or abuse of work.

Marie-Lyne Thomas, BWH team leader, drew public attention to the fact that often the focus is mainly on job creation but that the conditions under which new employees work or go to work isn't always part of the debate.

« It is very important to encourage job creation, but especially decent employment. Investors and employers tend to be concerned about their profit, but a productive work-force must be able to work and live decently in the best possible conditions that respect their dignity and comply to the legal regulations that apply» said Marie-Lyne Thomas.

The BWH programme has been operating in the textile sector for about 10 years. Its main objective is to improve the working conditions and the competitiveness of the Haitian textile industry in order to contribute to the socio-economic development of the country. The textile industry provides the largest number of formal jobs in Haiti. Programme services have helped to significantly increase the number from 30,000 (2014) to approximately 53,000 (early 2019). The impact of the programme on business performance is manifold; 22 percent increase in productivity, 25 percent increase in profitability ratio (cost / income), increase in income and access to health care for workers, etc.

Based on its experience and the information base gathered during these years of operation in the sector, BWH used this workshop to highlight the considerable impact of a potential development of the textile value chain and clothing in Haiti, such as: reduction of unemployment (more jobs), increase of income in the Haitian economy through the expansion of the value chain and an increase of revenues for the government (Taxes and

contributions related to social Security). It is also important to note that the role of each actor is crucial to make decisions and

act concretely to create the appropriate climate that can foster significant growth both in terms of decent jobs and the

Haitian economy that can contribute development of the country.

BETTER WORK HAITI UPDATES

Better Work, 10 years operating in Haiti

2009 - 2019, the flagship programme of the ILO celebrates 10 years of work to improve working conditions in the garment industry in Haiti.

Better Work Haiti strives to create a garment industry that provides decent work to a projected 65,000 workers, lifting their families and communities out of poverty, empowering women, boosting national income and improving social stability. The HOPE and HELP legislative acts passed by US Congress from 2009 to 2025, which enable the Haitian textile and garment industry to benefit from customs exemptions, requires that Haiti in cooperation with the ILO establishes a Technical Assistance Improvement and Compliance Needs Assessment and Remediation Programme (TAICNAR). Better Work Haiti is the programme that implements the TAICNAR mission which aim at strengthening labour standards compliance of the industry in Haiti.

The program started to operate in Haiti in 2009 and has joined with workers, employers and government to improve working conditions and boost competitiveness of the garment industry. From 2009 to 2019, the programme celebrates 10 years of work and collaboration that contributes significantly to the improvement of working conditions and competitiveness in the textile manufacturing sector in Haiti.

An independent study conducted by Tufts University (USA) presents the conclusions regarding the direct impact of Better Work on the performance of companies in the programme. Through the Better Haiti Programme, the HOPE II law have succeeded in creating interest from American buyers to source from



Haiti, increasing production and creating domestic jobs.

Currently, about more than 53,000 people are employed in Haiti's apparel sector. Total export revenues from the textile and garment industry in Haiti continue to account for approximately 90 per cent of national export earnings and 10 per cent of national GDP. The garment sector is comprised of 34 exporting factories enrolled with Better Work (100 per cent of the industry) distributed in seven Free Zones (CODEVI, SONAPI Industrial Metropolitan Park, SONAPI Industrial Park of Caracol, Dignerone, the Palm trees, SIDA, Lafito) hosting 90 per cent of Better Work participating factories.

Since 2009, Better Work Haiti offers our full suite of services under our global Factory Service offering that is made up of a specially-tailored programme engaging with factory managers one-on-one in identifying compliance and other issues and establishing the means of improvement. It includes innovative training courses to build the skills of the factories representatives on how to tackle problem areas and improve

workplace relations and also conducts a comprehensive assessment to determine each factory's overall progress on meeting international labour standards and national labor laws.

During those 10 years, Better Work Haiti has built on the strong partnerships with our parent organizations - the ILO and IFC, a member of the World Bank Group - and different stakeholders on a national level. It is through this collaboration that we are able to understand the specific needs of our constituents and develop and implement a programme that will have the greatest impact and potential for making sustainable change.

BWH wants to take this opportunity to renew its commitment to its mandate to the full realization of the objectives of its strategic plan 2018-2022. including: Improve working conditions and plant management practices, supporting a growing garment industry to boost employment and reduce poverty, strengthen national institutions to govern the labor market, empower women, reduce sexual harassment and narrow the gender pay gap.

Publication of Better Work Haiti: 18th Compliance Synthesis Report

Better Work Haiti has released its 18th Synthesis Report under Haitian Hemispheric Opportunity through Partnership Encouragement (HOPE) II Legislation, providing transparent information into the state of working conditions and labour standards in the garment industry today. The report draws upon data from factories that were assessed from April 2018 to March 2019, bringing together quantitative compliance findings with qualitative evidence from day-to-day advisory and training work in factories.

Regarding international labour standards, new non-compliance findings were only identified in the freedom of association

and collective bargaining cluster, for this reporting period. There is a slight increase in the non-compliance rate for the compensation cluster in comparison to the previous cycle.

Better Work Haiti is exploring ways to reinforce and improve its collaboration with social security partners, MAST, ONA, and OFATMA in order to ensure that these issues are addressed in a more sustainable way. Although there is a slight decrease in the overall non-compliance rate for the occupational safety and health cluster, the non-compliance rates for this cluster remain high in the Haitian garment industry. Download the full report to know more: www.betterwork.org/haiti

“The labor laws in audio”

Download now on BWH website:
www.betterwork.org/haiti



TO SUPPORT LEARNING AND AND UNDERSTANDING OF THE HAITIAN LABOR LAWS

- ◆ Importance of ONA Insurance
- ◆ Work Accident, role of OFATMA
- ◆ Importance of OFATMA Insurance
- ◆ Maternity Insurance OFATMA
- ◆ Protection of pregnant women, role of OFATMA
- ◆ Leave - Bonus
- ◆ Human Resources, Disciplinary Measures
- ◆ Mechanisms for handling complaints
- ◆ Role of the MAST Inspectors
- ◆ Payroll
- ◆ Freedom of association
- ◆ Social dialogue
- ◆ Sexual harassment
- ◆ Rights and Responsibilities of Workers
- ◆ Employer Rights and Responsibilities

Amplifying impact: BW Strategy 2018-2022

Better Work has launched an ambitious change strategy to significantly increase its impact on the global apparel industry. Amplifying Impact, Phase IV of the Better Work Strategy for 2018-2022, aims to improve the working conditions and

living standards of three million workers to date, to eight million workers and 21 million family members in years to come.

Download our strategy to find out more about our website: www.betterwork.org

Meet Better Work Haiti

Patrice Michel

Team Leader



Patrice comes from a diverse professional background and holds an MBA from Nova South-eastern University in Florida as well as a Certificate in Paralegal Studies from New York University. Patrice is fluent in Spanish.

Prior to joining us at Better Work, he was the Project Coordinator for a USDOL child labour project, which was being implemented by CRS Haiti in the North and Northeast. Patrice has had the opportunity to work with government entities such as Ministry of Tourism, MOL, IBERS (Institute of Social Welfare and Research)Research) BPM (The Protection of Minors Brigade) as well as other governmental institutions.

As a team leader, Patrice will also work closely with the core services team, but mainly will support BWH to coordinate and engage with the tripartite stakeholders including further development and implementation of the programme's broader influencing or policy agenda.

CORE DONORS TO BETTER WORK

Netherlands Ministry of Foreign Affairs

Swiss State Secretariat for Economics Affairs

Ministry of Foreign Affairs of Denmark

The Government of Australia

Represented by the Department of Foreign Affairs and Trade (DFAT)

The US Department of Labor

Funding is also provided by DFID, Government of France, Government of Canada, Irish Aid, GMAC, Royal Government of Cambodia and private sector donors, including The Walt Disney Company, Levi Strauss Foundation, Gap Inc. and FUNG (1937) Management Ltd

BetterWork.

ABOUT BETTER WORK

Better Work – a collaboration between the United Nation’s International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group – brings together all levels of the garment industry to improve working conditions and boost the competitiveness of apparel businesses.

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