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EVENTS / UPDATES

International Day for Occupational Safety and Health



Speakers of the OSH week launch, (Left to right) Mr. Jean Reynold Jean Pierre (Chief of Staff Minister of MAST), M. Julien Magnat (Director of BIT in Haiti), Mrs Daphnée Benoit Delsoin (Minister of Public Health and Ppopulation), Mrs Ginette Privert (First lady), Dr Max R. Saint Albin (General Director of OFATMA)

Since 2003, the ILO observes and commemorates the World Day on Safety and Health at Work on April 28. In recent years, Better Work Haiti used this occasion to promote health and safety in the workplace through different activities such as awareness raising campaigns, organization of medical examinations for factory workers etc. In 2016, the governmental social security institution OFATMA has declared the week of safety and health for the 18-23rd April.

An official launching ceremony was held on 18 April at the Karibe Convention Centre with official opening remarks from the First Lady, the Minister of MAST, the Minister of MSPP, the ILO Haiti Coordinator and the OFATMA Director. During the week, OFATMA offered a variety of services in different sites in Haiti focusing on the garment industry. Awareness raising campaigns took place on different days in all industrial parks in

Port-au-Prince, conferences and panel discussions were held at Haiti Tec, and workers medical exams were equally conducted at all the parks. The event provided a platform to promote safe working conditions, offering medical services to a vulnerable population and discuss OFATMA's services as the insurance provider for public health, maternity and accident insurance to the entire population of Haiti.

In parallel, Share Hope and Better Work used the occasion of the International Day on Safety and Health at Work to present a new factory clinic improvement to the members of the social dialogue table on 28th of April in SONAPI. The new factory clinic improvement program tries to help factories to better utilize the resources they already have. Nurses are trained on different topics in order to revolutionize their role from passive curative care to proactive health promotion and the clinics will be assisted in adapting

good clinical practices, standards and procedures. All participating clinics will be assessed on a regular basis and every 3 months an award will be given out to the most improved clinic. The award includes a 500 US\$ discount on the 2017 subscription to the BWH program. During the first round of clinic assessments, the overall best clinic at the baseline has been identified and an award was given out on 28 April. And the winner is : Horizon Manufacturing S.A.



OFATMA staff gets ready to provide medical checkup and medicines to workers during the OSH week at SONAPI

Industry Seminar on Risk Management

After the successful launch of the new concept of industry seminars in 2015, Better Work Haiti introduced a new topic for one of these seminars in the framework of Better Work's overall stronger focus on management systems. On 23 March 2016,

Better Work Haiti held its first industry seminar on Risk Management. 29 participants, from both management and workers' side, representing 10 factories attended this event. This industry seminar provided a practical approach to managing risks in the local garment factories.

The facilitators, **Jonas ASTRUP** from Better Work Global and **Marie-Lyne THOMAS** from Better Work Haiti, introduced the audience to a framework of participatory activities that can be implemented immediately to support the

implementation of a risk management system. During the seminar participants found answers to practical questions such as how they can quickly get started identifying risks in a factory or how they can prioritize risks in a systematic way.

The overall stronger emphasis on management systems is important in order to support local garment factories in making sustainable improvements of working conditions. Both management and workers agreed that the seminar was very useful and that they learned things that can be applied to several aspects of their work in the factories.

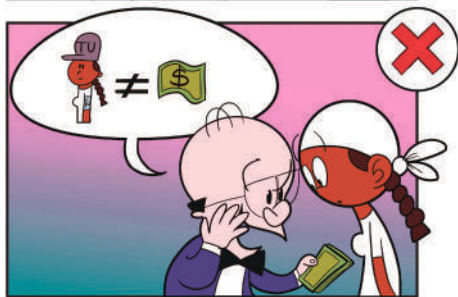
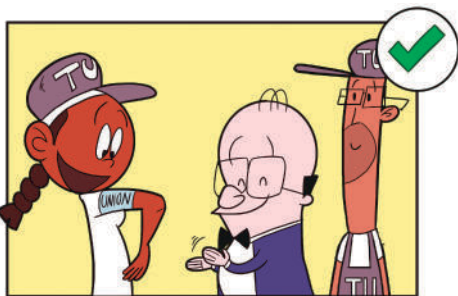
Better Work Enterprise Advisors will continue to support the factories in the implementation of good management systems by ensuring that the tools presented during this seminar are used



Writing participatory session activities to help participants to quickly find answers to practical questions

during PICC meetings. Industry seminars are a very effective way to provide advisory services to several factories and to ensure that they share knowledge, experiences as well as best practices. Another more advanced industry seminar on problem solving is also available and will be launched at the end of the year.

TRAININGS



International
Labour
Office



International
Finance Corporation
a World Bank Group

Comic material is being used during the training

Industrial Relations Training Launched

Better Work has launched a new training on Industrial Relations in Haiti. The training is designed as a one day training and the schedule can be tailored to each factory's needs.

The goal of this training program specifically designed for factory management, unions and PICC members is to equip workers and employers at the workplace level with tools to successfully implement social dialogue in their working environment. The training is interactive and covers the following topics:

- Workplace cooperation
- Conflict resolution and negotiation on matters of interest for both managers and workers
- The importance of communication

By the end of this training, participants will have a better understanding of industrial relations and the way in which the right to freedom of association and collective bargaining can operate in practice at the workplace level. Participants will also learn about good practices that they can use to prevent and resolve workplace disputes as well as appropriate channels through which to discuss and resolve issues at the workplace level.

Better Work strongly believes that investing in improving the capacity and skills of management, unions and PICC members on effective industrial relations can contribute to a better work environment and relationships that benefit the factory overall.

Increasing Productivity at The WILLBES Haitian S.A.

Like many other institutions, The Willbes Haitian S.A., a subsidiary of South Korea-based The Willbes & Co. Ltd, was a victim of the January 12, 2010 earthquake in terms of staff, contracts from international buyers and productivity. Therefore, the company developed a long-term productivity expansion plan in order to enlarge their production space, recruit more staff and strengthen its overall financial position after the post-earthquake losses. The Willbes presented their extension plan to the Inter-American Development Bank (IDB) and the International Finance Corporation (IFC) in 2014 and reached an agreement with these institutions to invest in their initiative. The investment of US\$ 4 million is expected to create approximately 1,000 additional jobs in Port-au-Prince.

"We are pleased to partner with IFC today to create opportunities for Willbes' expansion and for Haiti's garment sector to prosper," said **Byung-Hyun Jun**, President and CEO of The Willbes & Co., Ltd. "Haiti can become one of the more competitive producers of ready-made garments, and we stand ready to be part

of that growth." The expansion plan in Haiti goes from extending the size of the actual buildings to the construction of a new independent building in a large area close to the cafeteria area of SONAPI. The company is expecting more orders to utilize this additional production space. The new building alone will have the capacity to host around 950 workers with a cafeteria and a management office. In addition to this expansion in partnership with IDB and IFC, The Willbes is also working on setting up a new factory in two additional buildings in SONAPI. Currently, cooling systems are being installed and the machines are on their way to Haiti. Operations are expected to start in September 2016. As a long-term member of Better Work - not only in Haiti but also in other countries where The Willbes has operations - the factory is very keen on ensuring that the newly created production space will be



A worker at the manufacturing section of the WILLBES



M. Manuel Dilone presenting the new building design

in compliance with all legal and other social requirements.

Manuel Dilone, the production manager of The Willbes in Haiti, believes that the Better Work Haiti program highly contributes to this cooperation and the development of their factory. *"Our customers [buyers] and partners trust us because [we are part] of the Better Work program. They help us understand that the working conditions of the workers benefits our productivity and best practices help us very much to install a better working environment inside the factory."*

The ILO/IFC's Better Work program is not only helping factories in improving working conditions but is also pursuing a global influencing agenda that engages the different players in global supply chains in the international garment industry to work together to improve working conditions as well as competitiveness for the benefit of all.

MEET BETTER WORK

Jean Ederson Alphonse

Jean Ederson ALPHONSE is one of the very recent employees at Better Work. He has joined the team as the Information Technology Clerk to provide technical support services to Better Work Haiti and he equally acts as the new program's focal point for communications. In this function, he elaborated a communications plan together with the BWH team to improve BWH's communication to different stakeholders. He also is involved in the organization of BWH events which he supports technically and from a communications perspective. One of the new big communications activities he will be working on in 2016 is the development

of audio materials to educate factory workers about a variety of topics ranging from practical advice on occupational safety and health to legal requirements. Ederson is very enthusiastic about Information technology; he owns a bachelor Degree in Computer Science and describes himself as technically savvy with an entrepreneurial mind. Later on in his life, he would like to create an IT consulting company in association with other fellows.

Ederson wants to use his skills to contribute to the success of the Better Work program, "I always want to be a part of something that can make significant,



Jean Ederson ALPHONSE

positive and sustainable changes in people's lives and being member of Better Work is a big opportunity for me to contribute to a program which helps to improve working conditions and the lives of thousands of people - not only in Haiti but in several countries around the globe. Our work is not easy but it is worth it - especially in Haiti."

ILO-MAST Task Force

Joint meetings with the MAST task force of labor inspectors and Better Work Haiti (BWH) Enterprises Advisors (EAs) have taken place during the first quarter of 2016 with the objective to better coordinate the work that both parties are doing in the garment sector. The major objective of these meetings that will continue to take place is to raise the importance of having a common approach and foster synergy in the conduct of labour inspection in the apparel sector.

The new Better Work assessment calendar has also been presented and discussed with the labor inspectors in order to plan the shadowing of Better Work assessments by the MAST labour inspectors. To this end, several half-day sessions have already been conducted by Better Work Enterprise Advisors for and together with the labor inspectors. During those workshops, both teams shared their experience in the assessment



Coordination meeting between MAST inspectors and Better Work Haiti Enterprise advisors

process and methodology and they also discussed the divergent roles and mandates of both parties.

The latest Better Work cycle of assessment started in early April. MAST inspectors will continue to accompany BWH Enterprise Advisor in the factories during those coming assessments. These coordination efforts are a result of the work of the ILO-

MAST capacity building project which is focusing on strengthening the Ministry's Inspectorate as well as their mediation and reconciliation project. This ILO-MAST project is equally funded by the US Department of Labour as is the Better Work Haiti project. Both ILO projects play an important role in the implementation of certain clauses of the HOPE legislation.

BETTER WORK HAITI NEWS

Productivity Accelerator

A new pilot project will be launched by Better Work Haiti in 2016 to assist factories with productivity improvements. The 1-year long project will be implemented in close collaboration with IFC. Five factories will be selected for the pilot project based on a competitive process. The project will combine classroom trainings on productivity related topics with individual factory level consultancy to assist each enterprise to identify and address its individual productivity bottlenecks. Topics covered will be broad from resource efficiency, to working environment, production targets etc.

Compliance Synthesis Report

Better Work published its 12th compliance synthesis report in the framework of the HOPE II Legislation on 16 April 2016. The report can be accessed here:

<http://betterwork.org/haiti/?cat=7>

Multistakeholders' Forum

Save the date: This year's buyers and multistakeholders forum will be held on 20-21st September 2016.

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This newsletter is published by Better Work Haiti and does not necessarily reflect the vision and/or goals of its donors and partners.



About Better Work Haiti

Better Work Haiti is part of the Better Work global programme, which is an innovative partnership of the **International Labour Organization** and the **International Finance Corporation** that aims to improve working conditions and promote competitiveness in global supply chains. There are Better Work country programs in 7 other countries: Bangladesh, Cambodia, Indonesia, Jordan, Lesotho, Nicaragua and Vietnam. The Better Work Haiti program was launched in 2009 and covers all garment factories in Haiti exporting to the US market.

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