



BetterWork
Haiti

Newsletter

ISSUE NO. 8, FEBRUARY 2017

IN THIS ISSUE

- EVENT
STAKEHOLDER MEETINGS
- FACTORY STORIES
PACIFIC SIGNS HIV POLICY
- UPDATES
**PROGRESS AND POTENTIAL:
BETTER WORK IMPACT ASSESSMENT**
- PARTNERSHIPS
**TOGETHER WE CAN MAKE A DIFFERENCE
A FOCUS ON PERSISTENT NON-COMPLIANCE ISSUES**
- MEET BETTER WORK HAITI
CLIFFORD BASTIEN
- BETTER WORK HAITI NEWS
 - **INDUSTRY SEMINAR ON FIRE SAFETY**
 - **13TH BINANNUAL SYNTHESIS REPORT**
 - **GUIDE TO HAITIAN LABOR LAW**
 - **FACTORY CLINIC IMPROVEMENT PROGRAM**



International
Labour
Organization



International
Finance
Corporation
WORLD BANK GROUP

Stakeholder Meetings

Review 2016 and Outlook for 2017

On 10th February 2017, Better Work met with factory managers and separately with union representatives to discuss major achievements of the Better Work program in 2016 and give an outlook on planned activities for 2017. The meeting allowed participants to raise their expectations towards Better Work and opportunities for collaboration throughout the new year. Apart from the core services (annual assessment, continuous advisory services and training) which Better Work delivers to all exporting factories in Haiti in the framework of the US HOPE Legislation, the program also runs



Stakeholder meeting with factory managers



Stakeholder meeting with union representatives

additional activities with and for the stakeholders. For example, a labor law guide was elaborated together with the Ministry of Social Affairs and Labor in 2016. The guide will be available in five languages (Kreyol, English, French, Spanish, and Korean) as a handbook and a smartphone application. Furthermore, Better Work collaborated closely with a taskforce of labor inspectors from the Ministry in order to assist in capacity building through joint factory visits. Better Work also launched a number of new training modules last year such as an Industrial Relations training, a module on effective grievance mechanisms and a new one on workplace cooperation and communication. The popular three-day long soft skills training for supervisors is now also available in Spanish for the relatively large number of Hispanic supervisors in Haitian factories. Another area of the Better Work program focuses on the collaboration with international buyers sourcing in Haiti. During the annual multistakeholders' forum, close to 200 participants had an

opportunity to network, exchange and discuss issues that concern the Haitian garment industry. The focus of the 2016 forum was on persistent non-compliance issues (PNCs) which will remain a central theme on Better Work's 2017 agenda (see article under partnerships). Apart from collaboration with the tripartite constituents (factory management/ADIH, workers and unions, Government of Haiti), Better Work has established close collaborations with a number of other stakeholders in the sector which will continue in the new year, for example with the Office of the Labor Ombudsman (BMST) for the garment sector, the Social Dialogue Table, the social security institutions ONA and OFATMA and with Share Hope. In 2017, the first BWH office will be opened in the North. As factories are growing in the North (40% of the workers in the sector are employed in three companies in the North-East), Better Work needs an operational base for the program's activities on site. Another highlight of the year

will be a series of audio messages for factory workers that Better Work will publish in 2017. The messages will be available through factory speaker systems and will also be broadcasted through radio stations. The objective is to educate the workforce of the sector about basic subjects of interest, such as social security services, salary calculations, HR topics, etc. Another highlight of the year will be the launch of a program with IFC to increase factory productivity. Five factories will be able to participate in the one year pilot project. Factory managers as well as union representatives gave Better Work feedback on these plans for the new year. The unions expressed their willingness to collaborate with BW in the bipartite committees at the factory level (PICCs) and managers were particularly positive about the planned audio messages as well as the productivity project. They also brought up the idea to create an image campaign for the sector to improve the populations' perception of the garment sector in Haiti.

PACIFIC SPORTS HAITI S.A. signs HIV policy

HIV/ AIDS is a workplace issue not only because it affects labor and productivity, but also because the workplace has a vital role to play in the wider struggle to limit the spread and effects of the epidemic. In December 2016, Pacific Sports Haiti S.A., one of the textile factories in Haiti, aware of the impact of HIV/AIDS on the world of work, signed a policy on HIV/AIDS as guidance to promote good practices on HIV prevention and anti-discrimination.



FACTORY STORIES

Rosa Lee (Pacific Sports Haiti S.A), Claudine Francois (BWH), Yafflo Outtara (UNAIDS) sign the policy

Based on the ILO Recommendation No. 200 on HIV and AIDS in the workplace, this policy aims to protect the right of workers and eliminate all forms of stigma and discrimination related to HIV / AIDS. The signing of this Policy will also serve to encourage behavior change on the myths of real

or supposed HIV status by offering training to all workers at the plant. Recalling that CODEVI already signed an HIV policy in 2015, Pacific Sports Haiti is the second plant in Haiti to formally commit to the implementation of a policy on HIV/AIDS.

Progress and Potential : Better Work Haiti Impact Assessment

UPDATES

The garment industry has the potential to be a critical engine for social and economic development and employment in Haiti.

Factories enrolled in Better Work typically improve their compliance with ILO core labor standards and national labor laws including improvements in compensation, contracts, occupational safety and health and working time according to compliance assessment data



Impact Assessment to show how Better Work is improving garment workers' lives and boosting factory competitiveness

produced and compiled by the program. An independent impact assessment has been conducted by Tufts University commissioned by Better Work to further understand the impact of Better Work's effectiveness in changing workers' lives and boosting factory competitiveness. The study has been conducted over a five year period covering all seven Better Work country programs worldwide and results have been

published in late 2016. Impact assessment results from Haiti suggest significant progress has been made, with potential for further improvement. Some of the results highlighted in the study are:

- Better Work is playing an important role in promoting gender equality
- Factories participating in Better Work expand workers' access to healthcare

- Training line supervisors, particularly women, pays off in better working relationships and higher productivity
- A focus on improving compliance and working conditions translates to improved worker health

Find the full Impact Assessment Results of Better Work Haiti on this link: <http://betterwork.org/haiti/?p=2013>

“Together we can make a difference”

A FOCUS ON PERSISTENT NON-COMPLIANCE ISSUES
DURING BETTER WORK HAITI'S MULTISTAKEHOLDERS' FORUM 2016



Breakout sessions with mixed group of stakeholders (government, unions, employers, international buyers).

In Fall 2016, Better Work Haiti held its 6th Buyers' and Multistakeholders' forum at Karibe Convention Center in Port-au-Prince, Haiti. It is a yearly event that unites international buyers, local suppliers, workers' organizations, government officials and any other stakeholders. The objective of the meeting is to facilitate and encourage an open and honest dialogue about each party's contribution to the program and its advancement and to share progress and plans for Better Work's continuous improvement approach within the framework of its mandate. The event provides an opportunity for networking and to promote the Haitian textile industry to international partners.

This year, the focus of the forum was on persistent non-compliance issues (PNCs) in the garment factories with regards to international labor standards and national labor laws. The majority of PNCs are in the assessment cluster on Occupational Safety & Health.

In breakout sessions with mixed groups of stakeholders, BWH invited participants to identify concrete action points for each of the parties to address these persistent non-compliance issues.

Marie-Lyne Thomas who is heading Better Work's direct factory level work assisted the groups. "It is very important that every stakeholder understands the root causes and the impact of persistent non-compliance issues. In many cases, the only way to remediate these issues is through a collaboration by the different stakeholders which are factory management, unions/workers, the Government and international buyers.

Together, we can improve the compliance performance of Haiti's garment sector which will contribute to better working conditions for the workers and increased competitiveness of the Haitian factories in the global competition of this industry. Together, we can make a difference."

Clifford Bastien

ENTERPRISE ADVISOR

Prior to joining Better Work Haiti in 2016, Clifford had worked in the public and private sector in various functions, for example business analysis, production and engineering.

As a former internal auditor, he acquired experience in advisory and process implementation which equipped him for his new role as a Better Work Enterprise Advisor. He holds a Bachelor in Industrial Engineering and also has a background in Business Administration.

With Better Work, Clifford intends to particularly use his knowledge as an OSH specialist in order to better advise the factories and contribute to significant changes in this area. "The Better Work program allows workers in the textile sector to work under better conditions and with respect of their rights which impacts the factory's performance and productivity. It's a great pleasure for me to be part of the team."



Clifford Bastien

On Tuesday, 15 November 2016, the Inter-American Development Bank, through Better Work Haiti, organized a seminar on fire safety and the practical use of fire extinguishers supported by the Inter-American Development Bank.

The objective of this workshop was to strengthen the capacities of members of the health and safety committees of textile factories by increasing their knowledge of fire safety and through practical training on the use of fire extinguishers. The training was also aimed at providing knowledge on emergency preparedness and first aid.



Practical exercise on the use of a fire extinguisher

The seminar was led by experts in Occupational Safety and Health (OSH) of the Cahn Group, a US firm specialized in corporate social

responsibility. Bob Clifford and Doug Cahn have held numerous workshops for factories in Haiti, in particular on topics related to OSH.

13th Biannual Synthesis Report

Better Work Haiti has released its 13th synthesis report in the framework of the HOPE II legislation. This report presents the results of assessments, advisory and training services provided to 26 factories

in the period between September 2015 and August 2016. As part of its mandate to share information with all stakeholders in the program and encourage continuous improvement, Better Work Haiti produces synthesis

reports twice a year containing information on the performance of all participating factories in the period.

Find the full report here: <http://betterwork.org/haiti/?p=2009>

Practical Guide to Haitian Labor Law

Better Work Haiti in collaboration with the Ministry of Social Affairs and Labor (MAST) has developed the Haitian Labor Law Guide for the textile sector which is a useful tool in helping employers, workers, international buyers and other stakeholders to better understand

the Haitian labor law. The Guide covers all major areas of Haitian labor law as covered in the Labor Code, laws on trade unions and social insurance, governmental regulations, international labor standards that have been ratified by Haiti, and the Haitian Constitution. The Guide will

soon be available in printed version, as well as online (different languages) and also on mobile devices with additional interesting features.

Find the full report on this link: <http://betterwork.org/haiti/?p=2111>

Factory Clinic Improvement Program

SHARE HOPE

Share Hope launched a new worker initiative in 2016 that aimed at helping factory clinics. Eleven factory clinics participated in the new program which turned out to be a huge success. Factory clinics were assessed on a regular basis, the factory nurses were trained on various health topics but also on clinic procedures, standards and data collection.

A quarterly award was given out for the best performing factory during each assessment. Two additional awards were assigned for the overall best clinic and the clinic which improved the most overall over the course of the project. All award winning factories received a US\$ 500 reduction on their 2017 BWH subscription fee. An award ceremony is scheduled for 8th March 2017.

Workers as well as management welcomed the initiative which has helped the factories to improve their clinics and has helped nurses to



Assesment of a factory clinic participating in the program.

develop better health protocols and medical assistance to the workers thus becoming more active health professionals in the factory. Currently, Share Hope is looking into ways to expand this program in the new year. The factory clinic improvement program was co-financed by the

Levi Strauss Foundation. Share Hope runs several workers' wellbeing initiatives in Haiti's garment sector; a high school completion program, the HERhealth program and speech therapy and communication classes for deaf and hard of hearing factory workers.



SAVE THE DATE !

Better Work Haiti Multistakeholders' Forum 2017

The 7th Better Work Haiti Multistakeholders' Forum will be held on 19 - 20 of September at Karibe Convention Center.

If you want to be added to Better Work Haiti's mailing list and received further information on this event, please write to: haiti@betterwork.org

Better Work is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC) of the World Bank Group. Better Work Haiti is supported by the US Department of Labor (USDOL)

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

Contact Better Work Haiti

#2, Juvenat 1, Petion-Ville, Haiti (W.I)

Tel. : (+509) 2816 2647

Email : haiti@betterwork.org

www.betterwork.org/haiti