



**BetterWork**  
Haiti

# Annual Report

**Strengthening our Presence  
for a Better Future**



International  
Labour  
Organization



**IFC**

International  
Finance Corporation  
WORLD BANK GROUP

2019 DATA





## An innovative report to inspire concrete change

Better Work Haiti presents its annual report, exploring the programme's key initiatives, partnerships, achievements, and challenges. It also showcases our joint efforts with both the Ministry of Social Affairs and Labour (MAST) and factories to make improvements, including supporting the industry's response to the global coronavirus (COVID-19) pandemic. The Report highlights detailed findings and observations from 33 factory assessments completed in 2019. Better Work Haiti also publishes detailed compliance performance synthesis reports biannually, which can be accessed on our website.

Better Work Haiti, which is a partnership programme between the International Labour Organization (ILO) and the International Finance Corporation (IFC), has received continued support from the United States Department of Labor (USDOL)\* and other key partners. These collaborations have propelled us to work towards a common goal of growth and productivity.



\*Funding is provided by the United States Department of Labor under cooperative agreement number IL-21187-10-75-K.

Note: This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government. 89% of the total costs of the project or program is financed with Federal funds, for a total of US\$ 11,295,840.

The digital version of the Annual Report can be found on our website: <https://annual-report.betterwork.org/2019>

## Boosting competitiveness in the textile industry

Better Work Haiti aims to enhance working conditions and boost the competitiveness of Haiti's textile industry, which primarily exports to the US market. The programme was launched in June 2009 in the framework of the Haitian Hemispheric Opportunity through the Partnership Encouragement Act of 2008 (HOPE II) that provides preferential treatment for US imports of apparel, textiles, and certain other goods from Haiti. By offering a unique portfolio of services, Better Work Haiti has become a leading development partner, facilitating good business practices among garment factories. In our ten years of operations completed in 2019, we have helped to achieve advances in social dialogue, collective agreement, and internal work rules, as well as full factory compliance with contracts that adhere to the labour code. Progress and challenges for registered factories are outlined in greater detail in this report. In the spotlight section, we introduce the initiatives to prevent sexual harassment through training packages that target workers, supervisors, managers, and trainers, as well as inspectors from the Ministry of Social Affairs and Labour (MAST).

### OUR PROGRESS

- ◆ Partnered with the Ministry of Labour to collect, analyse, and disseminate information on non-compliance issues;
- ◆ Trained labour inspectors as well as personnel from social security organisations on methods of reporting as well as on data collection methods;
- ◆ Helped factories to significantly improve their compliance with payment of salaries as well as payment into social security.

## 4 COUNTRY OVERVIEW

Our primary focus in 2019 was to improve the capacity and strengthen collaboration with national partners to increase workplace compliance, with a focus on social benefits for workers and sexual harassment prevention.

## 6 HOW WE WORK

In addition to 194 advisory visits, 33 assessments, and 116 training sessions in 2019, we conducted seminars and launched awareness programmes related to human resource management and industrial relations.

## 8 OUR STRATEGY

Better Work Haiti's strategic vision for 2018-2022 is to upgrade working conditions, boost employment, strengthen national institutions, and foster gender equality.

## 10 NON-COMPLIANCE HIGHLIGHTS

The highlights from the eight different clusters either focus on areas where non-compliance is very low or have improved from previous years or on areas where non-compliance is high or has regressed.

## 11 KEY ACHIEVEMENTS

Better Work Haiti has been operating in the country for 10 years. In 2019, we highlighted improvements in social dialogue, collective agreements and internal work rules, as well as factory compliance with contracts that adhere to the national labour code.

## 14 TACKLING CHALLENGES

High non-compliance rates in emergency preparedness and social benefits, as well as workers' health, remain barriers in the factories in the sector.

## 16 SPOTLIGHT

This section underlines sexual harassment issues and ways to identify cases given that they mostly go unreported. Better Work has provided training to national labour inspectors to address this problem.

## 18 THE WAY FORWARD

Collaborations with partners and brands in 2020 will lead the way in driving sustainable change.



# COUNTRY OVERVIEW

# Haiti

Better Work Haiti has worked closely with international partners and government bodies to improve working conditions in the garment industry. Despite ongoing socio-political instability, we have seen advances in health services, access to first aid and welfare facilities. High non-compliance rates in areas such as emergency preparedness, worker protection, and safe working environments continue to be a concern for the sector.



**“Between 2009 and 2019, with the diligent inputs of Better Work and other partners, there are improvements in working conditions, such as conformity assessments and support for the remediation of factories and capacity building of government members. Subcontracting exports increased from US\$ 491 million in 2009 to almost US\$ 1 billion in 2019, representing 90% of Haiti’s exports.”**

André Ibreats, Senior Director, Haiti’s Ministry of Social Affairs and Labour

# COUNTRY OVERVIEW



## ACHIEVEMENTS

# 18

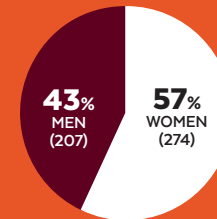


**LABOUR INSPECTORS** have improved their capacity to assess, monitor, and report on the working environment and conditions in the garment sector, using an inspection check-list for labour and occupational safety and health (OSH). This check-list has been approved and validated by the Ministry of Labour.

# 481



**WORKERS**, including 274 women, were trained in Port-au-Prince and the north-east of the country in collaboration with the Solidarity Center.



# 19



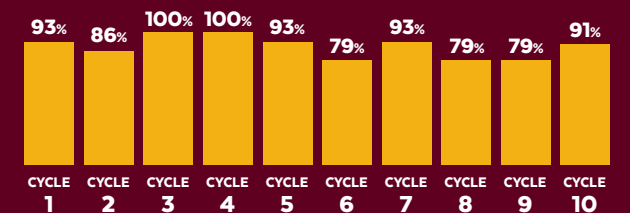
**TOPICS**, including **SEXUAL HARASSMENT PREVENTION**, freedom of association, navigating payroll systems, were included in the audio materials in Creole developed by Better Work Haiti on social security programs and the rights and responsibilities of workers and management.

## CHALLENGES

# 67%



**of the workplaces monitored in 2019 do not have required on-site medical facilities and staff. Among a sample of 14 factories that are with us for the past 10 years, there is an improvement on this issue, but it remains a challenge.**



# 70%



**of employers do not collect and forward workers’ contributions to OFATMA, a state body that manages SOCIAL SECURITY AND OTHER BENEFITS INSURANCE for work accidents, illness, and maternity.**

# 73%



**of the assessed factories are non-compliant with providing marked and posted EMERGENCY EXITS AND ESCAPE ROUTES in the workplace.**





# HOW WE WORK

# HOW WE WORK

## The three-level approach

Our work goes far beyond factory assessments. The program also addresses sectoral issues at both the national and global levels through partnerships with government organisations, unions, and employers' associations.

 <h3>GLOBAL REACH</h3> <p>We act as a global resource for data-driven information and strategies to improve labour conditions and enhance productivity. The ILO and IFC leverage their partnership through Better Work to <b>collaborate on public policy and technical interventions</b> for decent work outcomes in the targeted country.</p>	 <h3>COUNTRY LEVEL</h3> <p>We work with national constituents to build capacity, influence labour laws and strengthen industrial relations. Our efforts to <b>improve competitiveness and strengthen the private sector</b>, with benefits for factories performing well. We work with local institutions and social partners for stronger workplace compliance.</p>	 <h3>FACTORY LEVEL</h3> <p>We offer hands-on assistance to promote worker-management cooperation. Training, advisory services, and practical tools to help managers and workers <b>increase their ownership of labour law compliance</b>, self-diagnose, and fix problems themselves.</p>
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## OUR CHECKLIST

We evaluate over 200 issues on the eight topics below on international (red) and national (yellow) labour regulations.

							
CHILD LABOUR	DISCRIMINATION	FORCED LABOUR	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	COMPENSATION	CONTRACTS AND HUMAN RESOURCES	OCCUPATIONAL SAFETY & HEALTH	WORKING TIME

## COUNTRY LEVEL INITIATIVES IN 2019

 <h3>INDUSTRY SEMINARS</h3> <p>Complementing the advisory services, Better Work Haiti organised industry seminars for factories in the apparel and garment sector. These seminars aimed to tackle areas that needed improvement across factories collectively, such as Occupational, Safety and Health (OSH), risk management and control, labour law, and human resources management (HRM).</p>	 <h3>PARTNERSHIPS</h3> <p>Key to driving sustainable change are partnerships with the Ministry of Social Affairs and Labour (MAST), the Office of the Labour Ombudsperson (BMST), the National Insurance and Pensions Office (ONA), the Office for Employment Injury, Illness and Maternity (OFATMA), the Ministry of Commerce and Industry (MCI), the Office of the State Secretary for the Integration of People with Disabilities (BSEIPH), the Association of Haitian Industries (ADIH) and the registered trade union in the garment sector. Non-governmental organizations (NGOs) such as Share Hope, Center for the Promotion of Women Workers (CPFO) and Solidarity Center also play a pivotal role. Better Work is exploring ways to expand upon productivity trainings offered to factories in the past, looking for mechanisms to scale across the industry.</p>
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## STEPS TO SUPPORT FACTORIES' ACTIVITIES IN 2019

 <h3>ADVISORY SERVICES</h3> <p>To provide support to participating factories, we conducted 194 advisory visits. During the reporting period, we worked with factories to resolve non-compliance issues we identified and reinforced social dialogue mechanisms on the ground through bipartite and OSH committees.</p>	 <h3>ASSESSMENTS</h3> <p>Better Work Haiti regularly assesses all participating factories. During the reporting period, we carried out 33 compliance assessments, including in two newly registered factories (Sharon and Brand M), as well as one non-garment participating factory.</p>	 <h3>TRAINING</h3> <p>We conducted 116 training sessions; both in factories and external sessions for all stakeholders. We held two 'Building Bridges' events to increase dialogue between stakeholders and advance solutions. Topics covered included OSH and Workers' Rights.</p>
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## CREATING A SUSTAINABLE GARMENT INDUSTRY

Better Work Haiti's main donor and the U.S. Department of Labor conducted a performance evaluation of the programme in 2019 to assess its impact and achievements. The findings were as follows:

**Relevance:** Our programme's efforts to help Haiti comply with the terms of HOPE II legislation contributed to an increase in foreign investment and jobs. Despite natural disasters and political instability, job growth remains steady.

**Efficiency and effectiveness:** Better Work Haiti has been effective in delivering core services to factories. Improvements are possible in all compliance areas.

**Impact:** Our team has committed to addressing gender-specific concerns, and our interventions have been effective in improving worker's welfare, while HOPE II legislation keeps attracting investors.



## Better Work Haiti Strategic Vision 2018-2020

Better Work Haiti has defined its priorities in its 2018- 2022 strategy. The programme aims to boost employment and reduce poverty, promote better factory management practices, and create a safe environment for female workers. Highlighted here are a few goals from the five-year strategy.

### GOALS

DECREASED RATES OF NON-COMPLIANCE IN FACTORIES



### OUR APPROACH

- ◆ Deliver tried-and-tested assessment and advisory services to existing and new garment factories to cut rates of labour law non-compliance, as well as promote the gradual transfer of responsibility to factories to solve issues in-house.
- ◆ Strengthen worker-management committees in all garment factories through specialised training and by promoting the representation of women, thereby improving worker empowerment across the sector.
- ◆ Broaden Better Work's training to meet new needs, including those relating to labour laws, sexual harassment prevention, HR management, and the fulfilment of legal requirements to hire workers with disabilities.

### INDUSTRY UPDATE

#### Socio-political turmoil mars Haiti's economy

Since February 2019, the economic, social, and political situation in Haiti has deteriorated. The currency has depreciated, and inflation stands at over 20% according to the Haitian Institute of Statistics and Informatics (IHSI). Elections for the houses of parliament scheduled for October 2019 were postponed, meaning members of parliament whose terms had expired were not replaced. Social unrest peaked in October and November 2019. Workers throughout the country missed many days of work due to civil unrest. The textile sector was able to continue limited operations with reduced personnel, with factories in the north-east being less affected than those in Port-au-Prince. The government announced in November an increase to the minimum wage (from 420 to 500 gourdes, which is less than US\$5) for workers in the textile industry. Unions were discontent with the increase, noting that this was not enough to compensate for inflation. Employers also expressed concerns. Despite the challenges, estimated revenues from the garment industry grew by 11.59% during the last quarter of 2019, compared to the same period in 2018 and exports to the US market were worth approximately US\$ 1.012 billion.

MAXIMISE PRODUCTIVITY AND INDUSTRIAL RELATIONS AT THE SECTORAL LEVEL



- ◆ Encourage the expansion of the industry, predicted to add 15,000 workers by 2022, by attracting business investment through regular networking events, data sharing, and the coordination of national stakeholders involved in the apparel industry.
- ◆ Amplify the impact of the recent factory productivity project and share international research that highlights the possibilities for firms to see bottom-line gains by improving working conditions.

STRENGTHEN NATIONAL INSTITUTIONS GOVERNING THE LABOUR MARKET



- ◆ Convene stakeholders and advise the government on the long-pending labour law reforms, opening the door for more significant investment and promoting fair working conditions.
- ◆ Scale-up Better Work factory assessment methodologies by training labour inspectors from the MAST, thereby nurturing their ability to oversee labour compliance in Haiti. Intensify direct collaboration with inspectors, including through secondments to Better Work.
- ◆ Strive to make the industry more inclusive by extending dialogue with key Haitian government institutions, such as the Office for the BSEIPH. Disseminate best practices and display individual success stories.
- ◆ Strengthen union and employer associations' capacity to support their members. Transfer the delivery of specific training to these partners through the training-of-trainers (ToT), enabling them to roll out Better Work learnings.

EMPOWER WOMEN, REDUCE SEXUAL HARASSMENT AND CLOSE THE GENDER PAY GAP



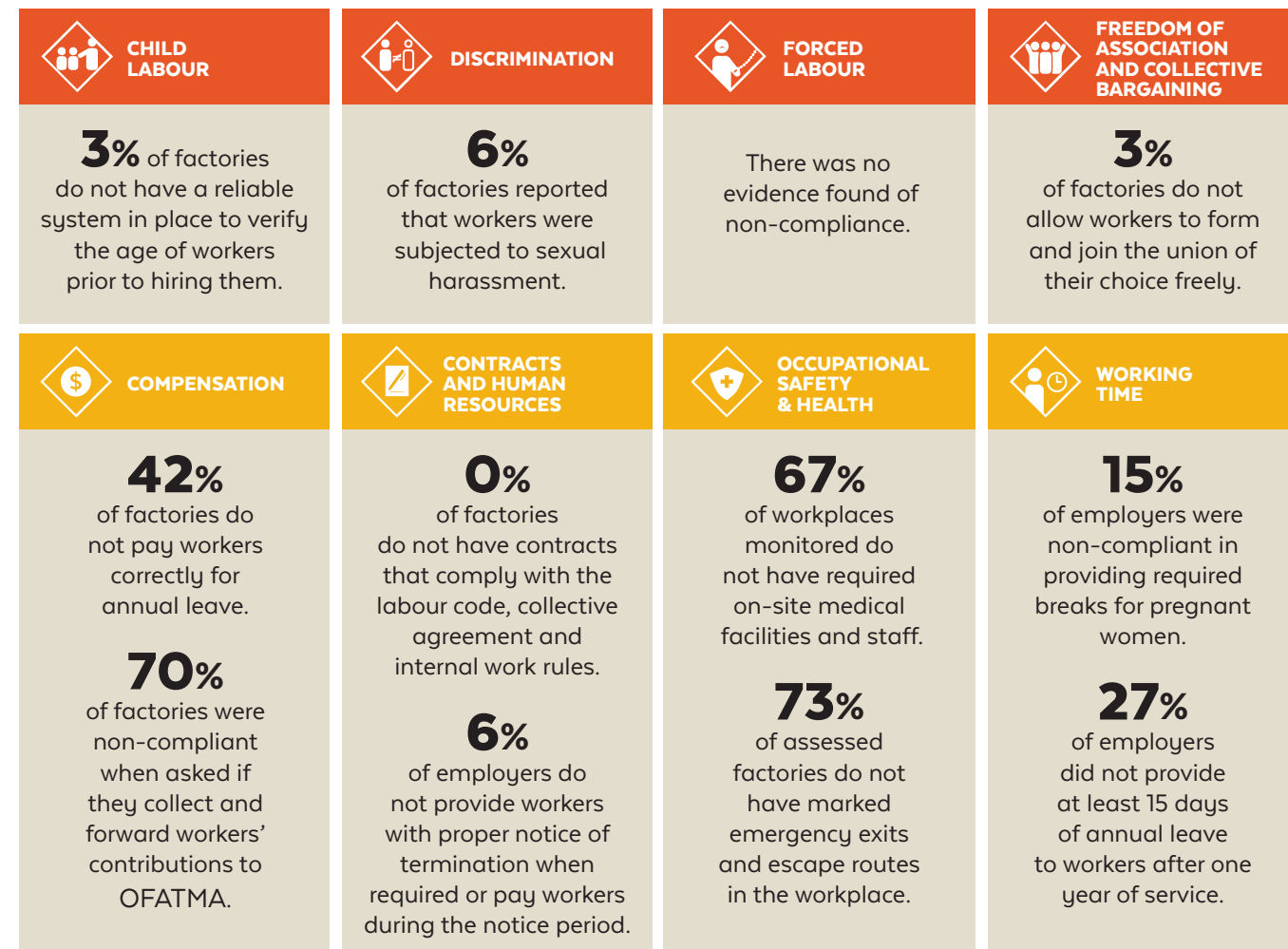
- ◆ Improve access to health services, including maternity protection, through cooperation with the OFATMA, and by increasing workers' insurance coverage.
- ◆ In partnership with other entities, train factory clinic staff to better cater to workers' health needs, including through training to identify and respond to signs of gender-based violence among workers.
- ◆ Train all Better Work staff on sexual harassment awareness and prevention and include gender equality within Better Work and in-house factory training programmes.
- ◆ Scale up the delivery of new and established training modules with a focus on leadership and people-management skills for women, promoting women's career development in unions and employers' associations, and increasing the representation of women in supervisory and management positions.



# MAIN ASSESSMENTS FINDINGS

## Main results from our assessments

According to our assessments in 2019, several non-compliances were found in international labour standards. In national labour standards, there was persistent non-compliance in areas related to OSH such as chemical management, emergency preparedness, worker protection, and working environment; working hours; and compensation (social security).



# KEY ACHIEVEMENTS

## Exploring avenues for broader reach

Better Work Haiti has been exploring ways to reinforce and improve its collaboration with government entities to ensure issues are addressed sustainably. There was a slight decrease in non-compliance rates for some issues in OSH, including employment contracts and working time.



## Additional hands in our assessments

### Labour inspectors developed skills to carry out comprehensive assessments and advisory services for factories

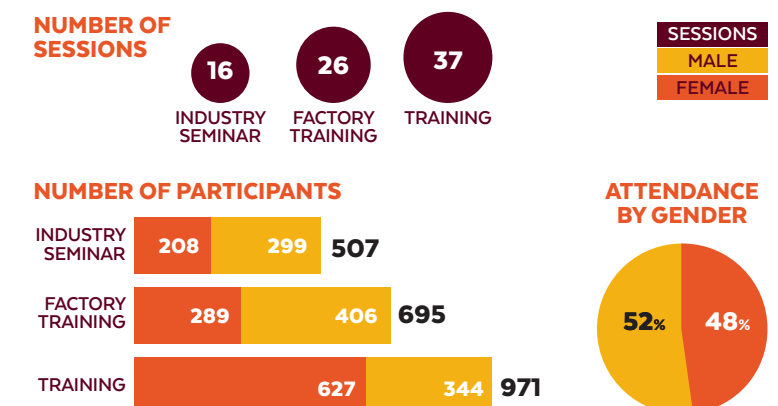
Eighteen MAST officials, including 11 labour inspectors and 7 managers from the labour directorate, benefited from Better Work Haiti's in-depth training on labour inspection topics, such as fundamental rights at work, OSH, inspection techniques and ethical conduct. Through in-class and on-the-field practice, labour inspectors enhanced their knowledge of labour laws and developed skills to carry out comprehensive assessments and advisory services for factories. Better Work Haiti also implemented a national training plan for social security institutions, including ONA and OFATMA. Subsequently, we carried out a joint inspection with MAST officials for the first time in response to the need for synergy between government institutions as they work to reduce cases of non-compliance in factories.

**“Our partnership with the ILO, through Better Work, is one of the most useful experiences for the Labour 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 Labour inspection Service, MAST BRO, West*



### OVERVIEW OF TRAINING ACTIVITIES IN 2019



# KEY ACHIEVEMENTS



**SOCIAL DIALOGUE**

## Social dialogue yields powerful results

**After the workshop, participants were able to suggest concrete actions for better relations**

In 2019, Better Work Haiti prioritised worker-management relations by introducing platforms for participation in social dialogue within factories. Such initiatives contributed to the promotion of more advanced HR management systems and demonstrated that worker-manager communication could be an essential competitive asset for firms.

In collaboration with tripartite representatives from the private sector, workers and the government, Better Work Haiti organised the second edition of the 'Building Bridges' programme, an initiative to strengthen the capacity of national stakeholders and facilitate a joint learning process that contributes towards enhanced ownership of all parties. The sessions incorporated discussions to identify the benefits of sound industrial relations and the risks associated with poor collaboration between workers and employers. By the end of the workshops, participants were able to recommend concrete actions to promote better relations.

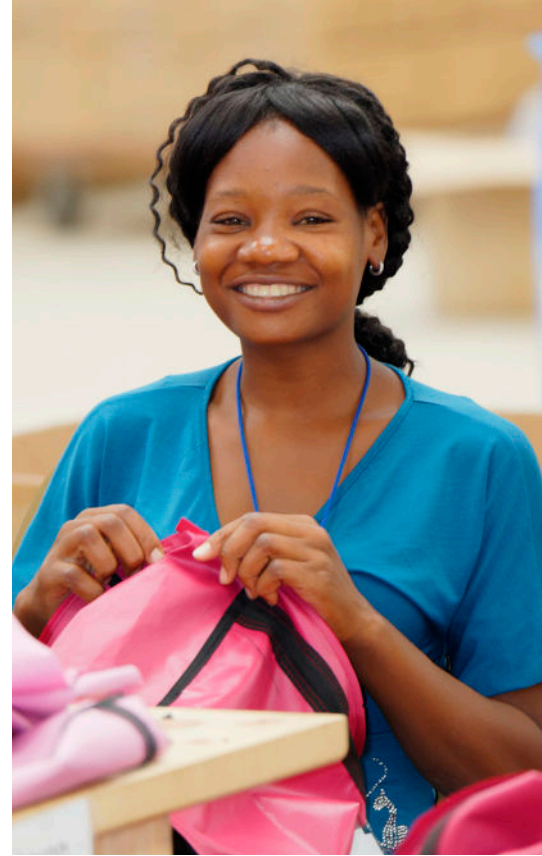


**OCCUPATIONAL SAFETY & HEALTH**

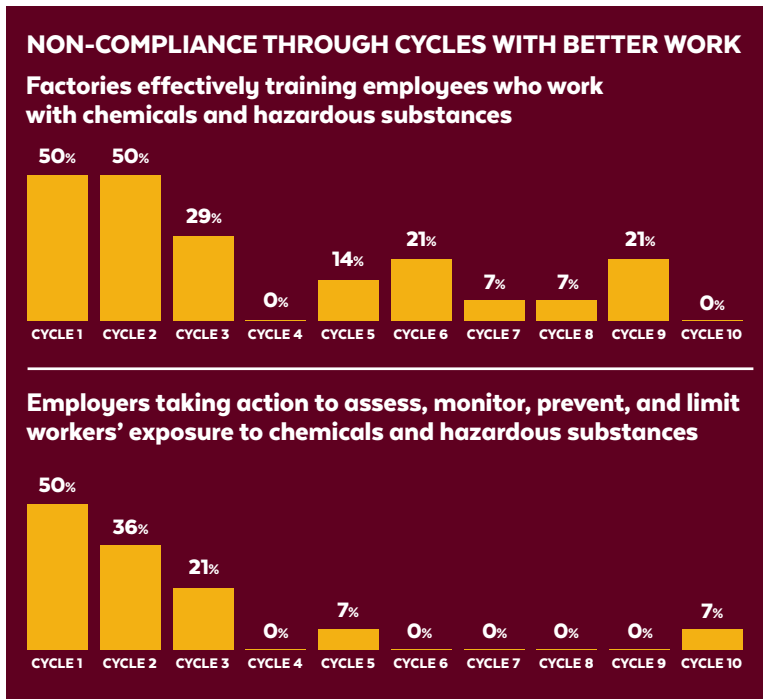
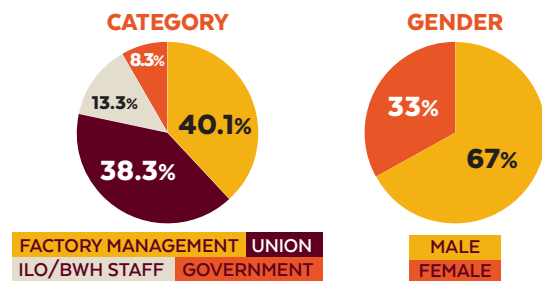
## Taking away the risks in the workplaces

**Steep reductions in non-compliance on dangerous substances**

Handling chemicals and hazardous substances are one of the most challenging aspects of OSH. In 2019, we offered additional seminar sessions on chemical management. Our advisors have been working with factories to ensure that they empower more people, including workers representatives, to monitor these issues. From our assessments, we saw improvements in the areas represented in the box.



### TRIPARTITE DIALOGUE EVENTS ATTENDANCE



**CONTRACTS AND HUMAN RESOURCES**

## No violations detected in employment contracts

**Seven years ago, 64% were non-compliant**

In 2012, 64% of Better Work Haiti-registered factories did not have contracts that complied with the labour code, collective agreements, and internal work rules. Now, this number is 0%. Due to the success of our joint training and workshops with MAST, all assessed factories provided contracts that complied with labour codes, collective agreements, and internal work rules. The sessions with our partner helped managers clarify articles and begin implementing changes.



**OVERTIME**

## Fewer workers doing overtime in 2019

**Lower levels of non-compliance on this issue due to political instability**

Overall, non-compliance rates for leave and overtime hours improved. In several cases, both management and workers attributed the problem to political instability, which caused civil unrest, roadblocks, and insecurity. In these instances, people were unable to get to work, and businesses could not operate normally. Not reporting to work caused the factories to remain open for additional days to complete their production targets and deliver goods on time. Despite these challenges, non-compliance levels remain low:

**6%** of factories exceeded the legal limit on regular daily or weekly working hours

**3%** of employers did not give workers at least one day off after 48 hours of work

# KEY ACHIEVEMENTS

## IMPROVEMENTS IN 10 YEARS

### Celebrating a decade of progress

Since 2009, registered factories grew 35%

In 2019, Better Work Haiti celebrated a decade of operations in the country. Since its inception in 2009, the programme has contributed significantly to the improvement of working conditions and competitiveness in the garment-manufacturing sector in Haiti. It will continue to do so through its strategic vision 2018-2022 plan, which includes global, country, and factory level initiatives. Over the past ten years, we have built strong partnerships with our parent organisations – the ILO and IFC – and a range of stakeholders at the national level. It is through this collaboration that we can understand the specific needs of our constituents, and can implement a programme that will have the greatest impact and potential for making sustainable change. Better Work Haiti covers all 35 exporting factories in the garment sector, across seven Free Trade Zones: CODEVI, SONAPI Industrial Metropolitan Park, SONAPI Industrial Park of Caracol, Dignerion, les Palmiers, SIDSA and Lafito.

### PARTICIPATING FACTORIES



### THE SECTOR'S WORKFORCE





## Testing times for the industry

In addition to its work at the factory level, Better Work Haiti also addresses concerns about industry-related issues, such as the frequent turnover of representatives from in the Ministry of Labour and gaps in national labour regulations. These issues persist in an environment of ongoing political instability.



**OCCUPATIONAL SAFETY & HEALTH**

## Efforts to avoid the team's replacement

### High turnover of OSH managers and MAST inspectors

Over the years, Better Work Haiti has continued to strengthen its efforts through training and advisory services. Still, there is also a high rate of turnover of OSH managers and committee members in most factories which creates problems for sustaining change. There are three main reasons for this turnover:

- ◆ high rate of migration of workers to other countries in search of better living opportunities;
- ◆ departures from the factories for better financial benefits;
- ◆ changes in staffing by factory management.



**EMERGENCY PREPAREDNESS**

## Alert: there are still risks

### Senior management have to endorse regulations

Emergency preparedness remains a concern in the sector despite observed progress. Following a visit by an OSH consultant to the factories in SONAPI, we are revising the tools available to help factories address persistent non-compliance issues more effectively. Another reason for high rates in the implementation of OSH policies is that senior management do not always endorse the required changes and, hence, regulations related to emergency.

**73%**  
of factories do not have clearly marked and posted emergency exits and escape routes.

**61%**  
of factories do not have accessible, unobstructed, and unlocked emergency exits on working hours.

**61%**  
of workplaces do not have adequate fire-fighting equipment.



**MATERNITY ISSUES**

## Pregnant women lack rights

### The majority of employers do not pay maternity insurance

Inadequate working conditions for pregnant women remain a considerable challenge, as seen in the below non-compliance figures:

- ◆ 61% of assessed factories were non-compliant with paying 3% of workers' basic salaries to OFATMA for maternity and health insurance;
- ◆ 36% of assessed factories did not pay eligible workers adequately for maternity leave;
- ◆ 15% of employers were non-compliant in providing pregnant women required breaks.

Some women employees feel that although the workspace is comfortable, there is no designated areas for women to rest. "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," said Nephtaly, a pregnant worker from the factory MBI Haiti SA, who was able to see a doctor and receive medicine for a medical issue.

Better Work Haiti continues to share information and engage in joint initiatives with social security bodies to influence and support their perspectives and improve the well-being of workers. Often, there is a long delay before workers are paid their social security benefits for matters like maternity leave, work-related accident payments, and social insurance. We have been conducting seminars with OFATMA to address this problem.

### OTHER PERSISTENT CHALLENGES

**70%**  
of the employers do not collect and forward workers' contributions to OFATMA.

**67%**  
of the factories do not pay 3% of workers' basic salary to OFATMA for maternity and health insurance.

## GROUND REPORT

### Partners to safeguard the health of workers

Of the 33 factories, 22 did not have on-site medical facilities and staff

Although the high health risks for workers in the garment sector, our assessments show that most factories were non-compliant in the requirement to have on-site medical facilities. By the end of 2019, 66% of our factories did not meet this requirement. Before the launch of our programme, none of the factories had doctors on site. Workers were taken to the nearest hospital or clinic for medical assistance. Now, factories are investing to comply. To raise awareness on this, we have launched initiatives that:

- ◆ Urged partner organisations to designate 100% of their profits for social programmes to Haitian workers, to engage in discussions with their sourcing factories to address health issues;
- ◆ Organised free medical consultations for more than 2,000 workers — 77% of whom are women — in ophthalmology, prenatal and maternal health, dermatology, gynaecology, HIV testing, and internal medicine;
- ◆ Launched a pilot project with Share Hope to train nurses on different types of actions and activities they can offer inside the factory.

### MAIN RESULTS

- ◆ Workers received nearly a hundred pairs of glasses free-of-charge from the Ophthalmology Department of the State University Hospital in Haiti, as well as medicine for eye care;
- ◆ Of the 70 workers who received free and voluntary HIV testing, the four positive cases were supported by the Ministry of Public Health and Population;
- ◆ Around 25,000 condoms were distributed;
- ◆ Workers have reported adequate medical services on-site and being able to schedule appointments. Doctors have been providing them with references for additional medical follow up.





## MAST inspectors join forces to tackle sexual harassment

With an increase in cases of sexual harassment in factories, we implemented prevention and training packages that targeted workers, supervisors, managers, and trainers, as well as MAST inspectors

According to a study by Tufts University in the United States, at the launch of the Better Work Haiti programme, around one-in-three garment workers, the majority of them women, reported problems with sexual harassment at their workplace. This is a notoriously difficult and sensitive issue to uncover during compliance assessments. Better Work Haiti has strengthened its policies to prevent sexual harassment by publicising the types of behaviour considered to be harassment, as well as zero-tolerance policy. All workers and employers, including middle and top management, received compliance training regarding this Zero Tolerance Policy and methods to prevent sexual harassment. In addition, labour inspectors joined this group of trainees. In our 2019 assessments, 6% of factories reviewed indicated that workers had been subject to sexual harassment.

**“Factories must ensure that zero-tolerance policies against sexual harassment are well communicated and well understood by all workers and do not remain on paper and simply displayed on a notice board.”**

*Pierre André, factory worker*

**“Before, there was a supervisor who was harassing a worker. The worker complained. The management found that it was true, and the person was fired.”**

*A bipartite committee member*

### MEASURES IMPLEMENTED BY BETTER WORK HAITI:

- ◆ The program’s training plan was updated to include quarterly training on sexual harassment prevention and other zero tolerance protocol topics;
- ◆ Factories received the zero-tolerance policy on harassment and began anti-sexual harassment communications campaigns;
- ◆ Better Work’s supervisory skills training has helped raise awareness of this issue among supervisors;
- ◆ Factories trained all their employees on what constitutes harassment and abuse. They also reviewed their sexual harassment policies in consultation with the trade union committee;
- ◆ By establishing policies on this issue, factory management is now more engaged in preventing sexual harassment and is conducting internal training for supervisors;
- ◆ Better Work organised a training programme on sexual harassment called: ‘Respectful Workplace’ with other national partners to discuss the problematics of reducing the cases of sexual harassment. We also discussed opportunities and actions to overcome these issues, which remain clear barriers to the empowerment of women and development of their skills in the place of work.

The following results were shared by workers after training sessions and during advisories with Performance Improvement Consultative Committee (PICC) members:

- ◆ Workers were more likely to report cases of sexual harassment;
- ◆ Workers cited several cases in which offenders had been fired by management;
- ◆ Female workers reported that supervisors were more respectful.





## Joint initiatives for sectoral development

In 2020, Better Work Haiti aims to work with local/ regional partners and international stakeholders to achieve the following goals:

- ◆ A Haitian textile industry that creates more jobs across several industrial parks;
- ◆ Level of compliance that attracts more buyers to the country;
- ◆ A range of social services for workers which follow legal requirements and are effective;
- ◆ More efficient communication between all stakeholders in the sector;
- ◆ A framework for further collaboration.



### GOVERNMENT

Better Work Haiti will continue to expand its collaboration with the Government of Haiti, the Ministry of Labour, and all other social security institutions and the Ministry of Commerce.

We will offer our support to develop policies and programmes that reinforce national OSH systems and infrastructures to mitigate persistent and emerging OSH risks, including those stemming from violence and harassment. Our priority will be to develop strategic compliance programmes and enhance labour inspectors' capacities.



### FACTORY MANAGERS

We will be more rigorous with our efforts to help factories increase compliance in areas like OSH and working time. We will prioritise the sharing of factory best practices and the implementation of legislation to improve working conditions, so that factory owners and managers can implement them on their own.



### GLOBAL DONORS

We will work together with donors to build sustainable partnerships and promote long-term achievements, especially on issues related to worker welfare and gender equality.



### EMPLOYERS' ASSOCIATIONS

At the country level in the next two years in collaboration with the employers' bureau of the ILO, our focus will be to strengthen the analytical and research capacity of the employers' association to enhance their ability to anticipate and address changing business realities.



### LOCAL UNION

We will seek to collaborate with the workers' bureau of the ILO and trade unions from the industry to resolve issues that hinder formal tripartite discussions. We will support trade unions to provide new or improved services to their members, taking into account the transformative changes in the world of work.



### INTERNATIONAL PARTNERS

Our goal is to encourage international brands to promote better working conditions in factories. Through our multi-stakeholder buyer's forums, we will bring together representatives from international brands to share experiences, to engage with Better Work Haiti on industry challenges and deepen support for the improvement of factories and supply chain transparency, which will benefit factories, workers and brands.

## CREATING AN INDUSTRY RESPONSE TO COVID-19

The Haitian garment sector has been impacted significantly by the COVID-19 pandemic. With closures and working suspensions, factories face extreme insecurity and workers have no social security protections to fall back on. Our team has worked with all national stakeholders to identify a collective approach to support the industry. The programme is working with specialists within the ILO to support the government on best practices in social protection systems.

Our team has also been developing a new technical commission comprising of the Ministry of Commerce and Industry, Ministry of Public Health and Population, and the MAST to oversee the operations of factories that are set to reopen. With our technical guidance, the commission has recommended measures such as restricting crowds, social distancing, hand-washing, temperature checks, and the distribution of protective equipment to workers. The group has conducted factory visits to assess their compliance with the recommendations.

We've also worked with MAST to develop a guide for factories on responding to COVID-19 and created audio messages to raise awareness among all stakeholders about the health and HR implications of the virus. Considering workers' concerns and questions, we have been engaging with the bipartite and OSH committees to broadcast key provisions of national and international labour standards relevant to the COVID-19 outbreak.

Collaborating with other UN agencies in Haiti has also been a priority. With the UN Women, we had high-level discussions to address the negative impact COVID-19 has on women and girls and to prioritise policy measures that facilitate a more gender-inclusive recovery path. Participants have included civil society representatives, heads of global women's movements and trade unions. We are also joining forces with the UNFPA and national partners to ensure accurate information is provided to women, including those of reproductive age and pregnant women, on potential risks and how to seek medical care, as well as protection from gender-based violence. The programme has prioritised the collection of age and sex-disaggregated data to understand how COVID-19 impacts individuals in terms of prevalence, trends, and other important information to share with national constituents and other UN programmes operating in the country.



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