

## Findings at a Glance

**Better Work Haiti (BWH)** provides factory visits, training, and industry seminars to improve factory compliance with labor standards and the competitiveness of Haiti's garment sector. BWH is implemented by the International Labour Organization (ILO) in partnership with the International Finance Corporation (IFC).

 **Factory Visits** to conduct annual compliance assessments and support remediation of labor law violations

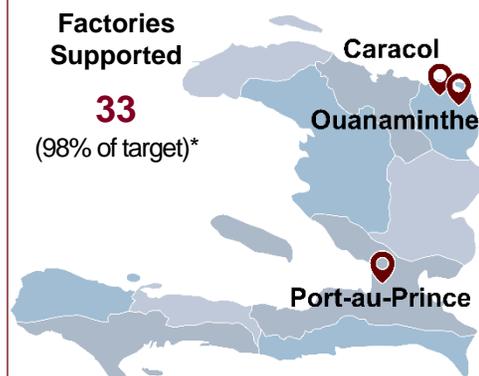
 **Training** for factory representatives on how to tackle problem areas and improve workplace relations

 **Industry Seminars** to collectively tackle areas of needed improvement identified across factories

 **2009 - 2020**

 **\$14.4 million**

 **ILO/IFC**



### OUTCOMES

1. Compliance with national labor law and international labor standards in the Haitian garment industry is monitored and compliance levels increased.
2. The garment industry in Haiti is strengthened and capable to improve labor related issues and industrial relations on a sectoral level.
3. The long-term institutional and financial viability of BWH activities is strengthened through increased capacity of its constituents and increased revenues.

### ACHIEVEMENT

High

Low

Moderate

### SUSTAINABILITY

Low

Low

Low

### RESULTS

As of June 2019\*

2018\*\*

**Workers Impacted**

**Buyers Affiliated**

**Advisory Visits**

**Training Sessions**

**54,000**

**17**

**203**

**113**

(65% women) (103% of target) (113% of target) (113% of target)

*In the beginning, it was very tough to work in Haiti. Now the suppliers are engaged and aware. They understand the problems they can have if they are not in compliance. A lot of issues have been dealt with.*

- Buyer Representative

*The reports of the inspectors do not have the same weight as Better Work reports. Enterprises say our reports don't matter to them. They do not respect us or our work.*

- Labor Inspector

### LESSONS LEARNED



**Gender-Sensitive Programming.** BWH's gender action plan, efforts to raise sexual harassment awareness, and inclusion of maternity protection and non-discrimination in wages and hiring are positive initiatives to address gender-based issues.



**Playing Labor Rights Recordings.** The use of local language, audio broadcasts in factories is effective in educating many garment sector workers on labor rights at relatively little cost.



**Engaging Buyers to Reassure Factories.** Delays in BWH validating factory progress on remediating violations may damage factory reputation and jeopardize orders. BWH should tackle this issue and continue to strengthen buyer commitment to improving working conditions in Haiti.

## KEY RECOMMENDATIONS



**Intensify workplace cooperation training and factory activities.** BWH should give bipartite committees a clearer mandate regarding workplace cooperation, consider funding for workplace improvement projects, and ensure foreign supervisors and middle management participate in workplace cooperation and cultural sensitivity training. In seminars, BWH should share good practices from other countries or "model" factories in Haiti.



**Strengthen capacity-building programs for trade union members.** BWH capacity building should include comprehensive interventions to build the capacity of trade union leaders to develop and deliver their own training programs and make progress on other indicators of trade union organizational development such as recruiting new members, managing membership lists, and collecting dues.



**Strengthen the labor inspectorate.** ILAB should reinforce advocacy with the Haitian government to address structural issues affecting labor inspection of garment factories, while BWH should continue building capacity of the labor inspectorate's garment sector task force and providing support for logistics to increase the frequency and responsiveness of inspections.



**Adjust staffing to focus on emerging needs.** BWH should hire more enterprise advisors and take other measures to reinforce BWH presence in factories, especially in the north, where the number of workers is growing. The program should gather feedback from buyers and factory stakeholders on how it can be more responsive to their needs.

\*Data represent the current, non-cumulative total as of June 2019 against the 2019 target.

\*\*Data represent the total of visits and sessions conducted from January to December 2018 against the 2018 target.