

# **Better Work Haiti: Garment Industry 1<sup>st</sup> Biannual Report under the HOPE II Legislation**

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# Section I: Introduction and Methodology

## 1.1. Structure of the report

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This is the first report to be produced by Better Work Haiti in the framework of the HOPE II legislation (see Annex 1). The report aims to show what efforts have been made by factories in the textile and garment sector in Haiti to improve compliance with the international labour standards and with national labour law.

The first section of the report gives an overview of the context in which the HOPE legislation was adopted, the origin of the Better Work programme in Haiti and the impact of the earthquake of 12 January 2010 on the industry and on programme implementation. This section also includes an explanation of the Better Work methodology, including the reports produced in the framework of the Better Work programme and the HOPE legislation.

The second section focuses on the services provided by Better Work Haiti to Haitian garment factories. In this section there is a summary of the findings of the factory assessments carried out by Better Work in the autumn of 2009. There is also a description of the improvement and advisory services offered by Better Work.

The final section of the report describes the efforts made by the factories to correct the compliance needs identified in the Better Work compliance assessments. As required by the HOPE II legislation, information provided for each of the participating factories includes: the compliance needs for each compliance cluster and each compliance point<sup>1</sup>, the improvements suggested by Better Work Haiti, the priority improvements identified by the factory and the efforts made by the factory to remedy the compliance needs.

## 1.2. Context

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### The HOPE I legislation

The HOPE legislation (Haitian Hemispheric Opportunity Through Partnership Encouragement) was approved by the United States Congress on 16 December 2006. It came into force on 20 March 2007 when it was signed by President George W. Bush, for an initial period of 3 years.

HOPE I introduced specific new rules of origin which enabled Haiti to benefit from certain trade preferences additional to those provided for through the Caribbean Basin Initiative for the garment and motor vehicle engine parts sectors.

Because of its duration and its limitations, the HOPE legislation, however beneficial for the Haitian textile industry, suffered from certain constraints which prevented it from being used to the full. The Government of Haiti and the private sector therefore exerted pressure for the legislation to be extended and expanded by the United States Congress.

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<sup>1</sup> Note that the Minimum Wages and Overtime Wages compliance points are not reported in this report. See Box 1 *Minimum Wage in Haiti* on page 11.

## **The HOPE II legislation and the TAICNAR project**

In 2008, with a view to correcting the shortcomings of HOPE I, the United States Congress introduced the HOPE II legislation. This legislation enables the Haitian textile and garment industry to benefit from customs exemptions, and establishes a new programme for strengthening and monitoring working conditions in the textile and garment sector.

The HOPE II legislation allows for duty-free entry into the United States for a limited number of garments imported from Haiti, provided that 50% of the value of the goods and/or the costs of processing the garments originates in Haiti, the United States or another country which is a trading partner of the United States (i.e., having a free trade agreement with the United States). This percentage increases to 55% in the fourth year and 60% in the fifth year of HOPE II implementation.

In order to benefit from HOPE II, Haiti was required to establish an independent Labour Ombudsman appointed by the President of the Republic in consultation with the private sector and the trade unions. Haiti was also required to work with the International Labour Office (ILO), to develop a programme to assess and promote compliance with core labour standards and national labour law in the factories which enjoy tariff advantages under HOPE II. This was referred to in the legislation as the *Technical Assistance Improvement and Compliance Needs Assessment and Remediation Programme* (TAICNAR). Finally, Haiti needed to develop a mechanism for ensuring that all producers benefiting from the HOPE II trade preferences participated in the TAICNAR programme.

There are two elements in the TAICNAR programme. The first of these consists of technical assistance to strengthen the legal and administrative structures for improving compliance in the industry. The scope of these services is vast, encompassing technical assistance from the ILO in reviewing national laws and regulations to bring them into conformity with international standards, raising awareness of workers' rights, and training labour inspectors, judicial officers and other government personnel. The second element of the TAICNAR programme focuses on assessing compliance with core labour standards and national labour law, supporting remediation efforts, and publicly reporting on progress for all factories on the Labour Ombudsman's register.

To encourage compliance with core labour standards and national labour law, the legislation indicates that preferential treatment may be withdrawn from producers not making sufficient efforts to come into compliance with the core labour standards and national labour law over time.

Better Work Haiti is implementing the TAICNAR programme, in collaboration with the HOPE II Commission.

## **The earthquake of 12 January 2010**

On Tuesday 12 January 2010, Haiti suffered its worst earthquake in 200 years. This massive earthquake struck an impoverished country in which many buildings fell short of building standards. Over 220 000 people died and over 300 000 were injured. Thousands of people are in need of psychological or psycho-social support. About 1.3 million people are now living in temporary shelters in the metropolitan area of Port-au-Prince, and over 500 000 people have left the stricken areas to seek refuge elsewhere in the country. Although no full accounting of how many garment workers have been directly affected by the earthquake exists, it is clear that the impact has been catastrophic, as many garment workers lived in the worst affected neighbourhood in Port-au-Prince, Cite Soleil.

The earthquake did not spare the textile and garment sector; it caused significant damage to a number of factories. Although much progress has been achieved in returning to the same level of production as before the earthquake, it is evident that businesses are only recovering slowly from the disaster. Reconstruction costs in the sector are estimated at 38 million US dollars for the repair of damaged buildings, the replacement of machinery and the training of new staff<sup>2</sup>.

The United States Congress has responded to the needs of Haiti's textile and garment sector by adopting the Haiti Economic Lift Programme (the HELP Legislation), a two-year extension of the HOPE II legislation, to support the recovery of Haiti's economy following the earthquake. Haiti's industries will therefore enjoy these advantages until the year 2020.

The Better Work Haiti programme was also deeply affected by the earthquake. Better Work Haiti's office, located at the time in the UNDP compound, was severely damaged and was no longer safe for occupancy. The programme manager was evacuated for 6 weeks, and the recruitment of local staff has been significantly delayed. Nevertheless, in April 2010 the Better Work programme shared its initial detailed assessment reports with each factory. The programme called the industry leaders together in order to present the findings for the whole of the industry, the improvement process and the advisory and training services.

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<sup>2</sup> Congressional Research Reports for the People, RL34687, 24 June 2010.

### 1.3. The Better Work compliance assessment methodology

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The Better Work programme assesses factory compliance with core international labour standards and national labour law. Following the assessments, a detailed report is shared with the factory presenting findings on eight clusters, or categories, of labour standards, half of which are based on international standards and half on national legislation.

Core labour standards: The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998, calls upon Member States to respect and promote these principles and rights in four areas, whether or not they have ratified the relevant Conventions. These categories, or clusters, are: freedom of association and collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in employment and occupation. The conventions on which the 1998 Declaration is based are Nos. 29, 87, 98, 105, 100, 111, 138, 182, and they form the reference base in assessing compliance by the factories with fundamental rights for all the Better Work programmes in various countries.

National labour law: The remaining four clusters refer to standards set in national legislation, and therefore vary from one country to another. These categories cover compensation, contracts and human resources, health and safety at work and working time.

Each of the eight categories is divided into key components called compliance points. For each of the compliance points there are specific questions, which may vary from one country to another. The detailed list of compliance points for each of the categories, and the number of questions for each category, are shown in the following table.

	Compliance clusters		
Core Labour Standards	1	Child labour	1. Child Labourers 2. Worst Forms 3. Hazardous Work 4. Documentation
	2	Discrimination <sup>3</sup>	5. Race and Origin 6. Religion and Political Opinion 7. Gender 8. Other Grounds
	3	Forced Labour	9. Coercion 10. Bonded Labour 11. Forced Labour and Overtime 12. Prison Labour
	4	Freedom of Association and Collective Bargaining	13. Union Operations 14. Interference and Discrimination 15. Collective Bargaining 16. Strikes
Working Conditions	5	Compensation	17. Minimum Wages <sup>4</sup> 18. Overtime Wages <sup>5</sup> 19. Premium Pay 20. Method of Payment 21. Wage Information, Use and Deduction 22. Paid Leave 23. Social Security and Other Benefits
	6	Contracts and Human Resources	24. Employment Contracts 25. Termination 26. Discipline and Disputes 27. Contracting Procedures
	7	Occupational Safety and Health	28. OSH Management Systems 29. Chemicals and Hazardous Substances 30. Worker Protection 31. Working Environment 32. Health Services and First Aid 33. Welfare Facilities 34. Worker Accommodation 35. Emergency Preparedness
	8	Working Time	36. Regular Hours 37. Overtime 38. Leave

<sup>3</sup> In Better Work country-specific questionnaires, a compliance point “Other Grounds” may be included under the Discrimination cluster. This category is intended to assess specific discrimination issues that are covered in national labour law, and are considered to be aligned with the objectives of the relevant ILO conventions (100 and 111), but which are not explicitly named in the conventions, e.g., age, HIV/AIDS status, disability, etc. The questionnaire for Haiti does not include the “Other Grounds” compliance point because the Haitian labour law does not identify grounds for discrimination beyond those cited in Conventions 100 and 111.

<sup>4</sup> This compliance point was not reported in the first synthesis report of Better Work Haiti. For more information, see box 1 on page 11.

<sup>5</sup> This compliance point was not reported in the first synthesis report of Better Work Haiti. For more information, see box on page 11.



## **The Better Work synthesis reports**

In each of the countries taking part in the Better Work programme, a synthesis report on the industry, prepared on the basis of the individual assessment reports, is published twice a year. The first synthesis report in the framework of the Better Work Haiti programme was published in July 2010 on the Better Work web site. This report gives an overview of factory-level compliance with labour standards, together with the findings of the assessments of the compliance needs of the factories carried out by Better Work between October and December 2009. The purpose of the report is to assist the factories in identifying the areas calling for improvement. Gathering and reporting these data over time will enable the factories to show their determination to improve working conditions.

The baseline synthesis report was not a biannual report under the HOPE II legislation. It is a standard practice of the Better Work programme to publish regular public synthesis reports.

## **Six-monthly reports under the HOPE legislation**

The present report is the first one to be drawn up in the framework of the HOPE II legislation (see SEC 15403 (D) *Biannual Report* on the HOPE II legislation in Annex 1). Whereas the first synthesis report discussed above includes aggregated data on compliance, this report focuses on the compliance needs and improvement measures adopted in the factories. It analyses the situation in each factory, taking account of its compliance needs together with the suggestions for improvement made by Better Work, the priorities for remediation identified by the factory and the efforts actually made to remedy the compliance needs. The report also contains a brief explanation of the methodology of the Better Work programme and the support actions for implementing corrective measures, including advisory services.

The HOPE II legislation requires that the ILO produces reports, on a biannual basis, beginning six months after Haiti implements the TAICNAR Programme. President Obama certified that Haiti had implemented the TAICNAR programme on October 16, 2009 so the first report under the HOPE II legislation was due on April 16, 2010. However, as indicated in the United States Trade Representative's report to Congress in June 2010, "it was not practicable for the ILO to produce the biannual report by April 16 due to the extraordinary circumstances in Haiti resulting from the earthquake of January 12, 2010."

The second six-monthly report in the framework of the HOPE II legislation will be published on 16 April 2011. As well as reporting on the compliance needs, the efforts made to correct them and the assistance measures taken, this second report will also report the compliance needs on which no steps have been taken, and the length of time which has elapsed since they were identified in the first six-monthly report.

## Section II: Services of Better Work Haiti

### 2.1. Compliance assessment findings

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This section describes non-compliance findings as presented in the first synthesis report by Better Work Haiti on labour compliance, published in July 2010<sup>6</sup>. The findings presented in this section are based on the Better Work non-compliance rate. According to this methodology, a factory will be found non-compliant if any of the checklist questions within the compliance area, or compliance point, are found to be non-compliant. These findings are based on assessments conducted in late 2009 in 21 factories. Four factories have closed down since these assessments were carried out: A plus Garments, Quick Response Manufacturing, Team Manufacturing and Textrade. In addition, Genesis S.A. has had to relocate because of the earthquake. Because of significant changes in this establishment, the non-compliance reported in the baseline assessment is no longer valid and the factory is not included in this report<sup>7</sup>.

The highest areas of non-compliance were those related to national labour law versus the compliance clusters surrounding core labour standards. There are relatively few findings of non-compliance for the two first categories of core labour standards. More specifically, there is no non-compliance finding in the Child Labour category. Two enterprises are non-compliant on the non-compliance point Coercion, in the category Forced Labour. As far as Discrimination is concerned, 6 factories are non-compliant on the question of Gender, and 8 factories are non-compliant in the category Religion and Political Opinion. These non-compliance points arise chiefly from the recruitment literature used. Finally, there are significant outstanding challenges concerning issues of Freedom of Association and Collective Bargaining in the Haitian garment industry. For example, the board of governors of the SONAPI industrial zone in Port-au-Prince decided to suspend access to the site to persons without badges following the strikes in August 2009 concerning the increase in the minimum wage. Consequently, the trade unions no longer have access to factories within the SONAPI park and to their workers. CODEVI, a garment factory located in Ouanaminthe, at the border with the Dominican Republic, is the only factory with trade union presence and with a functioning collective bargaining agreement in the Haitian garment industry. Better Work has conducted an assessment of industrial relations issues in Haiti, in consultation with the national and global trade union movements. Principles of union access according to ILO Conventions and jurisprudence will be communicated by Better Work to project stakeholders.

With regard to the findings on labour conditions, the categories with the highest non-compliance rates are found in the components Occupational Safety and Health (OSH) and Working Time. In the OSH category, all factories have some non-compliance findings in Worker Protection, Health Services and First Aid, and Chemicals and Hazardous Substances. In Working Time, all the factories are non-compliant in respect of regular hours of work, and 19 of them are non-compliant in respect of overtime. The distribution of non-compliance findings is provided in Chart 1.

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<sup>6</sup> The baseline synthesis report is available at <http://links.betterwork.org/haiti-baseline-report>

<sup>7</sup> See Table 1 on page 18.

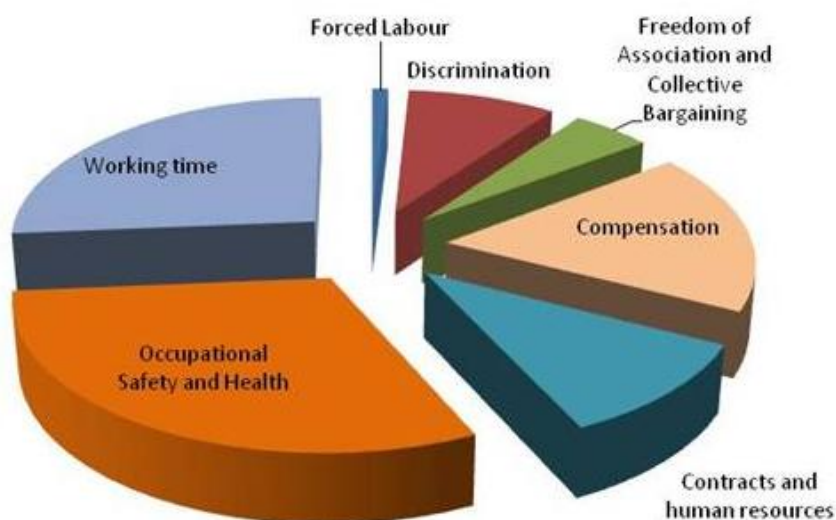
### Box 1: Minimum wage in Haiti

After six years with no change in the legal minimum wage, a new minimum wage law entered into force on 1 October 2009, two weeks prior to the beginning of Better Work Haiti assessments, significantly increasing the previous minimum wage of 70 gourdes a day (1.85 dollars). The law states: “As of October 1st 2009 for export-oriented establishments employing staff mostly on piece rates, the salary paid for the production unit must be fixed so as to allow the worker to realize for 8 working hours per day at least 200 gourdes per day fixed in the first article of the present law; the reference minimum wage in these establishments being fixed at 125 gourdes.” The law also establishes progressive annual increases in the reference wage each October for three years.

When Better Work Haiti conducted baseline compliance assessments in the factories in late 2009, there was a disagreement on the interpretation of the law. Most Haitian stakeholders understood the minimum wage to be 125 gourdes a day for regular working hours. Better Work, supported by ILO specialists, interpreted the minimum wage as 200 gourdes a day for piece workers, with the reference wage of 125 gourdes a day being the minimum wage for regularly employed workers who work full time and are paid on a daily basis, not on piece rates. Because of the disputed interpretation, both the baseline synthesis report and the current report do not include findings related to minimum wages or overtime payments.

On 19 July 2010, the Presidential Tripartite Commission on the implementation of the HOPE legislation (CTMO-HOPE) provided Better Work with an official interpretation of the law, as generally accepted in Haiti, indicating that while piece rates have to be calculated in such a way that workers can earn 200 gourdes a day, the official minimum wage for these workers cannot be less than 125 gourdes. CTMO-HOPE further noted that the official minimum wage for the sector is 125 gourdes a day, and that it would increase to 150 gourdes on 1 October 2010.

**Chart 1: Distribution of non-compliance findings, according to compliance clusters**



## 2.2. Advisory Services

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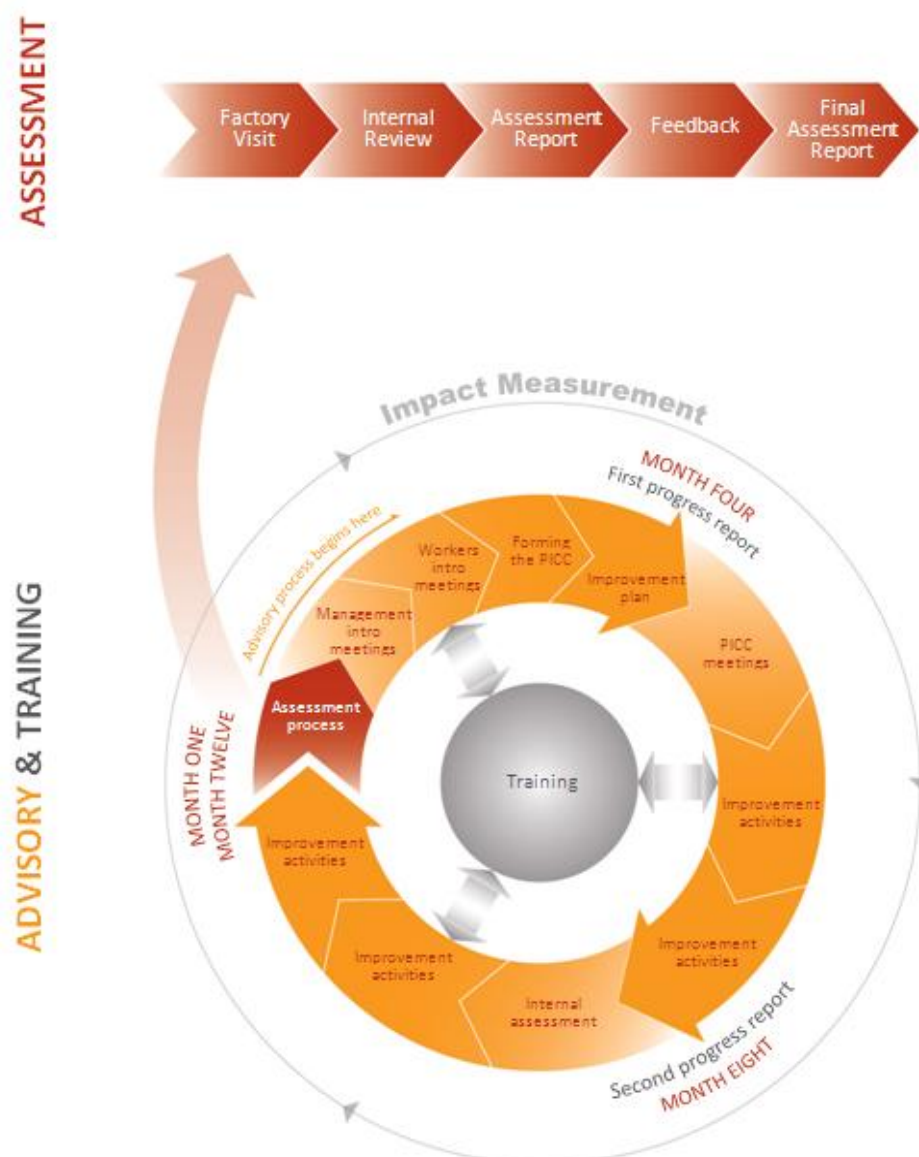
Better Work programmes include both compliance assessments and advisory services. Following the assessment of compliance needs, the advisors for Better Work enterprises work directly with each factory in order to:

- set up and drive a joint Performance Improvement Consultative Committee (PICC), comprising an equal number of representatives of the workers and management;
- draw up improvement plans together with the PICC, and make recommendations on training;
- provide technical input and facilitate the process of implementing the targeted corrective actions.

The provision of advisory services guarantees that a tailor-made approach will be taken at each factory. The programme will inform the buyers about the steps taken by the factories to deal with the non-compliance points which have been identified. The provision of advisory services also makes it possible to gauge the impact of corrective actions on the quality and productivity of the factories.

Typically, the enterprise advisors visit factories at least once every month providing advisory services to enterprises. Better Work staff produces two follow-up reports a year, detailing the efforts made by each enterprise to carry out the improvement plans. These reports are sent to factories following the fourth and eighth months of the Better Work annual cycle. Figure 1 shows the process involved in providing advisory and training services, the linkage between them, and the assessment process.

**Figure 1: The process of providing advisory and training services to factories**



Enterprises will receive the advisory services of Better Work Haiti in the following ways:

- setting up a factory-level committee to identify problems and find solutions, which will then be implemented by the management and the workforce;
- advice on the specific technical requirements of the factories;
- an enhanced relationship with the buyers through demonstrating the efforts made to improve;
- submitting two follow-up reports a year—for the enterprise and for the participating buyers—showing the improvement efforts made over time;
- increasing factory performance on the basis of previous compliance assessments;
- reflecting on the systemic problems which are often the principal cause of non-compliance.

## **Box 2: The uniqueness of Better Work Haiti**

Assessment, advisory and reporting services by Better Work have been carried out differently in Haiti than in other Better Work country programmes in 2010. There are many reasons for this. While some of these differences are temporary and related to delays and implementation challenges presented by the earthquake, others relate to the specific requirements of the HOPE II legislation and are likely to continue. Differences include:

**Time lag in factory-level reporting.** Typically, the time between a Better Work factory compliance assessment visit and when the factory receives a final report is approximately 6 weeks, with a 1-week period in which factories can respond to a draft before the report is finalized. In Haiti in 2009–2010, the earthquake happened in the period between the assessment visits and the finalization of the reports, leading to a 4-month lag between the completion of all factory assessment visits and factories receiving their reports. Going forward, factory reports will be delivered as they are completed and not to all factories at the same time.

**Advisory services delivery.** Without any local professional staff on the ground in Haiti, due to delays in recruitment related to the earthquake, Better Work delivered a reduced scope of advisory services. The key difference is the delay in developing a worker-management committee which would typically drive the improvement planning process. Establishing an effective committee is a time-intensive and difficult process in a country such as Haiti without the tradition of social dialogue nor active trade unions in the sector. This is a priority for the coming months.

**Public improvement reporting.** In typical Better Work country programmes, compliance results are published in a synthesis report approximately every six months. After a factory has received a second compliance assessment visit by Better Work, having been allowed approximately 12 months in which to improve compliance, the synthesis report includes the factory name along with its key non-compliance findings. Improvement plans and progress are not specifically covered in the public synthesis reports. In Haiti, the HOPE II legislation requires specific reporting every 6 months, by factory, of the compliance results and improvement efforts, starting with the first visit. This type of reporting will continue in Haiti.

As noted above, Better Work Haiti launched advisory services and the improvement cycle depicted in Figure 1 when the factories were still recovering from the disaster which struck Haiti, and especially its capital city, early in 2010. Despite the recovery in productive activity shortly after the earthquake of 12 January, several factories had to cope with a reduced workforce. Some had to squeeze their activities into one or two buildings because the remaining ones had been damaged, and others had to relocate altogether. Factories were gravely affected, and the whole of the Haitian textile industry needed support in order to recover.

The earthquake also delayed the implementation of advisory services in the Better Work programme, in particular by delaying the recruitment of the local team of enterprise advisors. In the absence of a full team of advisors, Better Work engaged all the factories in improvement processes that prioritized Occupational Safety and Health (OSH), which had been identified as a prominent need in the baseline assessments and was clearly an issue of importance to both workers and managers.

These initial advisory services offered the factories an opportunity to make concrete improvements in some areas before the next round of compliance assessments. It did not, however, specifically address each area of non-compliance nor did it progress toward the larger objective of Better Work Haiti to create opportunities for social dialogue and joint worker-management problem solving at the factory level. Improvement plans were developed largely by management with limited worker involvement. A top priority for Better Work Haiti in the coming six months is to work with factories to establish joint worker-management Performance Improvement Consultative Committees (PICC) with worker representatives selected by workers to develop, prioritize and monitor improvement activities going forward.

The current report is based on improvement plans developed by factories based on their initial compliance assessments. As the following section shows, the areas for improvement most often identified by factories were the following:

1. Emergency preparedness (for example, ensuring that there are adequate and accessible emergency exits);
2. Chemicals and hazardous substances (for example, labelling, listing and storage);
3. Worker protection (for example, absorbent floor coverings, wearing masks and needle guards);
4. Health services and first aid (for example, first aid kits, provision of first aid, having a doctor and nurses on hand);
5. Common facilities (for example toilets, a meal and rest area, providing soap);
6. Working environment (for example, noise reduction).

Better Work Haiti also advised factories to review their recruitment materials for potentially discriminatory questions, as this had been identified as a source of non-compliance in many factories. A number of improvement plans went beyond issues of health and safety, to more challenging areas of working time and wages. Better Work welcomes the proactive approach taken by a number of factories and will continue to deepen its support in addressing long term non-compliance issues.

### **2.3. Occupational Safety and Health Training Seminar**

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On 9 September 2010, an international consultant for Better Work presented a seminar on occupational safety and health to 18 factories (A + Garments, DKDR, Genesis, Global Manufacturers Corporation, Haitian International, Horizon, Interamerican Tailor, Interamerican Wovens, Interamerican Knits, Palm Apparel, SISA, Island Apparel, Modas Gloria Apparel, Magic Sewing, Multi Wear, One World Apparel, Pacific Sports and Premium<sup>8</sup>). The aim of this seminar was to make managers aware of the dangers present in the factories, and to encourage them to set up OSH committees in the factories and draw up policies on safety and health. The seminar was followed by training visits to each of the factories. The OSH specialist, as well as the new Better Work enterprise advisors, were able to meet with the existing OSH committees, or with the management if there was no committee, and to train the persons involved to identify hazards in the factory and to seek solutions for reducing risks, accidents, illness, etc. At the end of the visit, the participants were encouraged to set up OSH committees if this had not yet been done, and to draw up a specific plan of action to correct the risk situations which they had themselves identified during the visit.

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<sup>8</sup> See table 2 at page 18 for a list of factories in Haiti.

This visit enabled the participants to put into practice the theory covered during the seminar, and prepared them for carrying out their own assessments independently. All participants rated the training as highly effective.

**Table 1: Participants' feedback on OSH training**

	Disappointing	OK	Good	Very Good	Excellent
Content of the training			2	10	10
Training method			1	9	12
Training documents		3	6	8	5
Trainer		1		7	13
Training organization			3	10	9
Applicability of the content			4	8	9



## Section III: Detailed factory information

### 3.1 List of the factories

Table 2 lists all the factories in the Haitian garment sector detailing their status in 2009 at the time of Better Work assessments and their current status as of September 2010. Factories that are not included in the current report are shaded.

**Table 2: List of factories<sup>9</sup>**

Name of factory	Registered & assessed in 2009	Status in 2010	Comments	OSH Training participant
Aplus Garments	x	Not active	Temporary closed since June 2010, not part of Advisory services. Sent staff to OSH training. No activity conducted next to the training	x
CODEVI	x	Active		
DKDR Haiti	x	Active		x
Fox River Caribe Inc	x	Active		
Genesis	x	Not active	Not participating in advisory services as they relocated to another building. Has registered in 2010 and will have new assessment and participate in advisory services going forward.	x
Interamerican Wovens	x	Active		x
Interamerican Tailor	x	Active		x
Island Apparel	x	Active		x
Johan Company	x	Active		
Magic Sewing	x	Active		x
Modas Gloria Apparel	x	Active		x
Multi Wear S.A.	x	Active		x
One World Apparel	x	Active		x
Pacific Sports Haiti	x	Active		x
Palm Apparel	x	Active		x
Premium Apparel	x	Active		x
Quick Response Manufacturing	x	Not active	Closed in 2010 and reopened under Horizon, not part of advisory services	
Sewing International	x	Active		x
Textrade	x	Not active	Closed in May 2010	
Team Manufacturing	x	Not active	Closed in December 2009	

<sup>9</sup> No factory has met the conditions stipulated under Subparagraph B of the Statute of the HOPE II legislation.

Willbes Haitian	x	Active		
Global Manufacturers & Contractors		Newly registered	Attended training, has registered for assessment and advisory services	x
Interamerican Knits		Newly registered	Attended training, has registered for assessment and advisory services	x
Jean Richard Sajous Enterprise		Not registered	Attended training, has not yet registered for assessment and advisory services.	x
Horizon		Newly registered	See above (Quick Response Manufacturing).	x

### 3.2. Findings from the factories

This section reports on efforts made by the factories to remedy the non-compliance points shown in the Better Work synthesis report. These efforts are based on self-assessment by the factories, to be verified by Better Work in new assessment visits in the autumn of 2010.

The efforts reported on below are largely the result of limited Better Work advisory services delivered to factory management. Going forward, Better Work advisory services aim to facilitate a participatory problem-solving approach to addressing compliance needs at the factory level by promoting social dialogue between factory management and worker representatives chosen by workers. Due to the exceptional circumstances in Haiti, Better Work has not yet worked with the factories to establish worker-management committees (PICCs) which focus on improvement planning based on the compliance needs assessments from Better Work, although some factories may already have such forums in place. As noted above in Section 2.2, Better Work Haiti advisory services during the reporting period have focused on a few key non-compliance areas, primarily in Occupational Safety and Health.

As required by the HOPE II legislation, the following information is given for each of the participating factories:

- compliance needs by compliance cluster and by compliance point;
- suggestions by Better Work Haiti;
- priority remedies identified by the factory;
- efforts made by the factory to remedy the compliance needs.

In this report, the efforts made by the factory are self-reported. Better Work is in the process of verifying actual change at factories as the programme begins its second round of compliance needs assessments. Subsequent reports will include the results of Better Work verification, noting areas in which factories have come into compliance, where some progress has been made and where no identifiable progress has been made.

**Location : Ouanaminthe**

**No. of workers: 3924**

**Meeting with Better Work Haiti : 23 June**

CODEVI undertook a process of correcting the non-compliance points immediately after receiving its assessment report. At the meeting at which the improvement process was introduced, Better Work Haiti met the team responsible for putting in place corrective measures and mechanisms for self-assessment in order to reduce the non-compliance points to a minimum in future assessments.

Note: CODEVI is the only factory in Haiti with trade union presence and with an active collective bargaining agreement.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
Compliance cluster	Compliance point		
Compensation	Minimum wages	Payment of the minimum wage to piece workers	The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages	The workers must be paid a 50% supplement for overtime	The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave	The security department must have a leave day each week	The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions	Inform the workers about the payment system	The engineers in the payments section have organized joint meetings with HR to explain the system for paying the workers.
Occupational safety and health (OSH)	Chemicals and hazardous substances	Labelling all chemicals and hazardous substances	
		Building a new area for stockpiling chemicals	
		A security inventory for each chemical	
	Emergency preparedness	Adequate facilities for washing and cleansing materials in the event of exposure to hazardous chemicals	The workers have adequate facilities for washing and cleansing materials in the event of exposure to hazardous chemicals
Cleaning and opening the emergency exits during the working day		The emergency exits are open during working hours	
Health services and first aid	Installing adequate fire-fighting equipment	The factory has installed fire-fighting equipment	
Welfare facilities	Installing adequate and accessible toilets at the workplace, in particular ascertain that all the existing toilets are working;	The factory has installed adequate and accessible toilets	
	Adequate hand-washing facilities and suitable soap	The workplace has been equipped with adequate hand-washing facilities and suitable soap	

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Worker protection	<p>Standing workers must be able to sit down at regular intervals and/or have standing mats</p> <p>Installing adequate protection on all moving parts of machinery and equipment (needle guards)</p> <p>Proper installation of electrical wiring, switches and sockets</p>	<p>All the workers who spend several hours a day standing up have received standing mats</p> <p>All the electrical wiring and sockets are properly installed and well maintained.</p>
Working time	Overtime	Overtime must not exceed 2 hours a day and 80 hours every three months	
	Regular hours	<p>Record lists showing accurately the overtime actually worked</p> <p>Respecting the rest time for breastfeeding mothers</p>	<p>Each day, the management checks when workers enter or leave the factory to ensure that they clock on and off so as to record the hours worked.</p> <p>The management has had meetings with the women workers to ensure that these rest periods are properly used.</p>

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## DKDR Haiti S.A.

**Location : Port-au-Prince**

**No. of workers : 841**

**Meetings with Better Work Haiti : 5 May, 6 July, 31 August, 14 September**

DKDR has submitted two improvement plans since the introductory meeting. The director took a positive attitude to the improvement process, although he was initially sceptical at the exit interview when the assessment was made.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender, religion or political opinion	The recruitment materials have been revised and corrected
Freedom of association and collective bargaining	Union operations		
Compensation	Minimum wages	Payment of the minimum wage to piece workers	The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages	The workers must be paid a 50% supplement for overtime	The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave	Payment of paid leave	The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Contracts and human resources	Termination		
Occupational safety and health (OSH)	Management systems for OSH	Attending a seminar on OSH by way of introduction, followed by a visit to the factory. Setting up the health and safety committee	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Chemicals and hazardous substances	<p>Devising a weekly inventory of hazardous substances</p> <p>Labelling all chemicals and hazardous substances</p> <p>Appropriate stockpiling and storage of hazardous chemicals</p> <p>Security instructions for hazardous substances and chemicals</p> <p>Training for workers who handle chemicals and hazardous substances</p> <p>Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals</p>	<p>The inventory of chemicals and hazardous substances has been completed</p> <p>All chemical or hazardous products are clearly identified</p> <p>Chemicals and hazardous substances are properly kept under lock and key. The hazardous substance warnings are posted on the door.</p> <p>BW has put the managing director in contact with another factory in the Republic of Korea with a view to buying washing equipment for use in the event of exposure to chemicals or hazardous substances</p>
	Emergency preparedness	Installing a fire detection system	This was in progress during our last visit.
	Health services and first aid	Preparing first aid kits to be available in sufficient quantities and easily accessible	The first aid kits contain the necessary equipment and one person is appointed to be responsible for each of the kits
	Welfare facilities	<p>Ensure that all the existing toilets are working</p> <p>Expanding and ensuring proper maintenance of the meal area</p> <p>Keeping the workplace clean</p> <p>Adequate hand-washing facilities and suitable soap available in the toilets</p>	
	Worker protection	<p>Standing workers must be able to sit down at regular intervals and/or have standing mats</p> <p>Preparing needle guards and belt protection</p> <p>Proper installation of electrical wiring, switches and sockets</p> <p>Displaying appropriate security warnings</p>	<p>The managing director has ordered the missing components from the Republic of Korea.</p> <p>The managing director has asked BW to provide him with security warning notices.</p>
	Working environment	Repair, reinstallation and cleaning of air filters	At the time of our second visit, the management had decided to carry out repairs of the cracks caused by the earthquake, because the owners of the industrial park were delaying in starting work on the site as a whole.
Working time	Overtime		
	Regular hours		
	Leave		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

## Fox River Caribe Inc.

**Location : Port-au-Prince**

**No of workers : 47**

**Meetings with Better Work Haiti : 10 May, 15 July**

Fox River Caribe began improvement work following the exit meeting which forms part of the assessment.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Compensation	Minimum wages	Payment of the minimum wage to piece workers	The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Contracts and human resources	Termination		
	Employment contracts		
Occupational safety and health (OSH)	OSH Management Systems	Attendance at the seminar on OSH by way of introduction to the topic, followed by a factory visit to train the OSH committee or offer support in setting one up	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Labelling all chemicals and hazardous substances	Done
		Appropriate stockpiling and storage of hazardous chemicals	Done
		A security inventory for each chemical	Done
		Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals	The costs of this investment were evaluated at the time of our last visit

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Emergency preparedness	<p>Installing lighting at the emergency exits</p> <p>Building a new staircase to give access to the emergency exits</p> <p>Adequate fire-fighting equipment</p>	<p>The installation of lights at the emergency exits has been completed</p> <p>The construction of a new staircase giving access to the emergency exits has been completed</p> <p>The factory has contacted a PROSTI agency to install fire-fighting equipment and to provide its maintenance on a monthly basis</p>
	Health services and first aid	Preparing first aid kits to be available in sufficient quantities and be easily accessible	First aid kits are available
	Welfare facilities	<p>Repair the toilets and ensure they are working properly</p> <p>Availability of suitable soap in the toilets</p>	<p>The existing toilets which were out of action at the time of the assessment have been repaired.</p> <p>Soap is now available</p>
	Worker protection	<p>Standing workers must be able to sit down at regular intervals and/or have standing mats</p> <p>Provide dust masks</p> <p>Provide appropriate safety warnings</p>	<p>Availability of standing mats</p> <p>Availability of dust masks</p> <p>The PROSTI agency has put up appropriate safety warnings</p>
	Working environment		
Working time	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.



## Interamerican Tailor S.A.

**Location : Port-au-Prince**

**No. of workers : 952**

**Meetings with Better Work Haiti : 13 May, 22 July, 26 August**

The Apaid Group is presently thinking of recruiting a social compliance manager for the whole of its industrial site.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correcting the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	Done
	Religion and political opinion	Correcting the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	Done
Compensation	Minimum wages	Payment of the minimum wage to piece workers	The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages	The workers must be paid a 50% supplement for overtime	The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Occupational safety and health (OSH)	OSH Management Systems	Attendance at the seminar on OSH by way of introduction to the topic, followed by a factory visit to train the OSH committee or offer support in setting one up	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Labelling all chemicals and hazardous substances	
	Emergency preparedness	Designating and posting notices at the emergency exits  Installing adequate fire-fighting equipment	
	Health services and first aid	Preparing first aid kits to be available in sufficient quantities and be easily accessible	

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Welfare facilities	Installing and repairing the toilets Cleanliness at the workplace	
	Worker protection		
	Working environment		
Working hours	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Interamerican Wovens S.A.

**Location : Port-au-Prince**

**No. of workers : 571**

**Meetings with Better Work Haiti : 22 July, 26 August**

The Apaid Group is presently thinking of recruiting a social compliance manager for the whole of its industrial site.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	
	Religion and political opinion	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	
Freedom of association and collective bargaining	Union operations		
Compensation	Social security and other benefits		
Contracts and human resources	Termination		
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH by way of introduction to the topic, followed by a factory visit  Setting up an occupational health and safety committee	The health and safety committee was formed on 20/03/2010  Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Adequate washing facilities in the event of exposure to hazardous chemicals  Safety warnings for hazardous substances and chemicals	The enterprise has installed facilities for eye-washing at the workplace  There are safety instructions for hazardous substances and chemicals at every place where these products are used.
	Health services and first aid		
	Welfare facilities		
	Worker protection	Providing standing mats for standing workers  Installing appropriate protection on all moving parts of machinery and equipment (needle guards)	The enterprise is providing standing mats for all the workers, and has had an ergonomic programme at the workplace for all the workers since June 2010  Needle guards have been installed on 90% of the machines, and the enterprise will install the remainder, as new units are to be formed
Working time	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

## Island Apparel S.A.

**Location : Port-au-Prince**

**No. of workers : 1219**

**Meetings with Better Work Haiti : 21 June, 24 August, 16 September**

When the assessment report was received, the management of Island Apparel decided to introduce a compliance management post. One of the women workers was then given the job of ensuring social compliance at the factory. Since the introductory meeting, three (3) improvement plans have been submitted to Better Work Haiti.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Forced labour	Coercion	The enterprise must allow the workers to move about freely at all times	Memos have been compiled and radio messages given out to reinforce the workers' awareness that they are free to move about
Compensation	Minimum wages		The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave	Leave pay for the workers to be correctly paid	There is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days. With the help of a programme, the factory is engaged in changing the payment system so that workers are paid the average instead of the minimum wage for their leave. The system will be in place by the end of September.
Contracts and human resources	Employment contracts		
	Termination		
	Labour discipline and disputes	Disciplinary procedures consistent with the legal requirements and without harassment or humiliating treatment.	The factory has organized a seminar for the workforce, supervisors, mechanics and security staff on discrimination and harassment and on improving communications and managing difficult situations properly.
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH	
		Reporting accidents at work	Follow-up and documentation on work accidents is taking place and forms part of the employees' work records.
		Assessing the overall health and safety situation within the enterprise	Twice a month there is an assessment of the overall health and safety situation. These visits are documented with photos and notes.
		Setting up an occupational health and safety committee	The occupational health and safety committee has been set up. It meets each month and keeps a record of the meetings.
		A written policy on health and safety at work	The written policy on occupational health and safety is being finalized with the OSH expert from Better Work.

The information in the column "Efforts made to remedy the compliance needs" is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Chemicals and hazardous substances	Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals  Installation of exhaust pipes	Emergency eye-washing facilities have been placed in each department where hazardous products are used. The workers have been trained in the use of these facilities.  All the exhaust pipes have been installed, with the venting towards the exterior.
	Emergency preparedness	Sufficient number of emergency exits  Installing adequate fire-fighting equipment  Drawing up an efficient plan of evacuation	The factory has installed emergency exits in every building.  All the fire extinguishers and alarms are clearly indicated and installed at a height enabling them to be readily used. 12 employees have taken part in a training session on fire prevention, security and first aid.  The factory floor has been reorganized to create a more efficient plan of evacuation. The floor has been painted so as to facilitate rapid evacuation. An evacuation route has been introduced in the storage depot.
	Health services and first aid	Informing pregnant or breastfeeding workers about health and safety risks  Medical personnel on the workplace  Annual medical checks	The factory has started holding meetings with the pregnant or breastfeeding workers once a month to discuss health and safety risks.  The factory has recruited 4 nurses and a doctor. The nurses are based in each of the buildings, and the doctor is on the spot for 4 days each week. There is also a gynaecologist once a month.  Since August, the doctor has been carrying out annual medical checks on all employees who have worked in the factory for at least 3 months. The medical reports are included in the personnel files.
	Welfare facilities	Providing a suitable area in which the workers can take their meals	Construction of a new area for meals allowing more space to sit. The kitchen and the area where meals are supplied are being overhauled and painted. There is an assistant on duty to ensure that these areas are clean.
	Worker protection	Supplying personal protective equipment  Providing standing mats  Installation of adequate protection on all moving parts of machinery and equipment (needle guards)	All the workers (those cleaning and zipper cutters) have received personal protective equipment.  Standing workers have received standing mats.  All the workers have either needle guards attached to the machines or safety glasses to protect their eyes.
	Working environment	Improving ventilation in the factory	The factory has ordered and received new ventilators, and has begun to install them.
Working time	Overtime	Overtime at night to be paid double the standard wage	The factory does not work at night but where appropriate, employees will be paid twice their ordinary wages.
	Regular hours	Breastfeeding mothers must have the prescribed rest periods.	All breastfeeding mothers have been informed at the monthly meetings of their entitlement to two rest periods of half-an-hour each to feed their babies.

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Johan Company

**Location : Port-au-Prince**

**No. of workers : 210**

**Meetings with Better Work Haiti : 15 June, 17 September**

Johan Company has two buildings, one of which is used for dyeing. At our first visit introducing the improvement process, dyeing activities had been suspended, and shortly afterwards manufacturing was also suspended because of a temporary lack of orders. We met the owner on 17 September, and he told us that production had recently resumed and was certain to continue until the end of 2010. Because of the difficulties it has encountered, the company has not at this stage devoted much effort to improvement.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance category</i>	<i>Compliance point</i>		
Compensation	Minimum wages		The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Contracts and human resources	Employment contracts		
	Discipline and disputes		
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Labelling all chemicals and hazardous substances  Appropriate stockpiling and storage of hazardous chemicals  A security inventory for each chemical  Adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals	

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Emergency preparedness	<p>Installing adequate fire-fighting equipment</p> <p>Training the workers in the use of fire-fighting equipment</p> <p>Training the workers in the procedures for evacuation and conducting fire drills</p>	<p>In progress : the factory has contracted « Internegoce » to :</p> <ul style="list-style-type: none"> <li>- Install a fire detection and alarm system ;</li> <li>- Test, add and repair fire-fighting equipment so as to provide one fire extinguisher every 100 linear feet</li> <li>- Train the workers in the evacuation procedures, in fire drills and in the use of the fire-fighting</li> </ul>
	Health services and first aid		
	Social services		
	Worker protection		
Working time	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Magic Sewing Manufacturing S.A.

**Location : Port-au-Prince**

**No. of workers : 302**

**Meetings with Better Work Haiti : 10 May, 21 July, 15 September**

This is a small family-run enterprise which is struggling to survive, especially since the earthquake. If it continues in production, it will need sustained support from Better Work.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	
	Religion and political opinion	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	
Compensation	Minimum wages		The enterprise is awaiting the consultation with the Government pending resolution of disagreement on law
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners pending resolution of disagreement on law
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social Affairs and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH by way of introduction to the topic, followed by a factory visit to train the OSH committee or offer support in setting one up	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Labelling hazardous substances and chemicals  Buying sterilized water	The whole area of chemicals is undergoing improvement.  Because of the high cost of installing eye-washing facilities, the owner is buying bottles of sterilized water in case a worker is in contact with a hazardous product
	Emergency preparedness	Posting notices on the emergency exits	The factory has 4 exit doors which seem to be enough for an emergency evacuation of the 260 workers, according to the owner  The factory is ensuring that the exits are not blocked or obstructed during working hours

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.



		Adequate fire fighting equipment	The factory has a contract with Pinson S .A. which is checking the fire extinguishers several times a month. The last inspection took place in early September.
	Health services and first aid	Construction of medical facilities  Availability of first aid kits in sufficient quantities	The factory provides for a nurse to be on duty and has a medical unit.  The owner has bought first aid kits and now has to attach them to the wall.
	Welfare facilities	Ensure that all the existing toilets are working  Proper maintenance of the meal area  Adequate hand-washing facilities and suitable soap	All the toilets are functioning during the visit.  The rest area is under construction, as this part of the building was damaged during the earthquake.  Workers are being provided with soap.
	Worker protection	Buy standing mats for standing workers  Personal protective equipment for the workers (masks and protective glasses)	The mats have been bought  Nose shields, gloves and eye protection are available for the workers
Working time	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Modas Gloria Apparel Ht

**Location : Port-au-Prince**

**No. of workers : 700**

**Meetings with Better Work Haiti : 7 May, 6 July, 31 August, 14 September**

The manager of this Korean factory has had to go to the Republic of Korea for health reasons. The improvement plan has been left with two local workers, who need a great deal of support and reinforcement.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Freedom of association and collective bargaining	Union operations		
Compensation	Minimum wages	Payment of minimum wage to piece workers	The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Contracts and human resources	Employment contracts		
	Termination		
	Discipline and disputes		
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH by way of introduction to the topic, followed by a factory visit to train the OSH committee or offer support in setting one up	MGA has set up an Occupational Health and Safety Committee and 3 sub-committees: an Evacuation Committee, a First Aid Committee and a Fire-fighting Committee. The members of these committees are clearly identified wherever necessary. First aid training was given to about 25 workers by the Haiti Red Cross on 26 June. Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Chemicals and hazardous substances	<p>A security inventory for each chemical</p> <p>Labelling all chemicals and hazardous substances</p> <p>Appropriate stockpiling and storage of hazardous chemicals</p> <p>Training for the workers who handle chemicals and hazardous substances</p> <p>Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals</p>	<p>The inventory was ready on 15 August</p> <p>The products have been labelled</p> <p>They are well stored.</p> <p>A training document has been produced in French and translated into Creole</p> <p>An eye-washing station has been provided in the vicinity of the workers who use hazardous materials.</p>
	Emergency preparedness	Training in fire-fighting	On 23 April last, a course in fire-fighting was provided by SECURITEC
	Health services and first aid	Preparing first aid kits to be available in sufficient quantities and be easily accessible	The first aid kits are well equipped and the contents are clearly listed on the outside. The persons responsible are clearly identified
	Welfare facilities	<p>Availability of adequate and accessible toilets</p> <p>Adequate hand-washing facilities and suitable soap</p>	
	Worker protection	<p>Standing workers must be able to sit down at regular intervals and/or have standing mats to stand on</p> <p>Installing adequate protection on all moving parts of machinery and equipment (needle guards)</p>	<p>The enterprise has bought absorbent mats. When we visited the factory, about 50% of the workers were using the mats supplied to them, or were working with bare feet.</p> <p>A training document on wearing protective clothing was submitted to us.</p>
Working hours	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Multiwear S.A.

**Location : Port-au-Prince**

**No. of workers : 1817**

**Meetings with Better Work Haiti : 1 July 19 August, 17 September**

Multi Wear resorted to an external consultant to support the management team in launching its improvement plan and developing corrective action. A person was engaged to take responsibility for ensuring improvement of the social compliance of the enterprise; both for the assessments carried out by Better Work Haiti and for the audits conducted by the buyers. The whole of the management team is involved in the process which has now been started.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Forced labour	Coercion	The enterprise must allow the workers to move about freely at all times	On 23 August, the factory's management team held a meeting to explain the situation and define a plan of action to correct it. Training must be provided for the supervisors, and there must be communication with the workers so as to avoid any possibility of coercion, before the end of September.
Freedom of association and collective bargaining	Union operations		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Social security and other benefits		
Contracts and human resources	Employment contracts		
Occupational health and safety (OSH)	OSH Management Systems	Publishing the OSH policy	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Setting up an emergency committee  Drawing up an exhaustive list of hazardous chemicals	The labelling, storage, inventory and material safety data sheets (MSDS) of chemicals were under way when we last visited.

The information in the column "Efforts made to remedy the compliance needs" is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Emergency preparedness	Designating the emergency exits and posting notices on them  Training the workers in the use of emergency exits and the procedures to be followed in an emergency  Acquiring fire-fighting equipment  Training the workers in the use of the fire extinguishers	The factory has recruited the MARIMEX agency to improve emergency preparedness, including by placing signs on the floor, identifying evacuation routes, increasing the number of alarms and training the workers
	Health services and first aid	Introduce annual medical checks  Training the workers in first aid	Collaboration with a supplier of health services
	Welfare facilities		
	Worker protection		
	Working environment		
Working hours	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## One World Apparel S.A.

**Location : Port-au-Prince**

**No. of workers : 745**

**Meetings with Better Work Haiti : 14 May, 15 July, 16 September**

Of all the factories taking part in Better Work Haiti, One World Apparel is the only one to have followed the recommendation to consult the workers in order to identify their priorities for corrective action. According to the owner, this meeting was beneficial and encouraging for the months to come, and especially for the setting up of the Consultative Committee on Performance Improvement. From what the owner says, it seems that the meeting enabled him to understand the various needs of the workers according to their roles in the enterprise.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Occupational health and safety (OSH)	OSH Management Systems	Register of accidents at work	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Correct the stockpiling, labelling and inventory of chemicals	All the points relating to chemicals have been corrected (inventory, labelling, storage and training for the users)
	Emergency preparedness		
	Health services and first aid		
	Welfare facilities	Installing soap distributors in each toilet	Soap is now available in the toilets
	Worker protection	Introduce measures to ensure that the workers do not have to lift heavy weights	The factory has bought belts for the workers who have to lift heavy weights
	Working environment	Reduce noise levels in the work environment	The loudspeaker volume has been reduced, pending the purchase of additional loudspeakers
Working time	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

## Pacific Sports Haiti S.A.

**Location : Port-au-Prince**

**No. of workers : 1219**

**Meetings with Better Work Haiti : 11 and 14 May, 21 July, 20 August, 13 September**

This enterprise has drawn up an improvement plan by which it can make corrections to almost all its non-compliance points, except those relating to wages.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correct the recruitment materials to avoid any suspicion of discrimination on grounds of gender, religion or political opinion	The recruitment materials have been reviewed and corrected
Freedom of association and collective bargaining	Union operations		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
Contracts and human resources	Termination		
Occupational health and safety (OSH)	Chemicals and hazardous substances	Appropriate stockpiling and storage of hazardous chemicals	Chemicals are stored in labelled barrels
	Health services and first aid		
	Welfare facilities	Adequate hand-washing facilities	The factory has installed two washing stations for workers who use or handle hazardous products.
	Worker protection	Standing workers must be able to sit down at regular intervals and/or have standing mats to stand on  Measures to prevent workers from having to carry heavy weights  Introduce needle guards	The factory has bought absorbent mats for workers who work standing up  The factory has bought a fork-lift truck  All the workers have either needle guards attached to the machines or glasses to protect their eyes.
Working timely	Overtime		
	Regular hours	Employers who ask employees to work on a Sunday must have permission from the Labour Directorate  Weekly rest periods	The factory is seeking permission from the Ministry of Social Affairs

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

## Palm Apparel S.A.

**Location : Port-au-Prince**

**No. of workers : 1176**

**Meetings with Better Work Haiti : 12 May, 10 September**

The Palm Apparel Group was severely tested during the earthquake, and part of its factory at Carrefour collapsed. The company relocated part of its manufacturing activities to another factory at Tabarre, and began production during the night. About 400 workers are working at night in the factory, to avoid too serious a reduction in its annual production capacity, and possible significant financial loss. Although the company was willing to adopt corrective measures, it is clear that its efforts have been concentrated on keeping up an acceptable level of production in recent months, and recovering from this major crisis.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Information about wages, use of funds and deductions	Meetings with the workers in the various sections	Meetings have been held with the workers in order to explain the method of paying wages. By the end of October all the workers had taken part in the meetings.
	Social security and other benefits		
Contracts and human resources	Employment contracts		
Occupational health and safety (OSH)	OSH Management Systems	Attendance at the seminar on OSH, by way of introduction to the topic, followed by a factory visit to train the OSH committee or offer support in setting one up	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn
	Chemicals and hazardous substances	Labelling all chemicals and hazardous substances  Appropriate stockpiling and storage of hazardous chemicals  Drawing up an inventory of hazardous chemicals  Training for the workers who handle chemicals and hazardous substances  Security instructions in Creole for hazardous substances and chemicals.	IN PROGRESS : Labelling in Creole of all hazardous chemicals ;  Appropriate stockpiling and storage of hazardous chemicals ;  Drawing up an inventory of hazardous chemicals ;  Training for the workers who handle chemicals and hazardous substances ;  Security instructions in Creole for hazardous substances and chemicals

The information in the column "Efforts made to remedy the compliance needs" is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.



	Emergency preparedness	<p>Training in fire-fighting for 30 employees</p> <p>Designating the emergency exits and placing notices in yellow on them;</p> <p>Emergency simulation exercises twice a year</p>	<p>A training session in fire-fighting for 30 employees was carried out on 31 July;</p> <p>The marking and signage of the emergency exits is being carried out</p> <p>Emergency simulation exercises will take place twice a year. An initial simulation exercise was carried out on 31 July. Both the simulation exercise and the training were carried out with the cooperation of the buyer.</p>
	Health services and first aid		
	Welfare facilities		
	Worker protection		
	Working environment		
Working time	Overtime		
	Regular hours		

## Premium Apparel S.A.

**Location : Port-au-Prince**

**No. of workers : 1236**

**Meetings with Better Work Haiti : 13 May, 22 July, 26 August, 17 September**

The Apaid Group is presently thinking of recruiting a social compliance manager for the whole of its industrial site.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<i>Compliance cluster</i>	<i>Compliance point</i>		
Discrimination	Gender	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender, religion or political opinion	Done
	Religion and political opinion	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender, religion or political opinion	Done
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Overtime wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Social security and other benefits	Paying social security contributions (ONA)	Social security (ONA) contributions have been paid
Contracts and human resources	Termination		
Occupational health and safety (OSH)	Chemicals and hazardous substances	Security instructions for all hazardous substances  Labelling all chemicals and hazardous substances  Appropriate stockpiling and storage of hazardous chemicals	The material safety data sheet (MSDS) has been posted in the storage depot  Labelling is in progress.  The hazardous chemicals are being appropriately stored
	Emergency preparedness	Proper designation and signage of the emergency exits        Installing adequate fire-fighting equipment	In progress: the factory is working on ensuring that all the emergency exits lead to the outside. The assembly point for the workers in the event of an emergency is also being clearly designated.  The emergency exits are accessible, unencumbered and unlocked even during overtime hours.  A fire alarm has been installed  Marimex has carried out maintenance of the fire extinguishers.

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Health services and first aid		
	Welfare facilities		
	Worker protection	Proper installation of electrical switches and sockets	In progress : the management is now correcting the installation of electrical wiring, switches and sockets
	Working environment	Cleaning the workplace	The factory has recruited a number of cleaners to improve the factory's standard of cleanliness
Working time	Overtime		
	Regular hours		

The information in the column "Efforts made to remedy the compliance needs" is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Sewing International S.A.

**Location : Port-au-Prince**

**No. of workers : 1709**

**Meetings with Better Work Haiti : 12 May, 10 September, 16 September**

The Palm Apparel Group was severely tested during the earthquake, and part of its factory at Carrefour collapsed. The company relocated part of its manufacturing activities to another factory at Tabarre, and began production during the night. About 400 workers are working at night in the factory, in order to avoid too serious a reduction in its annual production capacity, and possible significant financial loss. Although the company was willing to adopt corrective measures, it is clear that its efforts have been concentrated on keeping up an acceptable level of production in recent months, and on recovering from this major crisis.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<b>Compliance cluster</b>	<b>Compliance point</b>		
Freedom of association and collective bargaining	Interference and discrimination		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Information about wages, use of funds and deductions		
	Social security and other benefits		
Contracts and human resources	Employment contracts		
Occupational health and safety (OSH)	OSH Management Systems	A written OSH policy	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Labelling hazardous chemicals  Drawing up an inventory of hazardous chemicals  Training for workers who handle chemicals and hazardous substances  Security instructions in Creole for hazardous substances and chemicals	IN PROGRESS : Labelling hazardous chemicals ;  Drawing up an inventory of hazardous chemicals ;  Training for workers who handle chemicals and hazardous substances ;  Security instructions in Creole for hazardous substances and chemicals

The information in the column "Efforts made to remedy the compliance needs" is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Emergency preparedness	<p>Introducing new emergency exits</p> <p>Designating the emergency exits at the back of the building and the delivery area for the vans, and placing yellow signs on them</p> <p>The emergency exits are accessible, unencumbered and unlocked</p>	<p>New emergency exits have been introduced ;</p> <p>The emergency exits at the back of the building and the delivery area for the vans have been designated and yellow signs have been placed on them.</p> <p>The emergency exits are accessible, unencumbered and unlocked.</p>
	Health services and first aid	<p>Medical checks for workers who work in dangerous sectors</p> <p>Annual medical checks by OFATMA</p> <p>A sufficient number of nurses at the workplace</p>	<p>Medical checks are in progress for workers who work in dangerous sectors</p> <p>Annual medical checks by OFATMA are also taking place</p>
	Welfare facilities	<p>Install additional toilets</p> <p>Availability of suitable soap in the toilets</p> <p>A rest room.</p>	<p>Additional toilets are installed</p> <p>Soap has been provided</p>
	Worker protection		
Working time	Overtime		
	Regular hours		

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## The Willbes Haitian S.A.

**Location : Port-au-Prince**

**No. of workers : 2504**

**Meetings with Better Work Haiti : 7 May, 6 July, 19 and 25 August**

The management of the Willbes factories in Haiti, a company which is supported by its headquarters in the Republic of Korea, has recruited a team to be responsible for monitoring social compliance in the factories. At meetings with the management team, Better Work was able to meet with the newly-formed team. At the time of writing, a Korean delegation was in Haiti for the purpose of setting up the team.

Compliance needs		Improvement priorities identified by the factory in consultation with Better Work	Efforts made to remedy the compliance needs
<b>Compliance cluster</b>	<b>Compliance point</b>		
Freedom of association and collective bargaining	Union operations		
Compensation	Minimum wages		The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Overtime wages	The management will ensure that overtime is paid at double rates and included in the pay book in order to comply with legal obligations	The enterprise is awaiting the consultation between Better Work and the tripartite partners.
	Paid leave		The enterprise is waiting for a decision to be taken with the tripartite partners as there is a disparity between the provisions of the labour code (minimum wages) and the practice encouraged by the Ministry of Social and Employment (average wages) to be paid to the workers for leave days.
	Social security and other benefits	Contributions to Social Security funds (ONA)	The contribution record is available, but because the ONA is closed as a result of the earthquake, the contributions have not been paid in.
Contracts and human resources	Employment contracts	Employment contracts for migrant workers	The contracts for foreign workers will be drawn up at source, either in the Republic of Korea or in the Dominican Republic
	Contract procedures		
	Discipline and disputes	Disciplinary procedures in conformity with legal requirements	
Occupational health and safety (OSH)	OSH Management Systems	A written safety and health policy Formation of an OSH committee A register of accidents at work	Following the seminar on health and safety at work provided in September, all the factories will be given support in the coming months in drawing up systems for health and safety management. A health and safety committee will be set up or strengthened during the coming months, under the supervision of the Better Work advisors. A health and safety policy will also be drawn up.
	Chemicals and hazardous substances	Inventory, storage and labelling of hazardous chemicals  Pipes  Protection for workers who handle chemicals  Training in the use of hazardous chemical substances and in personal protective equipment.	The inventory, storage and labelling of hazardous chemicals has been carried out  A pipe has been installed in the store so that oil can be transferred automatically.  Personal protective equipment has been provided for workers who handle chemicals

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by Better Work in the next assessment visits to be completed by the end of the year.

	Emergency preparedness	<p>A sufficient emergency exits</p> <p>Lights to indicate the emergency exits</p> <p>The emergency exits are accessible, unencumbered and unlocked</p> <p>Training the workers in the evacuation procedures and in the use of fire protection equipment</p>	<p>There are two emergency exits in each building.</p> <p>Lights have been installed to show the way to the emergency exits;</p> <p>The emergency exits are accessible, unencumbered and accessible</p> <p>Training is being given to the workers in the procedures for evacuation and in the use of fire protection equipment.</p>
	Health services and first aid	<p>Provide annual medical checks</p> <p>Training the workers in first aid</p>	<p>All the workers have received a free medical check-up.</p>
	Welfare facilities	<p>Adequate and accessible toilets</p> <p>Provide a rest room</p>	<p>The factory has contacted a plumber to ensure that all the toilets are adequate and accessible</p>
	Worker protection	<p>Personal protective equipment for persons working to clean stains ;</p> <p>Appropriate seats for workers who work sitting down ;</p> <p>Standing workers must be able to sit down at regular intervals and/or have standing mats to stand on</p> <p>Needle guards ;</p> <p>Proper installation of electrical wiring, switches and sockets</p>	<p>Personal protective equipment is being provided for persons working to clean stains</p> <p>The chairs are appropriate for seated workers</p> <p>Absorbent mats have been provided for workers who work standing up ;</p> <p>The machines have been inspected and the installation of guards is in progress</p>
Working time	Overtime	<p>Overtime must be in conformity with the Labour Code (80 hours per quarter) ;</p> <p>Employers who ask employees to work on a Sunday must have the permission of the Labour Directorate ;</p> <p>Correct the recording of overtime hours worked</p>	<p>Overtime must not exceed 80 hours each quarter. This will be respected.</p> <p>In future, if work takes place on a Sunday the employer will seek permission from the Labour Directorate.</p>
	Regular hours	<p>Daily rest periods</p>	<p>The rest break for meals is being reviewed to ensure that it is in conformity with the Labour Code.</p>

The information in the column “Efforts made to remedy the compliance needs” is self-reported by factories. This information will be verified by *Better Work* in the next assessment visits to be completed by the end of the year.

## Section IV: Next Steps

Better Work Haiti has now recruited and trained four enterprise advisors. Programme staff and external experts working with other Better Work country programmes (Better Work Vietnam and Better Work Jordan) have been involved in the staff training and outreach to factories in September 2010. The Better Work specialist on compliance assessment skills worked with the Haiti team in September 2010, conducting two pilot assessments in factories. In November, the training director for the global Better Work programme will be in Haiti to strengthen the capacities of the enterprise advisors to deliver advisory services, with a particular focus on establishing Performance Improvement Consultative Committees (PICCs).

The progress observed during the provision of advisory services to the factories taking part in Better Work Haiti has been very significant, especially in terms of OSH, keeping in mind the short time elapsed since these services were first made available. Since so far the improvement plans have been developed largely by factory management, the next key activity for advisory services in the coming six months will be the setting up of joint worker-management committees (PICCs) in each factory. These PICCs will guide and manage the process of change in the workplace through direct collaboration between management and workers' representatives freely chosen by workers. To enable these PICCs to play their role to the full, it is very important to establish a direct relationship between management and workers, based on mutual trust. It is envisaged that Better Work Haiti advisory services will continue to focus on OSH in the next months, and especially on the setting up and strengthening of OSH committees, the publication of OSH guidelines within the factory, and continuing self-assessment of safety risks.

As of the first quarter of 2011, Better Work training services will be offered in Haiti. They will include internal training services provided to enterprise advisors, and external training. Better Work Haiti will also cooperate with the IFC on the "Business Edge" programme, which focuses on training for senior human resources personnel. In addition, Better Work Haiti will begin collaborating with a local training partner in 2011 in the delivery of Better Work-certified training programmes.

In terms of stakeholder engagement, Better Work Haiti is advised by a tripartite Project Advisory Committee (PAC), which is a sub-committee of the HOPE Commission, and comprises 2 representatives of each sector that are from the government (Ministry of Labour and Social Affairs and Ministry of Commerce and Industry), the private sector (l'Association des Industries d'Haïti) and the workers' organizations (Coordination Syndicale Haïtienne and UACSH). The PAC is meeting on a monthly basis and will transition to quarterly meetings by early 2011. Furthermore, on 18 and 19 November 2010 Better Work Haiti is organizing a Buyers Forum in Port-au-Prince. This forum is an opportunity for direct dialogue with the parties involved with the Better Work Haiti programme.



## Annex 1. HOPE II Legislation Reporting Requirements

### **SEC. 15403. LABOR OMBUDSMAN AND TECHNICAL ASSISTANCE IMPROVEMENT AND COMPLIANCE NEEDS ASSESSMENT AND REMEDIATION PROGRAM.**

[...] (D) BIENNIAL REPORT. —The biennial reports referred to in subparagraph (C)(i) are a report, by the entity operating the TAICNAR Program, that is published (and available to the public in a readily accessible manner) on a biennial basis, beginning 6 months after Haiti implements the TAICNAR Program under this paragraph, covering the preceding 6-month period, and that includes the following:

(i) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having met the conditions under subparagraph (B).

(ii) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having deficiencies with respect to the conditions under subparagraph (B), and has failed to remedy such deficiencies.

(iii) For each producer listed under clause (ii) —

(I) a description of the deficiencies found to exist and the specific suggestions for remediating such deficiencies made by the entity operating the TAICNAR Program;

(II) a description of the efforts by the producer to remediate the deficiencies, including a description of assistance provided by any entity to assist in such remediation; and

(III) with respect to deficiencies that have not been remediated, the amount of time that has elapsed since the deficiencies were first identified in a report under this subparagraph.

(iv) For each producer identified as having deficiencies with respect to the conditions described under subparagraph (B) in a prior report under this subparagraph, a description of the progress made in remediating such deficiencies since the submission of the prior report, and an assessment of whether any aspect of such deficiencies persists. [...]