

Better Work Haiti: Garment Industry 2nd Biannual Synthesis Report Under the HOPE II Legislation

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List of Acronyms

CP	Compliance Point
CTMO-HOPE	Commission Tripartite de Mise en œuvre de la loi HOPE (Tripartite HOPE Commission)
EA	Enterprise Advisor
HELP	Haiti Economic Lift Programme
HOPE II	Haitian Hemispheric Opportunity Through Partnership Encouragement
OFATMA	Office d'Assurance de Travail, de Maladie et de Maternité (Office for Work, Health and Maternity Insurance)
ONA	Office Nationale d'Assurance Vieillesse (National Office for Old-Age Insurance)
OSH	Occupational Safety and Health
PICC	Performance Improvement Consultative Committee
PPE	Personal Protective Equipment
TAICNAR	Technical Assistance Improvement and Compliance Needs Assessment and Remediation

Section I: Introduction and Methodology

1.1. Structure of the report

This is the second report to be produced by Better Work Haiti in the framework of the HOPE II legislation. The objective of the report is to describe the labour compliance performance of factories participating in the Better Work Haiti programme, including changes in compliance with international labour standards and with national labour law since the publication of the first Biannual Report Under the HOPE II Legislation published on 16 October 2010.

The first section of this report gives an overview of the HOPE legislation and the origin of the Better Work programme in Haiti and the impact that natural disasters and political unrest in 2010 had 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.¹

The second section of the report outlines the compliance assessments findings from the second round of factory assessments conducted between September 2010 and February 2011.

The third section of the report describes Better Work Haiti advisory and training services.

The fourth section of the report outlines the priorities of the Better Work Haiti programme in the upcoming months.

Finally, the last section of the report describes the efforts made by the factories to correct the compliance needs identified in the Better Work Haiti 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, the improvement priorities identified by the factories and the efforts made by the factory to remedy the compliance needs.

1.2. Context

The HOPE II legislation and the TAICNAR project

The United States Congress enacted the HOPE II legislation in 2008 to enable the Haitian textile and garment industry to benefit from customs exemptions and establish 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 that has 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.

¹ The present report combines elements of the standard Better Work synthesis reports with the factory-level detail called for in the HOPE II legislation. As such, it contains information on the aggregate level of non-compliance across participating factories, as well as individual factories' compliance needs and improvement measures adopted.

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 that 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 components to 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 extensive, 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 each factory 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.

External factors that are affecting the implementation of the Better Work Haiti programme

This reporting period, from September 2010 to February 2011, continued to be extremely challenging for Haiti. In the aftermath of the earthquake in January 2010, which claimed the lives of more than 220,000 people, over a million people continue to live in temporary shelters and tent towns with poor hygiene and sanitation in Port-au-Prince. This situation was exacerbated by a cholera outbreak in October. Approximately 150,000 people have been affected to date and more than 4,000 have died from the disease.

This health emergency had direct implications for the operations and focus of Better Work Haiti. Assessment activities were suspended in order to distribute cholera prevention pamphlets and brochures to workers in factories. Every worker in all 28 factories in and around Port-au-Prince received prevention information. Fortunately, factories did not report many sick workers. Nevertheless, the cholera outbreak had also significant repercussions on security in the country and the ability of the Better Work Haiti team to circulate in Port-au-Prince and to travel to Ouanaminthe.

At the end of October, Haiti was also in the trajectory of Hurricane Tomas. As a result, factories preparing for the arrival of the hurricane closed for two days, hindering production and Better Work Haiti assessment activities.

Political instability further challenged implementation. Rioting following the November elections closed the international airport of Port-au-Prince for three days and some international flights were suspended for a week. Security concerns and official restrictions meant that Better Work Haiti staff were confined to their homes for four days. The situation continued to be highly unstable for the following weeks preventing any assessment visits during the month of December. January continued to witness an unstable political climate until the candidates for the second election round were announced.

1.3. The Better Work compliance assessment methodology

Better Work compliance assessment framework

The Better Work programme assesses factory compliance with core international labour standards and national labour law. Following 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 factory compliance 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 thematic components called “compliance points” (CPs). These thematic subsections remain the same for assessments in all country programmes. However, each compliance point comprises specific questions, which may vary from one country to another. The detailed list of compliance points for each of the clusters is shown in the following table.

Table 1: Better Work compliance assessment framework

	Compliance clusters		Compliance Points
Core Labour Standards	1	Child labour	1. Child Labourers 2. Unconditional Worst Forms 3. Hazardous Work 4. Documentation and Protection of Young Workers
	2	Discrimination	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 18. Overtime Wages 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

Calculating non-compliance

In public synthesis reports, Better Work reports on aggregate non-compliance in the participating industry as shown in Chart 1. Non-compliance is reported for each subcategory (compliance point) of the eight main labour standards clusters. A factory is found non-compliant in a subcategory if they are found to be out of compliance on any one aspect of it. With respect to the figures presented in synthesis reports, for example, a non-compliance rate of 100% means that all participating factories were found to have at least one violation in that area.

The non-compliance rate is not sufficient to fully describe the specific issues that Enterprise Advisors have observed during the assessments. Tables presenting non-compliance findings at a more detailed level are also presented in Section II (See In Focus tables). These tables allow the reader to fully appreciate the specific challenges in compliance identified in factory assessments. In Focus Tables report the number of factories found to be non-compliant with respect to each highlighted question.

Better Work and public reporting

The Better Work programme supports fair and transparent public reporting. In all Better Work country programmes, synthesis reports on the industry are prepared on the basis of the individual factory assessment reports and published twice a year. Evidence shows that public reporting of this kind helps encourage continuous improvement and reduces the probability of reversing compliance gains. Gathering and reporting these data over time enables factories to demonstrate their efforts to improve working conditions.

The first Better Work Haiti synthesis report was published in July 2010. It featured aggregated compliance information based on factory assessments conducted by the programme between October and December 2009. In October 2010, Better Work published a second report which met the requirements of the HOPE II Legislation (see SEC 15403 (D) *Biannual Report* on the HOPE II legislation in Annex 1).

The current report and all subsequent reports will include both aggregated industry compliance data as well as detailed factory-level analysis of compliance needs, the priorities for remediation identified by the factory and the efforts actually made to remedy the compliance needs.²

² Reports produced under the HOPE II legislation differ in two ways from Better Work public reporting elsewhere: (1) they include factory names and compliance information from the first assessment (other Better Work country programmes name factories after 1 year of engagement and 2 assessments) and (2) they include more details on compliance needs and factory remediation efforts.

Section II: Findings

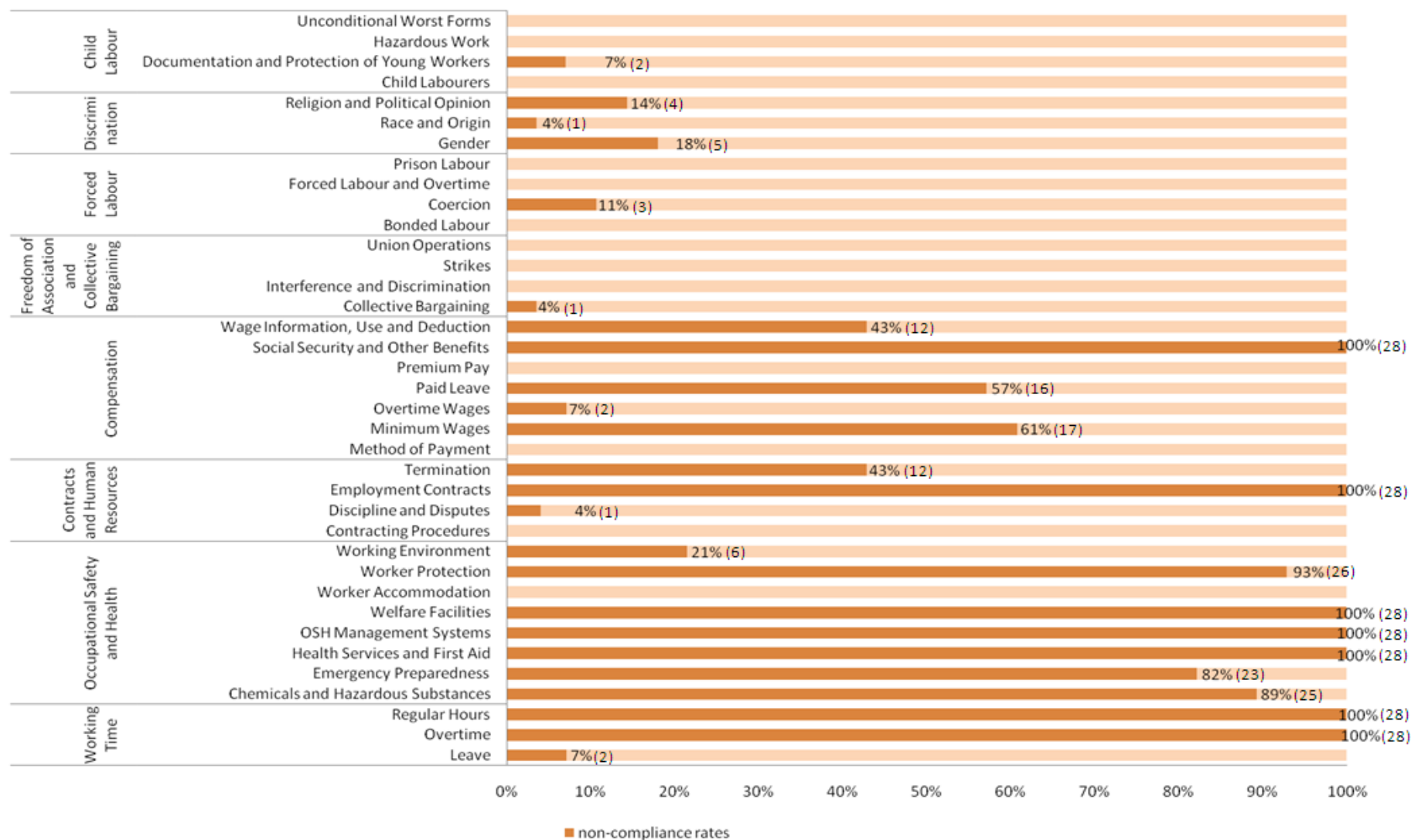
2.1. Compliance Assessment Findings (2nd round of assessments)

Non-compliance rates

Chart 1 presents non-compliance findings for the 28 assessed factories in Haiti, showing non-compliance rates as well as the number of factories in non-compliance in brackets. Many improvements have been made to address specific non-compliance issues raised in the first Biannual Report in October 2010. These are demonstrated in the individual factory tables in Section V, but are not reflected in the following aggregated chart which reports factories with any non-compliance in each general area. Non-compliance remains concentrated in the cluster of Occupational Safety and Health.

It must be noted that the first round of assessments may have under-reported non-compliance. Better Work programmes in other countries have often noted increases in reported non-compliance findings between the first and second assessment visits. This can be explained by (a) greater experience and more training of Better Work staff as well as (b) an increase in trust between factories, both managers and workers, and Better Work staff in sharing details about challenging issues. In the case of Better Work Haiti, this effect is exaggerated because the initial compliance assessments were carried out by two external consultants in an accelerated timeframe. The results presented in this report were carried out by Better Work Haiti staff. Better Work Haiti staff, known as Enterprise Advisors, were recruited in August 2010 and have undergone intensive training on assessment procedures and methodologies as well as on international labour standards and the Haitian Labour Code. This training ensures that the Better Work Enterprise Advisors perform assessments with the highest level of rigour and integrity. Notwithstanding the increase in non-compliance rates in certain compliance points, it must be noted that by looking at the factories' detailed information in Section IV, a pattern of improvements clearly emerges.

Chart 1: Non-compliance rates³



³ A factory is found non-compliant in a compliance point if it is found out of compliance on any one aspect of it.

2.2. Detailed findings

1. Core labour standards

A. CHILD LABOUR

All non-compliance findings in this category relate to *Documentation and Protection of Young Workers*. Two factories were found to not have a sufficiently robust system for verifying the age of workers prior to hiring.

B. DISCRIMINATION

There is an 18% non-compliance rate in Gender discrimination. The non-compliance is explained by five factories using job announcements that refer to the applicant's gender or marital status.

The 4% non-compliance rate in Race and Origin is explained by one factory in which workers were subject to different conditions of work due to their race, colour or origin.

In four factories, recruitment materials such as job announcements or job application forms refer to the applicant's religion or political opinion. As a result there is a 14% non-compliance rate in the Religion and Political Opinion CP.

C. FORCED LABOUR

Within the Forced Labour cluster there is an 11% non-compliance rate in the Coercion CP deriving from three factories where it was found that the employer did not allow workers to leave the workplace at all times, including during overtime. Specifically, the employers retained the workers' time card to ensure that needed workers stayed on the shop floor for overtime.

D. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Although no non-compliance findings are cited in the current report for Freedom of Association and only one factory was found non-compliant with Collective Bargaining, Better Work Haiti notes very significant challenges related to the rights of workers to freely form, join, and participate in independent trade unions in this industry in Haiti.

In the area of collective bargaining, one factory in the Haitian garment industry, CODEVI, has an active trade union (SOKOWA) and a collective bargaining agreement which covers conditions of work, occupational safety and health, wages, pregnant women protection, sexual harassment, social benefits, and grievance. The agreement was signed by both parties and went into effect in October 2008. In December 2010, both parties agreed to extend it to December 2016. While Better Work Haiti acknowledges the positive dialogue between management and workers, the provisions for workers included in the collective bargaining agreement did not meet the minimum set by the law in terms of minimum wage payment: the collective bargaining agreement stipulates 157.50 gourdes for 9.25 hours (resulting in 17.02 gourdes per hour). The minimum wage in Haiti is 150 gourdes for 8 hours (18.75 gourdes per hour), therefore workers should be paid 173.43 gourdes for 9.25 hours of work. In all other factories assessed by Better Work Haiti, the absence of unions means that the conditions for collective bargaining do not exist. Therefore, there are no findings of non-compliance

with respect to particular standards around collective bargaining.

Being aware of the challenges related to freedom of association and collective bargaining, Better Work Haiti will continue to stay focused on the situation during the third round of factory visits. Better Work Haiti Enterprise Advisors have received additional specific training by the Better Work Focal Point for Industrial Relations in March 2011 aimed at providing them with strategies and instruments to assess the issue of freedom of association and collective bargaining more thoroughly during assessment visits.

2. Working conditions

E. COMPENSATION

Seventeen of 28 factories, 61%, are found non-compliant in minimum wages. All non-compliance relates to the setting of the production target for piece rate workers.

In previous reports, Better Work Haiti did not report on Minimum Wages due to a disputed interpretation of the law. 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 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, rising to 250 and 150 gourdes respectively on 1 October 2010. CTMO-HOPE further clarified that the production target is set for workers employed at least three months and those using the same equipment for at least three months.

Better Work Haiti has implemented this interpretation of the law in the following way: first, factories are assessed as to whether all full time workers (including piece rate workers but excluding apprentices) are earning a minimum of 150 gourdes (as of October 2010) per day. Second, an assessment of the production targets is done to ensure they allow workers to earn at least 250 gourdes (as of October 2010) in an eight hour day. Better Work Haiti staff further estimate the percentage of staff earning at least 250 gourdes per day. This proportion is calculated after subtracting those who are recently hired or recently switched to new machines.

In the 17 factories found in non-compliance with the question on production targets, an average of 12% of workers reach their targets and earn at least 250 gourdes per day for ordinary hours of work.

In focus 1: Minimum Wages

<i>Questions</i>	<i>Number of factories out of compliance</i>
Does the employer pay at least 50 gourdes per day for ordinary hours of work to apprentices?	0
Does the employer pay at least 150 gourdes per day for ordinary hours of work to temporary workers?	0
Does the employer pay at least 150 gourdes per day for ordinary hours of work to all full time workers?	0
Is the piece rate set at a level such that workers earn at least 250 gourdes per day for ordinary hours of work?	17

In the Overtime Wages CP, the 7% non-compliance is due to one factory in which the employer did not pay workers 50% above the normal wage for all overtime hours worked on non-working holidays and another factory which did not pay workers for all overtime hours worked. This is an area of considerable improvement since the last synthesis report.

Non-compliance in the Paid Leave CP, 57%, was concentrated around the issue of correctly paying workers during breastfeeding breaks. According to the Haitian Labour Law, nursing women are entitled to one hour paid breastfeeding break per day, however, in the 17 non-compliant factories, this break was not provided. Women workers were not aware they are entitled to such breastfeeding break and employers did not notify the workers of such entitlement. Moreover, in two factories the employers did not pay workers correctly for annual leave.

Within the Social Security and Other Benefits CP, all factories are in non-compliance with the collection of contributions to OFATMA and the forwarding of such contributions. This is explained by an incomplete insurance structure provided by OFATMA rather than by employers' intentionally non-compliant behaviour. OFATMA has three different insurances for workers (Labour code Appendix VIII art. 29): work-related accident insurance, maternity insurance and health insurance. Work-related accident insurance (Labour code Appendix VIII art. 32) is compulsory and under the full responsibility of employers. Twenty-six out of 28 factories pay these contributions correctly.

Maternity and health insurance contributions (Labour code Appendix VIII art.17) are set at 6% (3% from the employers' contribution and 3% from workers' deductions). Maternity insurance is voluntary, and OFATMA does not have the structure in place to offer health insurance yet. As a result, no factory is paying health insurance contributions to OFATMA. Some factories are providing health insurance to their workers by resorting to private insurance schemes.

The Wage Information, Use and Deduction CP, for which the non-compliance rate was 43%, is explained in further detail below in the In Focus table:

In focus 2: Wage Information, Use and Deduction

<i>Questions</i>	<i>Number of factories out of compliance</i>
Does the employer restrict workers' freedom to use their wages as they choose?	0
Has the employer made any unauthorized deductions from wages?	0
Does the employer keep only one accurate payroll record?	8
Does the employer properly inform workers about wage payments and deductions?	6

Eight factories were found non-compliant for accurate payroll records due to the fact that they provide workers cash incentives that are not reported on the payroll or on the workers' payslips. In six factories, the employers did not properly inform workers about wage payments and deductions either by providing payslips that were not accurate or difficult to understand, or by not providing payslips.

F. CONTRACTS AND HUMAN RESOURCES

The highest average non-compliance rate in the Contracts and Human Resources cluster is in Employment Contracts, where all factories were found out of compliance to at least one question. The In Focus table explores this CP more in detail:

In focus 3: Employment Contracts

Questions	Number of factories out of compliance
Do the employment contracts specify the terms and conditions of employment?	5
Do the contracts comply with the labour code, collective agreement and internal work rules?	6
Do workers understand the terms and conditions of employment?	9
Do all persons who perform work for the factory, both on the premises and offsite, have a contract?	5
Do the internal work rules comply with legal requirements?	27

In 27 out of 28 factories, the internal work rules did not comply with legal requirements. In these factories the internal work rules state that the lunch break is for one hour or less, and there are no provisions for morning or afternoon breaks. This is non-compliant to the Labour Code, which stipulates a 90-minute daily break. In nine factories, workers did not fully understand the terms and conditions of employment. In six factories, the contracts did not comply with the labour code or the factory's internal rules. In five factories, the employment contracts did not specify the terms and conditions of employment and not all persons who perform work on the factory premises and off-site had a contract.

The Discipline and Disputes CP has a 4% non-compliance rate explained by one factory in which workers had been bullied, harassed, or subjected to humiliating treatment.

The average non-compliance rate for the Termination CP is 43%.

In focus 4: Termination

Questions	Number of factories out of compliance
Does the employer only terminate workers for valid reasons?	11
Do workers have an opportunity to defend themselves before they are terminated based on their conduct or performance?	6
Has the employer complied with any orders to reinstate or compensate workers who were found to be unjustly terminated?	0
Does the employer provide workers proper notice of termination?	11
Does the employer comply with legal requirements before reducing the size of the workforce due to changes in operations?	0
Does the employer notify the labour ministry when suspending operations due to lack of materials, force majeure, or accident resulting in an immediate work stoppage?	0
Does the employer pay workers their annual salary supplement or bonus upon termination?	0
Does the employer compensate workers for unused paid annual leave when they resign or are terminated?	0
Does the employer pay judicially ordered damages for wrongful termination?	0

The non-compliance findings are concentrated in three main issues, as shown in the In Focus table above: termination for valid reasons, the provision of proper notice of termination and the opportunity for workers to defend themselves before they are terminated based on their performance. In most cases, no information to justify termination was found in the terminated worker's file and no notice was given. In one case, the assessment showed that workers had been

terminated for disciplinary reasons, unsatisfactory work, and lack of production. In another factory, a worker was dismissed for a violation of internal rules. Valid reasons for termination are those related to the conduct or performance of the worker, or the operational needs of the enterprise: serious misconduct (e.g., hitting); stealing or destroying the employer's property; unauthorized absences (3 consecutive days, or 4 days within a month); refusing to follow factory rules after receiving warnings to that effect; providing false information upon hiring or inability to perform the work (only possible for workers who have worked less than 4 months); being sentenced to more than 1 month in prison; failing to meet the contractual obligations or obligations imposed under Art. 30 of the labour code.

G. OCCUPATIONAL SAFETY AND HEALTH

All factories assessed are non-compliant with at least one question within Health Services and First Aid, OSH Management Systems, and Welfare Facilities. Average non-compliance rates are high also for Worker Protection (93%), Chemicals and Hazardous Substances (89%) and Emergency Preparedness (82%). All these CPs are explored in detail in the following In Focus Tables.

In focus 5: Health Services and First Aid

<i>Questions</i>	<i>Number of factories out of compliance</i>
Do workers who have been exposed to work-related hazards receive free health checks?	24
Do workers have a medical check within the first three months of hiring and annual medical checks?	27
Does the employer address safety and health risks to pregnant or nursing workers?	9
Does the workplace have required onsite medical facilities and staff?	27
Has the employer ensured there are a sufficient number of readily accessible first aid boxes/supplies in the workplace?	4
Has the employer provided first-aid training for workers?	11

In focus 6: OSH Management Systems

<i>Questions</i>	<i>Number of factories out of compliance</i>
Does the factory have a written OSH policy?	22
Has the employer performed an assessment of general occupational safety and health issues in the factory?	11
Has the employer developed mechanisms to ensure cooperation between workers and management on OSH matters?	13
Does the employer record work-related accidents and diseases and submit the record to OFATMA on a monthly basis?	25

In focus 7: Welfare Facilities

<i>Questions</i>	<i>Number of factories out of compliance</i>
Does the workplace have adequate accessible toilets?	27
Does the workplace have adequate hand washing facilities and adequate soap?	15
Does the employer provide workers enough free safe drinking water?	6
Does the workplace have all required facilities?	2
Does the workplace have an adequate eating area?	19
Is the workplace clean and tidy?	3

Twenty-seven out of 28 factories are found non-compliant with the issue of providing adequate accessible toilets because they do not respect the Labour Code which requires one toilet for every 15 female workers and one toilet for every 25 male workers. These requirements are set relatively high and in the case of some factories, they would mean constructing a separate building only for toilets.

More than half of the factories (15/28) did not provide adequate hand washing facilities and soap to workers, even after the outbreak of cholera and considerable attention was brought to the issue of basic hygiene such as hand washing as a measure to reduce the spread of the disease.

Also, 68% of the factories in Haiti do not have an adequate eating area on their premises that would allow all workers to eat their lunch while seated.

In focus 8: Worker Protection

Questions	Number of factories out of compliance
Does the employer provide workers with all necessary personal protective clothing and equipment?	22
Are workers effectively trained and encouraged to use the personal protective equipment that is provided?	23
Are materials, tools, switches, and controls within easy reach of workers?	0
Are standing workers properly accommodated?	21
Are there sufficient measures in place to avoid heavy lifting by workers?	5
Are workers effectively trained to use machines and equipment safely?	16
Are proper guards installed and maintained on all dangerous moving parts of machines and equipment?	21
Are electrical wires, switches and plugs properly installed, grounded, and maintained?	5
Are appropriate safety warnings posted in the workplace?	4
Do workers have suitable chairs?	1

The provision of personal protective equipment (22/28) and training to encourage workers to use personal protective equipment (23/28) remain a challenge to the factories. Also, in 21 factories standing workers did not have a fatigue mat. In 16 factories, training is not provided to workers in the efficient and safe usage of machines and equipment. Furthermore, in 21 factories, needle guards are not properly installed or maintained on moving parts of machines and equipment.

In focus 9: Chemicals and Hazardous Substances

Questions	Number of factories out of compliance
Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?	17
Are chemicals and hazardous substances properly labelled?	15
Are chemicals and hazardous substances properly stored?	13
Does the employer have chemical safety data sheets for the hazardous chemicals used in the workplace?	22
Has the employer taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	14
Has the employer effectively trained workers who work with chemicals and hazardous substances?	17
Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?	20

With respect to chemicals and hazardous substances, factories initiated remediation efforts to improve the situation, particularly following the OSH training provided in September 2010 by a Better Work consultant. Some progress has been made (as detailed in Section III), however unfortunately, the time frame between the OSH training and the subsequent cycle of assessments by Better Work Haiti was too short to ensure full implementation.

In focus 10: Emergency Preparedness

Questions	Number of factories out of compliance
Does the workplace have fire detection and alarm system?	6
Does the workplace have adequate fire-fighting equipment?	13
Has the employer trained an appropriate number of workers to use the fire-fighting equipment?	7
Are emergency exits and escape routes clearly marked and posted in the workplace?	20
Are there enough emergency exits?	7
Are the emergency exits accessible, unobstructed and unlocked during working hours, including overtime?	9
Does the employer conduct periodic emergency drills?	9

The most important non-compliance issue under Emergency Preparedness is the fact that emergency exits and escape routes are not clearly marked and posted. In certain cases, the escape routes are in place but were made under a former factory production layout and are therefore no longer relevant.

Furthermore, 13 factories are non-compliant with the installation of adequate fire-fighting equipment.

The average non-compliance rate for Working Environment is 21% and it refers mainly to acceptable temperatures in the workplace as well as to high noise levels.

H. WORKING TIME

All factories have at least one non-compliance finding in Overtime and Regular Hours, further explored in the tables below.

In focus 11: Overtime

Questions	Number of factories out of compliance
Is overtime worked only for reasons allowed by law?	21
Does the employer comply with limits on overtime hours worked?	16
Is overtime work voluntary?	3
Does the employer obtain authorization from the Department of Labour before working overtime?	23
Does the employer obtain authorization from the Department of Labour before working on Sundays?	21

Overtime in Haiti is worked to meet production quotas and such a reason is not allowed by law. That explains the high non-compliance rate. In 16 factories, overtime hours have exceeded the limit set by

law at a maximum of 80 per trimester. Twenty-three factories did not request the Department of Labour's authorization for overtime work or Sunday work (21 out of 28) as the Labour Code requires.

In focus 12: Regular Hours

<i>Questions</i>	<i>Number of factories out of compliance</i>
Do regular daily working hours exceed legal limits?	3
Do regular weekly working hours exceed 48 hours?	1
Does the employer keep working time records that reflect the hours actually worked?	14
Does the employer comply with the 1 1/2 hours daily break periods?	28
Does the employer provide required breastfeeding breaks?	26
Does the employer give workers at least one day off per week?	0

All factories are non-compliant with providing workers a 90-minute daily break as foreseen in the Labour Code. No morning or afternoon breaks are provided and the lunch break is not more than one hour.

Section III: Better Work Haiti Advisory Services and Training

3.1 Better Work Haiti Advisory Services

Better Work programmes include both compliance assessments and advisory services. Following the assessment of compliance needs, Better Work Enterprise Advisors 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 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.

While factories are responsible for identifying and implementing improvement plans, Better Work advisory services provide direction and capacity building specifically designed for each factory.

The PICC is formed at the initial stage of the advisory services. There are specific guidelines that describe how the committee is comprised, what its functions are, how meetings should be conducted and the roles of the Better Work Advisors to support the smooth functioning of the committee.

During the first year of the advisory cycle, advisors provide guidance that helps to build trust with the factory and workers, while identifying simple compliance issues that can be fixed with relative ease. In the second year of the cycle, the advisors shift toward a coaching role, increasing training services and establishing systems that support sustainable improvement. By the third year of advisory services, advisors serve primarily as consultants, working on strengthening management systems and monitoring success.

Throughout the process, Better Work advisors conduct follow-up visits and update buyers through progress reports about steps enterprises have taken to address key non-compliance issues at their facilities. The pacing of advisory services and improvement activities may vary from factory to factory. The provision of advisory services guarantees that a tailor-made approach will be taken at each factory. The programme will inform the relevant buyers about the steps taken by factories to deal with non-compliance points that have been identified.

Better Work assessment and advisory services and reporting are carried out differently in Haiti than in the other Better Work countries. There are many reasons for this. While some of these differences are temporary and related to delays and implementation challenges presented by external factors such as the earthquake, the cholera outbreak and the riots surrounding the presidential elections, others relate to the specific requirements of the HOPE II legislation.

The first difference relates to the reduced scope of advisory services. Due to the requirements of the HOPE II legislation, Better Work Haiti is to conducting two assessments per year in each factory, which means that in the past year the programme did not have the human nor the financial resources to conduct advisory services to the same extent as in other Better Work countries.

In the 15 newly registered factories, Better Work Haiti has carried out the baseline assessment during the reporting period and has not provided advisory services yet.

The Better Work Haiti advisory services that have been provided to date have included management introductory meetings, but no workers' introductory meetings. Furthermore, the process for the establishment of Performance Improvement Consultative Committees (PICCs) is delayed. Prior to the establishment of PICCs in participating factories in Haiti, the Better Work Haiti programme decided to engage national constituents in a process of dialogue to ensure that the formation of the Committees takes into account the under-developed nature of industrial relations in the Haitian garment industry. A process will also be developed to encourage transparent elections for workers on the PICCs, so that workers will be empowered to contribute along with management to the improvement implementation process. Additionally Better Work will engage in a dialogue with constituents to consider the capacity building needs of both worker and management PICC representatives, according to the Haitian context.

3.2 Better Work Haiti Factory Training

Training implemented during the reporting period was done in collaboration with the IFC Business Edge program. Courses included a two-day communications training for factory management (25 participants from 13 factories). The course aimed at training the participants on how to provide and receive feedback, how to give professional and effective presentations, and how to facilitate meetings. The training started by defining the nature of communication and then provided participants opportunities to practice after theory was provided on how to give instructions, how to provide and receive feedback, how to make an efficient presentation and finally how to facilitate meetings. At the end of the 2-day-training participants had a work plan to write to overcome weaknesses identified during the course.

Furthermore, a one-day on training on more efficient management (10 participants from 6 factories), which covered the definition of efficient and effective management, means and methods on how to increase efficiency at the workplace and general management skills.

Section IV: Next Steps

Based on the second factory assessment reports reported in this Biannual Synthesis Report, the Better Work Haiti programme will support the factories in developing improvement plans in the course of the second quarter of 2011. In the improvement plan, the factories identify the compliance improvement areas for the next reporting period (March – August 2011). The progress reports outlining the measures taken by the factories to improve compliance and the actual improvements in the factory will be elaborated until the end of May 2011. The third round of assessments will take place during the summer.

Since the beginning of the Better Work programme in Haiti, improving industrial relations and social dialogue has been a key priority. In March 2011, the Better Work Haiti Enterprise Advisors were trained by the Better Work Focal Point for Industrial Relations on strategies and instruments on how to address the issue of freedom of association and collective bargaining in supporting interviews taking place during assessment visits. In future factory assessments, the Better Work Haiti Enterprise Advisors will continue to apply a rigorous methodological approach to gauge the level of non-compliance with Freedom of Association and the Right to Organize and Bargain Collectively, according to ILO Conventions 87 and 98 and interpretations of the Conventions from the ILO Committee of Experts and the Committee on Freedom of Association. The right of workers to form or join a union of their own choosing, as well as the right to bargain collectively over terms and conditions of work, will continue to be assessed in the Haitian context according to international standards of protection for workers' rights.

Better Work Haiti will continue to offer training in the upcoming months in the following areas:

1. HR management- modular program (April- July 2011): The package includes 5 themes:
 - A. Recruiting for Key Management Positions
 - B. Organizing for Successful Training & Development
 - C. Planning for HR
 - D. Retaining Top Employees
 - E. Establishing Compensation & Benefits

The courses will be provided by the Sofitraining - IFC Business Edge program and is tool-development oriented to better support the factory HR Managers who for the majority do not have a degree in HR Management. That will explain the non-compliance points found during the factory assessments. Factories must register their HR staff for the full package to achieve the desired impact.

2. Emergency preparedness procedures- longer term intervention implemented over 9 months.

In order to address the emergency preparedness efficiently an expert is required to support the garment industry in improving the non-compliance points. A well known Haitian expert has been identified to conduct thorough assessments and assist the factory managers in increasing their emergency preparedness. The activity will last nine months as considerable investment will be required from the factory owners.

3. Occupational Safety and Health (OSH) Seminar (part 2) - follow up to train the trainers for risk assessment training and factory level implementation (June- August 2011). Occupational Safety and Health remains a challenge in most of the factories.

In conjunction with International Health and Safety Day, the Better Work Haiti team will lead a Health and Safety at Work event in the SONAPI industrial park in Port au Prince on Saturday 30 April. This event is being implemented in collaboration with the Haitian government, the employers association (ADIH), Workers Associations, Gildan and Levi Strauss Foundation. The day will include a range of events including, health and safety awareness raising activities, and medical exams for workers, the launching of a pilot project for work-related accidents insurance schemes by OFATMA, and inter factory activities for workers that stress the importance of adopting a systematic approach to OSH within the workplace. Due to recent health and safety crises in Haiti, this event is being extremely well received by all Better Work constituents in the country. Better Work Haiti hopes that several thousand workers and managers will attend.

The third Better Work Haiti Buyers' Forum is scheduled on 8–9 June 2011. Topics of discussion will include: an update on recent developments of the Better Work Haiti programme; enterprise registration; Better Work assessments, advisory and training services; the competitiveness and compliance challenges of the Haitian garment industry; the role and commitment of buyers; and the state of the industry and their current experiences with the Better Work programme.

Section V: Factories in Detail

5.1 List of the factories

Table 2 lists all the factories in the Haitian garment sector detailing their current status. Factories that have only recently been assessed and have not yet completed their first improvement plans and progress reports are shaded.

Table 2: List of factories

Name of factory	Status
Astro Embroidery & Screen Printing	Newly registered
Codevi	Active
DKDR HAITI S.A.	Active
Fairway Apparel S.A.	Newly registered
Fox River Caribe, INC	Active
Galaxy Industrial S.A. de CV *	Newly registered
Genesis S.A.	Newly registered
Global Manufacturers & Contractors S.A.	Newly registered
Horizon Manufacturing S.A.	Newly registered
InterAmerican Knits S.A.	Newly registered
InterAmerican Tailor S.A.	Active
InterAmerican Wovens S.A.	Active
Island Apparel S.A.	Active
Johan Company	Active
Lucotex manufacturing CO	Newly registered
Magic Sewing MFG. S.A.	Active
Modas Gloria Apparel S.A	Active
Multiwear S.A.	Active
One World Apparel S.A.	Active
PACIFIC SPORTS HAITI S.A.	Active
Palm Apparel S.A.	Active
Premium Apparal S.A./AGA GROUP	Active
Sew Rite Manufacturing	Newly registered
Sewing International S.A.	
The Willbes Haitian I S.A. *	Newly registered
The Willbes Haitian II S.A.*	Newly registered
The Willbes Haitian III S.A.*	Newly registered
The Willbes Haitian V /AZTECA *	Newly registered

* The Willbes Haitian S.A. was registered as one factory in 2009, but registered as five different factories in 2010, all with different legal entities: The Willbes Haitian I, The Willbes Haitian II, The Willbes Haitian III, The Willbes Haitian V Azteca, and Galaxy Industrial.

5.2. Findings from the factories

This section reports on efforts made by the factories to address their non-compliance findings as outlined in the previous HOPE II biannual report (October 2010).

As required by the HOPE II legislation, the following information is given for each factory that has been assessed twice by Better Work Haiti:

- compliance needs by compliance cluster and by compliance point: black dots (●) represent non-compliance identified in the baseline assessment and non-compliance that has not been addressed by the factory in its improvement plan. Half-black dots (◐) represent areas where factories have made several improvements but are still in non-compliance;
- improvement priorities identified by the factory;
- efforts made by the factory to remedy the compliance needs as verified in the second assessment visit;
- with respect to non-compliance areas that have not been remediated, the amount of time that has elapsed since the first public report (in this case, 6 months).

In this report, the efforts made by these factories have been verified during the second factory assessments by Better Work Haiti EAs.

This section also presents the non-compliance needs by compliance cluster and compliance point for the factories that have recently joined Better Work Haiti and have received only one assessment visit. These factories have not yet completed their improvement plans (due in the second quarter of 2011) and progress reports (due May 2011). As a result, for these factories the columns on improvement priorities and efforts made remain empty.

Astro Embroidery and Screen Printing

Location	Port-au-Prince
No. of workers	76
Registration date	25 October 2010
Advisory Services and Training	Management Introduction meeting on 28 January 2011 (CEO, HR Manager and Compliance Manager) Training on Efficient management on 4 February 2011 (HR manager)

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed³</i>
1	Child Labour	Child Labourers	○			
		Documentation and Protection of Young Workers	○			
		Hazardous Work	○			
		Unconditional Worst Forms	○			
2	Discrimination	Gender	○			
		Other Grounds	○			
		Race and Origin	○			
		Religion and Political Opinion	○			
3	Forced Labour	Bonded Labour	○			
		Coercion	○			
		Forced Labour and Overtime	○			
		Prison Labour	○			
4	Freedom of Association and Collective	Collective Bargaining	○			

³ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed³</i>
	Bargaining	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
5	Compensation	Method of Payment	○		
		Minimum Wages	○		
		Overtime Wages	○		
		Paid Leave	●		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	○		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	○		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

CODEVI

Location Ouanaminthe
No. of workers 5232
Registration Date 24 September 2009
Advisory Services and Training

The free zone of Ouanaminthe is located in the North-East department of Haiti on the border to the Dominican Republic. The easiest and shortest way to get to Ouanaminthe would be by plane. However, UN officials do not have security clearance to fly with Haitian companies, and unfortunately UN flights to Cap Haitien, the closest airport to Ouanaminthe, are unreliable. Therefore, the only possibility for the Better Work Enterprise Advisors to get to Ouanaminthe is by car. Driving from Port-au-Prince to Ouanaminthe takes about 6 to 8 hours depending on the traffic in Port-au-Prince and the conditions of the roads outside the capital. Also in this case, security clearance by the UN is not easily granted because of the instability in the country. Moreover, after the cholera outbreak, the UN agencies were accused to have brought the cholera to the country thereby deteriorating the security situation of UN officials. As a consequence of this specific situation, Better Work Haiti could not fully support the CODEVI factory in the way it has done in factories located in Port-au-Prince. For the above-mentioned reasons, it was also impossible for the CODEVI management and workers to participate in any training provided by Better Work Haiti.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁴</i>
1	Child Labour	Child Labourers	○	○			
		Documentation and Protection of Young Workers	○	○			
		Hazardous Work	○	○			
		Unconditional Worst Forms	○	○			
2	Discrimination	Gender	○	●			
		Other Grounds	○	○			
		Race and Origin	○	●			
		Religion and Political Opinion	○	○			

⁴ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

3	Forced Labour	Bonded Labour	☐	☐		
		Coercion	☐	☐		
		Forced Labour and Overtime	☐	☐		
		Prison Labour	☐	☐		
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☒		
		Interference and Discrimination	☐	☐		
		Strikes	☐	☐		
		Union Operations	☐	☐		
5	Compensation	Method of Payment	☐	☐		
		Minimum Wages	☒	☐	Payment of the minimum wage to piece workers	Payroll show that workers are paid 157.5 Gourdes per day according to the collective agreement. However, the collective agreement provisions were not at least as favourable for workers as the law 6 months
		Overtime Wages	☒	☐	The workers must be paid a 50% supplement for overtime	Overtime is paid correctly
		Paid Leave	☒	☐	The security department must have a leave day each week	The security department has now one leave day per week Sundays and holidays are paid based on minimum wage in all factories
		Premium Pay	☐	☐		
		Social Security and Other Benefits	☐	☒		
		Wage Information, Use and Deduction	☒	☒	Inform the workers about the payment system	6 months
6	Contracts and Human Resources	Contracting Procedures	☐	☐		
		Discipline and Disputes	☐	☐		
		Employment Contracts	☐	☒		

7	Occupational Safety and Health	Termination	☐	☐			
		Chemicals and Hazardous Substances	☒	☒			6 months
		Emergency Preparedness	☒	☐	Cleaning and opening the emergency exits during the working day	The emergency exits are clearly marked in the workplace.	6 months
		Health Services and First Aid	☒	☒			6 months
		OSH Management Systems	☐	☒			
		Welfare Facilities	☒	☐	Adequate hand-washing facilities and suitable soap	The workplace has been equipped with adequate hand-washing facilities and soap	6 months
		Worker Accommodation	☐	☐			
		Working Environment	☐	☐			
		Worker Protection	☒	☐	Standing workers must be able to sit down at regular intervals and/or have standing mats	Standing workers are properly accommodated	6 months
					Proper installation of electrical wiring, switches and sockets	Electrical wires, switches and plugs are properly installed, grounded and maintained	
8	Working Time	Leave	☐	☐			
		Overtime	☒	☐	Overtime must not exceed 2 hours a day and 80 hours every three months	Overtime does not exceed 80 hours	6 months
		Regular Hours	☒	☐	Respecting the rest time for breastfeeding mothers	The employer provides the required breastfeeding breaks.	6 months

DKDR Haiti S.A.

Location	Port-au-Prince
No. of workers	1147
Registration date	9 October 2009
Advisory Services and Training	Meeting with OSH Committee on 15 September 2010 (9 OSH Committee members)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁵</i>
1	Child Labour					
	Child Labourers	○	○			
	Documentation and Protection of Young Workers	○	○			
	Hazardous Work	○	○			
2	Discrimination					
	Gender	●	○	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	The factory corrected its application form and it no longer asks for workers' marital status at the time of application	
	Other Grounds	○	○			
	Race and Origin	○	○			
	Religion and Political Opinion	○	○			
3	Forced Labour					
	Bonded Labour	○	○			
	Coercion	○	○			
	Forced Labour and Overtime	○	○			
	Prison Labour	○	○			

⁵ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐			
		Interference and Discrimination	☐	☐			
		Strikes	☐	☐			
		Union Operations	☒	☐			
5	Compensation	Method of Payment	☐	☐			
		Minimum Wages	☒	☐	Payment of the minimum wage to piece workers	Interviewed workers in two buildings reached their piece-rate target during ordinary hours of work; however, workers in other buildings did not.	6 months
		Overtime Wages	☒	☐	The workers must be paid a 50% supplement for overtime	The payroll has changed and overtime is paid 50% above the wage according to the law;	
		Paid Leave	☒	☐	Maternity leave should be paid according to the law	Factory is paying maternity benefits according to the law	6 months
					Payment of paid leave	Non-working holidays and weekly rest days are paid according to the law	
		Premium Pay	☐	☐			
		Social Security and Other Benefits	☒	☒			6 months
6	Contracts and Human Resources	Wage Information, Use and Deduction	☒	☐	Rounding down payment should not be done	Management corrected the issue and no authorized deductions were recorded in the payroll	
		Contracting Procedures	☐	☐			
		Discipline and Disputes	☐	☐			
		Employment Contracts	☐	☒			
		Termination	☒	☐	Ministry of Labour should have a notice of all suspended operations	The factory is now aware of the requirements and will notify the Ministry of Labour in case of suspended operations	

7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	Appropriate stockpiling and storage of hazardous chemicals	The factory has an appropriate storage area for chemicals	6 months
		Emergency Preparedness	●	◐	Installing a fire detection system	A fire alarm system was put in place;	6 months
					Conduct periodic emergency drills	Emergency drills are conducted annually	
		Health Services and First Aid	●	◐	Preparing first aid kits to be available in sufficient quantities and easily accessible	Factory is in compliance with the law concerning the amount of first-aid kits.	6 months
		OSH Management Systems	●	◐	Attending a seminar on OSH by way of introduction, followed by a visit to the factory	OSH committee was formed and trained by Better Work Haiti EAs to do self-assessments.	6 months
					Setting up the health and safety committee		
		Welfare Facilities	●	●			6 months
		Worker Accommodation	○	○			
		Working Environment	●	○	Repair, reinstallation and cleaning of air filters	Air filters were cleaned and reinstalled	
		Worker Protection	●	◐	Proper installation of electrical wiring, switches and sockets	Factory has taken action to fix all improper electrical installations	6 months
8	Working Time				Displaying appropriate security warnings	Warning signs have been posted throughout the factory	
		Leave	●	○	Provide 12 weeks of maternity leave to pregnant women	Pregnant women are provided with 12 weeks of maternity leave of which 6 weeks are paid by the factory and the other 6 weeks should be paid by OFATMA according to the law. However, OFATMA does not yet have the structure to provide health and maternity insurance. Knowing that they will not be paid for the full 12 weeks, workers prefer to work until the delivery date and return to work 6 weeks after giving birth.	
		Overtime	●	●			6 months
		Regular Hours	●	●			6 months

Fairway Apparel S.A.

Location Port-au-Prince
No. of workers 507
Registration date 22 October 2010

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁶</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☐			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	●			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☐			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐			
		Interference and Discrimination	☐			

⁶ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

5	Compensation	Strikes	☐
		Union Operations	☐
		Method of Payment	☐
		Minimum Wages	☒
		Overtime Wages	☐
		Paid Leave	☒
		Premium Pay	☐
		Social Security and Other Benefits	☒
		Wage Information, Use and Deduction	☒
6	Contracts and Human Resources	Contracting Procedures	☐
		Discipline and Disputes	☐
		Employment Contracts	☒
		Termination	☒
7	Occupational Safety and Health	Chemicals and Hazardous Substances	☒
		Emergency Preparedness	☐
		Health Services and First Aid	☒
		OSH Management Systems	☒
		Welfare Facilities	☒
		Worker Accommodation	☐
		Working Environment	☐
		Worker Protection	☒
8	Working Time	Leave	☐
		Overtime	☒
		Regular Hours	☒

Fox River Caribe Inc.

Location	Port-au-Prince
No. of workers	42
Registration date	29 September 2009
Advisory Services and Training	Meeting with the OSH Committee on 7 October 2010 (7 OSH committee members) Training on Effective Communication on 11-12 November 2010 (HR Manager)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁷</i>
1	Child Labour	Child Labourers	○	○			
		Documentation and Protection of Young Workers	○	○			
		Hazardous Work	○	○			
		Unconditional Worst Forms	○	○			
2	Discrimination	Gender	○	○			
		Other Grounds	○	○			
		Race and Origin	○	○			
		Religion and Political Opinion	○	○			
3	Forced Labour	Bonded Labour	○	○			
		Coercion	○	○			
		Forced Labour and Overtime	○	○			
		Prison Labour	○	○			
4	Freedom of Association and	Collective Bargaining	○	○			

⁷ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁷</i>
	Collective Bargaining					
	Interference and Discrimination	○	○			
	Strikes	○	○			
	Union Operations	○	○			
5	Compensation					
	Method of Payment	○	○			
	Minimum Wages	●	◐	Payment of the minimum wage to piece workers	Since October 2010 rate has been changed and piece rate workers should be able to earn 250 gourdes per day. The piece rate is still set at level such that workers earn 200 gourdes per day for ordinary hours of work.	6 months
	Overtime Wages	○	○			
	Paid Leave	●	○	Calculation of Sunday payment on average earning rather than minimum wage	The employer pays workers correctly for weekly rest days	
	Premium Pay	○	○			
	Social Security and Other Benefits	●	●			6 months
6	Contracts and Human Resources					
	Contracting Procedures	○	○			
	Discipline and Disputes	○	○			
	Employment Contracts	●	●			6 months
	Termination	●	○			
7	Occupational Safety and Health					
	Chemicals and Hazardous Substances	●	◐	Appropriate stockpiling and storage of hazardous chemicals	All chemicals (machine oil) are properly stored	6 months
				Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals	Adequate washing facilities and cleansing materials are provided	
	Emergency Preparedness	●	○	Installing lighting at the emergency exits	Factory has two large exits, unblocked and clearly posted;	
				Adequate fire-fighting equipment	Fire fighting system has been installed	

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁷</i>
8				Train workers to use fire extinguishers	Workers have been trained.	
	Health Services and First Aid	●	◐	Have required onsite medical facilities and staff	Factory has nurse's visits once a week	6 months
	OSH Management Systems	●	◐	Employers should conduct OSH self-assessments	Factory has set up an OSH committee and has conducted OSH self-assessments	6 months
	Welfare Facilities	●	◐	Repair the toilets and ensure they are working properly	Workers have enough toilets	6 months
				Availability of suitable soap in the toilets	Soap, paper and washing facilities are provided	
	Worker Accommodation	○	○			
	Working Environment	●	○	Workplace should be adequately lit	Workplace was well lit at the time of the assessment	
	Worker Protection	●	◐	Standing workers must be able to sit down at regular intervals and/or have standing mats	Standing workers are properly accommodated	6 months
				Electrical wires should be properly installed	Electrical wires have been properly installed	
	Working Time					
	Leave	○	○			
	Overtime	○	●			
	Regular Hours	●	●			6 months

Galaxy Industrial S.A. de CV

Location Port-au-Prince
No. of workers 420
Registration date 27 August 2010

The Willbes Haitian S.A. was assessed as one factory in 2009 but split up in five different factories (Willbes I, Willbes II, Willbes III, Willbes V Azteca and Galaxy) in 2010, which all registered as different legal entities. It is therefore not possible to attribute remediation efforts to a specific factory, which is the reason why no information on improvement measures is contained in this report. In the first quarter of 2011, Better Work Haiti is going to elaborate separate improvement plans for each individual factory.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁸</i>
1	Child Labour	Child Labourers	○			
		Documentation and Protection of Young Workers	○			
		Hazardous Work	○			
		Unconditional Worst Forms	○			
2	Discrimination	Gender	○			
		Other Grounds	○			
		Race and Origin	○			
		Religion and Political Opinion	○			
3	Forced Labour	Bonded Labour	○			
		Coercion	●			
		Forced Labour and Overtime	○			
		Prison Labour	○			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	○			

⁸ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁸</i>
5	Compensation	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
	Compensation	Method of Payment	○		
		Minimum Wages	●		
		Overtime Wages	●		
		Paid Leave	○		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	○		
	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	●		
	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

Genesis S.A.

Location	Port-au-Prince
No. of workers	1316
Registration date	28 October 2009
Advisory Services and Training	Training on Effective communication on 11-12 November 2010 (Production Manager and HR Assistant)

Genesis S.A. initially joined Better Work in 2009, but the building where it was located was severely affected by the earthquake. They have relocated to another building, have received a new assessment and will receive advisory services, and participate in trainings. The findings of the first assessment therefore do not apply to their current setting and are not presented in this report.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁹</i>
1 Child Labour	Child Labourers	○			
	Documentation and Protection of Young Workers	○			
	Hazardous Work	○			
	Unconditional Worst Forms	○			
2 Discrimination	Gender	○			
	Other Grounds	○			
	Race and Origin	○			
	Religion and Political Opinion	○			
3 Forced Labour	Bonded Labour	○			
	Coercion	○			
	Forced Labour and Overtime	○			
	Prison Labour	○			
4 Freedom of	Collective Bargaining	○			

⁹ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed⁹</i>
	Association and Collective Bargaining	Interference and Discrimination	☐		
		Strikes	☐		
		Union Operations	☐		
5	Compensation	Method of Payment	☐		
		Minimum Wages	☒		
		Overtime Wages	☐		
		Paid Leave	☒		
		Premium Pay	☐		
		Social Security and Other Benefits	☒		
		Wage Information, Use and Deduction	☐		
6	Contracts and Human Resources	Contracting Procedures	☐		
		Discipline and Disputes	☐		
		Employment Contracts	☒		
		Termination	☐		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	☒		
		Emergency Preparedness	☒		
		Health Services and First Aid	☒		
		OSH Management Systems	☒		
		Welfare Facilities	☒		
		Worker Accommodation	☐		
		Working Environment	☒		
		Worker Protection	☒		
8	Working Time	Leave	☐		
		Overtime	☒		
		Regular Hours	☒		

Global Manufacturers & Contractors S.A.

Location	Port-au-Prince
No. of workers	2595
Registration date	19 September 2010
Advisory Services and Training	Training on Effective Communication on 11-12 November 2010 (HR Manager and HR assistant)

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment *</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁰</i>
1 Child Labour	Child Labourers	○			
	Documentation & Protection of Young Workers	○			
	Hazardous Work	○			
	Unconditional Worst Forms	○			
2 Discrimination	Gender	○			
	Other Grounds	○			
	Race and Origin	○			
	Religion and Political Opinion	●			
3 Forced Labour	Bonded Labour	○			
	Coercion	○			
	Forced Labour and Overtime	○			
	Prison Labour	○			
4 Freedom of Association and Collective Bargaining	Collective Bargaining	○			

¹⁰ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment *</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁰</i>
5	Compensation	Interference and Discrimination	○			
		Strikes	○			
		Union Operations	○			
		Method of Payment	○			
		Minimum Wages	●			
		Overtime Wages	○			
		Paid Leave	○			
		Premium Pay	○			
		Social Security and Other Benefits	●			
		Wage Information, Use and Deduction	●			
		Contracting Procedures	○			
		Discipline and Disputes	○			
		Employment Contracts	●			
		Termination	●			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●			
		Emergency Preparedness	●			
		Health Services & First Aid	●			
		OSH Management Systems	●			
		Welfare Facilities	●			
		Worker Accommodation	○			
		Working Environment	●			
		Worker Protection	●			
8	Working Time	Leave	●			
		Overtime	●			
		Regular Hours	●			

Horizon Manufacturing S.A.

Location	Port-au-Prince
No. of workers	450
Registration date	25 August 2010
Advisory Services and Training	Training on effective communication on 11-12 November 2010 (HR Manager) 13 September 2010 (7 OSH Committee members)

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹¹</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☐			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	☐			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☐			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐			

¹¹ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹¹</i>
5	Compensation	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
	Compensation	Method of Payment	○		
		Minimum Wages	●		
		Overtime Wages	○		
		Paid Leave	●		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use & Deduction	●		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	○		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	○		
		Emergency Preparedness	○		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	○		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

Interamerican Knits S.A.

Location Port-au-Prince
No. of workers 609
Registration date 9 November 2010

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹²</i>
1	Child Labour	Child Labourers	○			
		Documentation and Protection of Young Workers	○			
		Hazardous Work	○			
		Unconditional Worst Forms	○			
2	Discrimination	Gender	●			
		Other Grounds	○			
		Race and Origin	○			
		Religion and Political Opinion	●			
3	Forced Labour	Bonded Labour	○			
		Coercion	○			
		Forced Labour and Overtime	○			
		Prison Labour	○			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	○			

¹² HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹²</i>
5	Compensation	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
	Compensation	Method of Payment	○		
		Minimum Wages	●		
		Overtime Wages	○		
		Paid Leave	●		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	●		
	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	●		
	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	●		
		Overtime	●		
		Regular Hours	●		

Interamerican Tailor S.A.

Location	Port-au-Prince
No. of workers	918
Registration date	28 October 2009
Advisory Services and Training	7 October 2010 (10 OSH Committee members)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹³</i>
1	Child Labour	Child Labourers	○	○			
		Documentation and Protection of Young Workers	○	○			
		Hazardous Work	○	○			
		Unconditional Worst Forms	○	○			
2	Discrimination	Gender	●	○	Correcting the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	The recruitment materials have been corrected	
		Other Grounds	○	○			
		Race	○	○			
		Religion and Political Opinion	●	○	Correcting the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	The recruitment materials have been corrected	
3	Forced Labour	Bonded Labour	○	○			
		Coercion	○	○			
		Forced Labour and Overtime	○	○			

¹³ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	Compliance cluster	Compliance point	1 st Assessment*	2 nd Assessment*	Improvement priorities identified by the factory	Efforts made to remedy the compliance needs	Time elapsed ¹³
4	Freedom of Association and Collective Bargaining	Prison Labour					
		Collective Bargaining					
		Interference and Discrimination					
		Strikes					
		Union Operations					
5	Compensation	Method of Payment					
		Minimum Wages			Payment of the minimum wage to piece workers	Payroll for the last three months showed that full time workers earn at least 125 gourdes per day; however, the piece rate is not set at level to allow workers to earn at least 200 gourdes per day for ordinary hours of work.	6 months
		Overtime Wages			The workers must be paid a 50% supplement for overtime	Overtime wages are paid according to the law	
		Paid Leave			Calculation of Sunday payment should be based on average earnings rather than minimum wage	Workers are paid correctly for weekly rest days	6 months
		Premium Pay					
		Social Security and Other Benefits					6 months
		Wage Information, Use and Deduction			Rounding down payment should not be done	Management corrected the issue and no unauthorized deductions were recorded in the payroll	
6	Contracts and Human Resources	Contracting Procedures					
		Discipline and Disputes					
		Employment Contracts					
		Termination					
7	Occupational Safety and Health	Chemicals and Hazardous					6 months

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹³</i>
8	Substances					
	Emergency Preparedness	●	◐	Installing adequate fire-fighting equipment	Fire detection system has been installed; fire extinguishers installed and well maintained	6 months
	Health Services and First Aid	●	◐	Preparing first aid kits to be available in sufficient quantities and be easily accessible	First aid boxes are equipped and easily accessible	6 months
	OSH Management Systems	●	◐	Establishment of an OSH committee and conducting self-assessment	The OSH committee was formed and self-assessment conducted	6 months
	Welfare Facilities	●	◐	Cleanliness at the workplace	The workplace is clean	6 months
	Worker Accommodation	○	○			
	Working Environment	●	○	Improve workplace ventilation	Exhaust fans repaired and functioning	
	Worker Protection	●	◐	Provide suitable chairs to workers;	Workers have suitable chairs	6 months
				Properly install electrical wires	Electrical wires are properly installed	
8	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	◐	Ensure actual hours worked are recorded in the payroll	Workers punch in and out and all hours are recorded in the payroll registry	6 months

Interamerican Wovens S.A.

Location	Port-au-Prince
No. of workers	860
Registration date	28 October 2009
Advisory Services and Training	7 October 2010(14 OSH Committee members) Training on Effective Communication on 11-12 November 2010 (HR Manager and HR assistant)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁴</i>
1	Child Labour	Child Labourers	☐	☐			
		Documentation and Protection of Young Workers	☐	☐			
		Hazardous Work	☐	☐			
		Unconditional Worst Forms	☐	☐			
2	Discrimination	Gender	●	●	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender		6 months
		Other Grounds	☐	☐			
		Race	☐	☐			
		Religion and Political Opinion	●	●	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion		6 months
3	Forced Labour	Bonded Labour	☐	☐			
		Coercion	☐	☐			
		Forced Labour and Overtime	☐	☐			

¹⁴ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁴</i>
4	Freedom of Association and Collective Bargaining	Prison Labour	☐	☐		
		Collective Bargaining	☐	☐		
		Interference and Discrimination	☐	☐		
		Strikes	☐	☐		
		Union Operations	☒	☐		
5	Compensation	Method of Payment	☐	☐		
		Minimum Wages	☐	☒		
		Overtime Wages	☐	☐		
		Paid Leave	☐	☒		
		Premium Pay	☐	☐		
		Social Security and Other Benefits	☒	☒		6 months
		Wage Information, Use and Deduction	☐	☒		
6	Contracts and Human Resources	Contracting Procedures	☐	☐		
		Discipline and Disputes	☐	☐		
		Employment Contracts	☐	☒		
		Termination	☒	☐		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☒		6 months
		Emergency Preparedness	☐	☒		
		Health Services and First Aid	☒	☒		6 months
		OSH Management Systems	☒	☐	Setting up an occupational health and safety committee	OSH committee was set up 6 months

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁴</i>
8					OSH self-assessment was carried out	
	Welfare Facilities	●	◐	The workplace should be clean	Improvements have been made to keep the factory clean	6 months
	Worker Accommodation	○	○			
	Working Environment	○	○			
	Worker Protection	●	◐	Installing appropriate protection on all moving parts of machinery and equipment (needle guards)	90% of the machines have finger and needle guards.	6 months
				Providing fatigue mats for standing workers	Factory has now two buildings, and fatigue mats have been provided to workers in the sewing facility but not to standing workers in building 21 where the cutting department is located.	
8	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	●			6 months

Island Apparel S.A.

Location	Port-au-Prince
No. of workers	1340
Registration date	9 September 2009
Advisory Services and Training	14 September 2010 (16 OSH Committee members) Training on Effective communication on 11-12 November 2010 (HR Manager, Production Manager, Compliance Manager) Training on Efficient management on 4 February 2011 (Quality Control Manager, Administrative Assistant & Production Manager)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁵</i>
1	Child Labour	Child Labourers	☐	☐			
		Documentation and Protection of Young Workers	☐	☐			
		Hazardous Work	☐	☐			
		Unconditional Worst Forms	☐	☐			
2	Discrimination	Gender	☐	☐			
		Other Grounds	☐	☐			
		Race	☐	☐			
		Religion and Political Opinion	☐	☐			
3	Forced Labour	Bonded Labour	☐	☐			
		Coercion	●	☐	The enterprise must allow the workers to move about freely during lunch breaks	Posters and announcements on the matter have been made to make all workers aware of the fact that they are free to leave the factory at lunch break.	

¹⁵ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁵</i>
4	Forced Labour and Overtime	☐	☐			
	Prison Labour	☐	☐			
	Freedom of Association and Collective Bargaining	☐	☐			
	Interference and Discrimination	☐	☐			
	Strikes	☐	☐			
	Union Operations	☐	☐			
5	Compensation	☐	☐			
	Method of Payment	☐	☐			
	Minimum Wages	☒	☐	Minimum wage should be paid to piece rate workers	Payroll for the last three months showed that full time workers earn at least 125 gourdes per day; piece rate is set at a level such that workers earn at least 200 gourdes per day for ordinary hours of work	
	Overtime Wages	☒	☐	Payment of 50% above the normal wage for ordinary overtime	Overtime wages are now paid according to the law	
	Paid Leave	☒	☐	Leave pay for the workers to be correctly paid	Workers are paid correctly for weekly rest days	
	Premium Pay	☐	☐			
	Social Security and Other Benefits	☐	☒			
	Wage Information, Use and Deduction	☐	☐			
6	Contracts and Human Resources	☐	☐			
	Contracting Procedures	☐	☐			
	Discipline and Disputes	☒	☐	Disciplinary procedures consistent with the legal requirements and without harassment or humiliating treatment.	Workers, supervisors, mechanics and security guards participated in a workshop on how to handle difficult situations and conflicts on the workplace	
	Employment Contracts	☒	☐	Workers should understand conditions related to job and position	Terms and conditions have been included in contracts and are explained to workers before signing the contract	6 months

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁵</i>
7	Termination	●	○	Reasons for termination should be included in the workers' file Provide workers the opportunity to defend themselves	A new form was developed to state the reason of termination and has to be signed by terminated worker Contract now includes an article that states that workers have the right to defend themselves	
	Chemicals and Hazardous Substances	●	◐	Post chemical safety data sheets Train workers who handle hazardous substances Adequate facilities for washing and provision of cleansing materials in the event of exposure to hazardous chemicals	Safety data sheets have been posted in all chemical storage facilities and cleaning stations A seminar was held on risks and hazards of working with chemicals, and on the importance of using personal protective equipment Eye wash station was installed	6 months
	Emergency Preparedness	●	◐	Training of workers on how to use fire fighting equipment Installing adequate fire-fighting equipment Emergency exit doors should open on the outside	12 workers have been trained on safety and use of fire fighting equipment Fire fighting equipment is available and accessible Exits are leading to the outside in all buildings and are unlocked	6 months
	Health Services and First Aid	●	◐	Informing pregnant or breastfeeding workers about health and safety risks Medical personnel on the workplace	The factory has started holding meetings with the pregnant or breastfeeding workers once a month to discuss health and safety risks Factory provides three medical visits per week and has 5 nurses on site. There is a gynaecologist once a month.	6 months
	OSH Management Systems	●	◐	Reporting accidents at work A written policy on health and safety at work	Work related accidents and diseases are recorded but not sent to OFATMA A written OSH policy has been provided	6 months
	Welfare Facilities	●	◐	Providing a suitable area in which the workers can take their meals	New eating area that can accommodate most of the workers during lunch break	6 months

Compliance cluster	Compliance point	1 st Assessment*	2 nd Assessment*	Improvement priorities identified by the factory	Efforts made to remedy the compliance needs	Time elapsed ¹⁵
8				Cleaning of the workplace	has been built Workplace was clean and tidy	
	Worker Accommodation	○	○			
	Working Environment	●	○	Improving ventilation in the factory	New ventilators have been installed	
	Worker Protection	●	○	Supplying personal protective equipment and standing mats	Eye guard, metal gloves, adequate masks, and standing mats were provided to the workers in the related sections	
				Installation of adequate protection on all moving parts of machinery and equipment (needle guards)	Factory provided safety glasses or attached eye guards to machines, however workers need more training on the use of PPE	
				Post safety warnings in the workplace	Safety warnings have been posted on the floor	
				Properly install electrical plugs and switches	Electrical plugs and switches are properly installed	
	Working Time					
	Leave	○	○			
	Overtime	●	◐	Obtain authorization to work overtime from the Ministry of Labour	Factory obtained authorization from Ministry of Labour	6 months
	Regular Hours	●	◐	Working time records to reflect hours actually worked	Factory changed pay stub to reflect number of hours worked	6 months

Johan Company

Location Port-au-Prince
No. of workers 217
Registration date 23 September 2009

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁶</i>
1	Child Labour					
	Child Labourers	☐	☐			
	Documentation and Protection of Young Workers	☐	☒			
	Hazardous Work	☐	☐			
2	Discrimination					
	Gender	☐	☐			
	Other Grounds	☐	☐			
	Race	☐	☐			
3	Forced Labour					
	Bonded Labour	☐	☐			
	Coercion	☐	☐			
	Forced Labour and Overtime	☐	☐			
4	Freedom of Association and Collective Bargaining					
	Collective Bargaining	☐	☐			

¹⁶ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁶</i>
5	Compensation	Interference and Discrimination	○	○		
		Strikes	○	○		
		Union Operations	○	○		
	Compensation	Method of Payment	○	○		
		Minimum Wages	●	○	Minimum wage should be paid to piece rate workers	Minimum wage is now paid according to the law
		Overtime Wages	●	○	Factory should pay all overtime hours worked to piece rate workers	Overtime wages are paid according to the law
		Paid Leave	●	○	Calculation of Sunday payment on average earnings rather than minimum wage	Weekly rest days are paid according to the law
		Premium Pay	○	○		
		Social Security and Other Benefits	●	●		6 months
		Wage Information, Use and Deduction	●	◐	Inform workers about wage payments	Workers understand their payroll 6 months
	6	Contracts and Human Resources	Contracting Procedures	○	○	
			Discipline and Disputes	●	○	Disciplinary measures should comply with legal requirements Factory does not have written internal rules, however workers are aware of the disciplinary principles and are explained the process of solving conflicts: issues are brought up successively to supervisors, HR and top management if necessary
		Contracts and Human Resources	Employment Contracts	●	●	6 months
			Termination	○	●	
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	●		6 months
		Emergency Preparedness	●	●		6 months
		Health Services and First Aid	●	●		6 months
		OSH Management Systems	●	●		6 months

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁶</i>
8		Welfare Facilities	●	●		6 months
		Worker Accommodation	○	○		
		Working Environment	○	●		
		Worker Protection	●	●		6 months
	Working Time	Leave	○	○		
		Overtime	●	●		6 months
		Regular Hours	●	●		6 months

Lucotex Manufacturing Co.

Location Port-au-Prince
No. of workers 50
Registration date 19 October 2010

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁷</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☐			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	☐			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☐			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐			
		Interference and	☐			

¹⁷ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁷</i>
5		Discrimination			
		Strikes	○		
		Union Operations	○		
	Compensation	Method of Payment	○		
		Minimum Wages	○		
		Overtime Wages	○		
		Paid Leave	○		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	○		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	●		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	○		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	●		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

Magic Sewing Manufacturing S.A.

Location Port-au-Prince
No. of workers 322
Registration date 1 October 2009
Advisory Services and Training 16 September 2010 (8 OSH Committee members)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁸</i>
1	Child Labour	Child Labourers	○	○		
		Documentation and Protection of Young Workers	○	○		
		Hazardous Work	○	○		
		Unconditional Worst Forms	○	○		
2	Discrimination	Gender	●	●	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	6 months
		Other Grounds	○	○		
		Race and Origin	○	○		
		Religion and Political Opinion	●	●	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	6 months
3	Forced Labour	Bonded Labour	○	○		
		Coercion	○	○		
		Forced Labour and Overtime	○	○		
		Prison Labour	○	○		

¹⁸ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁸</i>
4	Freedom of Association and Collective Bargaining	Collective Bargaining	○	○			
		Interference and Discrimination	○	○			
		Strikes	○	○			
		Union Operations	○	○			
5	Compensation	Method of Payment	○	○			
		Minimum Wages	●	◐	Pay the minimum wage to piece rate workers	The payroll showed that full time workers were paid the minimum wages and workers confirmed it during interview; however, quotas are not set for workers to earn 250 gourdes per day for ordinary hours of work.	6 months
		Overtime Wages	●	○	Payment of 50% above the normal wage for ordinary overtime	Overtime wage is now paid according to the law	
		Paid Leave	●	○	Calculation of Sunday payment on average earnings rather than minimum wage	Weekly rest day is paid according to the law	
		Premium Pay	○	○			
		Social Security and Other Benefits	○	●			
		Wage Information, Use and Deduction	●	◐	Deductions made from the payroll should be incorporated in the next month payroll	Management corrected the issue and no unauthorized deductions were recorded in the payroll	6 months
6	Contracts and Human Resources	Contracting Procedures	○	○			
		Discipline and Disputes	○	○			
		Employment Contracts	○	●			
		Termination	○	●			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	Labelling and storing hazardous substances and chemicals	Chemicals are properly labelled and stored	6 months
		Emergency Preparedness	●	◐	Posting notices on the emergency exits	Sewing floor has enough emergency exits but cutting room need one additional emergency exit. Cutting room needs to have 2 emergency exits and escape routes clearly	6 months

Compliance cluster	Compliance point	1 st Assessment*	2 nd Assessment*	Improvement priorities identified by the factory	Efforts made to remedy the compliance needs	Time elapsed ¹⁸
8				Adequate fire fighting equipment	marked and posted. Alarm system is now working properly and the factory has a contract with Painson for the maintenance of all fire fighting equipment. However, the factory still needs to install alarm system in the cutting building.	
	Health Services and First Aid	●	◐	Construction of medical facilities	In the medical unit there is one nurse. However, according to the law, they need two nurses.	6 months
				Availability of first aid kits in sufficient quantities	New first aid boxes have been bought and accessible	
	OSH Management Systems	●	◐	Perform an assessment of general OSH issues in the factory	The OSH committee has been trained by Better Work Haiti EAs; a self-assessment of OSH issues has been performed	6 months
	Welfare Facilities	●	◐	Ensure that all the existing toilets are working	According to Haitian labour law, there needs to be 1 toilet for every 15 women and 1 toilet for every 25 men. Factory only has 4 toilets for men and 8 toilets for women. However, all were functioning at time of assessment.	6 months
				Proper maintenance of the eating area	Factory has an adequate eating area.	
	Worker Accommodation	○	○			
	Working Environment	○	○			
	Worker Protection	●	◐	Buy standing mats for standing workers	Factory has provided fatigue mats; however, workers in the cutting department did not have fatigue mats at the time of assessment.	6 months
				Properly install electrical wires and switches	Factory has installed electrical covers	
				Post safety warnings in the workplace	Factory has posted safety warnings	
	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	●			6 months

Modas Gloria Apparel S.A.

Location	Port-au-Prince
No. of workers	920
Registration date	8 October 2009
Advisory Services and Training	14 September 2010 (6 OSH Committee members) Training on Effective communication on 11-12 November 2010 (HR Manager) Training on Effective management on 4 February 2011 (HR Manager)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁹</i>
1	Child Labour	Child Labourers	☐	☐		
		Documentation and Protection of Young Workers	☐	☐		
		Hazardous Work	☐	☐		
		Unconditional Worst Forms	☐	☐		
2	Discrimination	Gender	☐	☐		
		Other Grounds	☐	☐		
		Race and Origin	☐	☐		
		Religion and Political Opinion	☐	☐		
3	Forced Labour	Bonded Labour	☐	☐		
		Coercion	☐	☐		
		Forced Labour and Overtime	☐	☐		
		Prison Labour	☐	☐		
4	Freedom of	Collective	☐	☐		

¹⁹ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁹</i>
	Association and Collective Bargaining	Bargaining					
		Interference and Discrimination	○	○			
		Strikes	○	○			
		Union Operations	●	○			
5	Compensation	Method of Payment	○	○			
		Minimum Wages	●	○	Payment of minimum wage to piece workers	Minimum wage is now paid according to the law	
		Overtime Wages	○	○			
		Paid Leave	●	◐	Calculation of Sunday payment on average earnings rather than minimum wage	Weekly rest is paid according to the law	6 months
		Premium Pay	○	○			
		Social Security and Other Benefits	●	◐	Collect the 6% contribution for ONA	Factory deducts the required 6% from all workers	6 months
		Wage Information, Use and Deduction	●	○	No record of payment for temporary workers	Factory does not employ temporary workers any longer.	
6	Contracts and Human Resources	Contracting Procedures	○	○			
		Discipline and Disputes	●	○	Put in place an adequate grievance procedure	HR department is managing all conflicts, disputes and grievances. Better Work Haiti EAs are working with management to promote the use of the suggestion box	
		Employment Contracts	●	●			6 months
		Termination	●	○	Give workers an opportunity to defend themselves before termination	Workers are given at least two warnings before termination which gives them time to defend themselves. Warnings were found in workers' files	
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	A security inventory for each chemical	An inventory was established	6 months
					Labelling all chemicals and hazardous substances	All chemicals are properly labelled	
					Adequate facilities for washing and	Eye wash stations have been placed	

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed¹⁹</i>
8				provision of cleansing materials in the event of exposure to hazardous chemicals	where workers are using hazardous substances.	
	Emergency Preparedness	●	◐	Install adequate fire fighting equipment	Factory has adequate fire fighting equipment	6 months
				Training in fire-fighting	Training was provided by Securitec	
	Health Services and First Aid	●	◐	Preparing first aid kits to be available in sufficient quantities and be easily accessible	Factory has sufficient number of first aid kits	6 months
	OSH Management Systems	●	◐	Put in place an OSH management system	An OSH committee composed of 6 members has been put in place.	6 months
	Welfare Facilities	●	◐	Availability of adequate and accessible toilets	According to the law, there needs to be 1 toilet for every 25 men and 1 toilet for every 15 women. Out of 13 toilets for men, 9 were functioning and out for 24 toilets for women, 11 were functioning at time of assessment.	6 months
	Worker Accommodation	○	○			
	Working Environment	○	○			
	Worker Protection	●	◐	Standing workers must be able to sit down at regular intervals and/or have standing mats to stand on	Factory has started providing fatigue mats. 55% of the inspectors do not have standing mats.	6 months
				Properly install electrical plugs and switches	Electrical plugs and switches are properly installed	
8	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	◐	Give workers at least one day off per week	Factory gives workers at least one rest day per week	6 months

Multiwear S.A.

Location	Port-au-Prince
No. of workers	1846
Registration date	5 October 2009
Advisory Services and Training	17 September 2010 (15 OSH Committee members) Training on Effective communication on 11-12 November 2010 (HR Manager) Training on Effective management on 4 February 2011 (2 HR Manager)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁰</i>
1	Child Labour	Child Labourers	☐	☐		
		Documentation and Protection of Young Workers	☐	☐		
		Hazardous Work	☐	☐		
		Unconditional Worst Forms	☐	☐		
2	Discrimination	Gender	☐	☐		
		Other Grounds	☐	☐		
		Race and Origin	☐	☐		
		Religion and Political Opinion	☐	☐		
3	Forced Labour	Bonded Labour	☐	☐		
		Coercion	☒	☐	The enterprise must allow the workers to move about freely at all times	On 23 August the factory's management team had a meeting to explain the situation and to define a plan of action. The issue was resolved at the time of the second assessment.

²⁰ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁰</i>
4	Forced Labour and Overtime	☐	☐			
	Prison Labour	☐	☐			
	Freedom of Association and Collective Bargaining	☐	☐			
	Interference and Discrimination	☐	☐			
	Strikes	☐	☐			
	Union Operations	☒	☐			
5	Compensation	☐	☐			
	Method of Payment	☐	☐			
	Minimum Wages	☒	☐	Minimum wage should be paid to piece rate workers	Minimum wage is now paid according to the law	
	Overtime Wages	☒	☐	Management should pay all overtime hours to piece rate workers	During assessment, Better Work Haiti EAs found that the payroll did not reflect the change in the minimum wage in effect since October 1st from 125 Gourdes to 150 Gourdes and that overtime hours worked from October to time of assessment was calculated on the basis of 125 Gourdes. Management became aware of the issue and will take corrective measures.	6 months
	Paid Leave	☒	☐	Calculation of Sunday payment on average earnings rather than minimum wage	Leave days are paid according to the law	6 months
	Premium Pay	☐	☐			
	Social Security and Other Benefits	☒	☒			6 months
6	Wage Information, Use and Deduction	☐	☐			
	Contracts and Human Resources	☐	☐			
	Discipline and Disputes	☐	☐			
	Employment	☒	☐	Internal rules should be updated	Corrections have been made to the	6 months

Compliance cluster	Compliance point	1 st Assessment*	2 nd Assessment*	Improvement priorities identified by the factory	Efforts made to remedy the compliance needs	Time elapsed ²⁰
7	Contracts				internal rules.	
	Termination	○	○			
	Chemicals and Hazardous Substances	●	◐	Drawing up an exhaustive list of hazardous chemicals Provide adequate training to workers on how to handle hazardous chemicals	Factory keeps an inventory of all chemicals Workers are trained	6 months
	Emergency Preparedness	●	◐	Training the workers in the use of the fire extinguishers Build additional emergency exits	Required number of workers are trained by Marimex on how to use fire fighting equipment Buildings have a minimum of two unobstructed exits	6 months
	Health Services and First Aid	●	◐	First aid boxes should be well supplied Training the workers in first aid	First aid boxes have all necessary materials to provide first aid First aid training is provided to workers	6 months
	OSH Management Systems	●	◐	Improve OSH policy Establish a OSH committee Conduct OSH assessment	OSH policy has been updated: the document defines the concept of Occupational Safety and Health, the relationship between the OSH committee and the workers, the responsibility of the OSH committee, the role of every member of the committee as well as the workers. OSH committee has been formed OSH assessment conducted by OSH committee assisted by Better Work Haiti EAs	6 months
	Welfare Facilities	●	◐	Provide safe drinking water Workplace should be clean and tidy	Factory installed a water purification system Overall the factory is clean	6 months
	Worker Accommodation	○	○			
	Working Environment	●	●			6 months
	Occupational Safety and Health					

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁰</i>
8	Worker Protection	●	◐	Provide personal protective equipment to spot cleaners	All spot cleaners have adequate mask and goggles.	6 months
				Train workers to use noise reducers		
				Provide fatigue mats to standing workers	Maintenance workers have ear protection.	
				Fix the electrical wire installation	Fatigue mats are provided to standing workers	
					Wires are properly installed and maintained.	
	Working Time					
	Leave	○	○			
	Overtime	●	◐	Overtime should be voluntary	Overtime is voluntary	6 months
	Regular Hours	●	◐	Record actual hours worked	All hours are recorded and shown in the payroll	6 months

One World Apparel S.A.

Location	Port-au-Prince
No. of workers	780
Registration date	27 October 2009
Advisory Services and Training	16 September 2010 (7 OSH Committee members) Training on Effective communication on 11-12 November 2010 (2 HR Managers)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²¹</i>
1	Child Labour	Child Labourers	○	○			
		Documentation and Protection of Young Workers	○	○			
		Hazardous Work	○	○			
		Unconditional Worst Forms	○	○			
2	Discrimination	Gender	○	○			
		Other Grounds	○	○			
		Race and Origin	○	○			
		Religion and Political Opinion	○	○			
3	Forced Labour	Bonded Labour	○	○			
		Coercion	○	○			
		Forced Labour and Overtime	○	○			
		Prison Labour	○	○			
4	Freedom of Association and	Collective Bargaining	○	○			

²¹ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²¹</i>
	Collective Bargaining					
	Interference and Discrimination	○	○			
	Strikes	○	○			
	Union Operations	○	○			
5	Compensation					
	Method of Payment	○	○			
	Minimum Wages	●	○	Minimum wage should be paid to piece rate workers	Minimum wage is now paid according to the law	
	Overtime Wages	○	○			
	Paid Leave	●	◐	Calculation of Sunday payment on average earnings rather than minimum wage	Leave days are paid according to the law	6 months
	Premium Pay	○	○			
	Social Security and Other Benefits	●	◐	Pay required contributions to ONA	The 3% deducted for ONA is paid but the required contribution should be 6%	6 months
6	Contracts and Human Resources					
	Contracting Procedures	○	○			
	Discipline and Disputes	○	○			
	Employment Contracts	○	●			
	Termination	○	○			
7	Occupational Safety and Health					
	Chemicals and Hazardous Substances	●	◐	Keep an inventory of chemicals	Factory has an inventory of chemicals	6 months
	Emergency Preparedness	●	◐	Build more emergency exits	New exits have been added	6 months
				Unblock emergency exits	Emergency exits were found unblocked at the last visit	
	Health Services and First Aid	●	●			6 months
	OSH Management Systems					
	OSH Management Systems	●	◐	Perform an assessment of OSH issues	Factory performed an assessment of OSH issues	6 months

Compliance cluster	Compliance point	1 st Assessment*	2 nd Assessment*	Improvement priorities identified by the factory	Efforts made to remedy the compliance needs	Time elapsed ²¹
8	Welfare Facilities	●	◐	Require workers to comply with OSH requirements	Factory has an OSH committee	6 months
				Record all work-related accidents and send report to OFATMA	Work-related accidents are recorded and reports are sent to OFATMA on a monthly basis	
				Installing soap distributors in each toilet	Soap dispensers are available	
				Increase the capacity of the eating area	Eating area has been improved and rotation for lunch is introduced so that everyone has a place to sit and eat	
				Clean workplace	The factory is clean and tidy	
				Worker Accommodation		
	Working Environment	●	○	Reduce noise levels in the work environment	Noise level is reduced	6 months
	Worker Protection	●	◐	Provide workers with all necessary personal protective equipment	Personal protective equipment (adequate masks for spot cleaners, metal gloves for cutters, ear protection for maintenance) has been bought and distributed to workers	
				Provide suitable chairs to workers	Workers have suitable chairs	
				Put in place measures to avoid heavy lifting	Workers wear support belts and pallet jackets are provided	
				Properly install electrical plugs and switches	Electrical plugs and switches are properly installed	
8	Working Time	○	○	Leave		6 months
		●	●	Overtime		
		●	◐	Regular Hours	Time clock should reflect hours worked	6 months
				Give workers one day off per week	Time clock shows hours worked and is shown in the payroll registry All workers have a rest day	

Pacific Sports S.A.

Location	Port-au-Prince
No. of workers	993
Registration date	11 November 2009
Advisory services and Training	13 September 2010 (12 OSH Committee members), and on 16 November 2010 (CEO and 4 Management staff) Training on Effective communication on 11-12 November 2010 (2 HR Managers) Training on Effective management on 4 February 2011 (Compliance Supervisor)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²²</i>
1	Child Labour	Child Labourers	☐	☐		
		Documentation and Protection of Young Workers	☐	☐		
		Hazardous Work	☐	☐		
		Unconditional Worst Forms	☐	☐		
2	Discrimination	Gender	●	☐	Correct the recruitment materials to avoid any suspicion of discrimination on grounds of gender	Recruitment material has been reviewed and corrected
		Other Grounds	☐	☐		
		Race and Origin	☐	☐		
		Religion and Political Opinion	☐	☐		
3	Forced Labour	Bonded Labour	☐	☐		
		Coercion	☐	☐		
		Forced Labour and Overtime	☐	☐		

²² HOPE II Legislation: “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 paragraph.” (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²²</i>
4	Freedom of Association and Collective Bargaining	Prison Labour	☐	☐		
		Collective Bargaining	☐	☐		
		Interference and Discrimination	☐	☐		
		Strikes	☐	☐		
		Union Operations	☒	☐		
5	Compensation	Method of Payment	☐	☐		
		Minimum Wages	☒	☐	Minimum wage should be paid to piece rate workers	Minimum wage is paid according to the law
		Overtime Wages	☒	☐	Payment of all overtime hours worked according to the law	Overtime wage is now paid according to the law
		Paid Leave	☒	☐	Calculation of Sunday payment on average earnings rather than minimum wage	Leave days are paid according to the law 6 months
		Premium Pay	☐	☐		
		Social Security and Other Benefits	☐	☒		
		Wage Information, Use and Deduction	☐	☐		
6	Contracts and Human Resources	Contracting Procedures	☐	☐		
		Discipline and Disputes	☐	☐		
		Employment Contracts	☐	☒		
		Termination	☒	☐	Terminate workers only for valid reasons	According to internal rules, workers are terminated for unsatisfactory production, disciplinary reasons and when there is a lack of production.
7	Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	Provide eyewash station	Factory has installed eye wash station in the spot cleaning section and in other places where chemicals are handled 6 months
		Emergency Preparedness	☐	☒		

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²²</i>
8	Health Services and First Aid	●	●			6 months
	OSH Management Systems	○	●			
	Welfare Facilities	●	●	Adequate hand-washing facilities		6 months
	Worker Accommodation	○	○			
	Working Environment	○	○			
	Worker Protection	●	◐	Standing workers must have standing mats	Factory has bought fatigue mats but some are still missing	6 months
				Provide support belt for heavy lifting	Workers use forklifts and support belts for heavy lifting	
				Install proper guards on machines	Factory has installed eye guards and finger guards on machines	
	Working Time	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	◐	Seek authorization from Department of Labour to work overtime and on Sundays	Factory has received authorization from Department of Labour to work overtime and Sundays	6 months

Palm Apparel S.A.

Location Port-au-Prince
No. of workers 547
Registration date 17 November 2009
Advisory Services and Training 7 October 2010 (8 OSH Committee members)

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²³</i>
1	Child Labour					
	Child Labourers	☐	☐			
	Documentation and Protection of Young Workers	☐	☐			
	Hazardous Work	☐	☐			
2	Discrimination					
	Unconditional Worst Forms	☐	☐			
	Gender	☐	☐			
	Other Grounds	☐	☐			
3	Forced Labour					
	Race and Origin	☐	☐			
	Religion and Political Opinion	☐	☐			
	Bonded Labour	☐	☐			
4	Freedom of					
	Collective	☐	☐			
	Coercion	☐	☐			
	Forced Labour and Overtime	☐	☐			
4	Freedom of					
	Prison Labour	☐	☐			

²³ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²³</i>
	Association and Collective Bargaining	Bargaining					
		Interference and Discrimination	○	○			
		Strikes	○	○			
		Union Operations	○	○			
5	Compensation	Method of Payment	○	○			
		Minimum Wages	●	○	Minimum wage should be paid to piece rate workers	Minimum wage is paid according to the law	
		Overtime Wages	○	○			
		Paid Leave	○	○			
		Premium Pay	○	○			
		Social Security and Other Benefits	●	◐	Collect required ONA contribution	Factory now collects required 6% ONA contribution from workers	6 months
		Wage Information, Use and Deduction	●	○	Inform workers of wage payment methods	Meetings have been held with the workers in order to explain methods of paying wages. Payroll registry shows wages in Gourdes	
6	Contracts and Human Resources	Contracting Procedures	○	○			
		Discipline and Disputes	○	○			
		Employment Contracts	●	●			6 months
		Termination	○	●			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	Appropriate stockpiling and storage of hazardous chemicals	An inventory is maintained	6 months
					Label all chemicals	Chemicals are labelled correctly	
		Emergency Preparedness	●	◐	Inform workers on possible emergencies in the workplace	Workers are aware of emergencies and fire drills are conducted (last in September 2010)	6 months
					Train an appropriate number of workers in the use of fire fighting equipment	Training was provided to 29 workers	

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²³</i>
8	Health Services and First Aid	●	●			6 months
	OSH Management Systems	●	◐	Perform assessment on general OSH issues	OSH assessment was performed	6 months
				Establish an OSH committee	The OSH committee was established	
	Welfare Facilities	●	●			6 months
	Worker Accommodation	○	○			
	Working Environment	●	○	Reduce lint in the workplace	Workplace is ventilated	
	Worker Protection	●	◐	Provide workers with personal protective equipment	Ear protection is provided; however, spot cleaners in building 3 were not provided with masks.	6 months
				Post safety warnings in the workplace	Warnings are posted in the workplace	
8	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	●			6 months

Premium Apparel S.A.

Location	Port-au-Prince
No. of workers	1252
Registration date	28 October 2009
Advisory Services and Training	17 September 2010 (8 OSH Committee members) Training on Effective communication on 11-12 November 2010 (2 HR Managers)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁴</i>
1	Child Labour	Child Labourers	☐	☐			
		Documentation and Protection of Young Workers	☐	☐			
		Hazardous Work	☐	☐			
		Unconditional Worst Forms	☐	☐			
2	Discrimination	Gender	●	☐	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of gender	Recruitment material has been reviewed and corrected	
		Other Grounds	☐	☐			
		Race and Origin	☐	☐			
		Religion and Political Opinion	●	☐	Correct the recruitment materials so as to avoid any suspicion of discrimination on grounds of religion or political opinion	Recruitment material has been reviewed and corrected	
3	Forced Labour	Bonded Labour	☐	☐			
		Coercion	☐	☐			
		Forced Labour and Overtime	☐	☐			

²⁴ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁴</i>
4	Freedom of Association and Collective Bargaining	Prison Labour	☐	☐			
		Collective Bargaining	☐	☐			
		Interference and Discrimination	☐	☐			
		Strikes	☐	☐			
		Union Operations	☐	☐			
5	Compensation	Method of Payment	☐	☐			
		Minimum Wages	●	●			6 months
		Overtime Wages	●	☐	Payment of 50% above the normal wage for overtime hours worked	Overtime hours are paid according to the law	
		Paid Leave	●	☐	Calculation of Sunday payment on average earnings rather than minimum wage	Leave days are paid according to the law	
		Premium Pay	☐	☐			
		Social Security and Other Benefits	●	●			6 months
		Wage Information, Use and Deduction	☐	●			
6	Contracts and Human Resources	Contracting Procedures	☐	☐			
		Discipline and Disputes	☐	☐			
		Employment Contracts	☐	●			
		Termination	●	☐	Terminate workers only for valid reasons	Workers are terminated for disciplinary reasons, and all warnings (signed by workers) are found in each worker's file.	
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	Labelling all chemicals and hazardous substances; appropriate stockpiling and storage of hazardous chemicals	Factory has built an area to store chemicals and all substances are properly labelled	6 months
					Establish eye wash stations	Factory has established eye washing stations	

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁴</i>
	Emergency Preparedness	●	○	Put in place an alarm system	Factory has installed an alarm system	
				Install adequate fire-fighting equipment	Factory has installed enough fire extinguishers and they are regularly inspected by Marimex	
				Train workers in the use of fire fighting equipment	34 workers have been trained	
				Proper designation and signage of the emergency exits	Emergency exits and escape routes are clearly marked and posted in the workplace	
				Emergency exits should be unblocked and accessible	Emergency exits are unblocked	
	Health Services and First Aid	●	●			6 months
	OSH Management Systems	○	●			
	Welfare Facilities	●	◐	Clean workplace	Workplace is clean	6 months
	Worker Accommodation	○	○			
	Working Environment	●	●			6 months
8	Worker Protection	●	◐	Proper installation of electrical switches and sockets	Electrical wires are properly installed	6 months
				Take measures to avoid heavy lifting by workers	Factory has forklifts and pallet jackets	
				Post safety warnings in the workplace	Safety warnings are posted in the workplace	
	Working Time	○	○			
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	●			6 months

Sew Rite Manufacturing

Location Port-au-Prince
 No. of workers 48
 Registration date 19 October 2010

This is a newly registered factory. The Improvement Plan is due to be received in the second quarter of 2011.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁵</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☒			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	☐			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☐			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐			
		Interference and	☐			

²⁵ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁵</i>
5	Compensation				
6	Contracts and Human Resources				
7	Occupational Safety and Health				
8	Working Time				

Sewing International S.A.

Location Port-au-Prince
No. of workers 1977
Registration date 25 September 2009
Advisory Services and Training 16 September (12 OSH Committee members)

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁶</i>
1	Child Labour	Child Labourers	○	○			
		Documentation and Protection of Young Workers	○	○			
		Hazardous Work	○	○			
		Unconditional Worst Forms	○	○			
2	Discrimination	Gender	○	○			
		Other Grounds	○	○			
		Race and Origin	○	○			
		Religion and Political Opinion	○	○			
3	Forced Labour	Bonded Labour	○	○			
		Coercion	○	○			
		Forced Labour and Overtime	○	○			
		Prison Labour	○	○			
4	Freedom of Association and Collective	Collective Bargaining	○	○			

²⁶ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁶</i>
	Bargaining					
	Interference and Discrimination	●	○			
	Strikes	○	○			
5	Union Operations	○	○			
	Compensation					
	Method of Payment	○	○			
	Minimum Wages	●	○	Minimum wage should be paid to piece rate workers	Minimum wage is paid according to the law	
	Overtime Wages	○	○			
	Paid Leave	●	◐	Calculation of Sunday payment on average earnings rather than minimum wage	Leave days are paid according to the law	6 months
	Premium Pay	○	○			
	Social Security and Other Benefits	●	◐	Deduct 6% from workers' payrolls for ONA contribution	Factory has resolved the issue and ONA payments are deducted correctly from workers' payrolls	6 months
6	Wage Information, Use and Deduction	●	●			6 months
	Contracts and Human Resources					
	Contracting Procedures	○	○			
	Discipline and Disputes	○	○			
	Employment Contracts	●	◐	All workers should have a contract Internal rules should be signed by the Ministry of Labour	All workers have a written contract Internal rules are now signed by the Ministry of Labour	6 months
7	Termination	○	○			
	Occupational Safety and Health					
	Chemicals and Hazardous Substances	●	●			6 months
	Emergency Preparedness	●	●			6 months
	Health Services and First Aid	●	●			6 months
	OSH Management	●	◐	Form the OSH committee	The factory has established an OSH	6 months

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>2nd Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁶</i>
8	Systems				committee	
				Write OSH policy	The factory has written the OSH policy	
	Welfare Facilities	●	●			6 months
	Worker Accommodation	○	○			
	Working Environment	○	○			
	Worker Protection	●	◐	Provide fatigue mats for standing workers	Now 25% of workers have standing mats	6 months
				Install needle guards on machines	Most machines have needle guards	
				Train workers on the use of needle guards	About 60% of workers use the needle guards installed on the machines	
	Working Time					
	Leave	○	○			
	Overtime	●	●			6 months
	Regular Hours	●	●			6 months

The Willbes Haitian I S.A.

Location	Port-au-Prince
No. of workers	542
Registration date	27 August 2010
Advisory Services and Training	Training on Effective communication on 11-12 November 2010 (2 participants) Training on Effective management on 4 February 2011 (2 participants)

The Willbes Haitian S.A. was assessed as one factory in 2009 but split up in five different factories (Willbes I, Willbes II, Willbes III, Willbes V Azteca and Galaxy) in 2010, which all registered as different legal entities. It is therefore not possible to attribute remediation efforts to a specific factory, which is the reason why no information on improvement measures is contained in this report. In the first quarter of 2011, Better Work Haiti is going to elaborate separate improvement plans for each individual factory.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁷</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☐			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	☐			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☐			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			

²⁷ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁷</i>
4	Freedom of Association and Collective Bargaining	Collective Bargaining	☐			
		Interference and Discrimination	☐			
		Strikes	☐			
		Union Operations	☐			
5	Compensation	Method of Payment	☐			
		Minimum Wages	☒			
		Overtime Wages	☐			
		Paid Leave	☒			
		Premium Pay	☐			
		Social Security and Other Benefits	☒			
		Wage Information, Use and Deduction	☒			
6	Contracts and Human Resources	Contracting Procedures	☐			
		Discipline and Disputes	☐			
		Employment Contracts	☒			
		Termination	☐			
7	Occupational Safety and Health	Chemicals and Hazardous Substances	☒			
		Emergency Preparedness	☐			
		Health Services and First Aid	☒			
		OSH Management Systems	☒			
		Welfare Facilities	☒			
		Worker Accommodation	☐			
		Working Environment	☐			
		Worker Protection	☒			
8	Working Time	Leave	☐			
		Overtime	☒			
		Regular Hours	☒			

The Willbes Haitian II S.A.

Location Port-au-Prince
No. of workers 578
Registration date 27 August 2010

The Willbes Haitian S.A. was assessed as one factory in 2009 but split up in five different factories (Willbes I, Willbes II, Willbes III, Willbes V Azteca and Galaxy) in 2010, which all registered as different legal entities. It is therefore not possible to attribute remediation efforts to a specific factory, which is the reason why no information on improvement measures is contained in this report. In the first quarter of 2011, Better Work Haiti is going to elaborate separate improvement plans for each individual factory.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁸</i>
1	Child Labour	Child Labourers	○			
		Documentation and Protection of Young Workers	○			
		Hazardous Work	○			
		Unconditional Worst Forms	○			
2	Discrimination	Gender	○			
		Other Grounds	○			
		Race and Origin	○			
		Religion and Political Opinion	○			
3	Forced Labour	Bonded Labour	○			
		Coercion	●			
		Forced Labour and Overtime	○			
		Prison Labour	○			
4	Freedom of Association and	Collective Bargaining	○			

²⁸ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁸</i>
	Collective Bargaining	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
5	Compensation	Method of Payment	○		
		Minimum Wages	○		
		Overtime Wages	○		
		Paid Leave	●		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	○		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	●		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

The Willbes Haitian III S.A.

Location Port-au-Prince
No. of workers 574
Registration date 27 August 2010

The Willbes Haitian S.A. was assessed as one factory in 2009 but split up in five different factories (Willbes I, Willbes II, Willbes III, Willbes V Azteca and Galaxy) in 2010, which all registered as different legal entities. It is therefore not possible to attribute remediation efforts to a specific factory, which is the reason why no information on improvement measures is contained in this report. In the first quarter of 2011, Better Work Haiti is going to elaborate separate improvement plans for each individual factory.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁹</i>
1	Child Labour	Child Labourers	○			
		Documentation and Protection of Young Workers	○			
		Hazardous Work	○			
		Unconditional Worst Forms	○			
2	Discrimination	Gender	○			
		Other Grounds	○			
		Race and Origin	○			
		Religion and Political Opinion	○			
3	Forced Labour	Bonded Labour	○			
		Coercion	○			
		Forced Labour and Overtime	○			
		Prison Labour	○			
4	Freedom of	Collective Bargaining	○			

²⁹ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed²⁹</i>
	Association and Collective Bargaining	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
5	Compensation	Method of Payment	○		
		Minimum Wages	●		
		Overtime Wages	○		
		Paid Leave	○		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	○		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	○		
		Employment Contracts	●		
		Termination	●		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

The Willbes Haitian V S.A./ AZTECA

Location Port-au-Prince
No. of workers 562
Registration date 27 August 2010

The Willbes Haitian S.A. was assessed as one factory in 2009 but split up in five different factories (Willbes I, Willbes II, Willbes III, Willbes V Azteca and Galaxy) in 2010, which all registered as different legal entities. It is therefore not possible to attribute remediation efforts to a specific factory, which is the reason why no information on improvement measures is contained in this report. In the first quarter of 2011, Better Work Haiti is going to elaborate separate improvement plans for each individual factory.

	<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed³⁰</i>
1	Child Labour	Child Labourers	☐			
		Documentation and Protection of Young Workers	☐			
		Hazardous Work	☐			
		Unconditional Worst Forms	☐			
2	Discrimination	Gender	☐			
		Other Grounds	☐			
		Race and Origin	☐			
		Religion and Political Opinion	☐			
3	Forced Labour	Bonded Labour	☐			
		Coercion	☒			
		Forced Labour and Overtime	☐			
		Prison Labour	☐			
4	Freedom of Association and	Collective Bargaining	☐			

³⁰ HOPE II Legislation: "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 paragraph." (H.R. 6124-655, (D) BIENNIAL REPORT (III) (iv))

* A black dot represents non-compliance.

<i>Compliance cluster</i>	<i>Compliance point</i>	<i>1st Assessment*</i>	<i>Improvement priorities identified by the factory</i>	<i>Efforts made to remedy the compliance needs</i>	<i>Time elapsed³⁰</i>
	Collective Bargaining	Interference and Discrimination	○		
		Strikes	○		
		Union Operations	○		
5	Compensation	Method of Payment	○		
		Minimum Wages	●		
		Overtime Wages	○		
		Paid Leave	●		
		Premium Pay	○		
		Social Security and Other Benefits	●		
		Wage Information, Use and Deduction	●		
6	Contracts and Human Resources	Contracting Procedures	○		
		Discipline and Disputes	●		
		Employment Contracts	●		
		Termination	●		
7	Occupational Safety and Health	Chemicals and Hazardous Substances	●		
		Emergency Preparedness	●		
		Health Services and First Aid	●		
		OSH Management Systems	●		
		Welfare Facilities	●		
		Worker Accommodation	○		
		Working Environment	○		
		Worker Protection	●		
8	Working Time	Leave	○		
		Overtime	●		
		Regular Hours	●		

Annex 1. HOPE II Legislation Reporting Requirements

SEC. 15403. LABOUR 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. [...]