

Inside Better Work Haiti

Newsletter – Issue No. 12

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Practical Guide
to Haitian Labor Law



Available in 5 languages and also as e-version
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Haitian Garment Industry at a Glance

In numbers



~1 billion

Value of apparel exports in USD (90% of national exports)



90

Percentage of exports sent to North America



7

Free Zones hosting 90% of Better Work participant factories



32

Exporting factories enrolled with Better Work (100% of the industry)



53,000

Workers in Better Work-registered factories



11

National stakeholders and partners

Better Work Haiti strives to create a garment industry that provides decent work to a projected 65,000 workers (timeline - 2022), lifting their families and communities out of poverty, empowering women, boosting national income and improving social stability.

Building on the strong partnerships Better Work has developed with the government, global brands,

employers and unions, over the next five years, the programme will play a central role in realizing the full potential of the HOPE II Act – a preferential trade deal with the US. Convening diverse stakeholders to tackle shared challenges and supporting institutions' efforts to monitor and safeguard factory compliance with international labour standards will be top priorities.

“Moving beyond a top-down approach to development through engaging with all our partners – brands, businesses and workers as well as government – is the fastest way to turn policy to action and see Haiti fulfill its potential as a competitive supplier of garments to global markets. Better Work supports the national social dialogue that brings that future closer”

CLAUDINE FRANÇOIS,
BETTER WORK HAITI
PROGRAMME MANAGER

Key partners

- ♦ Ministry of Social Affairs and Labour (MAST)
- ♦ Office of the Labour Ombudsman (BMST)
- ♦ National Insurance and Pensions Office (ONA)
- ♦ Office for Employment Injury, Illness and Maternity (OFTMA)
- ♦ Ministry of Commerce (MCI)
- ♦ Office of the State Secretary for the Integration of People with Disabilities (BSEIPH)
- ♦ Association of Haitian Industries (ADIH)
- ♦ Economic Forum
- ♦ All Trade Unions active in the garment sector
- ♦ 17 brand and retail partners
- ♦ Share Hope, CPFO, Solidarity Center



**YEAR REPORT
2018**

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10 Days of Awareness Against Violence on Women at Metropolitan Industrial Park (SONAPI)

Port-au-Prince, SONAPI - Better Work Haiti together with Share Hope, CPFO and other partners, held 10 days of awareness campaign on violence against women, from 25 November to 10 December at the Metropolitan Industrial Park (SONAPI) on the theme “**Ansanm n’ap konbat tout fòm vyolans sou fanm**” “Together we oppose all forms of violence against women”. During this period, BWH and partners provided information and services to more than 2000 garment workers on gender-based violence.



Workers, organizer and partners stand to say “No to all kind of violence on women”



Launch Ceremony speeches



Workers visiting BW booth



Female worker posing with BW cardboard to say “End Sexual Harassment”

The launch ceremony of this campaign within the framework of the 16 Days of Activism of SONAPI was held at the premises of the CPFO or a hundred participants, workers and representatives of partner institutions (OFATMA, MAST, CPFO and Konbat Vyolans, Share Hope, World Vision, Better Work Haiti, SONAPI Staff) attended a panel of exciting speeches of interest to influential women and stakeholder representatives such as Ms. Michele J. Sison, the United States Ambassador to Haiti, Ms. Josseline Fethière, Special Labor Ombudsperson for the Textile Sector (BMST), Mrs. Djenane

Ledan CPFO Board Representative and Ms. Cynthia Petterson, President of SHARE HOPE.

Women make up 65% of the textile workforce in Haiti and one of the goals of the BWH Clothing Program is to support factories to cultivate the practice of gender equality and empowering women and girls.

In several places of the industrial park one could observe various kiosks of partners visited in crowds by the workers. Some received printed communication materials and information/explanations about the campaign and the issue of violence against

women, and others participated in rather dynamic activities such as a big screen at the Share Hope booth displaying videos about domestic violence, a quiz sexual harassment knowledge test at the BWH booth, or high-scoring candidates received gifts. BWH’s interventions focused on the issue of sexual harassment using this opportunity to conceal clear essential information aimed at educating workers, primarily those who heard about sexual harassment at work for the first time or who did not have the exact knowledge of what it means and the negative impact that this practice could have on both the

victim and the workspace. An impact study conducted by Tufts University has shown that BW has helped limit sexual harassment problems by as much as 18 percent in garment industry worldwide. BWH held two conference sessions on the subject, attended by about 210 participants, about 90% of whom were women.

"I would like to attend more training and learn more about violence, specifically the types of violence women experience. I realize that there is a lot that I do not know and I really want to know more about this topic and be more informed so that it can help me in my life and I can help others." – Female worker attending a session.

Under laughter and applause, the workers also enjoyed interesting theatre performances by a group of workers, supported by Share Hope, presenting scenes of good and bad practice based on the reality of gender-based violence in the workplace.

"I didn't know a lot about violence, really.... in my mind violence was only physical violence if my husband beats me or hits me. Now I see there are other types of violence like verbal violence, sexual violence, etc..." – a female worker watching theatre skits.

Studies have shown that women are more vulnerable to gender-based issues at the workplace but the men also are and feel concerned. A male worker would feel indirectly victim if his wife is victim of sexual harassment.

"As a man, I am against violence against women. I see that it is important to raise awareness because there are a

lot of women who are victims and stay in bad situations because they do not have enough information and do not know what to do. I always tell my wife it is important for women to know their value and not accept certain things done to them. Because if my wife is victim, I would feel victim. Women should not experience violence and, we, men, should protect them because they deserve our love and protection. I do not want to ever be violent towards women because I love women and I want to teach other men to protect women as well." – a male worker after attending a movie showing.

Better Work aims for a society where women and men have equal and decent work opportunities, are free from gender-based violence and discrimination, and are able to access their rights, realize their potential and lead their future. Our partners also think that any form of violence is a harmful virus for women and urges them to speak.

"Gender-based violence is a global challenge, in both public and private spaces, such as homes, schools and workplaces. Not only does this violence impact on women's health preventing them from working, but violence can also lead to emotional or physical trauma that makes women less motivated to go to work." – Mrs. Michele J. Sison

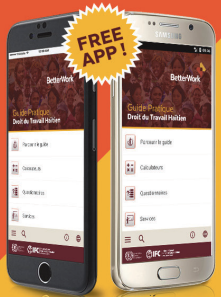
"It is important and necessary for women to speak. They must know how to protect themselves and refuse touching, offers that reduce their dignity and favour whatever." – Jocelyne Colimon Fethière

"This campaign is an opportunity to

raise the awareness of women (especially victims), especially the working population, to denounce any case or any form of violence and sexual harassment of which they have been victims and / or feel threatened." – Djenane Ledan (Director of CPFO).

Workers qualify this campaign as being very instructive for them and hope to find other opportunities to learn more about gender-based issues that may happen at the workplace or in their living environment. ***"These awareness raising weeks are very important for me because there are a lot of things that I did not know about violence against women and now I understand it more. This type of information is very important to share, especially among young people because there are a lot of people who are victims and things need to change. Thanks very much to all the people who came together and organized this. I would like for activities like this to continue and not stop."*** – female worker after attending a movie showing

"It is such a great initiative to organize these events and give an opportunity for women to know more about violence and open their eyes. Now, they can see and identify types of violence, whether it is verbal or physical and learn how to react and what to do. Thank you very much for sharing all this information with us. I am committed to sharing information in my community and family." – female worker after attending a movie showing.
– female worker after attending a movie showing.



Practical Guide Code du Travail Haïtien

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Disponible aussi en version électronique sur le site de Better Work



Publication of the 17th Biannual Synthesis Report under the HOPE II Legislation

This report provides transparent information to all program actors regarding working conditions in participating plants.

Download the report. ➔

A factory visit to the HANSAE S.A willing to create 8000 jobs

Port-au-Prince, SONAPI - On Thursday January 31st, 2019, the factory HANSAE Haiti SA received, on its premises at the Metropolitan Industrial Park (SONAPI), a visit from an official delegation from two UN agencies, UNMIJUST and ILO, for a brainstorming on issues pertaining to the challenges for growth especially the security aspect.



The delegation (left to right)- Andy PARK (HANSAE) - Delphine Colbeau (MINUSJUSTH) - Claudine Francois (BWH), Ms. Helen Meagher La Lime (SRSG MINUJUSTH), Mr Michel Hwang, Mr. Antonio Jung (HANSAE).



Factory guided tour



Factory tour (worker from cutting section)

Providing the leadership, Ms. Claudine Francois (Program Director of the Better Work Haiti) with two team members from the MINUJUSTH representatives, Mrs. Helen Meagher La Lime Special Representative of the Secretary-General for the United Nations Mission for Justice Support in Haiti (SRSG MINUJUSTH) and Mrs. Delphine Colbeau, Mr. Fabrice Leclercq (ILO Coordinator for Haiti). The team was received by two representatives of the company, Mr Andy PARK (Director) and Mr Michel Hwang. The goal of this visit was to facilitate a better understanding to the representative of MINUJUSTH about the situation of textile factories and the synergy of collaboration between HANSAE HAITI, ILO (via BWH) and the stakeholders based on their company's example.

Started in 2016 in Haiti, the company joined BWH in 2017 and employs around 1,800 workers. HANSAE is among the companies for which no sufficient evidence of non-compliance with the core labor standards and working conditions has been found or publicly reported on the transparency portal of Better Work. The consultation reports showed that

management had demonstrated its commitment to meet the standards of legal and social compliance when the first progress report was submitted. The factory has been very proactive in correcting the problems identified during the evaluation. HANSAE HAITI SA is currently experiencing a significant expansion within SONAPI, but one of the issues that seems to be a big concern for the management has to do with the type and level of support from local authorities that is not adequate to enable them to fully implement their expansion plan.

«Our vision was to create 8,000 jobs within two years of the factory's operation. We are a big company, we have all the necessary capabilities to do it. However, we accomplished only 23% of our goal for job creation. Local support is important for our expansion».- Mr Andy PARK

The total export earnings of the textile and clothing industry in Haiti represented about 90% of the national export earnings and 10% of the national GDP. It is clear that new investments will help increase these numbers by creating more jobs

and production that are beneficial to the national economy.

«We can and would like to build new buildings, for instance in Gonaïves and in the North. We need a stronger commitment, stronger and faster support from government authorities ».- Mr Andy PARK

The Better Work program brings together all levels of the apparel industry to improve working conditions and respect for workers' labor rights and boost competitiveness in the clothing industry. This second component is activated by providing support to the factories facing the challenges of the sector, their smooth operation and development (for job creation).

MINUSJUSTH in its mission to help with justice in Haiti wants to keep a special eye on the textile sector which employs about 53,000 workers, who sometimes face unrest. The security of workers' lives and investments are of utmost importance. The factory officials say that the institutions concerned must improve the quality of the services and make more accessible to the workers the due services which often are

at the base of the common strikes. The head of MINUJUSTH believes that it is essential to establish better collaboration between the primary actors and that it is important to improve the park security arrangements which the UN agency can support technically, a structure that is rather permanent, and accompany the police and the firefighters who are based at about ten kilometers away from the park. The plant manager guiding Mr. Andy PARK with the delegation took the opportunity

to tour inside the spacious production building where employees work comfortably on their workstations using modern facilities equipped with tools and protection accessories. Ms. Helen Meagher took the opportunity to share a few words with a few women workers, one after the other, whose smiles expressed the delight of their short conversations. The representative of MINUJUSTH said that she noted that there were major investment and development

opportunities in this sector and planned to analyze in depth the situation with some partners in the government agencies in order to find a synergy that could help to work for the benefits of the sector. Factory officials confirm they will continue with the talks at the highest possible level to achieve this goal considering that the 6,000 missing workers will join the workforce of more than 52,000 workers they employ around the world.



www.ilo.org/100
#ILO100

In 2019, the International Labour Organization (ILO) celebrates its 100th anniversary.

Advancing social justice, promoting decent work

The Centenary is an opportunity for both celebration of the ILO's achievements and to reaffirm the ILO's position as the authoritative global organization for the world of work. This Centenary resource centre aims to provide information and guidance for ILO staff to prepare for this historic year.

BETTER WORK HAITI UPDATES

“Building Bridges”, national stakeholders introduced to the Better Work Academy

On November 14th and 15th, 2018 at Royal Oasis Hotel, the Better Work Program in Haiti conducted a follow-up workshop on persistent non-compliance issues and to introduce the “Better Work Academy” for the actors in the public sector, private sector and the trade union (stakeholders) and the national partners of the textile sector. This workshop focused on compliance challenges and development opportunities in the Haitian apparel industry as well as in the global supply chains.



Speech of Mrs. Brisson Gelin Marie Elise, Minister of Social Affairs and Labor (MAST)

At the beginning of the day we open with the welcoming words from Mrs. Brisson Gelin Marie Elise, Minister of Social Affairs and Labor, Mr. Fabrice Leclercq, Coordinator of ILO in Haiti and Ms. Claudine Francois, Program Director for Better Work Haiti. The activity was followed by an analysis

of compliance trends based on the public reports of the 2016-2018 / BWH assessments, particularly the recurring points with the highest rate of non-compliance: OHS Management Systems, Chemicals and Substances Hazards, Worker Protection, Health Services and

First Aid, Overtime, Paid Leave, etc.. Several factories in Haiti have made great progress and others are trying hard to make the appropriate changes. However, several points of non-compliance persist, hence the need to pay particular attention to the challenges faced by the factories, the roles,

responsibilities and concrete actions of each stakeholder promoting better health in terms of compliance of the sector during the year 2019, as it is at its beginning.

BW's service model implements a two-part strategy to promote respect of national legislation and core labor international standards in global supply chain for clothing and footwear and to reinforce a more stable and profitable sector able to influence supply chains other than the apparel industry.

An independent evaluation of the impact of BW on 15,000 workers and 2,000 managers shows that Better Work works and produces results that are beneficial to everyone, such as :

- ◆ Creating a significant and positive impact on working conditions such as abusive practices, remuneration, contracts and work hours.
- ◆ Reducing the pay gap between men and women by up to 17%,
- ◆ Reducing sexual harassment by up to 18%, and increases women's access to prenatal care by up to 26%.
- ◆ Increasing productivity at participating plants by 22%
- ◆ Contributed to increased profitability of up to 25%.

To maximize those changes and influence the participating stakeholders and organizations to shape the future of the

garment industry, BW has created and introduced in Haiti "Better Work Academy"

Better Work Academy is a program for brands and other actors engaged in the change and behavior of the clothing industry. It provides training and consulting services to staff of companies and institutions following a methodology adapted to supply chains.

In recent years, more and more brands have recognized the limits of an "evaluation-only" approach to create long-term improvements in factories and to look for alternatives. To support brands in this important transition, the Better Work Academy aims to enable your social compliance and procurement teams to learn and replicate our consulting approaches to improve working conditions, to increase productivity and foster better relationships between workers and employers.

Emphasis is placed on encouraging more efficient communication in the factories, allowing for creative and long-term solutions to the root causes of non-compliance. Our approach also promotes shared responsibility between the private and public sectors. The Academy is a two-year program that can be adapted to the specific needs of participating factories. In this program, training, virtual coaching, and on-site observation in the factory are offered between sessions to complete

the program. Workshop on gap analysis - the national challenges reflected by the strengths and weaknesses of each actor, which represent either an advantage or a disadvantage to the development of the sector, allowing for solutions tracks that will help implement a strategic plan to improve collaboration in the sector. Hence the approach of the Better Work Academy which aims to build bridges.

At the end of these two days, the vision shared in 2022 of the development of the sector was described by a set of common dreams from different workshops, such as:

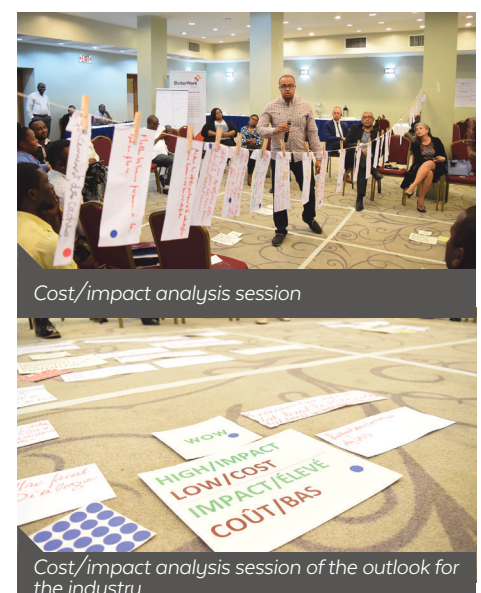
- ◆ a Haitian textile industry that creates more than 300,000 additional jobs (several industrial parks),
- ◆ a satisfactory level of compliance that attracts twice the current buyers,
- ◆ social services to workers which respect the legal requirements available and are effective
- ◆ more efficient communication between stakeholders

Other follow-up meetings will be considered concerning the BWH strategy for participating in the Better Work Academy in Haiti and to possibly establish an inclusive sectoral plan for the development of the sector.

For more information: <https://betterwork.org/the-better-work-academy/>



Induction to the "Building Bridges" concept of Better Work Academy by M. Ivo Spauwen, Technical Specialist - Country Operations and Policy from Better Work



Cost/impact analysis session

Cost/impact analysis session of the outlook for the industry

Intensifying Dialogue on Women's Empowerment Issues in the workplace

Port-au-Prince, Ritz Hotel

BWH brought together women workers' representatives, national stakeholders and partners on December 10, 2018, at Ritz Hotel, for a day of brainstorming based on an honest and informative debate on the challenges, opportunities and actions to overcome Gender issues identified as barriers to women's empowerment and skills development in the workplace.

On the sidelines of the International Day for Eliminating Violence against Women, on November 25th, BWH sees the opportunity to create a setting for dialogue that inspires beneficiaries and stakeholders to take concrete steps to strengthen gender equality in the global apparel industry. This activity is part of the Gender Equality Strategy aimed at strengthening the well-being of women workers in the textile industry, which is for ILO in general and for Better Work in particular, a transversal objective to which we must pay special attention for the 2018-2022 perspective.

Following the opening speeches by Mr. Fabrice Leclercq, Ms. Claudine François (Director of the Better Work Haiti Program) and Ms. Dede Ekoué (UN Women Haiti Representative), two panels of influential women representing the main public, private and labor sector institutions, stakeholders in the textile sector, opened the debate on relevant issues that could promote the development of women workers, such as:

- ◆ Accessible services for women,
- ◆ Access to information and training,
- ◆ Representativeness and female leadership,
- ◆ Job quality and career opportunities,
- ◆ Women's challenges in the workplace
- ◆ Sexual harassment in the workplace
- ◆ Women protection against violence



Panel on Women's Challenges and Opportunities in the Workplace. Margareth Michel Adescat (CTH), Dede Ekoué (UN Women Haiti), Evelynne Théard (ADIH), Josseline C. Fethiere (BMST).



Panel of 4 repr. of state agencies, partners from BW, on services available to women.



A group of workers, supported by Share Hope, who presented a theatrical sketch.

According to the panelists, women workers face a range of cultural, structural, economic, family, and ideological problems and / or challenges.

Society sets high expectations on women, but offers them very little. Inequality in men and women is linked to the cultural history of the country, which has a male-biased gender mentality that the education system and those working for gender equality must fight. It suggests to women that men are superior. *« I used to see women refusing to seize opportunities because their husbands would not approve. I realize that this can create a fear psychosis and a lack of self-esteem that I consider to be one of the obstacles that limits the development of many women. »* Josseline Colimon Fethiere.

one of the representatives of the Inter-

union Confederation of Women (CTH) denounces the unemployment situation critical for women **« Lack of employment is a way that managers in higher positions use to exploit or abuse women sexually and / or verbally being under the pressure of losing the job or even as a requirement for employment. They give way in exchange of benefits linked to the employment. »**

Research conducted by Better Work around the world has shown that women workers in factories participating in the program (including Haiti) are generally employed in jobs that are considered low-skilled and low-valued, such as sewing machine operators and support to the production process, while men are more likely to work in well-paying jobs and managerial positions.

According to Ms. Théard, Haitian women

workers need to be more aware and confident of their potential and their strength, to impose themselves more, to use their rights and seize the opportunities available to them.

The data and experience of Better Work served as sources of information to enlighten this debate by demonstrating that in the global garment sector, having a quality job is a vector for a wider social and economic development, especially for women. The program has already reduced the gender pay gap by up to 17% and improved women's access to prenatal care by up to 26%. Remember that BW's Gender Equality Strategy has 4 components: eliminate discrimination, encourage paid work and access to health care, encourage a higher voice and higher women's representation, and improve women's leadership and development skills.

Representing more than 65% of the labor force, women are exposed to various forms of physical and verbal abuse that have a very negative impact on them psychologically and their capacity of production.

The UN Women representative has been straight forward about violence against women « **Any violence is unacceptable.**

I do not want to classify them". She sets the responsibility at several levels: Management of the factories (which mechanisms / policy of prevention, of sanction and follow-up are put in place to address this problem?). Stakeholders: how can one help with the training, the sensitization and sharing of the best experiences and best practices at the industry level to promote and influence behaviors for the concrete realization of gender equality. Trade unions: Ensure the respect of women's rights, listen, support and advocate for women empowerment.

« **Men also must respect women and act for the defense of women. Women need to understand and invest themselves more for their full development. Just like men, women can also occupy decision-making positions in factories.** » - Mme Dede Ekoué.

The interventions of the audience showed the exciting interest of the participants for the subject. Relevant questions and opinions about issues related to working conditions, inadequate quality of services provided to women by appropriate government agencies, lack of education on women's empowerment, bad practices

of discrimination of any kind from the factory managers and from the workers themselves, the negative consequences of unemployment and economic precariousness, social injustice, social, cultural and psychological barriers, etc ... were discussed during the second part of the meeting allowing everyone to better understand the extent of the challenges women face in the workplace.

As a transition to the last part of the day, a group of peer educators supported by Share Hope set up a play, well appreciated with warm applause, denouncing the bad practices of sexual harassment in the workplace to which women are exposed and it's considered among the most obvious obstacles to women's development.

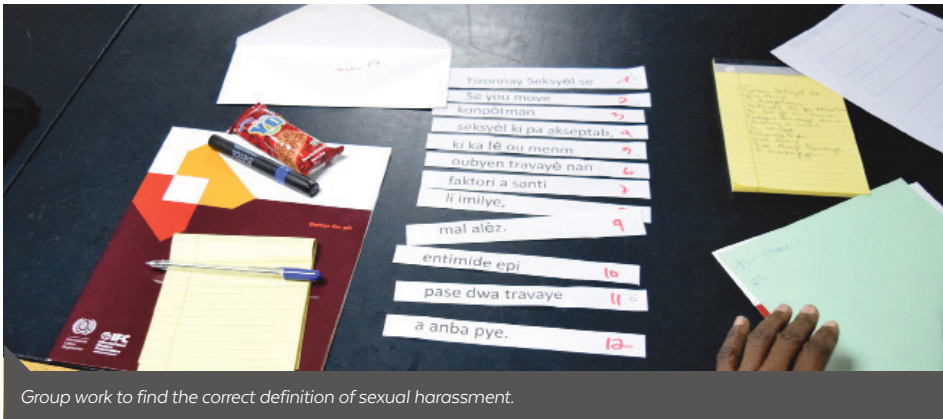
This workshop acted as a catalyst to sensitize stakeholders to define their roles and responsibilities in the issue of gender equality. It was also an opportunity to explore the potential solutions to take concrete steps that could promote the emergence and development of women's leadership. BWH plans to undertake other activities to enhance the continuity of the debates and encourage the progress made through this workshop.

Awareness and Prevention to End Sexual Harassment in the Workplace

Better Work Haiti organized a series of awareness and training workshops about preventing sexual harassment in the textile factories in Haiti. This activity which started since March is part of an effort to eliminate the main vulnerabilities of the sector in relation to the issue and cases of sexual harassment discovered through training and awareness for the establishment or reinforcement and / or application of preventive policies.



The workers attend an awareness session on the problem of sexual harassment at the CPFO space, presented by the BWH training officer.



Group work to find the correct definition of sexual harassment.



A supervisor shows an example of a factory document on preventing sexual harassment.

Until October, 7 of the factories registered in the program have already attended sessions that brought together 343 participants (46% women) including workers, supervisors and middle managers of factories for different modules adapted to each type of participant. Sexual harassment violates the fundamental rights of workers and is an obstacle to the performance of factories. Better Work Haiti offers these workshops to reinforce best practices and includes practical tips on preventing and treating sexual harassment in garment factories. At the end of each session, participants are educated on key aspects in the issues of sexual harassment;

- ♦ Understand the concept of sexual harassment ;
- ♦ Understand the problem of sexual harassment in the workplace ;
- ♦ Participant's role in identifying and preventing sexual harassment;
- ♦ Participant's role in addressing sexual harassment situations ;

According to a study conducted by Tufts University, based in Boston, in factories, researchers identify supervisors as the most likely authors, given their power over workers. Regarding this situation, some are silent and others unfortunately do not have the basic knowledge that would allow them to defend themselves..

"The wrong process of recruiting through referral has to end - some supervisors use their position (referral) to enjoy sex with a woman in exchange for a position." Alix (Textile Account Manager)

"Victims do not usually want to talk

about it, fearing they will lose their jobs.."

Marie-Louise Lebrun (Leader of the Inter-union Committee of Women)

« The main problem for workers is the lack of knowledge about the nature of sexual harassment! »- Cynthia Raymond (BWH Enterprise Advisor.)

Annual factory compliance assessments allow the program to identify potential vulnerabilities in regulations and knowledge gaps on the subject. Consulting and training services are designed to help factories set up mechanisms for the prevention and treatment of harassment cases.

« Research shows that sexual harassment is widespread across the sector. That's why we decided to take more action to address this problem as part of our recently launched five-year strategy. », says Claudine Francois, Better Work Haiti Program Manager.

Sexual harassment remains a sensitive topic in Haiti but debates are intensifying at different levels. Issues arising from sexual harassment problems can seriously affect the reputation of international buyers with the factories, which could affect their economic competitiveness. Hence the importance of educating and sensitizing workers and factory managers mainly as a mean of prevention

The participants did not hide their interest and appreciation of these training sessions, according to them, they acquired a lot of knowledge and consider themselves well equipped to identify any verbal or physical conduct or gesture of unwanted

sexual nature. Some are already beginning to testify of the impact of these training sessions.

« I will stop the habit of telling jokes about sex in the workplace. I realized that this can lead to or turn into sexual harassment. Preventing a disease is better than a curing it. » André (QC factory worker)

« I only supervise the female workers. I will share with them carefully not to be afraid to report any behavioral or verbal changes of a sexual nature by anyone. » Roberta (Line Supervisor).

« Factories must ensure that zero tolerance policies against sexual harassment are well communicated and well understood by all workers and not remain on paper and / or simply display on a notice board. » Pierre André (factory worker)

« Workers are often thankful at the end of the supervisor training cycle, "says Cynthia Raymond (Enterprise Advisor at BWH). The workers told us, "Hey, you know, the supervisors are a lot more respectful now. »

BWH has also produced a series of audio messages educating workers and stakeholders on labor rights topics including the prevention of sexual harassment that are played throughout the factories. Better Work also encourages ongoing discussions among stakeholders for the development and implementation of sectoral industrial relations policy for the elimination of risks around such an important and promising sector for the Haitian economy.

“Labor rights in audio “ to support learning and understanding of labor laws

Better Work Haiti (BWH) in collaboration with the Ministry of Social Affairs and Labor (MAST) present a series of fifteen (15) audio messages in Creole in the form of frequent scenes in the textile industry in Haiti, developed in the purpose to inform and educate constituents on topics relevant to labor law, roles, responsibilities of actors and good practices, promoting good working conditions, which are at the base of reliable, efficient and beneficial industrial relations for the Haitian economy. This initiative is part of the program's advisory services aimed at helping to fill the gaps and misunderstandings of certain topics in favor of a better social dialogue between the various actors, mainly in the textile sector.



Illustration of the 5 main characters through the audio messages. Ronald, Cecile, Ms. Jaklin, Occilien Supervisor and Inspector Antoine du MAST.

These audio messages cover topics such as:

- ◆ Importance of ONA Insurance
- ◆ Work Accident, role of OFATMA
- ◆ Importance of OFATMA Insurance
- ◆ Maternity Insurance OFATMA
- ◆ Protection of pregnant women, role of OFATMA
- ◆ Leave - Bonus
- ◆ Human Resources, Disciplinary Measures
- ◆ Mechanisms for handling complaints
- ◆ Role of the MAST Inspectors
- ◆ Payroll
- ◆ Freedom of association
- ◆ Social dialogue
- ◆ Sexual harassment
- ◆ Rights and Responsibilities of Workers
- ◆ Employer Rights and Responsibilities

In these series, the public will meet five (5) fictitious characters representing the main actors in the daily life of the textile sector, such as: A MAST inspector (Inspector

Antoine), a head of HR a factory (Madame Jakline), a line supervisor (Occilien Supervisor), two (2) workers of both sexes (Cécile and Ronald). Like ordinary conversations between characters, a lot of information will be disclosed.

Through training services, BWH works to build the capacity of its beneficiaries at different levels according to its capacity up to 2.5% of workers, but it remains and remains more than important to invest more to reach only the majority see all workers in a population of about 48,000. BWH Business Advisers believe it is crucial to make a strong contribution to educating workers to know national and international legal requirements, their rights and duties in order to be able to protect, defend and act in accordance with the law. In their opinion, this could have the effect of helping them organize better, reduce conflict and promote compliance with standards.

Download the series :

<https://betterwork.org/blog/portfolio/audio-resources-for-better-work-haiti/>

Meet Better Work Haiti

Teddy Karl Sain-Aimé

Monitoring & Evaluation Officer



Teddy Karl joined Better Work in 2018 after two (02) years as Head of Monitoring and Evaluation in another project of the International Labor Organization in Haiti.

It continues to support, as part of the Better Work Haiti program, the process of strengthening the organizational and technical capacities of the Ministry of Social Affairs and Labor, particularly the Haitian Labor Administration.

Teddy Karl joined Better Work Haiti after a successful experience in Benin, one of the countries in sub-Saharan Africa. In 2013, he worked in the International Labor Standards Department of the Labor Department of Benin, which enabled him to support the process of improving the productivity, competitiveness and governance of the Haitian labor market. A graduate in economics, Teddy Karl is a graduate of Benin's ENA (Labor Administration and Social Security). He is currently preparing a master's thesis on population and development at the State University of Haiti.

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ABOUT BETTER WORK

Better Work – a collaboration between the United Nations International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group – brings together all levels of the garment industry to improve working conditions and boost the competitiveness of apparel businesses.

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