

Better Work Haiti: Garment Industry 7th Biannual Synthesis Report Under the HOPE II Legislation

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Organization



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List of Acronyms

ADIH	Association des Industries d'Haïti (Haitian Industry Association)
CAOSS	Conseil d'Administration des Organismes de Sécurité Sociale (Social Security Institutions Advisory Committee)
CATH	Centrale Autonome des Travailleurs Haïtiens (Haitian Workers Central)
CFOH	Confédération des Forces Ouvrières Haïtiennes (Haitian Workforce Confederation)
CNOHA	Centrale Nationale des Ouvriers Haïtiens (Haitian Workers National Central)
CODEVI	Compagnie de Développement Industriel (Industrial Development Company)
CP	Compliance point
CSS	Conseil Supérieur des Salaires (Wages High Council)
CTH	Confédération des Travailleurs Haïtiens (Haitian Workers Confederation)
CTMO-HOPE	Commission Tripartite de Mise en œuvre de la loi HOPE (Tripartite HOPE Commission)
EA	Enterprise Advisor
HELP	Haiti Economic Lift Program
HOPE	Haitian Hemispheric Opportunity Through Partnership Encouragement
ITUC	International Trade Union Confederation
MSDS	Material Safety Data Sheet
MOISE	Mouvement des Organisations Indépendantes Intégrées aux Syndicats Engagés (Movement of Independent Organisations integrated to Committed Unions)
MAST	Ministère des Affaires Sociales et du Travail (Ministry of Labour and Social Affairs)
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
PAC	Project Advisory Committee
PICC	Performance Improvement Consultative Committee
PPE	Personal Protective Equipment
SC/AFL-CIO	Solidarity Center/American Federation of Labour - Congress of Industrials Organisations
TAICNAR	Technical Assistance Improvement and Compliance Needs Assessment and Remediation
USDOL	United States Department of Labor

Section I: Introduction and Methodology

Better Work Haiti, a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC), was launched in June 2009. The programme aims to improve the working conditions and competitiveness of the apparel industry by increasing respect of the Haitian labour code and of the ILO Declaration on Fundamental Principles and Rights at Work and strengthening economic performance at the enterprise level.

Better Work Haiti targets the apparel industry in Haiti, especially in the capital Port-au-Prince and in the north-east region of the country. In 2012, total export revenues from the textile and garment industry accounted for 91% of national export earnings and 9% of national GDP. The apparel industry is also among the largest employers within Haiti, creating jobs for over 30,000 people. Most workers are women (63%) who support a number of family members.

The programme assists participating factories by conducting independent compliance assessments and providing advisory services and training. This report presents the results of assessments conducted between May and August 2013 in 23 participating factories, which in turn form the basis for customized advisory services. As part of its mandate to share information with all stakeholders in the programme and encourage continuous improvement, Better Work Haiti produces twice yearly synthesis reports aggregating information on the performance of all participating factories in the period.

1.1 Structure of the report

This is the seventh report to be produced by Better Work Haiti in the framework of the HOPE II legislation. This synthesis report provides an overview of the working conditions of 23 factories during the period May–August 2013. Twenty-one of these factories were included in the sixth synthesis report published in April 2013. All factories were assessed more than once by Better Work Haiti.

The first section of this report gives an overview of the HOPE II legislation and the origin of the Better Work programme in Haiti. 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 II legislation.

The second section of the report outlines the compliance assessment findings from the seventh round of factory assessments, conducted between May and August 2013. This section includes an analysis of compliance effort since the previous synthesis report, as well as changes in compliance with international labour standards and with national labour law since October 2010. The third section of the report describes Better Work Haiti advisory and training services in the period from March 2013 to August 2013.

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: compliance needs for each compliance cluster and each compliance point; details of non-compliance; improvement priorities; efforts made by the factory to remedy the compliance needs as verified in the seventh assessment visit; and with respect to non-compliance areas that have not been remediated, the amount of time that has elapsed since the non-compliance was first reported publicly.

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. On 24 May 2010, the Haiti Economic Lift Program of 2010 (HELP Act) was signed into law, expanding the Caribbean Basin Economic Recovery Act and the Haitian Hemispheric Opportunity through Partnership Encouragement Act of 2008 (HOPE II) to contribute to Haiti's economic growth and development. Among its provisions, the HELP Act extended the HOPE trade preference program until 2020, and expanded the tariff preference level limits for knit and woven apparel.

The HOPE II legislation allows for duty-free entry into the United States for a limited number of garments imported from Haiti, provided that 55% 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 will increase to 60% in the 5th year of implementation.

In order to benefit from HOPE II/HELP, 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 are eligible for tariff advantages under HOPE II. This was referred to in the legislation as the *Technical Assistance Improvement and Compliance Needs Assessment and Remediation* (TAICNAR) programme. 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 the progress of 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, suspended, or limited by the President of the United States from producers who fail to come into compliance with the core labour standards and national labour law that is related and consistent with those standards.

Better Work Haiti, which is a partnership of the ILO and the International Finance Corporation (IFC), is implementing the TAICNAR programme in collaboration with the Labour Ombudsman and the HOPE Commission, a presidential tripartite commission comprising three members of the Haitian government, three members of the Haitian private sector and three members of national workers' organizations. It is supervised by a President and guided by an Executive Director. Today, the HOPE Commission and the Labour Ombudsman serve as Better Work Haiti's Project Advisory Committee according to the HOPE II Legislation (Section 15403, Article 3, Paragraph C alinea ii).

Recent Developments

This section of the report presents the changes and developments that have occurred during the last six months and have an impact on the Better Work Haiti programme.

- On the occasion of the Better Work Haiti Buyers' Forum in June 2013, the Minister of Social Affairs and Labour, Mr. Charles Jean Jacques, announced in his opening speech his commitment to the creation of the Conseil Supérieur des Salaires (CSS). The Council was then established by presidential decree on 26 June 2013. The CSS, as planned in the Minimum Wage Law, is a tripartite committee with the responsibility of making proposals to MAST as to whether the minimum wage should be revised or not. On 29 August, the President of Haiti officially nominated the members of the CSS and the members of the Conseil d'Administration des Organismes de Sécurité Sociale (CAOSS). The CAOSS will act as the supervisory authority to the Haitian social security institutions (ONA, OFATMA).¹ Both commissions are warmly welcomed by the International Labour Organization.
- A new free trade zone has been inaugurated in Carrefour earlier this year. The two buildings in this free trade zone are rented out to a Korean garment manufacturer, Yu-Jin Apparel Co. Ltd., that has signed a memorandum of understanding (MoU) with the owner of the free trade zone. Production is planned to start before the end of 2013.

Freedom of association in the Haitian garment industry

As mentioned in previous reports, the Haitian labour movement benefits from the support of two international trade union organizations, namely Solidarity Center/AFL-CIO and the International Trade Union Confederation (ITUC). ITUC is mainly working with their Haitian affiliates, Confédération des Travailleurs Haïtiens (CTH) and Coordination Syndicale Haïtienne (CSH) (both members of the CTMO-HOPE) and Confédération des travailleurs des secteurs public et privé (CTSP), a public service union. Solidarity Center/AFL-CIO is primarily assisting the unions in the apparel sector.

At the time of writing this report, 17 unions are present in the apparel factories. These unions are affiliated to 6 federations/confederations. More than 50% of apparel factories in the country now have a union presence.

Social Dialogue

The Social Dialogue Roundtable created by representatives of the employers, unions, government, ILO and Better Work Haiti in July 2012 creates a space for exchange, consultation and negotiation to harmonize relations between employers and workers' organizations. In the reporting period, the members of the Social Dialogue Roundtable met four times. The main focus has been the writing of the MoU that defines the terms and conditions of the Roundtable. The MoU has now been finalized

¹ The members of the CSS are: Ms Marie France H. Mondésir, Mr Renan Hédouville, Mr Daniel Altiné (government representatives); Ms Norma Powell, Mr Jean Dany Pierre François, Mr Réginald Boulos (employer representatives); and Mr Jean Bonald Golinsky Fatal, Mr Jean Franck Noisimond, Mr Louis Fignolé St Cyr (worker representatives).

The members of the CAOSS are: Mr Volmy Desrameaux Fils, Ms Tamara Georges Decastro, Mr Réginald de Delva, (government representatives); Mr Nahomme Dorvil, Ms Nathalie Hermantin, Mr Gérald Marie Tardieu (employers representatives); and Mr Leonel Pierre, Mr Wisler Romain, Ms Yvane Elie Castera (well known under the name of Yannick Etienne) (workers representatives).

and translated into Creole. An official signing event is planned for fall 2013, after which the members will nominate their representatives to the Secretariat.

The social partners have brought to the table various issues of concern for the industry, such as the limited access for trade union leaders' to meet with workers in the industrial parks, falsification of medical certificates by some workers, dismissals of shop stewards and/or committee members, etc. The meetings are held with the willingness of all partners to openly discuss the issues. It should be noted that with the assistance and collaboration of ITUC and Solidarity Center/AFL-CIO, the national trade unions are coming to the meetings better prepared and speaking with one voice, which has further reinforced their participation on equal terms with all other partners. Additional assistance and training will continue to be provided.

Labour law reform

In June 2013, a first draft of the Labour Code was completed by the International Expert on the basis of contributions received from MAST, employers' and workers' representatives as well as ILO inputs based on international labour standards and best practices of comparative labour law. On 8-12 July 2013, a mission to Haiti was undertaken by the ILO and the International Expert to hand-deliver the first draft of the labour code and to talk each group through its content.

Tripartite discussions on the first draft of the labour code were originally foreseen in August 2013. However, following a request from the Trade Unions representatives to have more time to prepare their position on the draft Labour code, it was decided to postpone the tripartite meeting to 8-18 October. The objective of this meeting is to review the first draft labour code and finalize a text that is supported by Haitian social partners. The tripartite meeting will also contribute to strengthening emerging social dialogue between Haitian partners. The next steps will include the preparation of a technical Memorandum that will explain the rationale of the draft code and will contain the final text that emerged out of the tripartite meeting. The Technical memorandum will serve as a basis for the submission of the draft labour code to the Cabinet and to the Parliament for its adoption. A new project would be needed to ensure adoption and implementation of the Labour Code in a second stage.

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. For some issues, such as minimum legal working age, provisions in national law specify requirements for the application of international conventions. If national law is not consistent with international standards pertaining to core labour standards, the

international standards are applied. Haiti has ratified all eight core Conventions listed above. According to the Haitian Constitution, ratified conventions become self-executing and therefore part of Haitian law.

Working Conditions: The four other clusters assess conditions at work, including compensation, contracts and human resources, occupational safety and health, and working time. The compliance points covered in these clusters are largely consistent across countries; however each compliance point contains specific questions that may vary from country to country due to differences in national legislation. National legislation is used as a reference point even if it is not in accordance with the international conventions that have been ratified by the country. In countries where national law either fails to address or lacks clarity around a relevant issue regarding conditions at work, Better Work establishes a benchmark based on international standards and good practices.

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 ²	5. Race and Origin 6. Religion and Political Opinion 7. Gender
	3	Forced Labour	8. Coercion 9. Bonded Labour 10. Forced Labour and Overtime 11. Prison Labour
	4	Freedom of Association and Collective Bargaining	12. Freedom to Associate 13. Union Operations 14. Interference and Discrimination 15. Collective Bargaining 16. Strikes
Working Conditions	5	Compensation	17. Minimum Wages, 200 Gourdes 18. Minimum Wages: Piece Rate, 300 Gourdes 19. Overtime Wages 20. Premium Pay 21. Method of Payment 22. Wage Information, Use and Deduction 23. Paid Leave 24. Social Security and Other Benefits
	6	Contracts and Human Resources	25. Employment Contracts 26. Termination 27. Dialogue, Discipline and Disputes 28. Contracting Procedures
	7	Occupational Safety and Health	29. OSH Management Systems 30. Chemicals and Hazardous Substances 31. Worker Protection 32. Working Environment 33. Health Services and First Aid 34. Welfare Facilities 35. Worker Accommodation 36. Emergency Preparedness

² In Better Work country-specific questionnaires, a compliance point “Other Grounds” may be included under the Discrimination cluster. This category is intended to assess specific discrimination issues that are covered in national labour law, and are considered to be aligned with the objectives of the relevant ILO conventions (100 and 111), but which are not explicitly named in the conventions, e.g., age, HIV/AIDS status, disability, etc. The questionnaire for Haiti does not include the “Other Grounds” compliance point because the Haitian labour law does not identify grounds for discrimination beyond those cited in Conventions 100 and 111.

	8	Working Time	37. Regular Hours 38. Overtime 39. Leave
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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, or “CP”) of the eight main labour standards clusters. A factory is reported as non-compliant in a subcategory if it is found to be out of compliance on any issue addressed within the subcategory. 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 does not sufficiently describe the specific issues that Enterprise Advisors (EAs) observe during assessments. In order to address this, tables presenting non-compliance findings in more detail are also presented in Section II (see “In Focus” tables). These tables allow the reader to fully appreciate 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.

In July 2010, Better Work Haiti published an initial compliance synthesis report, which featured aggregated compliance information based on factory assessments conducted by the programme between October and December 2009. In October 2010, Better Work published its first Biannual Report under the HOPE II legislation, the first report produced under the requirements of the legislation (see Annex 1). Subsequently, Better Work Haiti produced the second (April 2011), third (October 2011), fourth (April 2012), fifth (October 2012) and sixth (April 2013) Biannual Reports, as required by the HOPE II legislation.

The current report includes aggregate industry compliance data, as well as detailed factory-level analysis of compliance needs, priorities for remediation identified by the factory and efforts made to address compliance needs.³

Limitations in the assessment process

The factory-level assessments carried out by Better Work Haiti follow a thorough checklist of more than 250 questions covering the abovementioned labour standards. Information is gathered through a variety of sources and techniques, including document review, observations on the shop floor, and interviews with managers, workers and union representatives. The information collected is complied

³ Reports produced under the HOPE II legislation differ in two ways from Better Work public reporting elsewhere: they include (1) factory names and compliance information from the first assessment (other Better Work country programmes name factories after one year of engagement and two assessments); and (2) more details on compliance needs and factory remediation efforts.

and analyzed to produce a detailed assessment report. Before the reports become official, factories are given seven days to provide feedback.

Worker interviews conducted during the assessment process are held onsite, either in a private room within the factory building or outside the building (yard, eating area), and take place either in small groups or individually. Interviews are conducted in Creole, the primary language of the workers. Many workers are suspicious and feel uneasy about sharing information on their workplaces with people who are not well known to them. Nevertheless, after seven assessments conducted over several years, Better Work Haiti EAs have become more experienced at collecting information and interviewing workers, which together with others activities led by Better Work Haiti have contributed in creating an environment where workers are more comfortable discussing working conditions. Interviews with workers cover many aspects of life at work and last approximately 20 minutes. An average of 40 workers representing different sections of the factories, as well as union representatives, are interviewed. Among the issues covered in Better Work Haiti's compliance assessment tool, sexual harassment, similarly to other countries, is one of the most sensitive and most difficult to detect during factory assessments. The assessment of sexual harassment in the workplace by Better Work Haiti is likely to underreport the extent of its occurrence. This issue has been considered seriously by employers. Thus, at the beginning of the year 2013, Better Work Haiti has contracted an American NGO working for many years in Haiti, Heartland Alliance International, to conduct a qualitative study on sexual harassment in the garment sector. The actions subsequently undertaken by Better Work Haiti to support factories to prevent and address sexual harassment in garment factories are consistent with the Haitian Government's 2012–2016 National Plan to fight against violence against women to prevent, accommodate, support and assist women and girls who are victims of violence and also with the specific framework bill to address violence against women designed by the Ministry for Women's Affairs and Women's Rights. Employers are putting in place mechanisms to combat the problem, for example, by including the establishment of policies against sexual harassment and zero tolerance protocols , and by training to supervisors, establishing contracts engagement compliance with the policy implementation, etc. Better Work Haiti is supporting these efforts with tools and training.

Section II: Findings

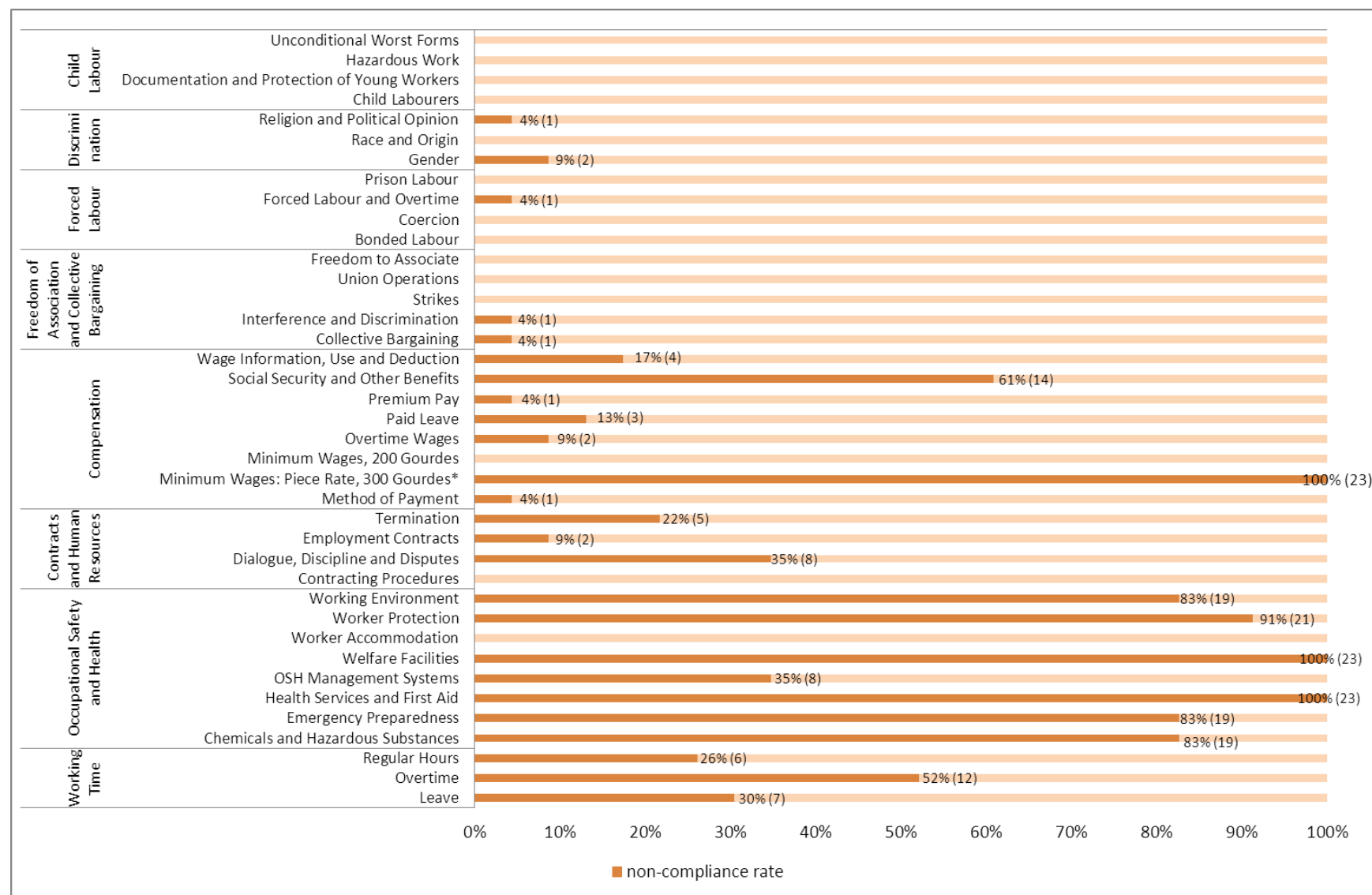
2.1. Compliance Assessment Findings (7th round of assessments)

Non-compliance rates

Chart 1 presents non-compliance findings for the 23 assessed factories in Haiti, showing non-compliance rates as well as the number of factories in non-compliance in brackets.

Key findings are provided in Section 2.2 below.

Chart 1 Non-compliance rate³



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

*The chart was revised to provide the non-compliance rates for both wage requirements on two separate lines. The table presents the non-compliance rate for Minimum Wages, currently at 200 Gourdes and for Minimum Wages: Piece Rate currently at 300 Gourdes.

2.2. Detailed Findings

1. Core labour standards

During the last round of assessments, which took place between May and August 2013 in 23 factories, the following results have been observed.

A. CHILD LABOUR

There are no findings under the Child Labour cluster in the reporting period.

B. DISCRIMINATION

There are three findings of non-compliance under the Discrimination cluster. Relating to Gender, the employer in one factory changed the employment position of workers when they returned from their maternity leave: as nursing mothers returning from maternity leave cannot be available to work all day on the production line, they are usually transferred to the training section, which has a negative impact on their earnings. In another factory, Better Work Haiti found non-compliance with regards to sexual harassment. Several incidences of quid pro quo sexual harassment involving supervisors/training instructors were reported. Management has taken some steps to address the issue, including requiring supervisors and managers to read and accept a statement prohibiting sexual harassment in the factory, and meeting with supervisors to discuss the issue. For the Religion and Political Opinion compliance point, one factory was non-compliant in that its recruitment materials referred to the applicant's religion.

C. FORCED LABOUR

There is a finding of forced overtime in one factory, where workers in the cutting department were forced to work more than 50 hours of overtime above the legal limit during a trimester by the employer, who threatened dismissal or suspension.

D. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

In this reporting period, both Collective Bargaining and Interference and Discrimination have non-compliance rates of 4% each. In one factory, as illustrated in previous public reports, the non-compliance finding is due to a failure to implement certain provisions of the CBA in force, particularly referring to medical services and the provision of space for food vendors and an eating area.

In another factory, the employer gave disciplinary warnings to trade union representatives based on factually unsupported grounds not included in the internal work rules. Similar warnings were not observed for other workers. The factory was also found non-compliant based on the dismissal of the Executive Committee members of one newly formed union in February 2013, and the dismissal of the President of another union in June 2013 without following legal procedures prescribed in the Labour Code.

A situation involving the dismissal of seven executive committee members of a trade union occurred in a factory in June and July 2013. This situation was brought to the attention of Better Work Haiti shortly after an assessment had been carried out in the said factory. Given that the procedure is that the Labour Ombudsman first tries to find an agreement between the union and the management of the factory, Better

Work Haiti will conduct its assessment in the next round of assessments and then report in the next synthesis report. In the meantime, Better Work Haiti monitors the situation closely.

2. Working conditions

E. COMPENSATION

In the Minimum Wage Law there are two applicable wage requirements in exporting apparel factories in Haiti: the minimum wage of reference, currently set at 200 Gourdes per day (article 1 of the law), and the production wage (Minimum Wages: Piece Rate), currently set at 300 Gourdes per day (article 2.2 of the law). The production wage refers to a legal requirement for the employer to set piece rates in a manner such that a worker can earn 300 Gourdes during eight regular hours of work per day⁴. Under Article 4.1 of the Minimum Wage Law, this production wage must be established by the Wages Council (CSS) taking into account international standards accepted in the industry. The social partners are exploring with the Government the establishment of a methodology for assessing the production wage under the minimum wage law. This methodology will be presented to all stakeholders, including the newly appointed Wages Council, and be approved by the Ministry of Social Affairs and Labour.

In this present report, Better Work Haiti includes additional information on the earnings of workers during eight hours of regular work, presenting the percentages of workers earning between 201 and 249 Gourdes and between 250 and 299 Gourdes (data in table below). The relevance of this information will be useful for the Ministry of Social Affairs and Labour and the Better Work Haiti PAC in understanding the competitiveness of the Haitian labour force in the apparel industry.

As shown in Chart 1, Better Work Haiti also reports the non-compliance rates related to the two wage requirements separately. The table includes the Minimum Wage currently set at 200 Gourdes, and Minimum Wages: Piece Rate, currently set at 300 Gourdes.

The 100% non-compliance rate for Minimum Wages: Piece Rate is based on all 23 factories being non-compliant according to Better Work's methodology, which requires that at least 90% of experienced workers achieve the production objectives and earn at least 300 gourdes per day during regular working hours. This non-compliance has been reported in the previous reports. That said, the average percentage of experienced piece rate workers currently earning 300 gourdes after eight normal working hours increased to 25%, from 16% in the previous period, which represents a significant increase compared to results obtained and presented in the April 2013 summary report. The average percentage of piece rate workers earning between 201 and 249 gourdes after eight hours of regular work is 43%, and 32% for those earning between 250 and 299 gourdes (data in table below).

% of workers earning 300 Gourdes or more in 8 regular hours*	% of workers earning between 250 and 299 in 8 regular hours*	% of workers earning between 201 and 249 in 8 regular hours*
25%	32%	43%

*(not including workers who have been recruited within the past three months, or those who have been using their equipment for three months or less)

⁴ On 14 October 2013, MAST issued a notice stating that "The price per piece, dozen, gross and meter can under no circumstance be considered as a minimum wage." For the full text of the Minimum Wage Law in French, see <http://bit.ly/1csZQql>.

Under the Method of Payment compliance point, one factory is non-compliant due to wages not being paid on time.

Better Work Haiti observed that two factories did not pay their workers accurate overtime wages (according to national law, employers are mandated to pay workers 50% above the normal wage for all ordinary overtime hours worked).

Better Work Haiti also found a 13% non-compliance rate for the Paid Leave compliance point. One factory paid workers incorrectly for maternity leave and two factories paid workers incorrectly for weekly rest days.

Within the reporting period, two factories failed to be compliant with regards to Premium Pay.

The Social Security and Other Benefits CP has a 61% non-compliance rate. This refers to four issues, as shown in the In Focus table below.

In Focus 1: Social Security and Other Benefits

<i>Question</i>	<i># factories out of compliance</i>
Does the employer collect the required contribution to OFATMA from all workers?	0
Does the employer collect the required social insurance contribution to ONA from all workers?	4
Does the employer forward workers contributions to OFATMA?	0
Does the employer forward workers contributions to ONA?	14
Does the employer pay 3% of workers' basic salary to OFATMA for maternity and health insurance?	0
Does the employer pay 3% of workers' basic salary to OFATMA for work-related accident insurance?	5
Does the employer pay the required employer contribution to ONA?	14
Does the employer pay workers their annual salary supplement or bonus?	0

The non-compliance rates in the payment of employer contributions and the forwarding of workers' contributions to ONA (pension funds) relate to late payments. Employers collected workers' contribution, but they forwarded them to ONA together with their own contribution too late. According to Haitian legal requirements, the payment of the contribution to ONA should be made before the 10th of each month. In four factories, the employer does not collect the required contribution to ONA from workers. The law requires a payment of 6% of the worker's basic salary, and in these four factories the percentage contributed by workers is under 6%.

Concerning the five factories in non-compliance with OFATMA employer contributions, three factories are late in their payment, and two factories do not contribute to the insurance provided by the government institution, even though such a contribution to the work-related accident insurance is mandatory.

The Wage Information, Use and Deduction CP has a 17% non-compliance rate in this reporting period. Four factories were found non-compliant as the payroll records do not accurately report all hours worked, and one factory made an unauthorized deduction from workers' wages.

F. CONTRACTS, AND HUMAN RESOURCES

The highest non-compliance rating in this cluster is Dialogue, Discipline and Disputes (35%).

In Focus 2: Dialogue, Discipline and Disputes

<i>Question</i>	<i># factories out of compliance</i>
Did the employer resolve grievances and disputes in compliance with legal requirements?	0
Do the disciplinary measures comply with legal requirements?	2
Have any workers been bullied, harassed, or subjected to humiliating treatment?	6

Six factories are found non-compliant because management staff often addressed workers in a harsh and aggressive manner, including shouting in an abusive manner.

Employment contracts has a 9% non-compliance rate. One factory had employees with contracts that do not respect the labour law requirements. In two factories, the internal work rules did not comply with legal requirements.

In this reporting period, Termination has a 22% non-compliance rate. In two factories, workers did not have an opportunity to defend themselves before they were terminated based on their conduct or performance. Also in two factories, employers did not comply with legal requirements (e.g. to inform MAST) before reducing the size of the workforce due to changes in operations. In two factories, employers were found to terminate workers for reasons that were not valid according to the labour law. One factory did not notify MAST upon suspending operations.

G. OCCUPATIONAL SAFETY AND HEALTH (OSH)

Despite Better Work Haiti's numerous efforts to raise awareness of the importance of health and safety on productivity and to provide information to managers and workers, OSH continues to be a cluster where there are high rates of non-compliance. With the exception of OSH Management Systems, which had a non-compliance rate of 35%, the remaining areas all have non-compliance rates that are higher than 80%⁵. The In Focus tables 3–9 highlight the key areas of non-compliance at the question level.

In Focus 3: Chemicals and Hazardous Substances

<i>Question</i>	<i># factories out of compliance</i>
Are chemicals and hazardous substances properly labeled?	16
Are chemicals and hazardous substances properly stored?	5
Does the employer have chemical safety data sheets for the hazardous chemicals used in the workplace?	18
Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?	5
Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?	11
Has the employer effectively trained workers who work with chemicals and hazardous substances?	7
Has the employer taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	3

⁵ There are no non-compliance findings under Worker Accommodation because there is no worker accommodation in Haiti.

Non-compliance findings on Chemicals and Hazardous Substances vary from one assessment to the next, but overall factories have not yet implemented systems to consistently follow-up on and considerably impact these non-compliance issues.

Eleven factories were found non-compliant with regard to washing facilities and cleansing materials, as such provisions were deemed not completely adequate in the event of exposure to hazardous chemicals. In some instances, there are insufficient washing facilities compared to the number of sites where chemicals and hazardous substances are being used, or they are not located in reachable distance for workers in case of exposure.

In Focus 4: Emergency Preparedness

Question	# factories out of compliance
Are emergency exits and escape routes clearly marked and posted in the workplace?	11
Are the emergency exits accessible, unobstructed and unlocked during working hours, including overtime?	9
Are there enough emergency exits?	5
Does the employer conduct periodic emergency drills?	3
Does the workplace have a fire detection and alarm system?	6
Does the workplace have adequate fire-fighting equipment?	11
Has the employer trained an appropriate number of workers to use the fire-fighting equipment?	7

The compliance point for Emergency Preparedness also has a non-compliance rate of 83%. Eleven factories failed to clearly mark emergency exits and escape routes. Exits were not accessible, unobstructed and/or unlocked during working hours and overtime in nine factories. In these factories, no system has been put in place to ensure that emergency exits are always accessible, unobstructed and/or unlocked. There were not enough emergency exits in five factories. Better Work Haiti recommends a minimum of two emergency exits per building, located at distance from one another. The employer did not conduct periodic emergency drills in three factories. Better Work Haiti recommends that emergency drills be conducted twice per year. In six factories, the fire detection and alarm system is either not functional, not installed in all sections or buildings or does not exist at all. Of 23 factories, eleven did not have adequate fire-fighting equipment: in some cases, the fire-fighting equipment has not been checked regularly or were insufficient in number. Seven factories had not trained an appropriate number of workers (i.e. at least 10% of the workforce recommended by Better Work) in the use of fire-fighting equipment.

In Focus 5: Health Services and First Aid

Question	# factories out of compliance
Do workers have a medical check within the first three months of hiring and annual medical checks?	17
Do workers who have been exposed to work-related hazards receive free health checks?	12
Does the employer address safety and health risks to pregnant or nursing workers?	4
Does the workplace have required onsite medical facilities and staff?	21
Has the employer ensured there are a sufficient number of readily accessible first aid boxes/supplies in the workplace?	6
Has the employer provided first-aid training for workers?	12

Under the non-compliance point Health Services and First Aid, the following non-compliance issues were noted. In 17 factories, workers did not have a medical check within the first three months of being hired or/and an annual medical check. Twelve employers failed to provide free health checks for workers who

had been exposed to work-related hazards. According to the Haitian Labour code the medical exams are under the responsibility of the Haitian institution OFATMA. In the past years, many factories have contacted OFATMA requesting the provision of these services, which the Haitian institution provided for some workers. However, due to lack of personnel and resources, it did not maintain the services. Four factories did not adequately address safety and health risks to pregnant or nursing workers. Twenty-one factories did not have required onsite medical facilities and staff: the Haitian Labour Code requires one on-site nurse for factories with between 50 and 200 workers, two nurses for factories with between 200 and 500 workers and one additional nurse for every additional 200 workers in the factory. Moreover, factories with fewer than 200 workers should provide weekly doctor's visits, and factories with more than 200 workers should have permanent on-site medical services. Six factories did not have a sufficient number of readily accessible first aid boxes and supplies in the workplace: it was found that these supplies are either locked or the person in charge was not readily available. While factories have started to provide training on first-aid to workers, twelve of them had not trained an appropriate number of workers (i.e. a minimum of 10% of the workforce recommended by Better Work).

In Focus 6: OSH Management Systems

Question	# factories out of compliance
Does the employer record work-related accidents and diseases and submit the record to OFATMA on a monthly basis?	5
Does the factory have a written OSH policy?	1
Has the employer developed mechanisms to ensure cooperation between workers and management on OSH matters?	4
Has the employer performed an assessment of general occupational safety and health issues in the factory?	7

The compliance point OSH Management Systems fares relatively better within this cluster with a 35% non-compliance rate. Only five factories failed to record work-related accidents and diseases and submit the record to OFATMA on a monthly basis. One sole factory did not have a written OSH policy. Four factories had not developed mechanisms to ensure cooperation between workers and management on OSH matters. This relates particularly to factories that have not yet established a OSH Committee. Seven factories had not performed an assessment of general occupational safety and health issues in the factory. The OSH Committee members of these factories did not perform OSH assessments. Better Work Haiti provided a checklist to OSH Committees to support them in conducting the assessment.

In Focus 7: Welfare Facilities

Question	# factories out of compliance
Does the employer provide workers enough free safe drinking water?	8
Does the workplace have adequate accessible toilets?	21
Does the workplace have adequate hand washing facilities and adequate soap?	6
Does the workplace have all required facilities?	0
Does the workplace have an adequate eating area?	12
Is the workplace clean and tidy?	4

Welfare Facilities has a 100% non-compliance rate. A major issue is that 21 factories were found to not have the legally required number of accessible toilets, as reported in the previous reports. Many employers rent their space and, therefore, are limited by their lease terms to improvements made at the owner's expense. Consequently, Better Work Haiti recommends that existing toilets are maintained in function to compensate for the insufficient number. Twelve factories did not have an adequate eating area to

accommodate its workers. Of the 23 factories, eight faced problems in providing workers with safe drinking water, six did not have adequate hand washing facilities and soap, and four were found to be unclean.

In Focus 8 Worker Protection

<i>Question</i>	<i># factories out of compliance</i>
Are appropriate safety warnings posted in the workplace?	2
Are electrical wires, switches and plugs properly installed, grounded, and maintained?	6
Are materials, tools, switches, and controls within easy reach of workers?	0
Are proper guards installed and maintained on all dangerous moving parts of machines and equipment?	15
Are standing workers properly accommodated?	11
Are there sufficient measures in place to avoid heavy lifting by workers?	1
Are workers effectively trained and encouraged to use the personal protective equipment that is provided?	6
Are workers effectively trained to use machines and equipment safely?	10
Are workers punished if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?	0
Do workers have chairs with backrests?	4
Does the employer provide workers with all necessary personal protective clothing and equipment?	12

There is a 91% non-compliance rate for Worker Protection. Fifteen factories did not have proper guards installed and maintained on all dangerous moving parts of machines and equipment. Most factories have made improvements in installing proper guards on machines; however, a monitoring system is required to ensure safety guards are being replaced once broken and reported as such by the workers. Most non-compliant factories have not yet implemented such a monitoring system. For some others it is difficult to install safety guards on all dangerous moving parts because the machines are old. Eleven factories did not properly accommodate workers: either workers were not provided with chairs with backrests, or standing workers were not provided with footrest, fatigue mats or a chair to sit at regular intervals. In 10 of the 23 factories, workers were not trained effectively to use machines and equipment safely. In six factories, workers were neither effectively trained nor were they encouraged in the usage of the provided personal protective equipment. It should be noted that some employers face considerable resistance from workers with regard to workers wearing personal protective equipment. Electrical wires, switches, plugs were not properly installed, grounded and maintained in six factories. Two factories did not have appropriate safety warnings posted in the workplace and one factory did not have sufficient measures in place to avoid heavy lifting by workers.

In Focus 9 Working Environment

<i>Question</i>	<i># factories out of compliance</i>
Are noise levels acceptable?	5
Is the temperature in the workplace acceptable?	14
Is the workplace adequately lit?	13
Is the workplace adequately ventilated?	2

Within the Working Environment compliance point, there is a non-compliance finding of 83%. Fourteen factories saw unacceptable temperature. The last cycle of assessments was conducted during the warmest months of the year, which explains the high level on non-compliance. Better Work Haiti recommends that the temperature does not exceed 30°C according to the recommendations of the ILO Caribbean office.

In 13 of the 23 factories, the workplace was not adequately lit, according to the needs of the respective work stations. Better Work Haiti measures the light levels in different sections of the factories, and even if only one section is inadequately lit the factory is found in non-compliance. Better Work Haiti recommends 500 lux for packing, sewing and cutting sections, 300 lux for the ironing section and 750 lux in the trimming section. Noise levels were unacceptable in five factories. Better Work Haiti recommends that the noise levels do not exceed 90db. Two factories were not adequately ventilated.

H. WORKING TIME

The highest non-compliance finding is in the Overtime cluster (52%). The findings at the question level are seen in the In Focus Table 10.

In Focus 10: Overtime

<i>Question</i>	<i># factories out of compliance</i>
Does the employer comply with limits on overtime hours worked?	10
Does the employer obtain authorization from the Department of Labour before working on Sundays?	5
Does the employer obtain authorization from the Department of Labour before working overtime?	6
Is overtime work voluntary?	3

Ten factories did not comply with limits on overtime hours worked. In these factories, some sections have performed overtime work exceeding the legal limit of 80 hours per trimester. Six factories did not obtain authorization from the Department of Labour before working overtime, and five did not obtain authorization before working on Sundays. In three factories, overtime work was not voluntary.

With regards to Leave, seven factories were found to be non-compliant because they did not provide required breastfeeding breaks.

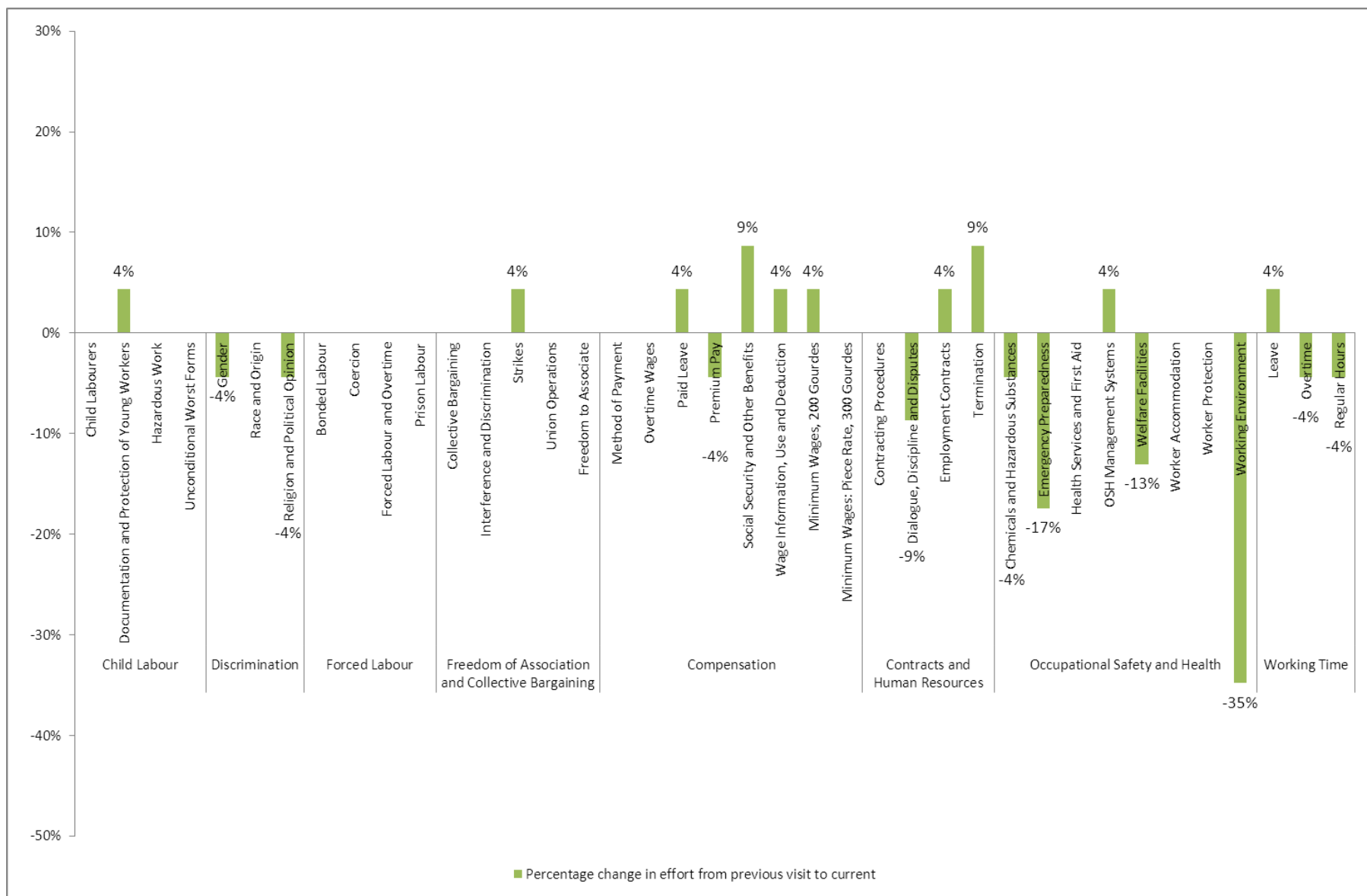
Regular Hours has a non-compliance finding of 25%. Five factories did not keep working time records that reflected the hours actually worked. One factory did not give workers at least one day off per week.

2.3. Compliance effort

Compliance effort relates to the changes in non-compliance for each CP between the previous public synthesis report and the present one. Compliance effort refers only to the factories that were registered with Better Work Haiti in both reporting periods. It must be noted that, as the compliance effort is an aggregate indicator for all factories that have been assessed at least twice by Better Work Haiti, it is sensitive to simultaneous improvements and declines in non-compliance. For example, if a factory moves from being non-compliant to compliant and another factory that had no non-compliance findings now is non-compliant in the same CP, the two would level each other out with no change in compliance effort.

Among the 23 factories that have been assessed more than once, seven factories improved their average non-compliance rate. Fourteen factories had higher non-compliance rates in this period than in the previous one, and two remained the same.

Chart 2 Compliance Effort



Under the Child Labour cluster, Documentation and Protection of Young Workers Better Work Haiti notes an improvement of 4% because the factory that was reported in non-compliance in the previous report has implemented a system to verify workers' ages and ensured the HR staff respect it. There are no Child Labour findings in the reporting period.

Within the Discrimination cluster, Better Work Haiti finds an increase in non-compliance for two of three compliance points. Under Gender, Better Work Haiti finds that one factory changed the position of workers when they returned from maternity leave. Religion and Political Opinion also experienced a decrease in compliance due to the recruitment documentation requesting the religion of the applicants. Old recruitment forms were being used again, despite the new material that had been developed.

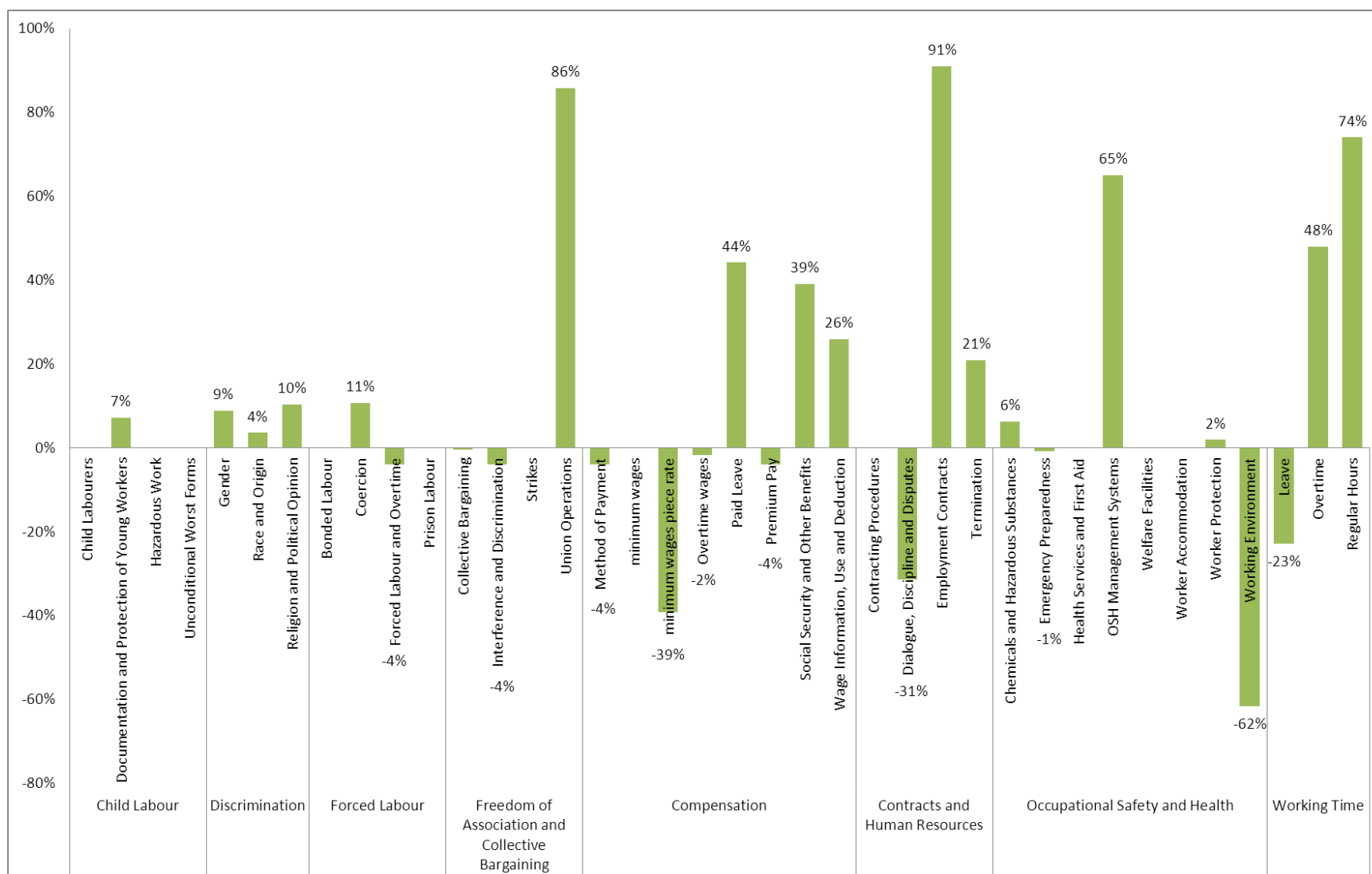
For Freedom of Association and Collective Bargaining, the compliance effort figure refers to the punishment of workers for participating in a strike in one factory. Non-compliance was cited in the previous four assessment reports based on the termination of some 140 workers for their participation in an illegal strike in May 2011. Although the event underlying the non-compliance did not recur, Better Work Haiti continued to find non-compliance in the previous assessment reports, because the employer had not taken action to address the non-compliance and it involved a violation of core labour standards. However, on May 3rd, 2013, an agreement was signed between the factory owner and the representative of the terminated workers with the assistance of the Labour Ombudsman. The following decisions were taken: (i) the factory agreed to reinstate 101 of the terminated workers according to a schedule to be established after they have received training on their rights and responsibilities as workers as well as on workplace cooperation (training will be provided by Solidarity Center and Better Work Haiti); (ii) the factory agreed to pay compensation to all terminated workers based on their seniority; and (iii) worker representatives agreed to sign a document confirming their renunciation to any future legal action.

For Contracts and Human Resources, we see three additional factories where workers were bullied, harassed, or subjected to humiliating treatment.

Within OSH, Emergency Preparedness experienced a decline. Due to a general focus of Better Work Haiti on fire safety and emergency preparedness in 2013, the EAs have received training from the Interamerican Development Bank's OSH experts on these topics. Also, cooperation with the Port-au-Prince Fire Department and COOPI has contributed to refining and increasing scrutiny on these issues during the assessments conducted.

Working Environment also saw an increase in non-compliance rate from 48% to 52%. In particular, the temperature was not found to be acceptable in the workplace in eight additional factories. It is worth mentioning that the 7th cycle of assessments was conducted during the hotter months of the year, which may have affected findings related to temperature in the workplace.

Chart 3 Changes in Non-compliance, Octoer 2010-October 2013



Given the semi-annual frequency of Better Work Haiti cycle of assessments, it is sometimes difficult to observe changes in compliance. It seems opportune to show that over the last three years, considerable effort has been put in place, with a visible impact on the compliance of the apparel industry in Haiti.

Chart 3 above shows compliance efforts observed between the first cycle of assessments conducted by Better Work Haiti EAs in October 2010 and the seventh round of assessments completed in August 2013. It does not take into account the baseline assessment conducted in 2009.

In the clusters related to international labour standards, the most important improvement is observed within Union Operations under Freedom of Association and Collective Bargaining, with a compliance effort of 86%. It is important to emphasize here that this improvement is due in part to a change of assessment guidance by Better Work Haiti regarding union access to workers. Following the strikes that occurred in August 2009 in the industry, the Board of Directors of Metropolitan Industrial Park (PIM) had revised its security rules and required everyone to wear a badge to enter the industrial park. Better Work Haiti first considered this an unduly restrictive measure. Consultations with ILO experts on the PIM restriction have clarified that these provisions did not violate international conventions on freedom of association. Furthermore, labour relations have greatly improved over the past three years. On the one hand, as mentioned in this report, unions were "almost absent" in the sector at the beginning of the programme and have grown considerably since, currently having a presence in more than 50% of factories. Also, the Social Dialogue Roundtable created in 2012 has encouraged regular meetings of the social partners to discuss problems, while promoting social cohesion. This initiative has led to bipartite meetings at the factory level. Union representatives and delegates meet with management to discuss problems and find solutions for the development of sound industrial relations.

There is also improvement in the Discrimination cluster (Gender, Race and Origin, Religion and Political Opinion). These improvements are mainly due to changes in recruitment materials. Advisory services and HR manager training have led to substantial revisions and reduced potential sources of discrimination.

The clusters related to national labour law (Compensation, Contracts and Human Resources, Occupational Safety and Health and Working Time) have all seen significant compliance effort. First, there is compliance effort of 91% under Employment Contracts. Human Resources departments have changed workers' employment contracts so that they are in line with the Haitian labour code. There was also a 21% improvement under Termination due to layoffs and terminations being handled appropriately and in accordance with legal requirements. However, a 31% decline can be seen at the point Dialogue, Discipline and Disputes. This particularly refers to ongoing difficult interactions between supervisors and workers and the poor management of labour relations at the factory level.

Secondly, under Compensation compliance efforts are noted for Paid leave (44%), Social Security and other benefits (39%), and Wage information, use and deductions (26%). For the Paid leave CP, improvements are noted for weekly rest day, maternity leave and annual leave duly paid. The CP Social security and other benefits has increased considerably with factories forwarding workers contributions and paying both Haitian social security systems, ONA and OFATMA, on a more regular basis. Finally, improvements are also noted on the information shared to the workers regarding their salary. More detailed information is provided to explain the deductions.

Under the Occupational Safety and Health cluster, there is a 65% improvement in OSH Management Systems. Over the past three years, many activities were undertaken through advisory services and through training to establish bipartite OSH committees within each factory and support management in the development of OSH management systems. On the other side, there is a 62% decline under

Working Environment. This decrease is largely explained by the fact that only since 2011 have EAs been equipped with specific measurement tools to accurately assess temperature, noise and light.

Finally, in the Working Time cluster, there were two major changes under Overtime and Regular Hours. Indeed, although overtime is persistent in the garment sector, there is a significant improvement on overtime-related issues. Regarding Regular Hours, improvements have been concentrated around stricter management of working hours and on the respect for lunch breaks. Several factories have consulted with workers to specify the duration of the lunch break following the advice of Better Work Haiti EAs. The duration of the lunch break is now more appropriate and therefore more respected.

Compliance effort has been observed in both core labour standards and working conditions clusters. These improvements confirm the engagement of the apparel industry with the Better Work Haiti programme and employers' willingness to improve working conditions.

Section III: Better Work Haiti Advisory Services and Training

3.1 Better Work Haiti Advisory Services

This section highlights the advisory and training services undertaken by Better Work Haiti during the period of February 2013 to 1 September 2013.

Performance Improvement Consultative Committees

Better Work programmes include both compliance assessments and advisory services. Following the assessment of compliance needs at a factory, Better Work Enterprise Advisors typically work directly with the factory to set up bipartite worker-management committee known as a Performance Improvement Consultative Committee (PICC). The EA then works with the PICC to create and implement improvement plans that address both non-compliance issues and management systems. While factories are responsible for identifying and implementing improvement plans, advisory services ensure a tailored approach that provides direction and capacity building.

To date only three PICCs have been formed: two PICCs (in Caribbean Island Apparel and Pacific Sports) were formed in 2011, and one was established at the end of 2012 at Interamerican Wovens. Better Work Haiti EAs are closely assisting the PICCs in these factories to discuss non-compliances and other challenges related to working conditions.

Haitian unions have expressed concerns regarding the establishment of the PICCs since the beginning of the programme in Haiti in 2009. However, in July 2013, Haitian unions agreed to support the establishment of PICCs in Haitian garment factories. The current objective is to create PICCs in three more factories before the end of 2013.

Due to the challenges of setting up the PICCs, to date Better Work Haiti EAs have primarily provided advisory services with the management team of the factories through assistance in writing the improvement and action plans and monitoring of the remediation efforts. In order to ensure the involvement of worker representatives in these remediation efforts, Better Work Haiti has assisted the establishment of bipartite OSH Committees in factories.

Advisory Services in the Reporting Period

Fire safety: In terms of advisory services, Better Work Haiti has started to tackle the fire safety priority for 2013. A comprehensive “fire safety” checklist, created by Better Work Global, was shared in three languages with employers and unions during an information session held in February in partnership with the Port-au-Prince Fire Department, HOPE Commission and ADIH. At this occasion, the Head of the Port-au-Prince Fire Department presented their general services as well as the service package which specifically targets the apparel industry and includes a thorough assessment of fire safety preparedness, and trainings on fire safety and first-aid. Better Work Haiti EAs are monitoring the recommendations made by the inspectors of the Port-au-Prince Fire Department. To date, 18 factories in the metropolitan region of Port-au-Prince have contracted the services.

Emergency preparedness: Since the beginning of the year, Better Work Haiti has also partnered with the Civil Protection Committee of Tabarre and the Italian NGO COOPI, which specializes in emergency preparedness. COOPI offers the following services to factories: design of evacuation plans, assistance with evacuation routes, emergency evacuation drills and training in preparedness for natural disasters. COOPI has created a checklist to guide and assess emergency drills. According to COOPI, emergency drills shall preferably be supervised by a third-party organization. To date only four factories have taken advantage of the professional services offered by COOPI.

OSH Committees: Better Work Haiti has created a checklist to better support factory-level OSH Committees. The checklist assesses the current status of the existing OSH Committees and their needs to fulfil their roles and responsibilities inside the factories. Better Work Haiti EAs are currently meeting with the OSH Committees of each factory to complete the assessments and develop training plans with them.

3.2 Better Work Haiti Training Services

In addition to factory assessments and advisory work, the Better Work programme has designed a range of trainings intended for workers, line supervisors and managers. Better Work Haiti currently offers a range of trainings. Occupational Safety and Health training includes one course for workers, to raise awareness of the potential risks in the workplace, and one course for OSH Committee members on how to conduct regular hazard assessments and identify solutions to decrease risk. The Life Skills training aims to raise awareness and increase knowledge among workers on social aspects of their life and hopefully reduce their vulnerability. In addition to supporting workers to make good decisions in their everyday lives, this training provides them with more confidence and encourages them to disseminate helpful information to their peers. The Life Skills Training Kit includes the following modules: Maternity Protection, Introduction to Workplace Communication, Financial Literacy and Introduction to HIV/AIDS. The trainings are designed to accommodate approximately 25 participants. Worker trainings, which take into account workers' literacy levels, are focused on participation and interaction through games and quizzes that encourage the learning and retention of information.

A new training on Supervisory Skills is now available to the factories. This course is designed to give supervisors and middle managers deeper understanding of important leadership and supervision concepts. Participants are trained to avoid a passive or authoritarian style of leadership and to strike a fair balance between the interests of the company and the interests of staff.

Between February and September 2013, 360 workers—including 122 women—were trained from different factories on Workplace Communication, Maternity Protection and Occupational Safety and Health. Twelve managers—including 2 women—were trained in supervisory skills training.

3.3 Related activities

ILO Support and Assistance: In May, Better Work Haiti offered a follow-up training on Core Labour Standards, which—based on the theoretical training that had been provided in 2012—used a more practical approach to train participants. Thirty representatives from the Government of Haiti, the labour unions and employers participated in the training, which provided in-depth study and analysis of five case studies on child labour, discrimination, forced labour and freedom of association.

A follow-up training on negotiation skills, to support the Social Dialogue Roundtable members in particular and the national stakeholders in general, was provided in September 2013 by a Social Dialogue Expert of the ILO-International Training Centre based in Turin. The workshop aimed at strengthening the skills of employers' and workers' representatives in the Haitian garment sector who are involved in the Better Work Haiti programme. The workshop focused on how to negotiate in a manner that enables parties to reach mutually acceptable outcomes and also strengthens their relationships. Twenty-four factory managers and trade union leaders participated in the training, which was available exclusively to those who took part in the first Negotiation skills training provided in January 2013.

In September 2013, an ILO international expert conducted a workshop on the setting of the minimum wage for approximately 40 MAST officials and staff. A two-day workshop was also provided for the members of the newly formed *Conseil Supérieur des Salaires*.

Since 2011, the International Programme on the Elimination of Child Labour (IPEC) has been present in Haiti. A National Tripartite Committee for the prevention and elimination of child labour and its worst forms was constituted. ADIH is a member of this committee and is actively engaged.

Engagement of buyers and stakeholders: In June, Better Work Haiti hosted its fourth Buyers' and Multi-Stakeholders' Forum. Thirteen representatives of eight brands came to Port-au-Prince on this occasion. For the first time, Better Work Haiti facilitated working sessions between buyers and union representatives, as well as between buyers and suppliers. These working groups offered an opportunity to discuss specific topics of relevance to all parties, such as medical services offered to workers, fire and building safety, and overall remediation efforts for non-compliance findings. Moreover, the meetings helped to achieve progress on the lack of PICCs, by identifying the concerns that unions had with these bipartite committees through which Better Work usually guides remediation and cooperation.

Section IV: Conclusions and Next Steps

4.1 Conclusion

This seventh Better Work Haiti synthesis report is important in highlighting both the current state of working conditions in the factories enrolled in the program as well as the improvements that they have made in the last six months.

In the reporting period, of 23 factories assessed, two (Gladiator Textiles LLC and S&H Global) were assessed for a second time. Consequently, Better Work Haiti reports publicly on these two factories in this report. In the context of mandatory participation, factories register and engage in the programme as soon as production begins.

By looking at the average non-compliance rates and comparing them with those of the previous reports, the common major non-compliance issues in the Haitian apparel industry are found presently under Occupational Safety and Health, Working Time and Compensation.

Better Work Haiti has started an overall evaluation of the state of the OSH Committees in all factories. This will help to identify the needs of the OSH Committee members in addressing the systemic issues mentioned throughout this report.

Overtime has repeatedly been cited non-compliant in many factories in Haiti as they exceed the legal limit of 80 hours per trimester. To some extent this is due to particular infrastructure deficiencies in Haiti, such as customs procedures with delays and also to general pressure in the global supply chain.

Under compensation, the social security systems remain a repeated non-compliance issue even though Better Work Haiti noticed improvement in the regular payment of the pension funds and work-related accidents insurance over the past year. Most of the non-compliance issues are related to late payments. Better Work Haiti and the HOPE Commission are in discussions with the Haitian institutions to improve services offered through these institutions, which could impact the commitment of factories to reduce their delays in payments.

The programme is addressing these issues through advisory services that are customized to answer the non-compliance points specific to each factory, and through trainings targeted to workers and managers.

4.2 Next Steps

Better Work Haiti Advisory Services

Better Work Haiti will support the establishment of the PICCs in three additional factories before the end of the current year, including training the management and workers' representatives in their respective roles.

To respond to the emerging union presence in the factories and to ensure good industrial relations, Better Work Haiti will also provide support to factories requesting assistance with the facilitation of bipartite worker-management meetings. As mentioned in previous reports, the increasing number of factories with union presence requires assistance and guidance on the ILO core labour standards, and

particularly Conventions 87 and 98 on Freedom of Association and Collective Bargaining. Better Work Haiti aims to support employers' and workers' organizations in improving communication and effective resolution of problems at the factory level, through a better understanding of priority questions and needs in terms of the relationship with unions and workers.

The well-attended annual Occupational Safety and Health Fair highlights the needs of workers for medical exams and medical services. Therefore, Better Work Haiti in partnership with the HOPE Commission will focus on medical services that the government institution OFATMA should be providing to workers annually and upon hiring.

Fire safety and emergency preparedness remain top priorities in 2013 for Better Work Haiti. To raise awareness in terms of fire safety and to reduce risks, Better Work Haiti, in close collaboration with the HOPE Commission, the industry association ADIH, the Port-au-Prince Fire Department and COOPI, will encourage the factories that have not yet enrolled to conduct fire safety evaluations.

During the reporting period, Better Work Haiti has contracted Heartland Alliance International to conduct a qualitative study on sexual harassment in the industry. The study confirmed prior findings of cases of sexual harassment in Haitian factories. The study also included the adaptation of the Better Work Global toolkit to prevent and address sexual harassment in garment factories. After a consultation with the national stakeholders, the toolkit has been finalized and will be launched before the end of 2013. Therefore, advisory services will support the dissemination and application of the toolkit in the industry in 2014. This is in line with the 2012–2016 national plan of the Haitian Government to fight violence against women and with the framework bill on this topic, which both acknowledge the need to address women's sexual harassment in the workplace as a form of violence against women.

Better Work Haiti Training Services

Occupational Safety and Health

As the non-compliance rates remain high under Occupational Safety and Health, Better Work Haiti EAs will continue to provide OSH awareness training to factories and will assist them in conducting OSH self-assessments. Both trainings aim at increasing workers' awareness of the different risks they are exposed to at work and encouraging them to be actors of change in the reduction of these risks. In particular, factory-level OSH Committees will be strengthened in order to maintain remediation efforts and ensure a safer environment for workers.

In October 2013, the Inter-American Development Bank (IDB), in partnership with Better Work Haiti, will provide trainings on safety and health at work, as well as on environmental issues, in Port-au-Prince and in Caracol. The courses include advanced training for managers and workers who participated in the training provided in 2012, and a basic training for a new group of workers. These trainings are intended for managers and factory OSH Committee members. The objective of these trainings is to enhance knowledge of health, safety and environmental issues in the apparel industry to create safer workplaces and to improve compliance.

Supervisory Skills

The Supervisory Skills training, designed to give supervisors and middle managers a deeper understanding of important leadership and supervision concepts, was recently launched and will be one of the main training focuses in 2014.

Additional trainings on topics such as negotiation skills, training of trainers for worker induction and fire safety training will be added in the Better Work Haiti training portfolio in 2014.

Section V: Factories in Detail

5.1 List of factories

As of August 2013, 25 factories were registered with Better Work Haiti. One new factory joined the programme in the current reporting period, Modas BU IL Haiti S.A (sister factory of Modas Gloria Apparel S.A.), located inside the Metropolitan Industrial Park in Port-au-Prince. This factory will be assessed in the next assessment cycle. At the time of the seventh cycle of assessments, one factory, Lucotex, was temporarily not producing for exportation to the USA. Hence, it was not assessed.

Table 2: Number of workers in factories registered to Better Work Haiti

	June 2010	December 2010	June 2011	December 2011	June 2012	December 2012	June 2013
N° of workers in factories registered to Better Work Haiti	22,598	27,264	27,000	24,298	24,497	25,924	28,591
Of these, N° of women workers	14,796	16,978	15,783	15,523	15,380	16,688	17,887

Table 3: List of factories in the Haitian garment sector

Name of factory	Status
Astro Embroidery & Screen Printing	Out of operations
Codevi	Registered in 2009
DKDR HAITI S.A.	Registered in 2009
Fairway Apparel S.A.	Registered in 2010
Fox River Caribe, INC	Registered in 2009
Genesis S.A.	Registered in 2009
Gladiator Textiles LLC	Registered in 2012
Global Manufacturers & Contractors S.A.	Registered in 2010
Horizon Manufacturing S.A.	Registered in 2010
Indigo Mountain Haiti S.A.	Registered in 2012
InterAmerican Knits S.A.	Merged with InterAmerican Wovens S.A.
InterAmerican Tailor S.A.	Merged with One World Apparel S.A.
InterAmerican Wovens S.A.	Registered in 2009
Island Apparel S.A.	Registered in 2009
Johan Company	Registered in 2009
Lucotex Manufacturing CO	Registered in 2010, Temporarily out of operations
Magic Sewing MFG. S.A.	Registered in 2009
Modas BU IL Haiti S.A.	Registered in 2013
Modas Gloria Apparel S.A	Registered in 2009
Multiwear S.A.	Registered in 2009

One World Apparel S.A.	Registered in 2009
Pacific Sports Haiti S.A.	Registered in 2009
Palm Apparel S.A.	Registered in 2009
Premium Apparel S.A./AGA GROUP	Registered in 2009
Sew Rite Manufacturing	Out of operations
Sewing International S.A.	Registered in 2009
S&H Global S.A.	Registered in 2012
The Willbes Haitian I S.A.	Out of operations
The Willbes Haitian II S.A.	Registered in 2010
The Willbes Haitian III S.A.	Registered in 2010
The Willbes Haitian V /AZTECA	Out of operations

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 reports (October 2010, April 2011, October 2011, April 2012, October 2012 and April 2013). Following Better Work Haiti cycle, after receiving the assessment report factories have to identify their improvement priorities detailing them in an Improvement Plan. Better Work Haiti works alongside the factory through advisory services documenting progress made against these priorities in the Progress Report. The factory tables presented in this section provide detailed information derived from each factory's Improvement Plan and Progress Report.

As required by the HOPE II legislation, the following information is given for each factory that has been assessed at least 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 yet 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 since each compliance point is comprised by several questions;
- details on the non-compliance identified by EAs: the information included in this column constitutes the issues where evidence of non-compliance was found;
- improvement priorities identified by the factory;
- efforts made by the factory to remedy the compliance needs as verified in the seventh 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 report, the efforts made by these factories have been verified during the seventh factory assessments by Better Work Haiti EAs.

Caribbean Island Apparel S.A.

Location Port-au-Prince
No. of workers 1642
Registration date 9 September 2009

Advisory Services and Training

28 February 2013	PICC meeting to discuss about the PICC members’ mandate for 2013, the new social security card (ONA) and payroll issues
18 March 2013	PICC meeting to discuss follow up of the issues identified in the last meeting. The following issues were also discussed and remediation action approved: Defective chairs and trolleys, Temperature issues and fans, water availability in cutting area
4 April 2013	PICC meeting to discuss results of the evacuation drill and training in the use of PPE
8 April 2013	Inspection and Training on Fire Safety and First Aid
26 April 2013	Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013	Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8-9 May 2013	Applied training on International Core Labour Standards
21 May 2013	Participation in Social Dialogue Roundtable meeting
19 June 2013	PICC Meeting to follow up on pending non-compliance issues
16 -17 July/27-28 August 2013	4 days of Supervisory Skills Training for 12 supervisors
24 July 2013	PICC Meeting to follow up on pending non-compliance issues
25 July 2013	Participation in Social Dialogue Roundtable meeting
21 August 2013	OSH Committee Meeting

Compliance cluster		Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	○	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○	○				
Discrimination	Gender	○	○	○	○	○	○	○				
	Other Grounds	○	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○	○				
	Religion and Political Opinion	○	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○	○				
	Coercion	●	○	○	○	○	○	○				

		Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
		Prison Labour	☐	☐	☐	☐	☐	☐	☐				
	Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				
		Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐				
		Strikes	☐	☐	☐	☐	☐	☐	☐				
		Union Operations	☐	☐	☐	☐	☐	☐	☐				
	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☐				
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐				
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	24	
		Overtime Wages	☒	☐	☐	☐	☐	☐	☐				
		Paid Leave	☒	☐	☐	☐	☐	☐	☐				
		Premium Pay	☐	☐	☐	☐	☐	☐	☐				
		Social Security and Other Benefits	☐	☒	☐	☐	☐	☐	☐	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contributions for social insurance funds to ONA on time.	The factory regularized the payment of workers' contributions for social insurance funds to ONA. This will be verified in the next assessment.	
										Employer contribution to ONA	Pay employer contribution to ONA on time.	The factory regularized the payment of the employer's contributions for social insurance funds to ONA. This will be verified in the next assessment.	
		Wage Information, Use and Deduction	☐	☐	☐	☐	☐	☐	☐				
	Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐				
		Dialogue, Discipline and Disputes	☒	☐	☐	☐	☐	☐	☐	Bullying, harassment or humiliating treatment of workers	Ensure that workers are not subjected to bullying, harassment or humiliating treatment.	The factory terminated the supervisor who was responsible for bullying, harassment or humiliating treatment.	
		Employment Contracts	☒	☐	☐	☐	☐	☐	☐				
		Termination	☒	☐	☐	☐	☐	☐	☐				

Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	○	○	●	◐	●	Inventory of chemicals and hazardous substances used in the workplace	Keep an inventory of all chemicals and hazardous substances used in the workplace.		12
									Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances.		
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.		
	Emergency Preparedness	●	◐	◐	◐	○	●	○			The evacuation plan for building 11 has been updated and the evacuation plans for buildings 10 and 12 have been posted on the floor.	
	Health Services and First Aid	●	◐	◐	◐	●	◐	●	Onsite medical facilities and staff	Provide the required medical facilities and staff.		36
	OSH Management Systems	●	◐	○	○	○	○	○				
	Welfare Facilities	●	◐	◐	◐	○	●	●	Toilets	Provide the number of toilets required by the Haitian Labour Law.		6
	Worker Accommodation	○	○	○	○	○	○	○				
	Working Environment	●	○	●	◐	●	◐	◐	Workplace temperature	Decrease temperature in the workplace.	The factory installed additional fans in the workplace to reduce the temperature. This will be verified again in the next assessment.	24
									Workplace noise levels	Decrease the noise levels in the workplace.		
									Workplace lighting	Adequately light the workplace.		
	Worker Protection	●	○	●	◐	●	●	◐	Accommodating standing workers	Properly accommodate standing workers.		24
									Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.	The factory installed the missing needle and belt guards on all machines and they started installing the missing pulley guards.	
									Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs	Install, ground, and/or maintain electrical wires, switches, and/or plugs.		
Working Time	Leave	○	○	●	○	○	○	○				
	Overtime	●	◐	○	○	●	○	○				



Regular Hours



CODEVI

Location Ouanaminthe
No. of workers 6727
Registration Date 24 September 2009

Advisory Services and Training

13 May 2013 Management Intro Meeting with Plant Managers, Compliance Manager, and Corporate HR Manager
14 May 2013 Factory Tour and discussion with Compliance Team to confirm progress made according to action plan
15 May 2013 Advisory Service on payroll records for all 5 factories in the industrial park
21 May 2013 Participation in Social Dialogue Roundtable meeting

Compliance cluster	Compliance point	Assessments							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
	Child Labour	Child Labourers	○	○	○	○	○	○	○			
		Documentation and Protection of Young Workers	○	○	○	○	○	○	○			
		Hazardous Work	○	○	○	○	○	○	○			
		Unconditional Worst Forms	○	○	○	○	○	○	○			
	Discrimination	Gender	○	●	○	○	○	○	○			
		Other Grounds	○	○	○	○	○	○	○			
		Race and Origin	○	●	○	○	○	○	○			
		Religion and Political Opinion	○	○	○	○	○	○	○			
	Forced Labour	Bonded Labour	○	○	○	○	○	○	○			
		Coercion	○	○	○	○	○	○	○			
		Forced Labour and Overtime	○	○	○	○	○	○	○			
		Prison Labour	○	○	○	○	○	○	○			
	Freedom of Association and Collective Bargaining	Collective Bargaining	○	●	●	●	●	◐	●	Implementation of collective agreement	Correctly apply the collective bargaining agreement.	30
		Interference and Discrimination	○	○	○	○	○	○	○			
		Strikes	○	○	○	○	○	○	○			
		Union Operations	○	○	○	○	○	○	○			
	Compensation	Method of Payment	○	○	○	○	○	○	○			

	Minimum Wages, 200 Gourdes	●	◐	◐	●	●	●	○		BKI adjusted their payroll system. All full time workers are now paid the legal minimum wage of 200 Gourdes.	
	Minimum Wages: Piece Rate, 300 Gourdes	●	◐	◐	●	●	●	●	Piece rate level	Set quotas for workers to earn at least 300 Gourdes per regular 8 hour workday.	36
	Overtime Wages	●	○	●	●	○	○	○			
	Paid Leave	●	○	●	●	●	●	●	Payment for weekly rest days	Pay weekly rest day to all workers entitled to it.	24
	Premium Pay	○	○	○	●	○	○	●	Payment for regular working hours worked on weekly rest days	The employer needs to pay workers 50% above the normal wage when workers work regular hours on weekly rest days.	
									Payment for regular hours worked on holidays	The employer needs to pay workers 50% above the normal wage when workers work regular hours on legally mandated holidays.	
	Social Security and Other Benefits	○	●	○	●	●	●	●	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contribution to ONA on time.	18
									Employer contribution to ONA	Forward employers' contribution to ONA on time.	
									Employer contribution to OFATMA for work-related accident insurance	Pay work-related accident insurance to OFATMA.	
	Wage Information, Use and Deduction	●	●	○	○	●	●	○		BKI management adjusted their payroll system, showing all legal deductions including ONA.	
										FW1, AM2, MD and BKI adjusted their payroll and they now they keep only one accurate payroll.	
										BKI management now properly informs workers about wage payments and deductions.	
Contracts and Human Resources	Contracting Procedures	○	○	○	○	○	○	○			
	Dialogue, Discipline and Disputes	○	○	○	○	○	○	●	Bullying, harassment or humiliating treatment of workers	Have a system in place to stop workers being bullied, harassed, or subjected to humiliating treatment.	
	Employment Contracts	○	●	○	○	○	○	○			
	Termination	○	○	○	○	○	○	○			

Occupational Safety and Health	Chemicals and Hazardous Substances	●	●	◐	◐	●	◐	◐		The factory labelled all chemicals and hazardous substances, including the cleaning machine guns, used in the workplace.	36
									Storage of chemicals and hazardous substances	Properly store all chemicals and hazardous substances.	
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances used in the workplace.	
									Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities or cleansing materials in the event of chemical exposure.	
	Emergency Preparedness	●	◐	○	●	◐	◐	◐		The factory provided fire extinguishers in all sections of the workplace where they were missing and ensured that they are unobstructed and have inspection tags.	18
									Fire detection and alarm system	Install fire detection and alarm.	
									Marking or posting of emergency exits and/or escape routes in the workplace	Post and mark emergency exits and escape routes in the workplace.	
									Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Have all exits accessible, unobstructed and/or unlocked emergency exits during working hours, including overtime.	
									Periodic emergency drills	Conduct periodic emergency drills.	

Health Services and First Aid	●	●	●	●	●	◐	◐		All first aid boxes at BKI were made readily accessible and missing supplies in FW 1 were added. The factory trained an additional 262 workers to reach 10% of workers on first aid as recommended per Better Work.	36
								Health checks for workers who are exposed to work-related hazards Onsite medical facilities and staff Pre-assignment and/or annual medical checks for workers	Provided medicals checks twice a year for workers who are exposed to work-related hazards. Provide the number of nurses inside the workplace as per labour law. Provide pre-assignment and annual medicals checks for workers.	
OSH Management Systems	○	●	●	●	●	●	●	Assessment of general occupational safety and health issues in the factory Recording work-related accidents and diseases and/or submitting the record to OFATMA	Conduct self-assessment of general occupational safety and health issues in the factory. Submitting all work-related accidents and diseases to OFATMA.	30
Welfare Facilities	●	◐	◐	◐	●	●	◐		The factory now provides soap constantly.	36
								Providing drinking water Toilets Eating area	Provide workers with enough free safe drinking water. Provide the amount of toilets required by the Haitian Labour Code. Provide seats for all the workers during lunch time.	
Worker Accommodation	○	○	○	○	○	○	○			
Working Environment	○	○	●	◐	●	◐	●	Workplace temperature	Decrease the temperature levels in the workplace.	24

Worker Protection		●	◐	◐	◐	●	◐	◐			The factory provides all workers with appropriate personal protective clothing and equipment. In the stamping and mixing ink area of FW1 all workers have mask and the factory increase the air flow by adding more fans. At BKI all PPE's are provided where needed.	36
									Chairs with backrests.	Provide workers with chairs with backrest.		
									Training of workers to use machines and equipment safely.	Train workers to use machines and equipment safely.		
									Installing guards on all dangerous moving parts of machines and equipment.	Install and maintain proper guards on all dangerous moving parts of machines.		
									Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs.	Install, ground, and/or maintain electrical wires, switches, and/or plugs.		
Working Time	Leave	○	○	○	○	●	●	○			The factory is providing time off for breastfeeding breaks to workers entitled to it by applying their own breastfeeding policy which states a one hour breastfeeding break.	
	Overtime	●	◐	●	●	●	◐	●	Limits on overtime hours worked.	Comply with limits on overtime hours worked.		36
									Authorization from the Department of Labour for overtime.	Obtain authorization from the Department of Labour for overtime.		
									Authorization from the Department of Labour for work on Sundays.	Obtain authorization from the Department of Labour for work on Sunday.		
	Regular Hours	●	◐	●	●	●	◐	●	Working time records.	The employer needs to keep working time records that reflect the hours actually worked.		36

DKDR Haiti S.A.

Location Port-au-Prince
No. of workers 1515
Registration date 9 October 2009

Advisory Services and Training:

3 April 2013 Management Intro Meeting with General Manager and HR Officers
11 April 2013 Advisory Service on Action Plan
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
29 August 2013 Management Intro Meeting with General Manager and HR Officers

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
		1 *	2 *	3	4 *	5 *	6 *	7 *				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☒	☐	☐	☒	☐	☐	☐			Factory set a zero tolerance protocol which is posted in the workplace. Factory has also put in place grievances mechanism such as suggestion boxes and conducted periodic campaign awareness on the topic.	
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				

Freedom of Association and Collective Bargaining	Forced Labour and Overtime	☐	☐	☐	☒	☐	☒	☒	Forced overtime beyond legal limits (threats of dismissal or other action that would reduce future income)	Reduce the overtime limits according to legal requirement and ensure that no threat of dismissal or other action will be taken to reduce their future income.	18
	Prison Labour	☐	☐	☐	☐	☐	☐	☐			
	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐			
	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐			
	Strikes	☐	☐	☐	☐	☐	☐	☐			
	Union Operations	☒	☐	☐	☐	☐	☐	☐			
Compensation	Method of Payment	☐	☐	☐	☐	☐	☒	☐		Payroll is now made on time.	
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	36
	Overtime Wages	☒	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☐	☒	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☒	☒	☐	☒	☒	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contributions for social insurance funds to ONA on time.	18
									Employer contribution to ONA	Forward employer contribution to ONA on time.	
Contracts and Human Resources									Employer contribution to OFATMA for work-related accident insurance	Pay the employer contribution to OFATMA for work related accident insurance.	
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☒	☐		Payroll records are now accurate and signed by all the workers.	
	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☐	☐	☐	☐	☒	☐	☐	Bullying, harassment or humiliating treatment of workers	Ensure that workers are not bullied, harassed or subjected to humiliating treatment.	12
	Employment Contracts	☐	☒	☒	☐	☐	☐	☐			



Termination	● ○ ○ ● ● ◐ ●	Reasons for termination	Ensure that terminations are justified and reason for termination included in the worker's file	18
		Opportunity for workers to defend themselves before termination based on conduct or performance	Offer the possibility to workers to defend themselves before termination based on conduct or performance.	
		Reductions in workforce size due to changes in operations	Send proper notification to MAST before reducing the workforce size due to changes in operations.	
Chemicals and Hazardous Substances	● ◐ ◐ ◐ ● ● ◐		The factory presented an inventory of chemical and hazardous substances used in the workplace.	36
		Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances.	
		Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.	
		Assessing, monitoring, preventing and/or limiting workers' exposure to hazardous substances	Assess, monitor, prevent and/or limit workers' exposure to hazardous substances.	
		Training workers who work with chemicals and hazardous substances	Train workers who work with chemicals and hazardous substances.	
		Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities or cleansing material	
Emergency Preparedness	● ◐ ◐ ● ○ ◐ ●	Fire detection and alarm system	Install fire detection equipment in the stockroom for boxes.	6
		Number of emergency exits	Ensure a sufficient number of emergency exits.	

Health Services and First Aid	●	◐	◐	●	●	◐	●	Safety and health risks to pregnant or nursing workers	Address safety and health risks to pregnant or nursing workers.	36
								Onsite medical facilities and staff	Provide the required onsite medical facilities and staff.	
								First aid boxes/supplies in the workplace	Ensure that there are sufficient first aid boxes/supplies in the workplace readily accessible.	
								First-aid training for workers	Ensure that first-aid training is provided to at least 10% of the workforce.	
								Pre-assignment and/or annual medical checks for workers	Ensure that pre-assignment and/or annual medical checks are provided to the workers.	
OSH Management Systems	●	◐	◐	◐	○	○	○			
Welfare Facilities	●	●	●	◐	●	●	◐		The factory floor is now clean.	36
								Washing facilities and/or soap	Provide washing facilities and/or soap	
								Providing drinking water	Provide drinking water.	
								Toilets	Provide the required amount of toilets according to the Labor Law.	
								Eating area.	Set up an adequate eating area.	
Worker Accommodation	○	○	○	○	○	○	○			
Working Environment	●	○	●	◐	●	◐	◐	Workplace temperature	Ensure that workplace temperature is acceptable.	24
								Workplace ventilation	Ensure that workplace is adequately ventilated.	
								Workplace lighting	Adequately light the workplace.	
									The factory has adequate noise levels.	

	Worker Protection		Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.	36
			Training and encouragement of workers to use the personal protective equipment provided	Train and encourage workers to use the personal protective equipment provided.	
			Accommodating standing workers	Accommodate standing workers.	
			Measures to avoid heavy lifting by workers	Provide adequate equipment to avoid heavy lifting by workers.	
			Chairs with backrests	Provide chairs with backrests to workers	
			Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.	
			Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs	Install, grounding, and/or maintaining electrical wires, switches, and/or plugs.	
			Posting safety warnings in the workplace	Post safety warnings in the workplace	
Factory is providing training workers to use machines and equipment safely.					
Working Time	Leave				
	Overtime		Voluntary overtime	Ensure that overtime hours are voluntary.	36
			Limits on overtime hours worked	Ensure that overtime hours worked comply with the Labour law.	
			Authorization from the Department of Labor for overtime	Obtain prior authorization from the Department of Labour for overtime.	
			Authorization from the Department of Labor for work on Sundays	Obtain prior authorization from the Department of Labor for work on Sundays.	
	Regular Hours		Weekly rest period	Allow workers to have at least one day off per week.	

Fairway Apparel S.A.

Location Port-au-Prince
No. of workers 432
Registration date 22 October 2010

Advisory Services and Training	
21 March 2013	Participation in Social Dialogue Roundtable meeting
28 March 2013	Management Intro Meeting following 6 th cycle assessment report to discuss assessment findings and action plan
4 April 2013	Follow-up visit and factory tour to discuss progress on action plan
20 April 2013	Inspection and Training on Fire Safety and First Aid
26 April 2013	Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013	Participation in BWH's annual fair on Occupational Safety and Health (OSH)
19 June 2013	Management Intro Meeting following latest cycle assessment report to discuss assessment findings and action plan
27 June 2013	Participation in Social Dialogue Roundtable meeting
28 June 2013	OSH Awareness Training for 49 workers
25 July 2013	Participation in Social Dialogue Roundtable meeting
23 August 2013	Follow-up visit and factory tour to discuss progress on action plan.

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○				
Discrimination	Gender	●	○	○	○	○	○				
	Other Grounds	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○				
	Religion and Political Opinion	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○				
	Coercion	○	○	○	○	○	○				
	Forced Labour and Overtime	○	○	●	○	○	○				
	Prison Labour	○	○	○	○	○	○				

Freedom of Association and Collective Bargaining	Collective Bargaining	○	○	○	○	○	○						
	Interference and Discrimination	○	○	○	○	○	○						
	Strikes	○	○	○	○	○	○						
	Union Operations	○	○	○	○	○	○						
Compensation	Method of Payment	○	○	○	○	○	○						
	Minimum Wages, 200 Gourdes	○	○	○	○	○	○						
	Minimum Wages: Piece Rate, 300 Gourdes	●	●	●	●	●	●	Piece rate level		Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.			30
	Overtime Wages	○	○	○	○	○	○						
	Paid Leave	●	○	●	○	○	○						
	Premium Pay	○	○	○	○	○	○						
	Social Security and Other Benefits	●	○	●	◐	●	◐	Forwarding workers' contribution for social insurance funds to ONA	Forward worker's contribution to ONA on time.	During the latest advisory visit in August 2013, the factory presented information on updated workers' contributions to ONA. This information will be verified during the next assessment.			18
								Employer contribution to ONA	Forward employer's contribution to ONA on time.	During the latest advisory visit in August 2013, the factory presented information on updated employer contributions to ONA. This information will be verified during the next assessment.			
								Forwarding employer's contribution to OFATMA for work related accident insurance	Forward employer's contribution to OFATMA for work related accident insurance.				
	Wage Information, Use and Deduction	●	○	○	○	○	○						
Contracts and Human Resources	Contracting Procedures	○	○	○	○	○	○						
	Dialogue, Discipline and Disputes	○	○	●	○	○	○						

Employment Contracts	●	○	●	●	○	○				
Termination	●	○	●	●	●	○				
Chemicals and Hazardous Substances	●	●	○	○	●	○				
Emergency Preparedness	○	●	●	●	◐	◐	Training workers to use fire fighting equipment	Train 10% of workers in the use of fire fighting equipment.	The factory trained 18 workers in fire fighting. The factory needs to train 26 more to reach the 10 percent target.	24
Health Services and First Aid	●	●	◐	●	◐	◐	First-Aid training for workers	Train at least 10% of workers in first-aid.	The factory trained 14 workers in fire fighting. The factory needs to train 30 more to reach the 10 percent target. The factory hired one more nurse to a total of two along with a doctor on site 24 hours a week to comply with Haitian labour law requirements. The factory hired a doctor who performs free medical pre-assignment and annual checks for all workers.	30
OSH Management Systems	●	●	●	●	◐	○				
Welfare Facilities	●	●	●	●	◐	●	Toilets	Provide the quantity of toilets required by the Haitian Labour code.		30
Worker Accommodation	○	○	○	○	○	○				
Working Environment	○	●	○	●	●	●	Workplace lighting	Adequately light the workplace.		12
Worker Protection	●	●	●	●	◐	○				
	The factory properly accommodates all standing workers.									
	All necessary guards have been installed on all machines.									
Leave	○	○	●	●	●	○				
Overtime	●	●	◐	●	○	○				
	A breastfeeding break is being provided to all nursing workers.									

Regular Hours



The workers have been consulted on and have approved the length of the daily break period.

Fox River Caribe Inc.

Location Port-au-Prince
No. of workers 56
Registration date 29 September 2009

Advisory Services and Training
11 April 2013 Inspection and Training on Fire Safety and First Aid
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
20 June 2013 Management Intro Meeting following latest cycle assessment report to discuss assessment findings and action plan

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement priorities	Remediation Efforts	# of Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☐	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐	☐				
Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				
	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐				
	Strikes	☐	☐	☐	☐	☐	☐	☐				
	Union Operations	☐	☐	☐	☐	☐	☐	☐				

Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☐	☐	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	6
	Overtime Wages	☐	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☒	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☒	☐	☐	☐	☒	☐	Forwarding of workers' contribution for social insurance funds to ONA	Forward workers' contribution to ONA on time.	6
									Employer contribution to ONA	Forward employer's contribution to ONA on time.	
										The factory pays the employer contribution to work-related accident insurance to OFATMA.	
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐	☐			
Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐	☐			
	Employment Contracts	☒	☒	☐	☐	☐	☐	☐			
	Termination	☒	☐	☐	☒	☐	☐	☒	Suspension of workers due to lack of materials, force majeure, or accident resulting in an immediate work stoppage	The factory must comply with Haitian labour law when terminating workers.	

Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	○	○	○	○	●	Inventory of chemicals and hazardous substances	Keep an inventory of all chemicals and hazardous substances used in the workplace.	
									Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances used in the workplace.	
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for all chemicals and hazardous substances used in the workplace.	
									Washing facilities or cleansing materials in the event of chemical exposure	Provide eye washing stations near chemical storage places in the event of chemical exposure.	
	Emergency Preparedness	●	○	●	◐	◐	○	●	Marking or posting of emergency exits and/or escape routes in the workplace	Clearly mark and post all emergency exits and escape routes. A map of emergency exit must also be posted in the workplace.	
	Health Services and First Aid	●	◐	◐	◐	◐	●	●	Health checks for workers who are exposed to work-related hazards	Provide free health checks to workers who have been exposed to work related hazards.	36
									Onsite medical facilities and staff	Provide at least 1 nurse on site and a weekly doctor's visit to be in accordance with the Haitian labor law	
									First-aid training for workers	The factory needs to train 7 workers to reach the recommended 10 percent	
									Pre-assignment and/or annual medical checks for workers	Workers must have a medical check within the first three months of hiring and annual medical check	
	OSH Management Systems	●	◐	◐	◐	○	◐	●	Written OSH policy	The factory needs to have a written OSH policy that describes the responsibility of the management and workers on OSH issues.	6
									Assessment of general occupational safety and health issues in the factory	Regularly conduct an OSH assessment in the factory.	
									Mechanisms to ensure cooperation between workers and management on OSH matters	Ensure cooperation on OSH matters between workers and management.	

	Welfare Facilities	●	◐	○	○	○	○	●	Washing facilities and/or soap	The factory must ensure availability of soap at all time in the workplace during working hours.	
									Toilets	The factory needs to install 4 additional toilets for women to be in accordance with the Haitian labour law.	
									Eating area	The factory must offer proper ventilation in the eating area in order to reduce the heat for workers.	
	Worker Accommodation	○	○	○	○	○	○	○			
	Working Environment	●	○	○	●	○	○	○			
	Worker Protection	●	◐	●	●	◐	●	●	Providing workers with personal protective clothing and equipment	Ensure availability of goggles in the mechanics' shop and provide all workers in the sewing section with dust masks.	36
									Installing guards on all dangerous moving parts of machines and equipment	Install proper guards on all dangerous moving parts of machines and equipment.	
									Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs	Ensure all electrical wires, switches, and/or plugs are well maintained.	
Working Time	Leave	○	○	◐	●	○	●	○			The factory now provides 1 hour breastfeeding break to eligible nursing women.
	Overtime	○	●	○	○	○	○	○			
	Regular Hours	●	●	●	◐	◐	○	○			

Genesis S.A.

Location Port-au-Prince
No. of workers 1205
Registration date 28 October 2009

Advisory Services and Training
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
20 June 2013 Management Introduction Meeting
13 August 2013 Advisory Service on Compensation, Contracts /Human Resources and OSH related non compliance points from the latest assessment

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○				
Discrimination	Gender	○	○	○	○	○	●	Changing the employment status, position, wages, benefits or seniority of workers during maternity leave	Maintain the employment status, position, wages, benefits or seniority of workers during maternity leave.		
	Other Grounds	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○				
	Religion and Political Opinion	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○				
	Coercion	○	○	○	○	○	○				
	Forced Labour and Overtime	○	○	○	○	○	○				
	Prison Labour	○	○	○	○	○	○				
Freedom of Association and Collective Bargaining	Collective Bargaining	○	○	○	○	○	○				
	Interference and Discrimination	○	○	○	○	○	○				
	Strikes	○	○	○	○	○	○				

Compensation	Union Operations	☐	☐	☐	☐	☐	☐			
	Method of Payment	☐	☐	☐	☐	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	Piece rate level	Set piece rate at a level such that workers earn at least 300 Gourdes per day for ordinary hours of work.	30
	Overtime Wages	☐	☐	☐	☐	☐	☒	Payment for ordinary overtime	Pay workers 50% above the normal wage for all ordinary overtime hours worked.	
	Paid Leave	☒	☐	☐	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☒	☒	☐	☐	☐	Forwarding of workers' contributions for social insurance funds to ONA.	Forward workers' contributions to ONA on time.	30
								Employer contribution to ONA.	Pay the required employer contribution to ONA on time.	
								Collecting workers' contributions to ONA for social insurance funds	Collect the required social insurance contribution to ONA from all workers.	
Contracts and Human Resources	Wage Information, Use and Deduction	☐	☐	☐	☐	☐	☒	Payroll records	Keep only one accurate payroll record.	The factory paid OFATMA according to the law for work related accident insurance.
	Contracting Procedures	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐			
	Employment Contracts	☒	☒	☐	☐	☐	☐			
	Termination	☐	☐	☐	☐	☐	☒	Reductions in workforce size due to changes in operations	Comply with legal requirements before reducing the size of the workforce due to changes in operations.	

Occupational Safety and Health	Chemicals and Hazardous Substances	● ● ○ ● ● ●	Inventory of chemicals and hazardous substances used in the workplace	Keep an inventory of chemicals and hazardous substances used in the workplace.	12
			Labelling of chemicals and hazardous substances	Properly label chemicals and hazardous substances.	
			Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for chemicals and hazardous substances in the workplace.	
				The factory trained workers who work with chemicals and hazardous substances.	
	Emergency Preparedness	● ● ● ● ● ●	Firefighting equipment	Provide adequate fire-fighting equipment in the workplace.	30
			Training workers to use the firefighting equipment	Train an appropriate number of workers to use the fire-fighting equipment.	
			Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that emergency exits are accessible, unobstructed and unlocked during working hours, including overtime.	
				Emergency exits and escape routes have been clearly marked and posted in the workplace.	
	Health Services and First Aid	● ● ● ● ● ●	Onsite medical facilities and staff	Have the required onsite medical facilities and staff.	30
			Pre-assignment and/or annual medical checks for workers	Provide a medical check within the first three months of hiring workers and annual medical checks.	
				The factory ensured that there are a sufficient number of readily accessible first aid boxes in the workplace.	
				The factory trained the recommended 10% of workers in first-aid.	
	OSH Management Systems	● ● ● ● ○ ○			
	Welfare Facilities	● ● ● ● ● ●	Washing facilities and/or soap	Provide adequate washing facilities and soap.	30
			Toilets	Provide the number of toilets required by the Labour Law.	
				The factory increased the size of the eating area to render it adequate.	
	Worker Accommodation	○ ○ ○ ○ ○ ○			

	Working Environment	●	○	●	○	○	●	Workplace temperature	Reduce temperature level in the workplace.	30
								Workplace noise levels	Reduce noise levels in the workplace.	
								Workplace lighting	Adequately light the workplace.	
	Worker Protection	●	●	◐	◐	◐	◐	Accommodating standing workers	Properly accommodate standing workers.	30
								Training of workers to use machines and equipment safely	Train workers to use machines safely.	
								Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipments.	
									The workers are trained and encouraged to use the personal protective equipment that is provided.	
									Electrical wires, switches and plugs are properly installed, grounded and maintained. The factory addressed the issue with the electrical boxes in the compressor room.	
Working Time	Leave	○	○	○	○	○	○			
	Overtime	●	◐	●	●	◐	●	Limits on overtime hours worked	Comply with the legal limits on overtime hours worked.	30
								Authorization from the Department of Labour for work on Sundays	Obtain authorization from the Department of Labour before working on Sundays.	
	Regular Hours	●	●	○	○	○	●	Working time records	Keep working time records that reflect the hours actually worked.	

Gladiator LLC

Location Port-au-Prince
No. of workers 237
Registration date 27 November 2012

Advisory Services and Training

- 1 March 2013 Management intro meeting after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan.
- 3 March 2013 OSH awareness training for eleven workers
- 5 March 2013 Follow-up visit on improvement plan
- 11 April 2013 Meeting with Human Resource and Compliance Manager for follow up on non-compliance issues according to action plan
- 27 April 2013 Participation in Better Work Haiti’s annual fair on Occupational Safety and Health (OSH)
- 27 June 2013 Participation in Social Dialogue Roundtable meeting
- 6 August 2013 Management intro meeting after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan

		Assessment		Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
Compliance cluster	Compliance point	1*	2*				

	Child Labour	Child Labourers	☐	☐			
		Documentation and Protection of Young Workers	☐	☐			
		Hazardous Work	☐	☐			
		Unconditional Worst Forms	☐	☐			
	Discrimination	Gender	☐	☐			
		Other Grounds	☐	☐			
		Race and Origin					
		Religion and Political Opinion	☐	☐			
	Forced Labour	Bonded Labour	☐	☐			
		Coercion	☐	☐			
		Forced Labour and Overtime	☐	☐			
		Prison Labour	☐	☐			

	Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐		
		Interference and Discrimination	☐	☐		
		Strikes	☐	☐		
		Union Operations	☐	☐		
	Compensation	Method of Payment	☐	☐		
		Minimum Wages, 200 Gourdes	☐	☐		6
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.
		Overtime Wages	☐	☐		
		Paid Leave	☐	☐		
		Premium Pay	☐	☐		
		Social Security and Other Benefits	☐	☐		
		Wage Information, Use and Deduction	☐	☐		
	Contracts and Human Resources	Contracting Procedures	☐	☐		
		Dialogue, Discipline and Disputes	☐	☐		
		Employment Contracts	☒	☒	Contracts for all persons performing work for the factory	Provide a contract to all persons performing work in the factory. 6
					Internal work rules	Ensure that internal work rules comply with the Labour Law.
		Termination	☐	☐		

Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐			The factory now has an inventory of chemicals and hazardous substances.	6
				Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances.		
				Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances in the workplace.		
				Training workers who work with chemicals and hazardous substances	Train all workers who work with chemicals and hazardous substances.		
				Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities in the event of chemical exposure.		
	Emergency Preparedness	●	●	Fire detection and alarm system	Install a fire detection system in the storage area.		6
				Firefighting equipment	Provide adequate firefighting equipment.		
				Training workers to use the firefighting equipment	Train 10% of the workforce to use firefighting equipment.		
	Health Services and First Aid	●	●	Onsite medical facilities and staff	Provide the number of medical facilities and staff required by the Labour Law.		6
				First-aid training for workers.	Train 10% of the workforce in first aid.		
	OSH Management Systems	●	◐			The factory now has a written OSH policy.	6
				Assessment of general occupational safety and health issues in the factory	Conduct regular assessment of general occupational safety and health issues in the factory.		
				Mechanisms to ensure cooperation between workers and management on OSH matters	Ensure mechanisms for cooperation between workers and management on OSH matters.		
				Recording work-related accidents and diseases and/or submitting the record to OFATMA	Record all work related accidents and submit them to OFATMA.		
	Welfare Facilities	●	●	Eating area	Provide an adequate eating area.		6
	Worker Accommodation	○	○				

		Working Environment	●	●	Workplace lighting	Adequately light the workplace.	6
		Worker Protection	●	●	Accommodating standing workers	Provide fatigue matt or foot rest for standing workers.	6
					Training of workers to use machines and equipment safely	Train workers to use machines and equipment safely.	
					Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.	
	Working Time	Leave	●	●	Time off for breastfeeding breaks	Provide breastfeeding breaks to nursing women.	6
		Overtime	●	●	Limits on overtime hours worked	Comply with the legal limit on overtime hours worked.	6
					Authorization from the Department of Labour for overtime	Obtain authorization from the Department of Labour to work overtime.	
		Regular Hours	○	○			

Global Manufacturers & Contractors S.A

Location Port-au-Prince
No. of workers 1840
Registration date 19 September 2010

Advisory Services and Training

28 March 2013 Management Intro meeting
12 April 2013 Inspection and Training on Fire Safety and First Aid
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
6 July 2013 Follow-up on improvement plan

	Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
			1*	2*	3*	4*	5*	6*				
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	Collective Bargaining	○	○	○	○	○	○				

	and Collective Bargaining	Interference and Discrimination	☐	☐	☐	☐	☐	☐			
		Strikes	☐	☐	☐	☐	☐	☐			
		Union Operations	☐	☐	☐	☐	☐	☐			
5	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐			
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐			
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	Piece rate level	Set at piece rate at level such that workers earn at least 300 Gourdes per day for ordinary hours of work.	30
		Overtime Wages	☐	☐	☐	☐	☐	☐			
		Paid Leave	☐	☐	☐	☐	☒	☐		The factory took measures to pay the weekly rest day as requested by the Labour Law.	
		Premium Pay	☐	☐	☐	☐	☐	☐			
		Social Security and Other Benefits	☒	☒	☒	☒	☒	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contributions to ONA on time.	30
									Employer contribution to ONA	Pay the required employer contribution to ONA on time.	
6	Contracts and Human Resources								Collecting workers' contributions to ONA for social insurance funds	Collect the required social insurance contribution to ONA from all workers.	
		Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐			
		Contracting Procedures	☐	☐	☐	☐	☐	☐			
		Dialogue, Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☒	Bullying, harassment or humiliating treatment of workers	Implement measures to avoid such situations.	

	Employment Contracts	●	●	○	○	○	○			
	Termination	●	○	○	○	○	○			
Occupational Safety and Health	Chemicals and Hazardous Substances	●	●	○	●	◐	●	Labelling of chemicals and hazardous substances	Properly label chemicals and hazardous substances.	12
								Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Have chemical safety data sheets for the hazardous chemicals used in the workplace.	
								Training workers who work with chemicals and hazardous substances	Effectively train workers who work with chemicals and hazardous substances.	
								Washing facilities or cleansing materials in the event of chemical exposure	Provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals.	
	Emergency Preparedness	●	●	◐	◐	◐	◐	Fire detection and alarm system	Have a fire detection and alarm system.	30
								Firefighting equipment	Have adequate fire-fighting equipments.	
								Training workers to use the firefighting equipments	Train an appropriate number of workers to use the fire-fighting equipment.	
								Marking or posting of emergency exits and/or escape routes in the workplace	Clearly mark and post emergency exits and escape routes in the workplace.	
								Number of emergency exits	Comply with the recommendation of two emergency exits.	
									The factory now performs periodical emergency drills.	

Health Services and First Aid	●	●	◐	◐	◐	●	Health checks for workers who are exposed to work-related hazards	Provide free health checks to workers who have been exposed to work-related hazards.	30
							Onsite medical facilities and staff	Have the required onsite medical facilities and staff in the workplace.	
							First aid boxes/supplies in the workplace	Ensured there are a sufficient number of readily accessible first aid boxes/supplies in the workplace.	
							First-aid training for workers	Provide first-aid training for workers	
							Pre-assignment and/or annual medical checks for workers	Provide a medical check within the first three months of hiring and annual medical checks to workers.	
OSH Management Systems	●	●	○	●	○	●	Assessment of general occupational safety and health issues in the factory	Perform an assessment of general occupational safety and health issues in the factory.	
							Recording work-related accidents and diseases and/or submitting the record to OFATMA	Record work-related accidents and diseases and submit the record to OFATMA on a monthly basis.	
Welfare Facilities	●	◐	●	●	●	◐	Providing drinking water	Provide workers enough free safe drinking water.	30
							Toilets	Have adequate accessible toilets.	
								The workplace has adequate hand washing facilities and constantly provides soap.	
Worker Accommodation	○	○	○	○	○	○			
Working Environment	●	◐	◐	◐	●	●	Workplace temperature	Reduce temperature in the workplace.	30
							Workplace lighting	Adequately light the workplace.	

8		Worker Protection	●	◐	◐	◐	●	●	Providing workers with personal protective clothing and equipment	Provide workers with all necessary personal protective clothing and equipment.	30
									Training and encouragement of workers to use the personal protective equipment provided	Train and encourage to use the personal protective equipment that is provided.	
									Accommodating standing workers	Properly accommodate standing workers.	
									Training of workers to use machines and equipment safely	Effectively train workers to use machines and equipment safely.	
									Installing guards on all dangerous moving parts of machines and equipment	Install and maintain proper guards on all dangerous moving parts of machines and equipment.	
	Working Time	Leave	●	●	●	○	○	●	Time off for breastfeeding breaks.	Provide the required breastfeeding breaks.	30
		Overtime	●	●	●	●	◐	●	Limits on overtime hours worked	Comply with limits on overtime hours worked.	
									Authorization from the Department of Labour for overtime	Obtain authorization from the Department of Labour before working overtime.	
									Authorization from the Department of Labour for work on Sundays	Obtain authorization from the Department of Labour before working on Sundays.	
		Regular Hours	●	●	○	●	○	○			

Horizon Manufacturing S.A.

Location Port-au-Prince
No. of workers 324
Registration date 25 August 2010

Advisory Services and Training

26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in Better Work’s annual fair on Occupational Safety and Health (OSH)
27 April 2013 Emergency preparedness training
21 May 2013 Participation in Social Dialogue Roundtable meeting
23 May 2013 Advisory service on HR
13 June 2013 Advisory service together with the buyer on weekly rest day
19 June 2013 Management intro meeting after the 6th factory report has been submitted in order to discuss assessment findings and work on action plan
22 June 2013 Inspection and training on Fire Safety and First Aid
25 July 2013 Participation in Social Dialogue Roundtable meeting
8 August 2013 Follow-up visit on the progress of issues chosen as priorities in the improvement plan

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*				
	Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐			
		Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐			
		Hazardous Work	☐	☐	☐	☐	☐	☐			
		Unconditional Worst Forms	☐	☐	☐	☐	☐	☐			
	Discrimination	Gender	☐	☐	☐	☐	☐	☐			
		Other Grounds	☐	☐	☐	☐	☐	☐			
		Race and Origin	☐	☐	☐	☐	☐	☐			
		Religion and Political Opinion	☐	☐	☐	☐	☐	☐			
	Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐			
		Coercion	☐	☐	☐	☐	☐	☐			
		Forced Labour and Overtime	☐	☐	☐	☐	☐	☐			
		Prison Labour	☐	☐	☐	☐	☐	☐			

Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐			
	Interference and Discrimination	☐	☐	☐	☐	☐	☐			
	Strikes	☐	☐	☐	☐	☐	☐			
	Union Operations	☐	☐	☐	☐	☐	☐			
Compensation	Method of Payment	☐	☐	☐	☐	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	30
	Overtime Wages	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☐	☐	☐	☐	☐			
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐			
Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐			
	Employment Contracts	☒	☒	☐	☐	☐	☐			
	Termination	☐	☐	☐	☐	☐	☐			
Occupational Safety and Health	Chemicals and Hazardous Substances	☐	☒	☒	☐	☐	☒	Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances used in the workplace.	
								Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances used in the workplace.	
								Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities or cleansing materials in the event of chemical exposure.	

	Emergency Preparedness	☐	☒	☐	☒	☐	☒	Marking or posting of emergency exits and/or escape routes in the workplace	Post and mark all emergency exits and escape routes in the workplace.	30
								Periodic emergency drills	Conduct periodic emergency drills.	
	Health Services and First Aid	☒	☐	☒	☐	☒	☒	Onsite medical facilities and staff	Provide the number of nurses inside the workplace as required by the labour law.	
								Pre-assignment and/or annual medical checks for workers	Provide annual medicals checks for workers.	
	OSH Management Systems	☒	☐	☐	☐	☐	☐			
	Welfare Facilities	☒	☐	☐	☐	☐	☒	Workplace cleanliness	Keep the workplace clean and tidy.	
	Worker Accommodation	☐	☐	☐	☐	☐	☐			
	Working Environment	☐	☒	☐	☒	☐	☒	Workplace lighting	Adequately light the workplace.	
	Worker Protection	☐	☒	☐	☐	☐	☒	Training of workers to use machines and equipment safely	Train workers to use machines and equipment safely.	
Working Time	Leave	☐	☒	☐	☐	☐	☐			
	Overtime	☒	☐	☒	☐	☐	☐			
	Regular Hours	☒	☐	☒	☐	☐	☐			

Indigo Mountain Haiti S.A.

Location Port-au-Prince
No. of workers 341
Registration date 15 March 2012

Advisory Services and Training

1 March 2013 Follow-up on Improvement plan
5 March 2013 Follow-up on action plan
11 April 2013 Follow-up on of action plan
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
27 April 2013 Emergency preparedness training
21 May 2013 Participation in Social Dialogue Roundtable meeting
20 June 2013 Management Introduction Meeting
27 June 2013 Participation in Social Dialogue Roundtable meeting
13 August 2013 Follow-up on improvement plan, in particular on social insurance payments, remediation effort for bullying non-compliance point and OSH non-compliances on chemical substances

Compliance cluster	Compliance point	Assessments			Details of non-compliance	Improvement Priorities	Remediation Efforts	# of Months
		1*	2*	3*				
Child Labour	Child Labourers	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐				
	Hazardous Work	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐				
Discrimination	Gender	☐	☐	☐				
	Other Grounds	☐	☐	☐				
	Race and Origin	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐				
	Coercion	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐				
	Prison Labour	☐	☐	☐				
Freedom of	Collective Bargaining	☐	☐	☐				

Association and Collective Bargaining	Interference and Discrimination	☐	☐	☐				
	Strikes	☐	☐	☐				
	Union Operations							
Compensation	Method of Payment	☒	☐	☐				
	Minimum Wages, 200 Gourdes	☐	☐	☐				
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	Piece rate level	Set piece rate at level such that workers earn at least 300 Gourdes per day for ordinary hours of work.	12	
	Overtime Wages	☒	☒	☐	The employer pays overtime as required by law.			
	Paid Leave	☒	☒	☐	The employer pays the weekly rest day correctly.			
		The employer pays workers correctly during sick leave.						
	Premium Pay	☐	☐	☐				
	Social Security and Other Benefits	☒	☒	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contribution to ONA on time.	12	
						Employer contribution to ONA	Forward employer contribution to ONA on time.	
						Employer contribution to OFATMA for work-related accident insurance	Forward employer contribution to OFATMA.	
	Wage Information, Use and Deduction	☒	☒	☐	The employer now keeps an accurate payroll.			
Contracts and Human Resources	Contracting Procedures	☐	☐	☐				
	Dialogue, Discipline and Disputes	☐	☐	☒	Bullying, harassment or humiliating treatment of workers	Put a system in place to avoid bullying, harassment or humiliating treatment of workers.		
	Employment Contracts	☐	☐	☐				

	Termination	☐	☒	☐		The factory put a system in place to issue warning and reprimand letters in order to prove the reasons for termination. Workers now have the opportunity to defend themselves before termination based on conduct and performance. The employer provided workers with proper notice of termination. The employer pays workers their annual salary supplement upon termination. The factory pays judicially ordered damages for wrongful termination.
Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☒	Inventory of chemicals and hazardous substances used in the workplace.	Keep an inventory of chemicals and hazardous substances used in the workplace.
					Labelling of chemicals and hazardous substances	Properly label all chemical and hazardous substances.
					Storage of chemicals and hazardous substances.	Properly store chemicals and hazardous substances.
					Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.
					Assessing, monitoring, preventing and/or limiting workers' exposure to hazardous substances	Assess, monitor, prevent and limit workers exposure to hazardous substances.
					Training workers who work with chemicals and hazardous substances	Train workers who work with chemicals and hazardous substances.
					Washing facilities or cleansing materials in the event of chemical exposure	Provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals.
	Emergency Preparedness	☒	☐	☐		The workplace has adequate fire-fighting equipment. The factory trained the appropriate number of workers to use fire fighting equipment. The factory put a system in place to ensure that emergency exits are accessible, unobstructed and/ or unlocked during working hours, including overtime.

Health Services and First Aid	●	◐	●	Health checks for workers who are exposed to work-related hazards	Provide health checks to workers who have been exposed to work-related hazards.	12
				Safety and health risks to pregnant or nursing workers	Address safety and health risks to pregnant or nursing workers.	
				Onsite medical facilities and staff	Provide all required medical facilities and staff.	
				First-aid training for workers	Provide first aid training to workers.	
				Pre-assignment and/or annual medical checks for workers	Provide workers with pre-assignment and annual medical checks.	
OSH Management Systems	●	●	◐	Recording work-related accidents and diseases and/or submitting the record to OFATMA	Record work-related accidents and diseases and submit the record to OFATMA on a monthly basis.	12
The employer performs an assessment of general occupational safety and health issues in the factory.						
Welfare Facilities	●	●	●	Washing facilities and/or soap	Provide adequate hand washing facilities and soap.	12
				Providing drinking water	Provide workers with free safe drinking water.	
				Toilets	Provide the required number of toilets as per Haitian Labour Law.	
				Eating area	Have an adequate eating area.	
Worker Accommodation	○	○	○			
Working Environment	●	●	○	The temperature in the workplace is acceptable.		
				The noise level in the workplace is acceptable.		
				The workplace is adequately lit.		
Worker Protection	●	◐	◐	Providing workers with personal protective clothing and equipment	Provide workers with all necessary personal protective clothing and equipment.	12
				Training of workers to use machines and equipment safely	Train workers to use machines and equipment safely.	
					The proper guards are installed and maintained on all dangerous moving parts of machines and equipments.	

	Working Time	Leave	●	●	○			The factory developed and implemented a breastfeeding policy and provides time off for nursing women.
		Overtime	●	◐	◐	Authorization from the Department of Labour for overtime	Obtain authorization from the Department of Labour before working overtime.	12
		Regular Hours	○	●	○			The factory ensures that all overtime is voluntary.
								The factory put a reliable punching system in place.
								The factory consulted with workers to fix the daily break period at one hour.

Interamerican Wovens S.A.

Location Port-au-Prince
No. of workers 856
Registration date 28 October 2009

Advisory Services and Training

28 February 2013	Follow-up on improvements of previous assessment with Plant Manager and Compliance Manager
21 March 2013	Participation in Social Dialogue Roundtable meeting
9 April 2013	Inspection and Training on Fire Safety and First Aid
27 April 2013	Participation in BWH's annual fair on Occupational Safety and Health (OSH)
21 May 2013	Participation in Social Dialogue Roundtable meeting
25-26 July 2013	Pre-PICC Training for six workers
21 August 2013	Management Intro Meeting after the latest assessment in order to discuss assessment findings and elaborate the Improvement Plan

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement Priorities	Remediation Efforts	# of months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○				

Discrimination	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐		
	Gender	☒	☒	☐	☐	☐	☐		
	Other Grounds	☐	☐	☐	☐	☐	☐		
	Race and Origin	☐	☐	☐	☐	☐	☐		
	Religion and Political Opinion	☒	☒	☐	☐	☐	☐		
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐		
	Coercion	☐	☐	☐	☐	☐	☐		
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐		
	Prison Labour	☐	☐	☐	☐	☐	☐		
Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐		
	Interference and Discrimination	☐	☐	☐	☐	☐	☐		
	Strikes	☐	☐	☐	☐	☐	☐		
	Union Operations	☒	☐	☐	☐	☐	☐		
Compensation	Method of Payment	☐	☐	☐	☐	☐	☐		
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐		
	Minimum Wages: Piece Rate, 300 Gourdes	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work. 24
	Overtime Wages	☐	☐	☐	☐	☐	☐		
	Paid Leave	☐	☐	☐	☒	☐	☐		
	Premium Pay	☐	☐	☐	☐	☐	☐		

Contracts and Human Resources	Social Security and Other Benefits	●	●	●	○	●	○	During the latest assessment, the factory presented information on updated workers' contributions to ONA.	
								During the latest assessment, the factory presented information on updated employers' contributions to ONA.	
								During the latest assessment, the factory was found to collect worker's contribution to ONA properly.	
	Wage Information, Use and Deduction	○	●	○	○	○	○		
	Contracting Procedures	○	○	○	○	○	○		
	Dialogue, Discipline and Disputes	○	○	○	○	●	○	Workers are no longer suspended for not reaching the quota.	
							The factory provided training to supervisors on communication and ways to interact with workers in order to avoid bullying, harassment or humiliating treatment of workers.		
	Employment Contracts	○	●	●	◐	○	○		
	Termination	●	○	○	○	●	◐	The factory provided information on MAST notification before reductions in workforce size due to changes in operations.	6
				</					

Occupational Safety and Health	Chemicals and Hazardous Substances	●	●	◐	◐	◐	●	Labeling of chemicals and hazardous substances	Label all chemicals and hazardous substances.	30
								Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical safety data sheets for all chemicals and hazardous substances in the workplace.	
								Training workers who work with chemicals and hazardous substances	Train workers who work with chemicals and hazardous substances.	
								Washing facilities or cleansing	Provide washing facilities or cleansing material.	
	Emergency Preparedness	○	●	◐	○	●	◐	Firefighting equipment	Provide adequate firefighting equipment.	6
								Training workers to use the firefighting equipment	Train workers to use the firefighting equipment.	
								Marking or posting of emergency exits and/or escape routes in the workplace	Mark or post the emergency exits and/or escape routes in the workplace.	
								Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	
	Health Services and First Aid	●	●	●	◐	●	●	Health checks for workers who are exposed to work-related hazards	Provide health checks for workers who are exposed to work-related hazards.	30
								Onsite medical facilities and staff	Provide required onsite medical facilities and staff.	
								First aid boxes/supplies in the workplace	Ensure that first aid boxes/supplies in the workplace are readily accessible	
								First-aid training for workers	Ensure that first-aid training is provided to at least 10% of the workforce.	
								Pre-assignment and/or annual medical checks for workers	Ensure that pre-assignment and/or annual medical checks are provided to the workers.	
	OSH Management Systems	●	○	●	○	○	●	Assessment of general occupational safety and health issues in the factory	Perform regular assessment of general occupational safety and health issues in the workplace.	

Welfare Facilities	●	●	◐	◐	◐	●	Providing drinking water	Provide enough free safe drinking water.	30	
							Toilets	Provide adequate accessible toilets.		
							Eating area	Set up an adequate eating area.		
Worker Accommodation	○	○	○	○	○	○				
Working Environment	○	○	●	●	○	●	Workplace temperature	Ensure acceptable workplace temperature.		
							Workplace noise levels	Ensure acceptable workplace noise levels.		
Worker Protection	●	◐	●	○	●	◐			The factory provides continuous training to workers on the safe use of machines and protective equipment.	6
							Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.		
							Training and encouragement of workers to use the personal protective equipment provided	Train and encourage workers to use the personal protective equipment provided.		
							Accommodating standing workers	Accommodate standing workers.		
							Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.		
							Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs	Install, grounding, and/or maintaining electrical wires, switches, and/or plugs.		
Leave	○	○	●	●	○	○				
Overtime	●	○	●	●	◐	●	Voluntary overtime	Ensure that overtime hours are voluntary.	18	
							Limit on overtime hours work	Ensure that overtime hours worked comply with the law.		
Regular Hours	●	○	●	○	○	○				

Johan Company

Location Port-au-Prince
No. of workers 158
Registration date 23 September 2009

Advisory Services and Training
27 March 2013 Management Intro Meeting with Plant Managers

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☒	☐			The factory put a system in place for age verification and workers files now contain a copy of an identification card or a birth certificate.	
	Documentation and Protection of Young Workers	☐	☒	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☒	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☒	Recruitment materials (religion or political opinion)	Recruitment materials should not refer to religion or political opinion.		
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐	☐				
Freedom of Association and	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				

Collective Bargaining	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐			
	Strikes	☐	☐	☐	☐	☐	☐	☐			
	Union Operations	☐	☐	☐	☐	☐	☐	☐			
Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☒	Timely payment of wages	Ensure timely payment of wages.	
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set quotas for workers to earn at least 300 Gourdes per regular 8 hour workday.	24
	Overtime Wages	☒	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☒	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☒	☒	☒	☐	☒	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contribution to ONA on time.	36
									Employer contribution to ONA	Forward employers' contribution to ONA on time.	
Contracts and Human Resources									Employer contribution to OFATMA for work-related accident insurance	Pay work-related accident insurance to OFATMA.	
									Collecting workers' contributions to ONA for social insurance funds	Collect workers' contributions to ONA for social insurances funds according to Labour code.	
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐	☒	Payroll records	Payroll records need to indicate all the working hours (regular and overtime).	
	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☒	☐	☐	☒	☐	☐	☒	Bullying, harassment or humiliating treatment of workers	Have a system in place to stop workers being bullied, harassed, or subjected to humiliating treatment.	
	Employment Contracts	☒	☒	☒	☒	☒	☒	☒	Internal work rules	The factory needs to have internal work rules approved by MAST.	36
	Termination	☐	☒	☐	☒	☐	☐	☐			

Occupational Safety and Health	Chemicals and Hazardous Substances	●	●	●	●	●	●	●	Inventory of chemicals and hazardous substances used in the workplace	Keep an accurate inventory of all chemicals and hazardous substances used in the workplace.	36
									Labelling of chemicals and hazardous substances	Label all chemicals and hazardous substances.	
									Storage of chemicals and hazardous substances	Properly store all chemicals and hazardous substances.	
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances used in the workplace.	
									Assessing, monitoring, preventing and/or limiting workers' exposure to hazardous substances	Assess, monitor, prevent and/or limit workers' exposure to hazardous substances.	
									Training workers who work with chemicals and hazardous substances	Provide training to workers who work with chemicals and hazardous substances.	
									Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities or cleansing materials in the event of chemical exposure.	
Emergency Preparedness		●	●	●	●	◐	●	●	Fire detection and alarm system	Install fire detection and alarm system.	36
									Fire fighting equipment	Provide fire extinguishers in all sections of the workplace and ensure that they are unobstructed and inspected.	
									Training workers to use the fire fighting equipment	Provide training for workers to use the fire fighting equipment.	
									Marking or posting of emergency exits and/or escape routes in the workplace	Post and mark emergency exits and escape routes in the workplace.	
									Number of emergency exits	Increase the number of emergency exits	
									Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Have all emergency exits accessible, unobstructed and/or unlocked during working hours, including overtime.	
									Periodic emergency drills	Conduct periodic emergency drills.	

Health Services and First Aid	●	●	◐	●	●	●	◐		The factory has implemented a policy for safety and health risks to pregnant or nursing workers. If the concerned women are standing workers, management allows them to sit at regular intervals.	36
								Health checks for workers who are exposed to work-related hazards	Provide medicals checks twice a year for workers who are exposed to work-related hazards	
								Onsite medical facilities and staff	Provide onsite medical facilities and staff according to Labour code.	
								First aid boxes/supplies in the workplace	Provide first-aid boxes/supplies in the workplace.	
								First-aid training for workers	Provide first-aid training to workers.	
								Pre-assignment and/or annual medical checks for workers	Provide pre-assignment and/or annual medical check for workers.	
OSH Management Systems	●	●	◐	●	●	●	●	Assessment of general occupational safety and health issues in the factory	Conduct self-assessments of general occupational safety and health issues in the factory.	36
								Mechanisms to ensure cooperation between workers and management on OSH matters	Have a system in place to ensure cooperation between workers and management on OSH matters.	
								Recording work-related accidents and diseases and/or submitting the record to OFATMA	Record all work-related accidents and diseases and submit the reports to OFATMA.	
Welfare Facilities	●	●	◐	●	●	●	●	Washing facilities and/or soap	Provide washing facilities and/or soap.	36
								Providing drinking water	Provide workers with enough free safe drinking water.	
								Toilets	Provide the amount of toilets required by the Haitian Labour Code.	
								Eating area	Provide seats for all the workers during lunch time.	
Worker Accommodation	○	○	○	○	○	○	○			
Working Environment	○	●	○	○	○	○	○			

	Worker Protection	●	●	◐	●	●	●	●	Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.	36
									Training and encouragement of workers to use the personal protective equipment provided	Train and encourage workers to use the personal protective equipment provided.	
									Accommodating standing workers	Provide fatigue mats to standing workers.	
									Training of workers to use machines and equipment safely	Train workers to use machines and equipment safely.	
									Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.	
									Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs	Install, ground, and/or maintain electrical wires, switches, and/or plugs.	
									Posting safety warnings in the workplace	Post safety warning in the workplace	
Working Time	Leave	○	○	●	●	●	●	●	Time off for breastfeeding breaks	Provide time off for breastfeeding breaks to workers entitle to it.	24
	Overtime	●	●	○	●	○	○	○			
	Regular Hours	●	●	●	●	○	○	○			

Magic Sewing Manufacturing S.A.

Location Port-au-Prince
No. of workers 412
Registration date 1 October 2009

Advisory Services and Training	
21 March 2013	Participation in Social Dialogue Roundtable meeting
17 April 2013	Inspection and Training on Fire Safety and First Aid
26 April 2013	Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013	Participation in BWH's annual fair on Occupational Safety and Health (OSH)
27 June 2013	Participation in Social Dialogue Roundtable meeting
8 July 2013	Management Intro Meeting following latest cycle assessment report to discuss assessment findings and action plan
19 July 2013	Training on OSH Awareness for workers

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	○	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○	○				
Discrimination	Gender	●	●	○	○	○	○	○				
	Other Grounds	○	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○	○				
	Religion and Political Opinion	●	●	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○	○				
	Coercion	○	○	○	○	○	○	○				
	Forced Labour and Overtime	○	○	○	●	○	○	○				
	Prison Labour	○	○	○	○	○	○	○				
Freedom of Association and	Collective Bargaining	○	○	○	○	○	○	○				

	Collective Bargaining	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐			
		Strikes	☐	☐	☐	☐	☐	☐	☐			
		Union Operations	☐	☐	☐	☐	☐	☐	☐			
	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☐			
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	36
		Overtime Wages	☒	☐	☐	☐	☐	☒	☒	Payment for ordinary overtime	The factory has to pay all overtime hours worked according to Haitian labour law.	6
		Paid Leave	☒	☐	☐	☐	☐	☐	☐			
		Premium Pay	☐	☐	☐	☐	☐	☐	☐			
		Social Security and Other Benefits	☐	☒	☐	☐	☐	☐	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward worker's contribution to ONA on time.	
										Employer contribution to ONA	Forward employer's contribution to ONA on time.	
		Wage Information, Use and Deduction	☒	☐	☐	☒	☒	☒	☒	Deductions from workers' wages	All deductions must be clearly indicated in payroll records and no unauthorized deductions shall be made from workers' salary.	18
										Payroll records	The factory must keep an accurate and consistent payroll record clearly indicating all information on workers' wages and all deductions made.	
	Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
		Dialogue, Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☒	☐		The factory no longer applies suspension as a disciplinary measure to workers for refusing to work during overtime hours.	

	Employment Contracts	○●◐◑○◐○			Employment contracts no longer stipulate that workers are not allocated a paid weekly rest day if their work done from Monday to Saturday adds up to a total of less than 48 hours. All workers are now entitled to a paid weekly rest day, if they work 48 hours or 6 days during the week as required by the Law. The internal work rules have been modified to comply with Haitian labour law that stipulates that workers are entitled to a paid weekly rest day, if they work 48 hours or 6 days during the week.	
	Termination	○●◐○◐○◐○				
Occupational Safety and Health	Chemicals and Hazardous Substances	●◐◐◐◐●◐	Labeling of chemicals and hazardous substances Chemical safety data sheets for all chemicals and hazardous substances in the workplace Training workers who work with chemicals and hazardous substances	Label all chemicals and hazardous substances properly. Provide chemical safety data sheets for all chemicals and hazardous substances used in the workplace. Train all workers using chemicals and hazardous substances.	The factory installed additional washing facilities in all areas where chemical substances are in use or stored.	36
	Emergency Preparedness	●◐◐◐◐◐◐◐	Marking or posting of emergency exits and/or escape routes in the workplace	Update evacuation plans posted in the workplace to reflect actual floor marking and emergency escapes and post them in all buildings of the factory.	All fire fighting equipment has been duly inspected, the extinguishers have a tag fitted on and they are all unobstructed. The factory trained an additional number of workers on the use of fire fighting equipment to reach the 10% target recommended by Better Work.	36

Health Services and First Aid		Health checks for workers who are exposed to work-related hazards	Provide health checks for workers who are exposed to work-related hazards.	36
		Onsite medical facilities and staff	The factory needs one additional nurse and a doctor's visits 3 times a week to be in compliance with the Haitian Labor Law.	
		The factory has provided first-aid training for at least 10% of the workforce as recommended by Better Work.		
		The factory has provided free health checks for all workers through OFATMA.		
OSH Management Systems		Assessment of general occupational safety and health issues in the factory	Conduct an assessment of general OSH issues in the factory at least every 6 months.	6
		Mechanisms to ensure cooperation between workers and management on OSH matters	The OSH committee must be active and able to conduct self assessment of the factory's OSH issues.	
Welfare Facilities		Toilets	Provide the number of required toilets as per Haitian Labour Law.	36
		The factory ensures enough washing facilities are available at all time during working hours.		
		The eating area has been redesigned to properly accommodate workers.		
Worker Accommodation				
Working Environment		Workplace lighting	Adequately light the workplace.	
Worker Protection		Providing workers with personal protective clothing and equipment	Provide workers with adequate personal protective clothing and equipment.	36
		The factory has provided training to workers on the safe use of machines and equipment in the workplace.		
		The factory installed guards on all dangerous moving parts of machines and equipment.		
Leave				

Overtime	●●●◐●◐◐	Limits on overtime hours worked	Comply with limits on overtime hours worked.	36
			The factory no longer suspends workers for not working overtime hours. All overtime working hours are now performed voluntarily.	
Regular Hours	●●●●●◐●	Working time records	Accurately log in all work time in the attendance system so that the attendance system reflects actual working hours performed in the factory.	36

Modas Gloria Apparel S.A.

Location Port-au-Prince
No. of workers 974
Registration date 8 October 2009

Advisory Services and Training

21 March 2013 Participation in Social Dialogue Roundtable meeting
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in the Better Work’s annual fair on Occupational Safety and Health (OSH)
27 April 2013 Emergency preparedness training
8-9 May 2013 Applied training on International Core Labour Standards
21 May 2013 Participation in Social Dialogue Roundtable meeting
23 May 2013 Advisory service on Industrial relations
27 June 2013 Participation in Social Dialogue Roundtable meeting
25 July 2013 Participation in Social Dialogue Roundtable meeting
9 August 2013 Meeting and advisory service on Freedom of Association

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☐	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐	☐				

Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐			
	Interference and Discrimination	☐	☐	☐	☐	☐	☒	☐		In the last report (October 2012), NC was cited due to management's role in attempting to dissolve the CFOH-affiliated union. Management stated that they have learned from the past and they do not even try to conduct any meeting with the union. Union representatives confirmed this, explaining that they did not meet with management. Non-compliance is no longer being cited for this question.	6
									Threats, intimidation or harassment of unionists	Ensure that workers who join a union or engage in union activities are not threatened, intimidated, or harassed.	
									Terminating workers for joining a union or engaging in union activities	Ensure that workers are not terminated for joining a union or engaging in union activities.	
	Strikes	☐	☐	☐	☐	☐	☐	☐			
	Union Operations	☒	☐	☐	☐	☐	☐	☐			
	Method of Payment	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	24
	Overtime Wages	☐	☐	☐	☒	☐	☐	☐			
Compensation	Paid Leave	☒	☐	☐	☐	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☐	☐	☒	☐	☒	☐		Factory is forwarding workers' contributions for social insurance funds to ONA on time.	
										Factory is forwarding the employer contribution to ONA on time.	
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐	☐			

Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☒	☐	☐	☐	☐	☐	☒	Disciplinary measures	Ensure that disciplinary measures comply with legal requirements.	
	Employment Contracts	☒	☒	☒	☐	☒	☐	☐			
	Termination	☒	☐	☐	☐	☐	☒	☒	Reasons for termination	Terminate workers only for valid reasons.	6
Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☒	☐	☒	☒	☐		The factory labelled all chemicals and hazardous substances used in the workplace. The factory provides training for workers who work with chemicals and hazardous substances. The factory installed an eye wash station in the storage area for chemicals and hazardous substances.	36
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances used in the workplace.	
	Emergency Preparedness	☒	☐	☒	☐	☒	☐	☐		The factory trained workers in the use of fire fighting equipment. The factory conducts periodic emergency drills.	36
									Fire fighting equipment	Provide fire extinguishers in all sections of the workplace and ensured that they are unobstructed and inspected.	
									Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that all emergency exits are accessible, unobstructed and/or unlocked during working hours, including overtime.	

	Worker Protection	●	◐	◐	◐	◐	●	◐				The factory trains and encourages workers to use the personal protective clothing and equipment provided.	36	
												The factory provided fatigue mats to all standing workers.		
												The factory has covered the electrical wires in Building 11.		
									Providing workers with personal protective clothing and equipment		Provides all workers with appropriate personal protective clothing and equipment.			
									Chairs with backrests		Provide workers with chairs with backrest.			
									Installing guards on all dangerous moving parts of machines and equipment		Install and maintain proper guards on all dangerous moving parts of machines and equipment.			
	Working Time	Leave	○	○	●	○	●	○	○					
		Overtime	●	●	○	●	○	●	○				The factory obtains the authorization from the Department of Labour for overtime.	
		Regular Hours	●	◐	○	●	○	○	●	Working time records		Keep working time records that reflect the hours actually worked.		

Multiwear S.A.

Location Port-au-Prince
No. of workers 1786
Registration date 5 October 2009

Advisory Services and Training

- 21 March 2013 Participation in Social Dialogue Roundtable meeting
- 8 April 2013 Management Intro Meeting following 6th cycle assessment report to discuss assessment findings and action plan
- 11 April 2013 Follow-up visit and factory tour to discuss OSH action plan
- 11 April 2013 Inspection and Training on Fire Safety and First Aid
- 26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
- 27 April 2013 Emergency preparedness training
- 27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
- 21 May 2013 Participation in Social Dialogue Roundtable meeting

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
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	☐	☐	☐	☐	☒	☐	☐			

5	Compensation	Strikes	☐	☐	☐	☐	☐	☐	☐			
		Union Operations	☒	☐	☐	☐	☐	☐	☐			
		Method of Payment	☐	☐	☐	☐	☐	☐	☐			
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☐	☒	☒	☒	☒	Piece rate level	Set piece rate level such as workers could earn at least 300 Gourdes for 8 hours of work	18
		Overtime Wages	☒	☐	☐	☐	☐	☐	☐			
		Paid Leave	☒	☐	☐	☐	☐	☐	☒	Payment for maternity leave	Ensure maternity leave payment is done equally for all workers and comply with Haitian law requirements when terminating pregnant workers	
		Premium Pay	☐	☐	☐	☐	☐	☐	☐			
		Social Security and Other Benefits	☒	☒	☒	☒	☒	☐	☐		The factory has taken action to ensure social insurance funds are sent to ONA on time. ONA receipts confirmed the latest payments for workers' contribution were made on time.	
											The factory has taken action to ensure social insurance funds are sent to ONA on time. ONA receipts confirmed the latest payments for employer contribution were made on time.	
6	Contracts and Human Resources	Wage Information, Use and Deduction	☐	☐	☐	☐	☐	☒	☐		The factory has ensured accuracy of payroll records. All information on salary and deductions has been reported accurately.	
		Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			
		Dialogue, Discipline and Disputes	☐	☐	☐	☒	☐	☐	☒	Disciplinary measures	Ensure that all disciplinary measures applied are consistent with its own declared internal work rules that have been approved by the workers.	
		Employment Contracts	☒	☐	☐	☒	☐	☐	☐			
		Termination	☐	☐	☐	☒	☒	☐	☐			

7	Occupational Safety and Health	Chemicals and Hazardous Substances		Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide chemical data sheets for all chemicals and hazardous substances used in the workplace.	Chemical data sheets have been made available for all chemicals used in the workplace. This will be verified during the next assessment. The factory has ensured that the chemicals inventory now includes all chemicals and hazardous substances present at the workplace. All containers of chemicals and other hazardous substances have been properly labelled. Additional washing stations have been added in sections where needed and all washing stations have been inspected and made fully operational.	36
		Emergency Preparedness		Firefighting equipment	Ensure all fire fighting equipments are inspected every month and equipped with an inspection tag where needed.		36
				Marking or posting of emergency exits and/or escape routes in the workplace	Post updated evacuation plans that reflect actual floor marking on all floors.	Evacuation plan has been updated and posted on all floors of the factory. This will be verified during the next assessment.	
				Number of emergency exits	Ensure that there are enough emergency exits.	An additional number of workers were trained on the use of fire fighting equipment to meet the recommended target of 10% percent of the total workforce All emergency exits are accessible, unobstructed, and unlocked during working hours, including overtime.	

Health Services and First Aid	●	◐	◐	●	●	◐	◐	Health checks for workers who are exposed to work-related hazards	Provide free health checks for all workers who are exposed to work-related hazards.	36
								Onsite medical facilities and staff	The factory must provide 4 additional nurses in addition to the existing clinic and 4 nurses currently available in order to comply with the Haitian Labour Code.	
								Pre-assignment and/or annual medical checks for workers	Ensure all workers at the factory have medical checks performed at least once a year.	
									The factory provided first aid training to 10% of the workforce as recommended by Better Work.	
OSH Management Systems	●	◐	○	●	○	○	○			
Welfare Facilities	●	◐	●	●	●	◐	◐	Washing facilities and/or soap	Ensure enough soap is available at all time in all restrooms at the factory.	36
								Providing drinking water	Provide enough free safe drinking water in all buildings.	
								Toilets	Provide additional facilities to meet required number of toilets in accordance with the Haitian law and fix existing broken toilets.	
								Eating area	Provide an eating area for the workforce employed by the factory as required by Haitian labour law.	
Worker Accommodation	○	○	○	○	○	○	○			
Working Environment	●	●	●	○	●	●	●	Workplace temperature	The factory must install a cooling system to lower the temperature below the allowed maximum level as recommended	12
								Workplace lighting	Adequately light the workplace.	

Worker Protection	●	◐	●	●	●	●	◐	Accommodating standing workers	Accommodate all standing workers in all section by providing either foot rest, fatigue mats or allowing them to sit down at regular intervals	36
								Chairs with backrests	Provide all sitting workers with adequate chairs equipped with back rest	
								Training of workers to use machines and equipment safely	Reinforce training and monitoring of workers to use safety devices such as machine guards where applicable	
								Installing guards on all dangerous moving parts of machines and equipment	Ensure all machines and equipments requiring a protective device are equipped with the appropriate guards	
										All workers have been provided with personal protective clothing and equipment where such protection is required.
										The factory has undertaken actions to restore and ensure maintenance of all electrical wires, switches, and/or plugs.
Leave	○	○	●	●	●	○	●	Time off for breastfeeding breaks	The management must implement the existing breastfeeding break policy and ensure all eligible workers are aware of these benefits	
Overtime	●	◐	◐	●	○	○	●	Limits on overtime hours worked	The factory must ensure that no worker exceed the limit on overtime hours per trimester as required by Haitian labour law	
								Authorization from the Department of Labour for overtime	The factory must request an authorization from Department of Labour before requiring workers to do overtime hours as requested by Haitian labour law	
								Authorization from the Department of Labour for work on Sundays	The factory must request an authorization from Department of Labour before requiring workers to work on weekly rest day as requested by Haitian labour law	
Regular Hours	●	◐	●	●	○	○	○			

One World Apparel S.A.

Location Port-au-Prince
No. of workers 1500
Registration date 27 October 2009

Advisory Services and Training

12-13 April 2013 Inspection and Training on Fire Safety and First Aid
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8 - 9 May 2013 Applied training on International Core Labour Standards
31 May 2013 Advisory meeting on industrial relations
27 June 2013 Participation in Social Dialogue Roundtable meeting
23 July 2013 Advisory meeting on industrial relations

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐				
Freedom of Association and	Collective Bargaining	☐	☐	☐	☐	☐	☐				

	Collective Bargaining	Interference and Discrimination	☐	☐	☒	☐	☐	☐			
		Strikes	☐	☐	☐	☐	☐	☐			
		Union Operations	☐	☐	☒	☐	☐	☐			
	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐			
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐			
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	18
		Overtime Wages	☐	☐	☐	☐	☐	☐			
		Paid Leave	☒	☐	☐	☐	☒	☒	Payment for weekly rest days		6
		Premium Pay	☐	☐	☐	☐	☐	☐			
		Social Security and Other Benefits	☒	☐	☒	☐	☒	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contributions for social insurance funds to ONA on time.	30
									Employer contribution to ONA	Pay employer contribution to ONA on time.	
									Collecting workers' contributions to ONA for social insurance funds	Collect the correct workers' contributions to ONA for social insurance funds.	
		Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐			
	Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐			
		Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐			
		Employment Contracts	☐	☒	☒	☒	☐	☐			
		Termination	☐	☐	☒	☐	☐	☐			
	Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☒	☐	☐	☐			

Emergency Preparedness	●	◐	●	◐	○	◐	Firefighting equipment	Maintain all fire fighting equipment.		
							Marking or posting of emergency exits and/or escape routes in the workplace	Mark emergency exits and/or escape routes in the workplace.	The emergency exits and/or escape routes in the inspection area have been marked. This will be verified during the next assessment.	
							Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that all emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	Inspection and hand washing sections have been reorganized so that exit routes are accessible and unobstructed. This will be verified during the next assessment.	
Health Services and First Aid	●	●	●	◐	◐	◐	Health checks for workers who are exposed to work-related hazards	Provide health checks for workers who are exposed to work-related hazards.	The factory signed a contract with CPFO in order to provide medical checks for workers. This will be verified during the next assessment.	30
							Onsite medical facilities and staff	Provide required onsite medical facilities and staff.		
							Pre-assignment and/or annual medical checks for workers	Pre-assignment and/or annual medical checks for workers.	The factory signed a contract with CPFO in order to provide medical checks for workers. This will be verified during the next assessment.	
OSH Management Systems	●	◐	○	○	○	○				
Welfare Facilities	●	◐	●	●	◐	●	Toilets	Provide the number of toilets required by the Haitian Labour code.		30
Worker Accommodation	○	○	○	○	○	○				
Working Environment	●	○	○	●	○	●	Workplace temperature	Decrease temperature in the workplace.		
							Workplace noise levels	Decrease the noise levels in the workplace.		
							Workplace lighting	Adequately light the workplace.		
Worker Protection	●	◐	●	●	◐	●	Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.		30
							Accommodating standing workers	Properly accommodate standing workers.		
							Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.		
Leave	○	○	○	○	○	○				
Overtime	●	●	○	●	○	●	Limits on overtime hours worked	Reduce overtime hours worked according to the legal limits.		
Regular Hours	●	◐	●	○	○	○				

Pacific Sports S.A.

Location Port-au-Prince
No. of workers 1507
Registration date 11 November 2009

Advisory Services and Training

- 28 February 2013 Management intro meeting
- 11 April 2013 Inspection and Training on Fire Safety and First Aid
- 26 April 2013 OSH training organized by IDB
- 27 April 2013 Participation in Better Work Haiti’s annual fair on Occupational Safety and Health (OSH)
- 8-9 May 2013 Applied Training on International Core Labor Standards
- 13 May 2013 Advisory visit on recommendation for water treatment
- 14 May 2013 Advisory service about payment of holidays
- 20 June 2013 PICC meeting

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Mont hs
		1*	2 *	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☒	☐	☐	☐	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				

		Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
		Prison Labour	☐	☐	☐	☐	☐	☐	☐				
	Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				
		Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐				
		Strikes	☐	☐	☐	☒	☐	☐	☐				
		Union Operations	☒	☐	☐	☐	☐	☐	☐				
	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☐				
		Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐				
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	24	
		Overtime Wages	☒	☐	☐	☐	☐	☐	☐				
		Paid Leave	☒		☐	☐	☐	☐	☐				
		Premium Pay	☐	☐	☐	☐	☐	☐	☐				
		Social Security and Other Benefits	☐	☒	☐	☒	☐	☐	☐				
		Wage Information, Use and Deduction	☐	☐	☒	☐	☐	☐	☐				
	Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐				
		Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☒	☐		Termination files now comply with legal requirements.		
		Employment Contracts	☐	☒	☒	☐	☐	☐	☐				
		Termination	☒	☐	☐	☒	☐	☒	☐		The factory put a system in place to comply with legal requirements before reducing the size of the workforce due to changes in operations.		

Occupational Safety and Health	Chemicals and Hazardous Substances	●	◐	◐	●	○	●	●	Labelling of chemicals and hazardous substances	Label all chemicals and hazardous substances.	6
									Storage of chemicals and hazardous substances	Properly store all chemical and hazardous substances.	
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances in the workplace.	
									Washing facilities or cleansing materials in the event of chemical exposure.	Prodive washing facilities or cleansing materials in the event of chemical exposure.	
	Emergency Preparedness	○	●	◐	●	●	○	○			
	Health Services and First Aid	●	●	●	◐	●	●	◐	Onsite medical facilities and staff	Provide the required number of onsite medical facilities and staff.	36
									First-aid training for workers	Train workers on first aid.	
									Pre-assignment and/or annual medical checks for workers	Provide pre-assignment and/or annual medical checks to workers.	
	OSH Management Systems	○	●	◐	○	○	○	○			
	Welfare Facilities	●	●	◐	◐	●	◐	●	Providing drinking water	Provide safe free drinking water to workers.	36
									Workplace cleanliness	Keep the workplace clean.	
									Toilets	Provide the required number of toilets according to the Labor Law.	
	Worker Accommodation	○	○	○	○	○	○	○			
	Working Environment	○	○	●	●	●	◐	◐	Workplace temperature	Lower the temperature in the workplace.	24
										The light levels in the workplace have been increased.	
	Worker Protection	●	◐	○	●	●	●	◐	Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.	18
										All standing workers are properly accommodated.	
										Guards have been installed on dangerous moving parts of machines and equipment.	

Working Time	Leave	☐	☐	☒	☒	☐	☐	☐
	Overtime	☒	☒	☐	☐	☐	☐	☐
	Regular Hours	☒	☐	☐	☒	☐	☐	☐

Palm Apparel S.A.

Location Port-au-Prince
No. of workers 1547
Registration date 17 November 2009

Advisory Services and Training

4 March 2013 Management Intro meeting with Plant Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan.
5 March 2013 OSH awareness training for sixteen workers including the OSH committee representatives
9 March 2013 Advisory visit – Follow up on improvement plan
27 April 2013 Participation in Better Work Haiti’s annual fair on Occupational Safety and Health (OSH)
2 + 4 May 2013 Inspection and Training on Fire Safety and First Aid
28 August 2013 Management Intro meeting with Plant Manager and Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan.

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☒	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐	☐				
Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				
	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐				
	Strikes	☐	☐	☐	☐	☐	☐	☐				

Compensation	Union Operations	☐	☐	☐	☐	☐	☐	☐				
	Method of Payment	☐	☐	☐	☐	☐	☐	☐				
	Minimum Wages /200 Gourdes	☐	☐	☐	☐	☐	☐	☐				
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☐	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	24	
	Overtime Wages	☐	☐	☐	☐	☐	☐	☐				
	Paid Leave	☐	☐	☐	☐	☐	☐	☐				
	Premium Pay	☐	☐	☐	☐	☐	☐	☐				
	Social Security and Other Benefits	☒	☐	☐	☒	☐	☒	☐		The factory forwarded workers' contribution for social insurance funds to ONA on time.		
										The factory forwarded employer contribution for social insurance funds to ONA on time.		
	Wage Information, Use and Deduction	☒	☐	☐	☐	☐	☐	☐				
Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐				
	Dialogue, Discipline and Disputes	☐	☐	☐	☒	☒	☐	☐				
	Employment Contracts	☒	☒	☐	☒	☐	☐	☐				
	Termination	☐	☒	☐	☐	☐	☐	☐				
Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☐	☒	☐	☐	☐	Labelling of chemicals and hazardous substances	Label all chemicals and hazardous substances used in the workplace.	36	Chemicals and hazardous substances are stored properly.
												Chemical safety data sheets for all chemicals and hazardous substances are posted in the workplace.

	Emergency Preparedness	●●●●●○●	Firefighting equipment	Provide adequate firefighting equipment.	
			Marking or posting of emergency exits and/or escape routes in the workplace	Mark or post emergency exits and/or escape routes in the workplace.	
			Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that all emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	
	Health Services and First Aid	●●●●●●●	Onsite medical facilities and staff	Provide medical facilities and staff as required by the Labour Law.	36
			Pre-assignment and/or annual medical checks for workers	Provide pre-assignment and annual medical check for all workers.	The factory provided first-aid training to 10% of the workforce.
	OSH Management Systems	●●●●●○●			
	Welfare Facilities	●●●●●●●	Toilets	Provide the number of toilets required by the Haitian Labour code.	36
			Eating area	Provide an appropriate eating area that can accommodate all workers.	The factory provides soap to workers. The workplace is clean and tidy.
	Worker Accommodation	○●●●●○●			
	Working Environment	●●●●●○●	Workplace temperature	Lower the temperature in the workplace	
			Workplace ventilation	Provide adequate ventilation in the workplace.	
			Workplace lighting	Adequately light the workplace.	
	Worker Protection	●●●●●●●	Accommodating standing workers	Provide fatigue mats or foot rests to standing workers.	36
			Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.	
Working Time	Leave	○●●●●○●			
	Overtime	●●●●●○●			
	Regular Hours	●●●●●●○			The factory put a system in place to record the hours actually worked.

Premium Apparel S.A.

Location Port-au-Prince
No. of workers 1113
Registration date 28 October 2009

Advisory Services and Training

28 February 2013 Follow-up on improvements of previous assessment with Plant Manager and Compliance Manager
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8-9 May 2013 Applied training on International Core Labour Standards
21 May 2013 Participation in Social Dialogue Roundtable meeting
21 August 2013 Management Intro Meeting on latest assessment (7th cycle)

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	○	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○	○				
Discrimination	Gender	●	○	○	○	○	○	◐	Sexual harassment	Factory needs to apply its zero tolerance policy to prevent sexual harassment and to solve current harassment issue.	During the assessment one complaint of sexual harassment was found in the suggestion box about an Instructor. The factory investigated the sexual harassment case and the allegation was found to be true. The factory has decided to fire the Instructor in terms of the application of the factory's zero tolerance policy.	
	Other Grounds	○	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○	○				
	Religion and Political Opinion	●	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○	○				
	Coercion	○	○	○	○	○	○	○				

Freedom of Association and Collective Bargaining	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐			
	Prison Labour	☐	☐	☐	☐	☐	☐	☐			
	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐			
	Interference and Discrimination	☐	☐	☐	☐	☐	☐	☐			
	Strikes	☐	☐	☐	☐	☐	☐	☐			
	Union Operations	☐	☐	☐	☐	☐	☐	☐			
Compensation	Method of Payment	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	36
	Overtime Wages	☒	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☐	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☒	☐	☒	☒	☐	☐	Forwarding of workers' contribution for social insurance funds to ONA	Forward workers' contributions to social insurance funds to ONA on time.	During the latest advisory visit in August 2013,the factory presented information on updated workers' contributions to ONA. This information will be verified during the next assessment.
									Employer contribution to ONA	Collect and forward employer contribution to ONA on time.	During the latest advisory visit in August 2013, the factory presented information on updated employer contributions to ONA. This information will be verified during the next assessment.
Contracts and Human Resources	Wage Information, Use and Deduction	☐	☒	☐	☐	☐	☐	☐			
	Contracting Procedures	☐	☐	☐	☐	☐	☐	☐			



Occupational Safety and Health	Dialogue, Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐	☐			
	Employment Contracts	☐	☒	☒	☒	☐	☐	☐			
	Termination	☒	☐	☒	☐	☐	☐	☐			
	Chemicals and Hazardous Substances	☒	☐	☒	☐	☐	☐	☐	Labelling of chemical and hazardous substances	Ensure that all chemicals and hazardous substances are labelled.	During the latest advisory visit in August 2013, all chemicals and hazardous substances were correctly labelled. This information will be verified during the next assessment.
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances in the workplace.	During the latest advisory visit in August 2013, the factory provided the missing MSDS for the "Blow Out" on 9 of the inspection tables in the workplace. This information will be verified during the next assessment.
	Emergency Preparedness	☒	☐	☒	☐	☐	☐	☐	Fire detection and alarm system	Ensure that the already installed alarm system is operational.	During the latest advisory visit in August 2013, the system was operational. This information will be verified during the next assessment.
									Firefighting equipment	Ensure that all firefighting equipment is unobstructed.	During the latest advisory visit in August 2013, the three fire extinguishers obstructed during the assessment, were now accessible. This information will be verified during the next assessment.
	Health Services and First Aid	☒	☒	☐	☒	☒	☐	☒	Health checks for workers who are exposed to work-related hazards	Provide free health checks to workers who have been exposed to work related hazards.	
									Onsite medical facilities and staff	Provide all required medical facilities and staff.	
									Pre-assignment and/or annual medical checks for workers	Ensure that pre-assignment and/ or annual medical checks are provided to workers.	
	OSH Management Systems	☐	☒	☐	☐	☐	☐	☐			

Welfare Facilities		●	◐	◐	◐	◐	◐	◐	Factory is providing soap in the women’s washing facilities.		36
									Factory installed new drinking water fountains in the workplace.		
Workplace cleanliness									Ensure cleanliness of the mezzanine floor which is used as a warehouse.		
									During the latest advisory visit in August 2013, the warehouse was moved to a different place and the mezzanine floor is no longer in use.		
Toilets									Provide the number of toilets required by the Haitian Labour code.		
Worker Accommodation		○	○	○	○	○	◐	○			
Working Environment		●	●	●	◐	◐	●	◐	Factory installed additional lighting equipment in the sewing section.		36
									Ensure that the temperature at the packing station is at maximum 30 degree Celsius.		
Worker Protection		●	◐	◐	◐	◐	●	●	Train workers on the use of personal protective equipment provided.		36
									Install guards on all dangerous moving parts of machines and equipments.		
Working Time	Leave	○	○	●	●	●	●	●	Provide breastfeeding breaks to all nursing women.		
	Overtime	●	●	◐	●	●	○	◐	Comply with legal limits on overtime hours worked.		
	Regular Hours	●	●	●	●	●	○	○	During the latest advisory visit in August 2013, the factory had reduced overtime hours worked. This will be verified during the next assessment.		

S & H Global S.A.

Location Port-au-Prince
No. of workers 1197
Registration date 19 June 2012

Advisory Services and Training

15 May 2013 Meeting with the compliance team and factory tour to verify progress noted in the action plan
16 May 2013 Meeting with top management on minimum wages and brief training on OSH matters
28 August 2013 Meeting with top management on the second assessment report

Compliance cluster	Compliance point	Assessment		Details of non-compliance	Improvement priorities	Remediation Efforts	# Months
		1*	2*				
Child Labour	Child Labourers	☐	☐				
	Documentation and Protection of Young Workers	☐	☐				
	Hazardous Work	☐	☐				
	Unconditional Worst Forms	☐	☐				
Discrimination	Gender	☐	☐				
	Other Grounds	☐	☐				
	Race and Origin	☐	☐				
	Religion and Political Opinion	☐	☐				
Forced Labour	Bonded Labour	☐	☐				
	Coercion	☐	☐				
	Forced Labour and Overtime	☐	☐				
	Prison Labour	☐	☐				

Freedom of Association and Collective Bargaining	Collective Bargaining	☐	☒			
	Interference and Discrimination	☐	☐			
	Strikes	☐	☐			
	Union Operations	☐	☐			
Compensation	Method of Payment	☐	☐			
	Minimum Wages, 200 Gourdes	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	6
	Overtime Wages	☐	☐			
	Paid Leave	☐	☐			
	Premium Pay	☐	☐			
	Social Security and Other Benefits	☒	☐		The factory is now forwarding workers' contributions for social insurance funds to ONA on time.	
	Wage Information, Use and Deduction	☐	☐		The factory is now forwarding the employer contribution to ONA on time.	
Contracts and Human Resources	Contracting Procedures	☐	☐			
	Dialogue, Discipline and Disputes	☒	☐		The factory trained staff on communication in the workplace to avoid bullying, harassment or humiliating treatment of workers.	
	Employment Contracts	☐	☐			
	Termination	☒	☐		The factory issued a new form to specify the reasons for termination.	
					Management put a system in place to allow workers to defend themselves before termination.	

8	Occupational Safety and Health	Chemicals and Hazardous Substances	●	○		Chemical safety data sheets are being provided for all chemical and hazardous substances used in the workplace.	
						The factory set up an eye wash station in the mechanical room.	
		Emergency Preparedness	○	○			
		Health Services and First Aid	●	◐	First aid boxes/supplies in the workplace	Ensure that there is a sufficient number of readily accessible first aid boxes in the workplace.	6
					First aid training for workers	Train 10% of the workforce on first aid.	
						The factory now provides the number of medical facilities and staff as required by the Labour Law.	
		OSH Management Systems	●	○		The factory now records work-related accidents and submits them to OFATMA.	
		Welfare Facilities	○	●	Toilets	Provide the number of toilets required by the Haitian Labour Code.	
		Worker Accommodation	○	○			
		Working Environment	○	○			
	Working Time	Worker Protection	○	○			
		Leave	○	○			
		Overtime	●	○		The factory obtains authorization from the Department of Labour to work overtime.	
		Regular Hours	○	○			

Sewing International S.A.

Location Port-au-Prince
No. of workers 1783
Registration date 25 September 2009

Advisory Services and Training:

20 March 2013 Management Intro Meeting with HR Manager and Compliance Officer
16 April2013 Follow-up visit on improvement plan with HR Manager and Compliance Officer
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8-9 May 2013 Applied training on International Core Labour Standards
24 May 2013 Inspection and Training on Fire Safety and First Aid
31 July 2013 Management Intro Meeting with HR Manager and Compliance Officer
20 August 2013 Follow-up visit on Improvements Plan with HR Manager and Compliance Officer

Compliance cluster	Compliance point	Assessment							Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*	7*				
Child Labour	Child Labourers	☐	☐	☐	☐	☐	☐	☐				
	Documentation and Protection of Young Workers	☐	☐	☐	☐	☐	☐	☐				
	Hazardous Work	☐	☐	☐	☐	☐	☐	☐				
	Unconditional Worst Forms	☐	☐	☐	☐	☐	☐	☐				
Discrimination	Gender	☐	☐	☐	☐	☐	☐	☐				
	Other Grounds	☐	☐	☐	☐	☐	☐	☐				
	Race and Origin	☐	☐	☐	☐	☐	☐	☐				
	Religion and Political Opinion	☐	☐	☐	☐	☐	☐	☐				
Forced Labour	Bonded Labour	☐	☐	☐	☐	☐	☐	☐				
	Coercion	☐	☐	☐	☐	☐	☐	☐				
	Forced Labour and Overtime	☐	☐	☐	☐	☐	☐	☐				
	Prison Labour	☐	☐	☐	☐	☐	☐	☐				
Freedom of Association and	Collective Bargaining	☐	☐	☐	☐	☐	☐	☐				

Collective Bargaining	Interference and Discrimination	●	○	○	○	○	○	○				
	Strikes	○	○	●	●	●	●	○			During the latest advisory visit in August 2013, factory presented information on the compensation for 140 workers that were terminated unjustly for a strike in 2011.	
	Union Operations	○	○	○	○	○	○	○				
Compensation	Method of Payment	○	○	○	○	○	○	○				
	Minimum Wages, 200 Gourdes	○	○	○	○	○	○	○				
	Minimum Wages: Piece Rate, 300 Gourdes	●	○	●	●	●	●	●	Piece rate level.	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.		24
	Overtime Wages	○	○	○	○	○	○	○				
	Paid Leave	●	◐	○	○	○	○	○				
	Premium Pay	○	○	○	○	○	○	○				
	Social Security and Other Benefits	●	◐	○	●	○	●	◐	Forwarding of workers' contributions for social insurance funds to ONA.	Forward workers' contributions to ONA on time.	During the latest advisory visit in August 2013, the factory presented information on updated workers' contributions to ONA. This information will be verified during the next assessment.	6
									Employer contribution to ONA.	Collect and forward employer contribution to ONA on time.	During the latest advisory visit in August 2013, the factory presented information on updated employer contributions to ONA. This information will be verified during the next assessment.	
Contracts and Human Resources	Wage Information, Use and Deduction	●	●	○	●	○	○	◐	Payroll records	Keep only one accurate payroll record.	During the latest advisory visit in August 2013, management presented information on the accuracy of the payroll with regards to the production that should appear in the payroll. No more zero production was indicated for workers. This will be verified during the next assessment.	
	Contracting Procedures	○	○	○	○	○	○	○				
	Dialogue, Discipline and Disputes	○	○	○	○	○	●	○			The factory provided training to supervisors on communication skills in order to prevent workers from being bullied, harassed, or subjected to humiliating treatment.	
	Employment Contracts	●	◐	◐	●	●	○	○				



	Termination											
Occupational Safety and Health	Chemicals and Hazardous Substances								Labeling of chemicals and hazardous substances	Ensure that all chemicals and hazardous substances are labelled.	During the latest advisory visit in August 2013, unlabelled containers as gallons and cleaning guns with the solvent K7M, near the spot cleaning areas were labeled. This information will be verified during the next assessment.	36
									Storage of chemicals and hazardous substances	Properly store all chemical and hazardous substances used in the workplace.		
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Provide MSDS for all chemicals and hazardous substances in the workplace.	During the latest advisory visit in August 2013, MSDS has been provided for the stain remover "Blowout" and the solvent K7M in the spot cleaning areas.	
									Washing facilities or cleansing materials in the event of chemical exposure	Provide washing facilities or cleansing materials in the event of chemical exposure.	During the latest advisory visit in August 2013, adequate washing facilities were provided. This information will be verified during the next assessment.	
	Emergency Preparedness								Firefighting equipment	Install additional firefighting equipment.	During the latest advisory visit in August 2013, additional fire fighting equipment has been provided. This information will be verified during the next assessment.	36
									Training workers to use the firefighting equipment	Train workers to use the firefighting equipment.	During the latest advisory visit in August 2013, at least 10% of the workforce was trained to use the fire fighting equipment. This information will be verified during the next assessment.	
									Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	During the latest advisory visit in August 2013, the inappropriate emergency exit on floor 8 has been removed. The factory closed the inappropriate emergency exit door on floor #4 and removed the emergency door sign. Periodic emergency drills are now being conducted.	

Health Services and First Aid	●	●	●	●	●	●	◐	Health checks for workers who are exposed to work-related hazards. Safety and health risks to pregnant or nursing workers. Onsite medical facilities and staff First aid boxes/supplies in the workplace First-aid training for workers Pre-assignment and/or annual medical checks for workers	Provide free health checks to workers who have been exposed to work related hazards. Address safety and health risks to pregnant or nursing workers. Provide all required medical facilities and staff. Provide a sufficient number of readily accessible first aid boxes/supplies in the workplace. Provide first-aid training for workers. Ensure that pre-assignment and/ or annual medical checks are provided to workers.	During the latest advisory visit in August 2013, pregnant or nursing women who are standing all day were provided with chairs that will allow them to sit down at regular intervals. This information will be verified during the next assessment. During the latest advisory visit in August 2013, at least 10% of the workforce was trained in first-aid. This information will be verified during the next assessment.	36
OSH Management Systems	●	◐	○	●	○	○	○				
Welfare Facilities	●	●	●	◐	●	◐	●	Toilets	Provide the required number of toilets required by the Labour Law.		36
Worker Accommodation	○	○	○	○	○	○	○				
Working Environment	○	○	○	●	○	○	◐	Workplace temperature Workplace noise levels	Ensure acceptable workplace temperature levels. Ensure acceptable workplace noise levels.	During the latest advisory visit in August 2013, the factory has provided additional fans to better ventilate the workplace. This information will be verified during the next assessment. During the latest advisory visit in August 2013, noise levels have been reduced and are now acceptable. This information will be verified during the next assessment.	

	Worker Protection	●	◐	◐	●	◐	◐	◐	Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.	During the latest advisory visit in August 2013, personal protective equipment was provided to workers. This information will be verified during next assessment.	36
									Accommodating standing workers	Accommodate standing workers.		
									Installing guards on all dangerous moving parts of machines and equipment	Install guards on all dangerous moving parts of machines and equipment.		
Working Time	Leave	○	○	●	●	●	○	○				
	Overtime	●	●	●	●	●	●	○			Overtime hours worked are now within legal limits.	
											The factory obtains MAST authorisation to work overtime.	
											The factory obtains MAST authorisation to work on Sundays.	
	Regular Hours	●	●	●	●	●	○	●	Working time records	Keep working time records that reflect the hours actually worked.		

The Willbes Haitian II S.A.

Location Port-au-Prince
No. of workers 913
Registration date 27 August 2010

Advisory Services and Training

21 March 2013	Participation in Social Dialogue Roundtable meeting
5 April 2013	Management introduction meeting with Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan. Factory tour.
26 April 2013	Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013	Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8-9 May 2013	Applied training on International Core Labour Standards
21 may 2013	Participation in Social Dialogue Roundtable meeting
27 June 2013	Participation in Social Dialogue Roundtable meeting
25 July 2013	Participation in Social Dialogue Roundtable meeting
8 August 2013	Management introduction meeting with Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan. Factory tour.

Compliance cluster	Compliance point	Assessments						Details of non-compliance	Improvement Priorities	Remediation Efforts	# Months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○				
Discrimination	Gender	○	○	○	○	○	○				
	Other Grounds	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○				
	Religion and Political Opinion	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○				
	Coercion	●	○	○	○	○	○				
	Forced Labour and Overtime	○	○	○	○	○	○				

Freedom of Association and Collective Bargaining	Prison Labour	☐	☐	☐	☐	☐	☐			
	Collective Bargaining	☐	☐	☐	☐	☐	☐			
	Interference and Discrimination	☐	☐	☐	☐	☐	☐			
	Strikes	☐	☐	☐	☐	☐	☐			
	Union Operations	☐	☐	☐	☐	☐	☐			
Compensation	Method of Payment	☐	☐	☐	☐	☐	☐			
	Minimum Wages /200 Gourdes	☐	☐	☐	☐	☐	☐			
	Minimum Wages: Piece Rate, 300 Gourdes	☐	☒	☐	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	12
	Overtime Wages	☐	☐	☐	☐	☐	☐			
	Paid Leave	☒	☐	☐	☐	☐	☐			
	Premium Pay	☐	☐	☐	☐	☐	☐			
	Social Security and Other Benefits	☒	☐	☒	☐	☐	☐			
	Wage Information, Use and Deduction	☐	☐	☐	☐	☐	☐			
Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐			
	Dialogue, Discipline and Disputes	☐	☐	☐	☒	☐	☐			
	Employment Contracts	☒	☒	☒	☐	☐	☐			
	Termination	☒	☒	☐	☐	☐	☐			
Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☒	☐	☒	☐		All chemicals and hazardous substances have been properly labelled in the spot cleaning area. Appropriate fire protection system has been installed in the chemicals storage area. Chemicals safety data sheets have been posted in the chemical storage area.	

	Emergency Preparedness	●	◐	●	◐	◐	◐	Number of emergency exits	Ensure that all the emergency exits lead to a safe place.	The factory opened two other emergency exits and closed the ones that were inappropriate. This information will be verified during the next assessment. All fire fighting equipment is now properly maintained.	30
	Health Services and First Aid	●	●	◐	◐	◐	◐	Onsite medical facilities and staff	Provide the required medical facilities and staff as per Haitian Labour Law.	The factory built a new medical facility. All first aid boxes/ supplies are now readily accessible. The factory provided free pre-assignment and annual medical checks for workers.	30
	OSH Management Systems	●	◐	●	○	○	○				
	Welfare Facilities	●	●	●	●	●	●	Toilets	Provide the number of toilets required by the Haitian Labour code.		30
								Eating area	Provide an appropriate eating area.		
	Worker Accommodation	○	○	○	○	○	○				
	Working Environment	○	○	●	●	○	●	Workplace temperature	Decrease temperature in the workplace.		
	Worker Protection	●	◐	●	◐	◐	◐	Training of workers to use machines and equipment safely	Train of workers to use machines and equipment safely.	The factory trained workers to use the personal protective equipment provided. The factory provided chairs with backrest to all workers. The factory installed guards on all dangerous moving parts of machines and equipment.	30
	Working Time	Leave	○	○	●	○	●	●	Time off for breastfeeding breaks	Provide time off for breastfeeding breaks to all eligible workers.	6
		Overtime	●	○	○	○	○	◐			
		Regular Hours	●	◐	●	○	○	◐			

The Willbes Haitian III S.A.

Location Port-au-Prince
No. of workers 536
Registration date 27 August 2010

Advisory Services and Training

21 March 2013 Participation in Social Dialogue Roundtable meeting
5 April 2013 Management introduction meeting with Compliance Manager after the factory report has been submitted in order to discuss assessment findings and elaborate the Improvement Plan.
26 April 2013 Training on Health, Safety and Environment (HSE) with focus on fire safety
27 April 2013 Participation in BWH's annual fair on Occupational Safety and Health (OSH)
8-9 May 2013 Applied training on International Core Labour Standards
21 may 2013 Participation in Social Dialogue Roundtable meeting
27 June 2013 Participation in Social Dialogue Roundtable meeting
25 July 2013 Participation in Social Dialogue Roundtable meeting

Compliance cluster	Compliance point	Assessment						Details of non-compliance	Improvement Priorities	Remediation Efforts	# of months
		1*	2*	3*	4*	5*	6*				
Child Labour	Child Labourers	○	○	○	○	○	○				
	Documentation and Protection of Young Workers	○	○	○	○	○	○				
	Hazardous Work	○	○	○	○	○	○				
	Unconditional Worst Forms	○	○	○	○	○	○				
Discrimination	Gender	○	○	●	○	○	○				
	Other Grounds	○	○	○	○	○	○				
	Race and Origin	○	○	○	○	○	○				
	Religion and Political Opinion	○	○	○	○	○	○				
Forced Labour	Bonded Labour	○	○	○	○	○	○				
	Coercion	○	○	○	○	○	○				
	Forced Labour and Overtime	○	○	●	○	○	○				
	Prison Labour	○	○	○	○	○	○				
Freedom of Association and	Collective Bargaining	○	○	○	○	○	○				

	Collective Bargaining	Interference and Discrimination	☐	☐	☐	☐	☐	☐			
		Strikes	☐	☐	☐	☐	☐	☐			
		Union Operations	☐	☐	☐	☐	☐	☐			
	Compensation	Method of Payment	☐	☐	☐	☐	☐	☐			
		Minimum Wages /200 Gourdes	☐	☐	☐	☐	☐	☐			
		Minimum Wages: Piece Rate, 300 Gourdes	☒	☒	☒	☒	☒	☒	Piece rate level	Set the piece rate such as piece rate workers can earn 300 Gourdes within 8 hours of work.	30
		Overtime Wages	☐	☐	☐	☐	☐	☐			
		Paid Leave	☐	☐	☐	☐	☐	☐			
		Premium Pay	☐	☐	☐	☐	☐	☐			
		Social Security and Other Benefits	☒	☐	☒	☐	☐	☒	Forwarding of workers' contributions for social insurance funds to ONA	Forward workers' contributions for social insurance funds to ONA on time.	
									Employer contribution to ONA	Pay employer contribution to ONA on time.	
		Wage Information, Use and Deduction	☐	☐	☐	☐	☐	☐			
	Contracts and Human Resources	Contracting Procedures	☐	☐	☐	☐	☐	☐			
		Dialogue, Discipline and Disputes	☐	☐	☐	☐	☐	☐			
		Employment Contracts	☒	☐	☒	☐	☐	☐			
		Termination	☒	☐	☒	☐	☐	☐			
	Occupational Safety and Health	Chemicals and Hazardous Substances	☒	☐	☒	☐	☐	☐	Labelling of chemicals and hazardous substances	Label of chemicals and hazardous substances used in the workplace.	30
									Chemical safety data sheets for all chemicals and hazardous substances in the workplace	Post chemical safety data sheets for all chemicals and hazardous substances used in the workplace.	
										The factory installed washing facilities or cleansing material in the event of chemical exposure.	

Emergency Preparedness	●	◐	●	◐	○	◐	Marking or posting of emergency exits and/or escape routes in the workplace	Update the evacuation plans.	
							Accessible, unobstructed, and/or unlocked emergency exits during working hours, including overtime	Ensure that all emergency exits are accessible, unobstructed, and/or unlocked during working hours, including overtime.	The factory opened a new exit door that will be used as an emergency exit. However, this new exit is not operational yet as the factory still needs to do some work outside so it can lead to a safe area. This will be verified during the next assessment.
Health Services and First Aid	●	◐	●	◐	◐	◐	Health checks for workers who are exposed to work-related hazards	Provide health checks for workers who are exposed to work-related hazards.	30
							Onsite medical facilities and staff	Provide required onsite medical facilities and staff.	The factory installed a new medical facility. This will be verified during the next assessment again.
							Pre-assignment and/or annual medical checks for workers	Pre-assignment and/or annual medical checks for workers.	
OSH Management Systems	●	○	●	○	○	○			
Welfare Facilities	●	●	◐	◐	●	●	Toilets	Provide the number of toilets required by the Haitian Labour code.	30
							Eating area	Provide an appropriate eating area.	
Worker Accommodation	○	○	○	○	○	○			
Working Environment	○	○	○	●	●	●	Workplace lighting	Adequately light the workplace.	12
Worker Protection	●	◐	●	◐	◐	◐	Providing workers with personal protective clothing and equipment	Provide workers with personal protective clothing and equipment.	30
							Training and encouragement of workers to use the personal protective equipment provided	Train and encourage workers to use the personal protective equipment provided.	The factory trained 6 supervisors in the use of PPE in order to replicate this training with workers.
							Training of workers to use machines and equipment safely	Train of workers to use machines and equipment safely.	The factory trained 6 supervisors in the safe use of machines and equipment in order to replicate this training with workers.
									Fatigue mats or footrest have been provided to all standing workers. All missing guards on all dangerous moving parts of machines and equipment have been installed.
Working Time									
Leave	○	○	●	●	○	●	Time off for breastfeeding breaks	Provide time off for breastfeeding breaks to all eligible workers.	



Overtime	☒	☐	☒	☒	☐	☒	Voluntary overtime	Ensure that overtime is voluntary.
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. [...]