



# BetterWork

## Introduction to Better Work

March 2023



International  
Labour  
Organization



International  
Finance  
Corporation  
WORLD BANK GROUP



# Who We Are

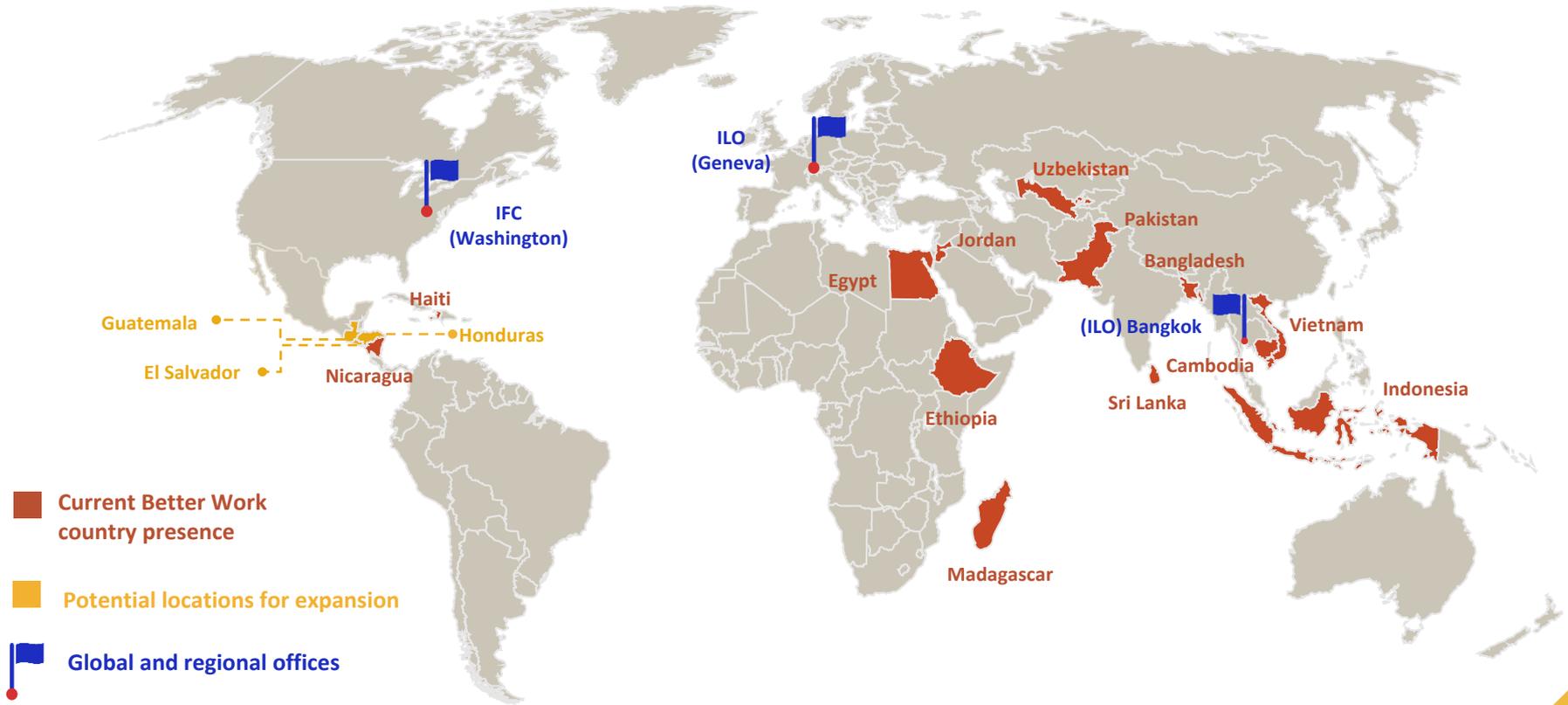
---

As a partnership between the UN's International Labour Organization and the International Finance Corporation, a member of the World Bank Group, Better Work brings diverse groups together – **governments, global brands, factory owners, and unions and workers** – to improve working conditions, drive competitiveness and create a more equitable and prosperous garment industry.





# Country Presence and Potential Locations



# Better Work Governance and Stakeholder Engagement

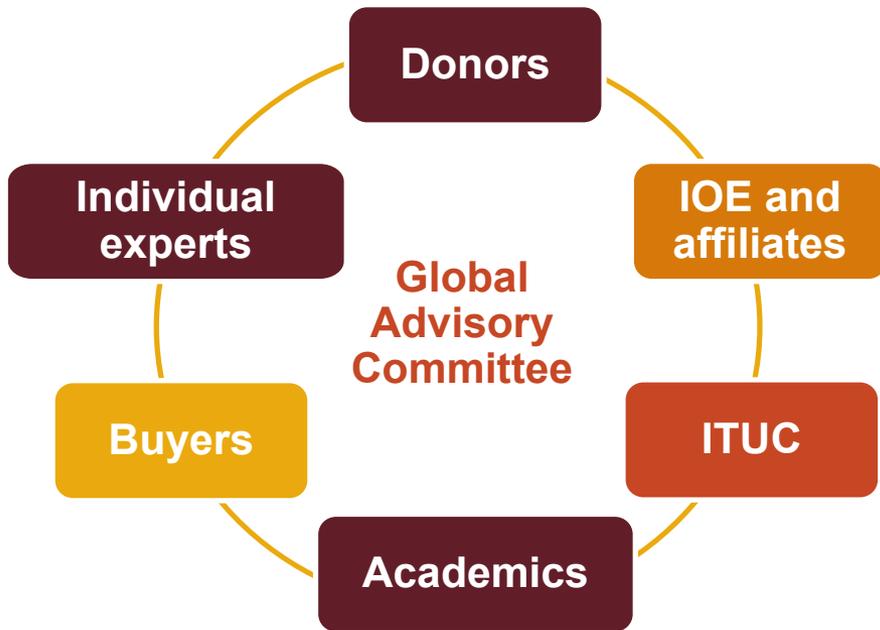


International  
Labour  
Organization

Management Group



International  
Finance Corporation  
WORLD BANK GROUP



- + National Industry associations
- + International Buyers
- + Factories



## We currently engage...

---



**150+ BRANDS  
ACROSS  
12 COUNTRIES**



**REACHING  
1,900+  
FACTORIES**



**3,000,000  
WORKERS  
(80% WOMEN AND  
THEIR FAMILIES)**



## At the international level we...

---



**Lead pioneering  
research**



**Facilitate debate  
with industry leaders**



**Influence  
policy change**



**Act as a  
global expert**



## At country level we...

---



Work in factories to drive change by bringing **workers and management** together



Work with **national constituents** to build capacity, influence labour law + strengthen industrial relations



Improve **competitiveness** and strengthen the private sector, with benefits for factories performing well



# Factory-level Engagement



Focus:

- ◆ Social dialogue
- ◆ Workers voice and representation
- ◆ Skills development
- ◆ Women empowerment

# Better Work Strategy 2022-2027



# Better Work Initiatives on Purchasing Practices

---

**Training: E-learning course  
and facilitated training**

**Research**

**Factory-level data collection  
tool  
(collaboration with BBI)**

**Partners' purchasing  
practices review**



# Interventions on Gender



## DISCRIMINATION

- ◆ Sexual harassment prevention trainings and industry seminars
- ◆ Advisory sessions to address discrimination in recruitment, pay, etc.
- ◆ Gender-related questions in Compliance Assessment Tool (CAT)
- ◆ Sexual Harassment prevention SOP



## VOICE AND REPRESENTATION

- ◆ Representation in factory (PICC, OSH Committee), union and employer bodies
- ◆ Voice in collective bargaining
- ◆ Gender inclusive leadership training



## PAID WORK AND CARE

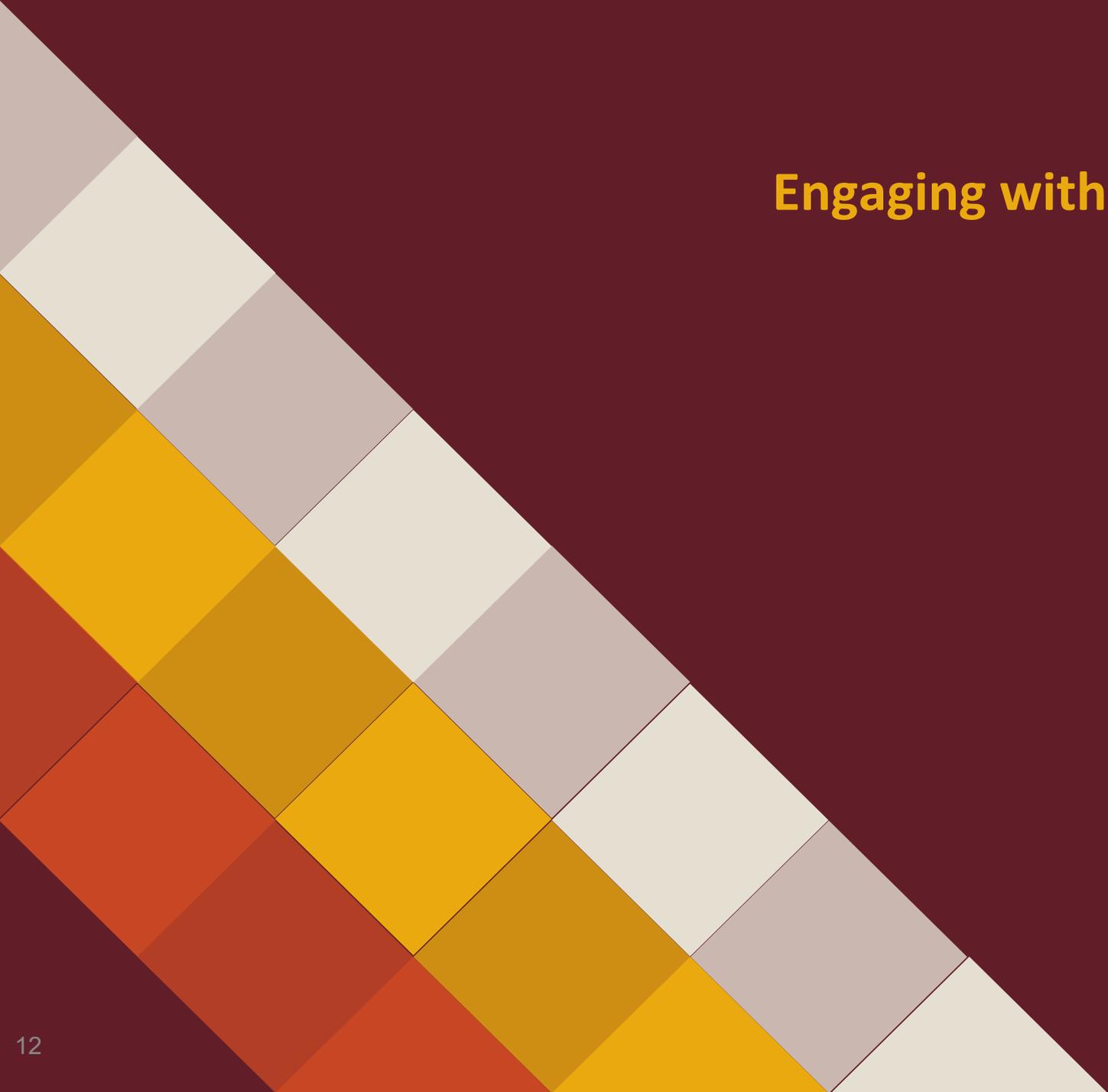
- ◆ Sexual and reproductive health and rights
- ◆ Maternity protection
- ◆ Breastfeeding and childcare



## LEADERSHIP AND SKILL DEVELOPMENT

- ◆ Supervisory Skills training (SST)
- ◆ Leadership Skills training
- ◆ Financial literacy

# Engaging with Better Work





# Business Benefits

---



Increased factory level **efficiencies** and cost savings



Enhanced reputation and **risk management** with factory services that have proven impact on compliance



**Industry insights** and collaboration for sustainable sourcing environment including public/private partnerships



# Membership Types

---

## A) Partner

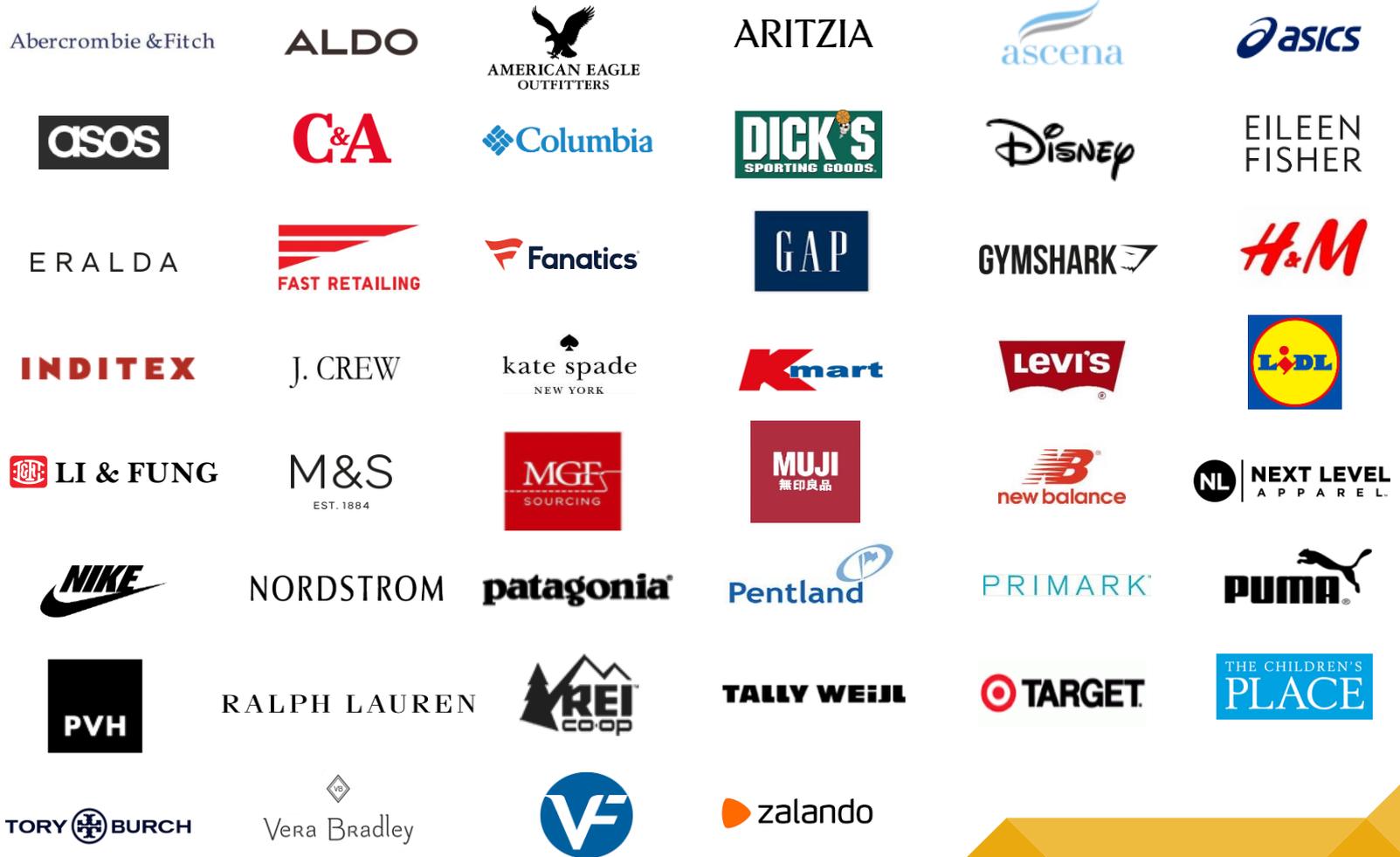
- Official partnership with the ILO and the IFC
- Adheres to Better Work's commitments outlined in the partnership agreement
- Exclusive benefit package for factory services, stakeholders' engagement and governance
- Unlimited report access within market footprint band

## B) Participant

- Abide by Better Work buyer principles
- Services limited to factory reports, public events and webinars and the newsletter
- Pay per report model



# Brand Partners

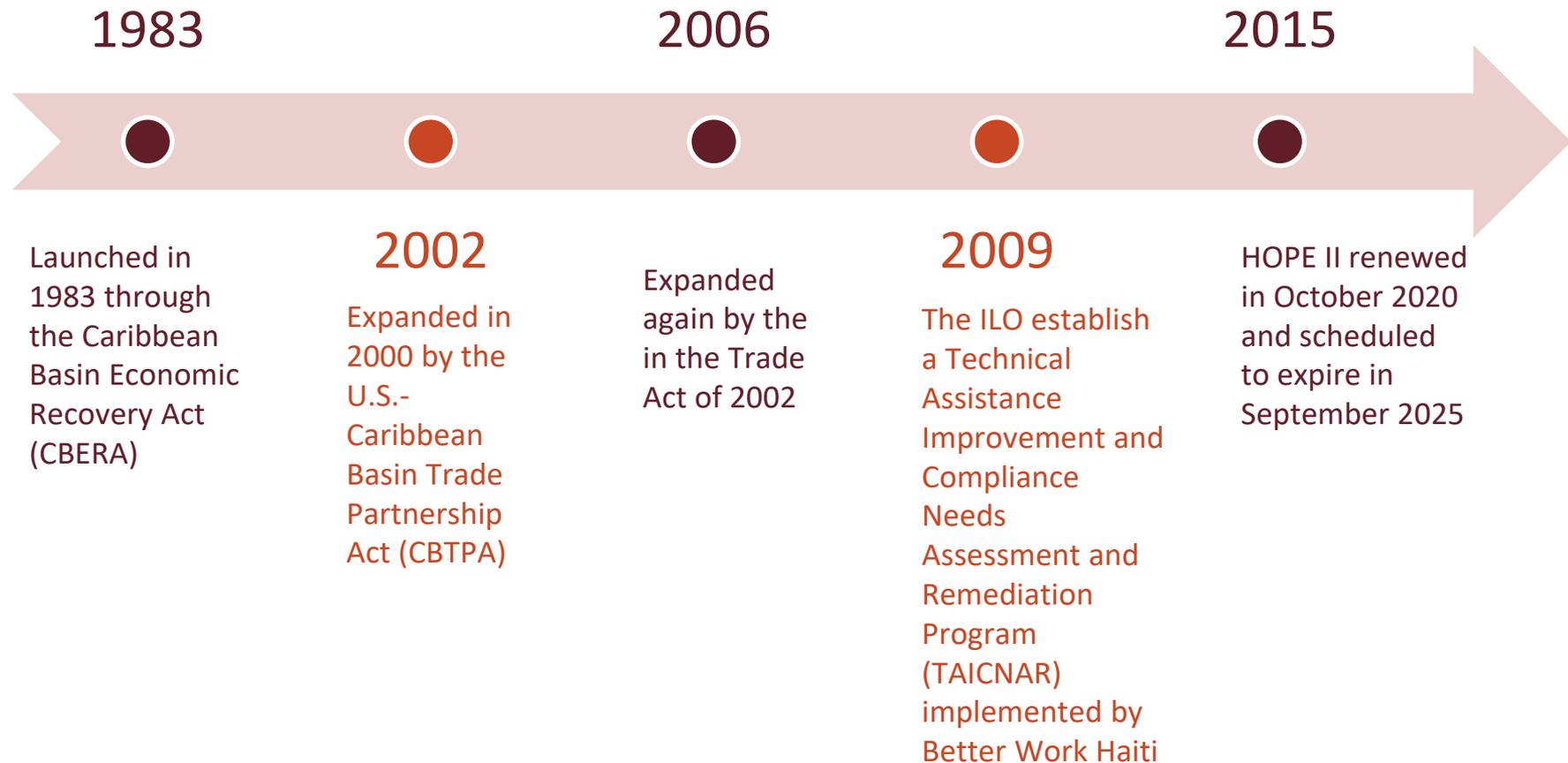


# Haiti Country program



# HOPE II - Quick history

---





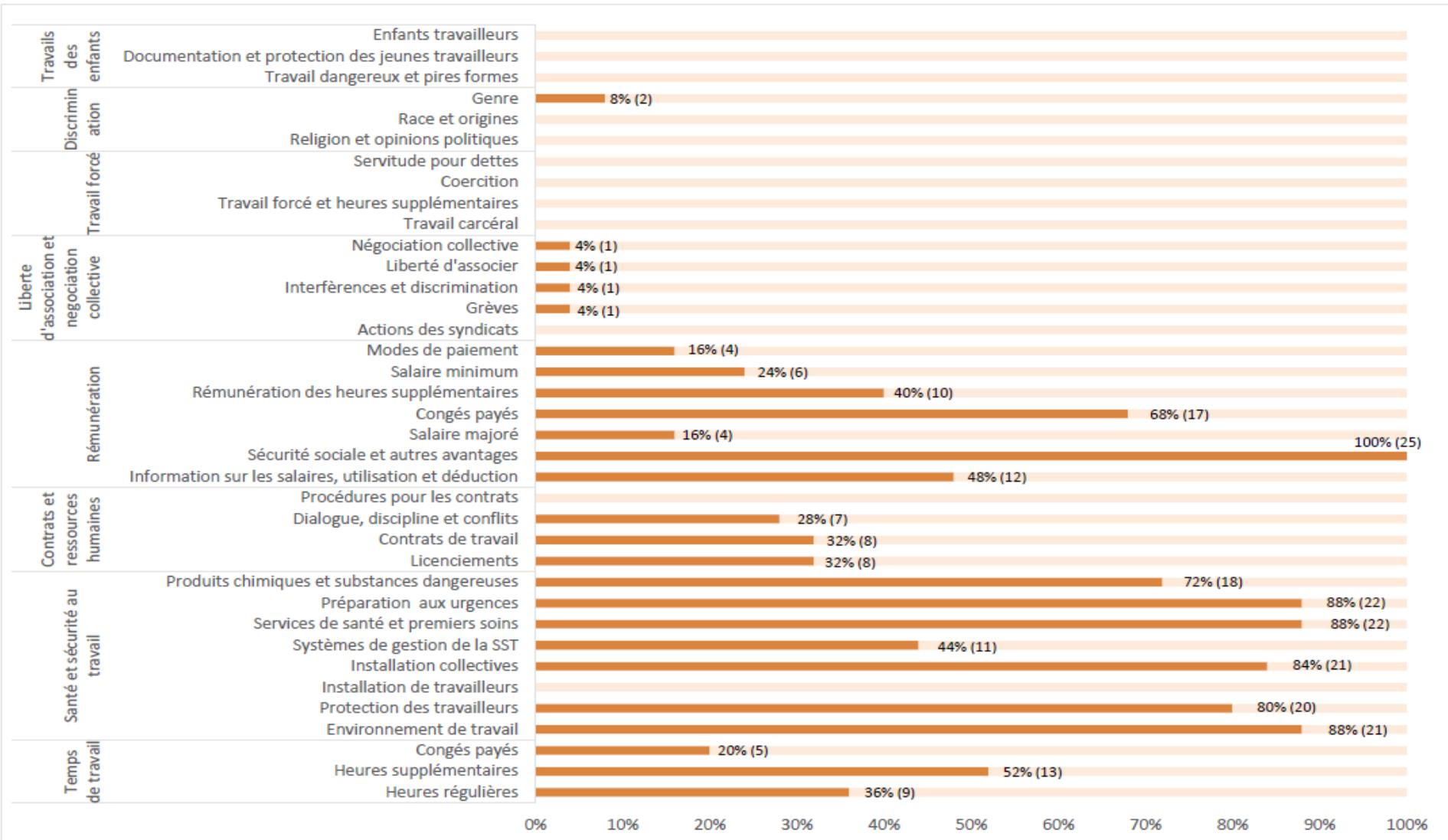
## Better Work's Core Services

---

### **Assessments**

- once per year
- against national and international labour standards
- transparent public reporting twice per year

# BW Assessments



# Haiti Apparel Industry at a glance (Jan. 2023)

---



7

GOVERNMENT PARTNERS



36

FACTORIES IN THE PROGRAM



53,410

WORKERS EMPLOYED  
(63% WOMEN)  
JAN. 2023



11

ACTIVE WORKERS' ORGANIZATIONS



25

INDUSTRY COMPLIANCE REPORTS



~1.1Bi

APPAREL EXPORTS IN USD MILLIONS



8

INDUSTRIAL ZONES  
(HOSTING 90% OF TOTAL TEXTILE)



36

BRANDS AND RETAILERS



13+

YEARS SERVING IN HAITI

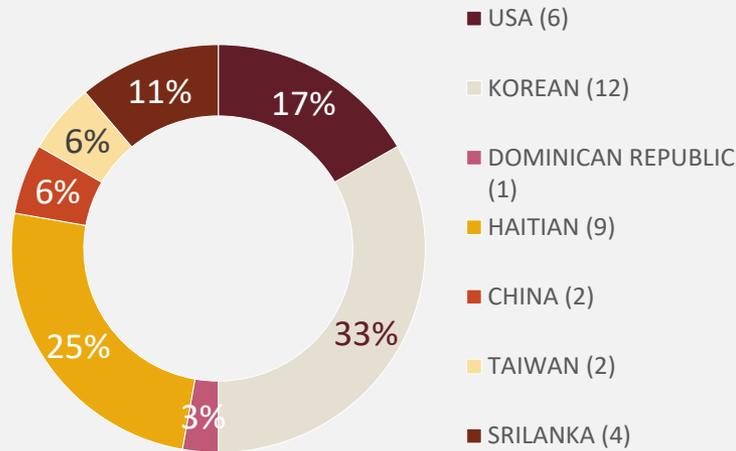


14

BETTER WORK HAITI STAFF

# Haiti Apparel Industry at a glance (Jan. 2023)

FIGURE 1. INDUSTRY INVESTMENT



Suppliers by Location

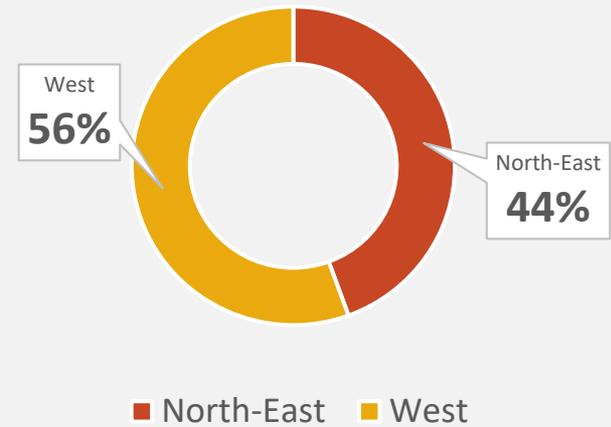
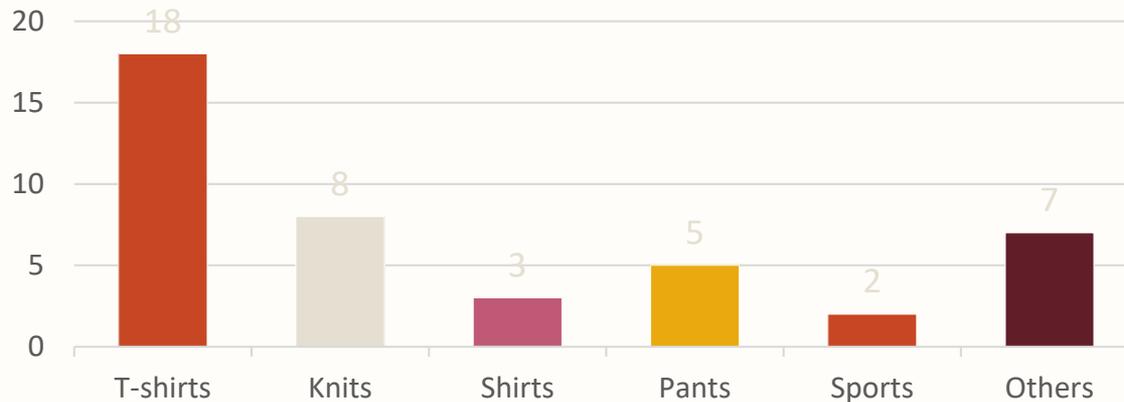


FIGURE 1. MANUFACTURING PRODUCTS BY FACTORIES



## BWH Service Model priorities

---





## Key progress

---

- ▶ Increased social dialogue (75% at factory level) to foster effective solution
- ▶ Improved wage conditions (93%) and stable employment contracts (87%)
- ▶ Reduced gender-based issues (gender pay gap and women leadership) 78%
- ▶ Developed strong partnership with constituents to sustain impact
- ▶ Strengthened the knowledge and capacity of stakeholders
- ▶ Enhanced access to health services and first aid
- ▶ Influenced better industry-level decision-making through strong evidence
- ▶
- ▶

# Post-Crisis Sustainability Haiti Apparel Sector

---

## Vision

*A shared vision developing with the constituents of the apparel sector: An apparel sector that will have lifted millions of people out of poverty and reduced its environmental impacts by creating safe and decent jobs in sustainable enterprises, which empower women, and in which workers and employers can exercise their fundamental rights.*

*Sustainability in the post-crisis period means recovery of lost jobs and investment by transforming challenges into business opportunities through a new generation of policy measures and implementation mechanisms that enable stakeholders to seek out and seize opportunities, address risks, and develop appropriate solutions in a timely manner.*



**New image, a new perception of doing business in Haiti**  
based on the resilience of suppliers, commitments by buyers, and more vital collaboration between stakeholders



# Non Compliance Challenges

---

Occupational  
Safety and  
Health

Paid Leave and  
Social Security  
and Benefits

# Post-Crisis Sustainability Haiti Apparel Sector

---

## Vision

*A shared vision developing with the constituents of the apparel sector: An apparel sector that will have lifted millions of people out of poverty and reduced its environmental impacts by creating safe and decent jobs in sustainable enterprises, which empower women, and in which workers and employers can exercise their fundamental rights.*

*Sustainability in the post-crisis period means recovery of lost jobs and investment by transforming challenges into business opportunities through a new generation of policy measures and implementation mechanisms that enable stakeholders to seek out and seize opportunities, address risks, and develop appropriate solutions in a timely manner.*



**New image, a new perception of doing business in Haiti**  
based on the resilience of suppliers, commitments by buyers, and more vital collaboration between stakeholders



# Better Work Haiti Strategy 2023-2027, Key priorities themes

---

SOCIAL  
PROTECTION

GENDER  
EQUALITY AND  
INCLUSION

SOCIAL  
DIALOGUE

BUSINESS  
PERFORMANCE

BETTER WAGES

DATA AND  
EVIDENCE

ENVIRONMENT  
SUSTAINABILITY

OCCUPATIONAL  
SAFETY AND  
HEALTH



# Contacts

---

## Programme

- ♦ **Juliet Edington** [edington@betterwork.org](mailto:edington@betterwork.org) on strategic engagement.
- ♦ **Ae Munar** [issiree@ilo.org](mailto:issiree@ilo.org) on partnership, operations and general inquiries.

## Haiti

- ♦ **Claudine François** [francoisc@ilo.org](mailto:francoisc@ilo.org) chief technical adviser
- ♦ **Patrice Michel** [michel@ilo.org](mailto:michel@ilo.org) on core services



**BetterWork**  
Haiti

**Thank you !  
Merci !**

**Find out how you can contribute  
to better conditions for workers  
and promote inclusive and  
sustainable economic growth for  
all.**



[www.betterwork.org](http://www.betterwork.org)