



# BetterWork

## Progress and Potential Haiti

### Better Work Haiti Quick Facts



**25 Factories**



**36,000 Workers**



**95% of the Garment Industry**

### Key highlights from an independent impact assessment of the Better Work programme

Independent research carried out by Tufts University finds Better Work creates positive results through its unique approach

Working with garment factory workers and managers, along with engaging all industry players, leads to improved workplace conditions, better factory performance and greater well-being among workers and their families. Beyond establishing the programme's effectiveness, taking stock of multi-year research results from across country contexts reveals key implications for businesses and policy makers.

#### Empowering women drives success

Worker-management committees intended to facilitate problem solving are more effective when females hold equal representation. Training line supervisors, especially women, can increase productivity by **22%**.

#### Improving working conditions is an investment, not a cost

Factories where workers report better working conditions, where compliance is higher and where supervisors are well equipped for their jobs are more productive and more profitable.

#### To address non-compliant supply chains, all actors need to take action

Impact assessment results show with hard data how certain sourcing practices of international apparel brands create inherent challenges in achieving decent work in supplier factories. At the same time, supply chain leaders have great potential to reinforce sustainable business models.

### MEASURING IMPACT

Better Work is a partnership between the UN's International Labour Organization, and the International Finance Corporation, a member of the World Bank Group. The programme works to improve working conditions and promote competitiveness in global garment supply chains. As a result of their participation in Better Work, factories have improved compliance with ILO core labour standards and national legislation covering compensation, contracts, occupational safety and health and working time.

To further understand the impact of its work, Better Work commissioned Tufts University in 2009 to conduct an independent impact assessment. Tufts' multi-disciplinary research team has gathered and analysed nearly 15,000 survey responses from garment workers and 2,000 responses from factory managers in Haiti, Jordan, Indonesia, Nicaragua and Vietnam to do this. The analysis of these responses represents a unique and in-depth evaluation of Better Work's effectiveness in changing workers' lives and boosting factory competitiveness.



## Key highlights from Better Work Haiti

Impact assessment results from Haiti suggest significant progress has been made, with potential for further improvement

### WORKING CONDITIONS

#### **Better Work is playing an important role in promoting gender equality**

Factories in Haiti are seeing a reduction in the gender pay gap due to their participation in the programme. While at the outset women were working longer hours for less pay than men, over the course of the programme the average number of weekly hours reported by women decreased and their total pay relative to men increased.

#### **Factories participating in Better Work expand workers' access to healthcare**

65% of workers in factories enrolled in Better Work Haiti are women, with the majority under the age of 30. Better Work has expanded access to pregnancy-related healthcare, a vital service for many young women working long hours in the garment sector. In Haiti, only six per cent of female workers reported having access to prenatal check-ups at the outset of the programme. This increased to **26%** after five years.

### COMPETITIVENESS

#### **Training line supervisors, particularly women, pays off in better working relationships and higher productivity**

When trainees believe they can improve their skills, and they have support of their managers, Supervisory Skills Training in Haiti is demonstrated to lead to more balanced production lines, better workplace relations and higher productivity. Training female supervisors in particular was shown to result in a **22%** increase in productivity.

#### **Participation in Better Work leads to reduction in verbal abuse at the workplace - a positive sign for firm competitiveness**

Beyond infringing on basic rights of workers, the presence of verbal abuse in a factory setting reduces productivity. Better Work research shows the most successful firms are those that recognize the frequent prevalence of such abuse in the sector and act to eliminate them in their workplace. Workers in Haiti report a steady reduction in concerns about shouting and verbal abuse the longer their factory is enrolled in Better Work.

### BEYOND THE FACTORY

#### **A focus on improving compliance and working conditions translates to improved worker health**

Workers in factories enrolled in Better Work Haiti reported suffering less often from headaches, fatigue and thirst while at work in 2014-2015, relative to earlier years.

#### **Improvement in workers' economic conditions supports children's education**

While there is no discernible programme effect in Haiti, there is a decline in the number of workers reporting that their children are not in school due to financial constraints.

