

Terms of Reference – Technical Assistance to Better Work Haiti Program – Implementation strategy for the year 2024-2025

BACKGROUND

About Better Work

We mobilize global brands, governments, factory owners, and workers to improve working conditions, drive competitiveness and create a more equitable, prosperous world.

The Power of Convening

As a partnership between the UN's International Labor Organization and the World Bank Group's International Finance Corporation, we know how to bring diverse groups together to create positive action that improves working conditions while stimulating productivity and competitiveness.

A Proven Approach

We create lasting, measurable change by empowering factories to improve the working conditions in their facilities. Our assessments are the global gold standard for rigor and integrity. Our training programs and advisory services change attitudes as well as behaviors.

National Action/ Global Influence

Through our comprehensive, university-led research and by sharing best practices from our on-the-ground experience, we can shape the agenda well beyond the countries where we work, influencing governments, brands, and policymakers to make improving working conditions a top priority.

Purpose

Our work and research have demonstrated – to employers, unions, global brands, and governments – that improving working conditions and defending workers' rights benefits all of us. We have improved the lives of more than 3 million workers and millions more family members while enhancing their employers' profitability. There is no trade-off between better work and better business.

For more information about Better Work, please see www.betterwork.org.

INTRODUCTION

Haiti is a country in the region with export advantages to the U.S. market. It is eligible for the export benefits of the CBI-CBTPA law, which will expire in 2030. Haiti is the only country to benefit from the Hope and Help Act provisions, and conversations are underway to renew these benefits until September 2035.

The Haitian garment sector contributes to over 80% of Haiti's total exports and has benefited greatly from trade preference programs. These programs, such as the CBI-CBTPA law and the Hope and Help Acts, have played a vital role in the sector's growth. They are the second biggest source of foreign currency after remittances from the Haitian diaspora and before development aid granted by Technical and Financial Partners (TFPs). The sector heavily relies on these programs as they provide a significant source of revenue for the largest formal workers in the private sector, thus granting them access to social protection. This highlights the importance of these programs in the country's economy and the sector's dependence on them.

The garment sector has faced numerous challenges since July 2018, including political and institutional instability, safety concerns, natural disasters, health crises, and disruptions to supply chains. Producers have persevered and managed to navigate this complex and unpredictable environment despite these obstacles. However, some companies have had to close or reduce operations, resulting in declining exports and job opportunities. Despite this, manufacturers are committed to finding solutions and working with partners, suppliers, and customers to protect the sector's potential and make the most of the opportunities the American apparel chain offers.

Therefore, the export apparel sector remains essential to the Haitian economy in retaining existing jobs and supporting producers in their expansion plans. While remaining an economic and social driver, it is also an asset for establishing the conditions for environmental sustainability. It is one of the priorities of the Haitian government, which is committed to renewing the benefits of the Hope and Help laws.

CONTEXT

Better Work Haiti strategy is aligned with the 2027 Better Work vision aiming to “an apparel sector that has lifted millions of people out of poverty and reduced its environmental impacts by creating safe and decent jobs in sustainable enterprises that empower women and in which workers and employers can exercise their fundamental rights.” Its engagement is to help the program stakeholders build their capacity to implement a responsible business model that is more sustainable, resilient, and inclusive and founded on the principle of decent work. Its contribution will create positive social and environmental impacts inspired by achievements in other countries and sectors.

To ensure that it stays in line with the global vision, Better Work Haiti develops its strategy to address the challenges of improving the sustainability of industrial relations and social dialogue and advancing the cause of gender equality in the garment industry. It has shifted its approach from a program heavily focusing on factory-level work to a program that engages more strategically with the tripartite actors to address challenges more systematically. Therefore, the priorities for 2024-2025 are to:

- ▶ Help establish a conducive environment for collective bargaining and Freedom of Association to prosper in a gender-responsive manner.
- ▶ To promote ethical business practices and strengthen the inspection system of labor directorate.
- ▶ Ensure women garment workers participate in social dialogue structures at all levels to promote gender equality.
- ▶ Help to establish functioning reporting mechanisms to register and address grievances, violations, violence, and harassment complaints and findings effectively.
- ▶ Support the supply chain to comply with labor, environmental, and social standards for reputation-conscious brands on decent work conditions.
- ▶ Promote risk and crisis-prevention and management awareness and effective external changes management strategy.
- ▶ Strengthen policy-making and social dialogue by disseminating reliable influence-driven information on garment sector competitiveness and opportunities in Haiti's tripartite advisory governance program.

OBJECTIVE

Better Work Haiti is recruiting a consultant to support the program in implementing activities related to **outputs 4.2, 8.4, and 8.5** of the ILO Program Agenda for 2024-2025.

SCOPE OF WORK AND DELIVERABLES

The consultant will lead the activities of the three Outputs adopted in the Better Work Haiti Action plan for FY2024, which are focusing on:

1. **Developing a draft of an action plan to encourage responsible business conduct:**
The consultant will support Better Work Haiti in organizing activities (workshops, meetings, webinars) to increase the capacity of tripartite partners to develop this action plan. The consultant will be in charge of drafting the action plan, which will be based on the propositions collected during these consultations.

2. **Monitoring the recommendations for integrating Social Protection by relevant parties:** The consultant will support Better Work Haiti in organizing activities to educate the stakeholders on the national protection and social promotion policy (PNPPS) and increase the capacity of the partners (North/ Northeast) to implement linked recommendations. The consultant will report to Better Work Haiti on the progress made by the constituencies in the apparel sector.
3. Improving coherence in support and action to promote decent work in crises and post-crisis situations: The consultant will:
 - i. Support Better Work Haiti by conducting a sector crisis impact research;
 - ii. Prepare a report on the employment situation at the sector level from workers and employers perspectives (including key elements such as: priorities, needs, capabilities and challenges);
 - iii. Perform a risk analysis of the supply chain to minimize and prevent crisis impact on the garment sector and propose measures to address the findings of the analysis.

The consultant will submit a work plan, a preliminary report, and a final report as scheduled in her contract's timeline.

TIMELINE AND SUPERVISION

- ▶ The contract will be from **June 2024** to **November 30, 2024**. The consultant will submit a work plan that is due by end of June 2024, a preliminary report that is due by end of **August 2024**, and the final report in on or before **November 30, 2024**.
- ▶ The consultant will report to the Country Program Manager of Better Work Haiti.

APPLICATION

Interested candidates are requested to submit an application with the following documents:

- ▶ Cover letter
- ▶ A proposal for company and a detailed CV for individual
- ▶ 3 Top clients' references
- ▶ Cost proposal including daily rate in US\$

Applicant should send documents to haiti@betterwork.org no later than **May 27, 2024**.