

Case study



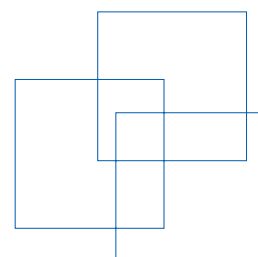
International
Labour
Organization



Sustainability of training activities for the labour inspectorate in Haiti

Joint results

ILO/MAST & Better Work Haiti



Sustainability of training activities for the labour inspectorate in Haiti

The garment industry is one of Haiti's main employers, creating jobs for about 45,000 people. The total export earnings of the garment industry represent about 90% of national export earnings and 10% of national GDP.

In this context, the **International Labour Organization (ILO) works with workers, employers and the Government to improve working conditions and boost the competitiveness of the garment industry.** In particular, two projects, funded by the United States Department of Labor (USDOL), have focused on improving textile companies' compliance with national and international labour laws:

- ▲ The Better Work Haiti (BWH) Programme - since 2009;
- ▲ The Building the capacities of the Ministry of Social Affairs and Labour (MAST) to ensure labour law compliance in the Haitian apparel sector project, known as the "ILO/MAST" project (2014-2017).

Focusing on labour inspection issues, the ILO/MAST project created a Task Force containing labour inspectors and their managers and from 2014-2017 provided them with in-depth training. The aim was that the Task Force members would cascade their newly acquired knowledge and

inspection techniques with their colleagues in the labour inspectorate and thus ensure the sustainability of the project's results.



The Task Force was composed of **18 MAST officials, including 11 labour inspectors and seven managers from the Labour Directorate**, all of whom benefited from these training sessions. The sessions focused on priority topics such as fundamental rights at work and occupational safety and health, as well as inspection techniques and ethical conduct.

Following their training, the inspectors of the Task Force delivered training every Friday in the Labour Inspection Office of Port-au-Prince to other inspectors in the targeted regions Caracole,

Ouanaminthe and Port-au-Prince using materials provided by the project.

In addition, in October 2017, the project organised an exchange programme with the French inspection office in Guadeloupe (France) to enhance **the competency of the Task Force as trainers.** This training used the tools developed by the project such as the labour inspection manual and the occupational safety and health guide for the textile industry. At the end of the training, the Task Force members approved the following roadmap:

- ▲ Preparation and submission to the Director General of Labour of a **training plan for all labour inspectors** throughout the country;
- ▲ Definition of steps and responsibilities to finalize the creation of a **safety and health training path**; and
- ▲ Creation of a **training module on freedom of association.**

The ILO/MAST project closed (December 2017) shortly after the training of trainers in Guadeloupe, and before the effective



MAST/DIECCTE collaboration in Guadeloupe

The project established collaboration between the Guadeloupe Department of Enterprise, Competition, Consumer Affairs, Labour and Employment (French acronym DIECCTE) and the MAST. In this context, the Task Force of inspectors visited Guadeloupe a first time to gain an understanding of how the French labour system is organized to improve the control methodology of inspection visits and to better manage the process surrounding inspection visits, particularly in terms of their

implementation of the roadmap. However, in order to ensure the sustainability of these results, the ILO/MAST project shared its latest progress with the Better Work Haiti Programme, which has since continued to work on improving working conditions in the garment industry. It will do so at least until 2022.

With the new phase of the BWH programme (2018-2022), capacity building for all tripartite constituents - **including the government** - has become one of the main areas of focus for the programme. As a result, key activities launched under the ILO/MAST programme could be easily integrated into the BWH programme.

In this context, during the first quarter of 2018, the Task Force finalised new training modules on occupational safety and health and freedom of association. They also developed a national training plan for labour inspectors to increase the capacity of the inspection and conciliation services of the MAST Regional Offices and services of the National Office for Old-Age Insurance (French acronym - ONA) and of the Office for Work, Health and Maternity Insurance (French acronym - OFATMA).

This plan forecasts 10 training missions between May and December 2018 throughout the country on the following topics: **labour relations, inspection methodology, fundamental rights at work and occupational safety and health.**

preparation and follow-up.

The visit also allowed the French authorities to understand the economic reality in Haiti's and the Haitian administrative practices. Following this initial visit, the Haitian and French authorities indicated their willingness to continue their cooperation.

This resulted in the organization of a second visit, consisting of a training of trainers at the DIECCTE office, targeting MAST managers as well as selected Haitian and French inspectors. The training sessions were facilitated by Expertise France,

the French agency for international technical expertise. One of the expectations of the project was that Task-Force Inspectors and Directors would share the knowledge and skills they acquired during the project with all their colleagues using the trainings materials developed.

This collaboration enabled the inspectors and managers of the MAST to benefit from high-level expertise while promoting regional collaboration within the French-speaking Caribbean region which hopefully will continue after the project's closure



With the support of BWH, by October 2018, MAST trainers had already conducted **6 training missions in six departments of the country** (West, North, North-East, South-East, South, South and Centre). A total of 173 inspectors from the ONA, OFATMA and MAST regional offices participated in these trainings.

The members of the Task Force also developed and implemented an **inspection plan for 2018 and 2019.** This plan, developed on the basis of models proposed by the ILO/MAST project, identifies priority sectors and topics as well as objectives to be achieved regarding the number of visits and companies to be inspected.

The priority themes identified are occupational safety and health, International Labour Standards, The registration of workers, payment of the minimum wage and registration

with social security. Finally, the plan details an implementation strategy and the required resources to carry out these inspection visits.



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