

Call for Expression of Interest

Consultant/writer for program support documents

BETTER WORK OVERVIEW

Mobilization

We mobilize global brands, governments, factory owners and workers to improve working conditions, drive competitiveness and create a more equitable, more 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 are able to shape the agenda well beyond the countries in which we work, influencing governments, brands and policy makers to make improving working conditions a top priority

Purpose

Our work and our research have demonstrated – to employers, unions, global brands and governments – that improving working conditions and defending the rights of workers benefits all of us. We've improved the lives of more than 2 million workers, and millions more family members, while enhancing the profitability of their employers. There is no trade-off between better work and better business.



BACKGROUND

Better Work – a collaboration between the International Labor Organization (ILO) and the International Finance Corporation (IFC) – is a comprehensive programme bringing together all levels of the garment industry to improve working conditions and respect for labor rights for workers, and boost the competitiveness of apparel businesses. Better Work uses its convening power to facilitate development and implementation of strategic framework for learning, with the ultimate objective to transform behavior in global supply chains. Having worked in 8 countries and established active learning relations with over 1,500 factories (covering more than 2 Mio. Workers) throughout a decade of work, Better Work is uniquely positioned as a broker of a global private-public partnership that supports learning and accelerates processes leading towards behavioral change. Better Work has developed robust partnership with leading global buyers, national governments and social partners. As a result of their participation with Better Work, factories have steadily improved compliance with ILO core labor standards and national legislation covering compensation, contracts, occupational safety and health and working time. This has significantly improved working conditions and, at the same time enhanced factories' productivity and profitability. More information on the results from the multi-year impact evaluation of the overall Better Work programme can be found under betterwork.org/blog/portfolio/impact-assessment.

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

Country Context Haiti

The Better Work country programme in Haiti was launched in June 2009 in the framework of a trade agreement between the United States and Haiti (HOPE II law) which makes the programme mandatory for all apparel producers exporting their products to the US market under this HOPE II legislation. Total export revenues from the textile and garment industry in Haiti account for approximately 90% of national export earnings and 10% of national GDP. The apparel industry is also among the largest employers within Haiti, creating jobs for approximately 45,000 people, a 15% increase since the beginning of 2017. Owing to the low entry requirements for factory jobs, the industry is a major magnet for unskilled and semi-skilled workers from the informal sectors. Most workers (about 65-70%) are women who support on average 3-5 family members.

Since the expansion of tariff benefits under the HOPE/HELP trade preference programmes, apparel exports from Haiti to the US have more than doubled, growing from US\$ 412 million in 2008 to a high of US\$ 895 million in 2015. In 2016, Haitian apparel exports to the US showed a slight decrease to US\$ 850 million, yet several new international investors have recently started to set up operations in the garment industry in Haiti. Estimated growth rates expect Haitian apparel exports to soon pass the 1 billion US mark and increase direct employment figures in this sector by 50% over the next 5 years.

In Haiti as elsewhere, garment factories operate in an extremely competitive market in which buyer requirements on quality, price, and delivery time are intensifying. Similarly, compliance with environmental and social standards, including labor, are a growing concern for reputation-conscious





brands – a product in part of rising public consciousness about the social and environmental footprint of the garment industry in its manufacturing hubs around the world.

In the World Bank's Worldwide Governance Indicators, Haiti has persistently scored under 25% over the past twenty years. Among the six categories that are measured under this indicator, the three weakest ones for Haiti have consistently been government effectiveness, rule of law and control of corruption. This negatively impacts the garment industry in several ways. First, the investment climate is not conducive to attract investment and labor governance is weak as a result of the overall unstable political environment. Second, industrial relations in Haiti in general and in the garment sector in particular face multiple challenges. Third, although most of the institutions within the Government are showing good intentions and efforts to fully play their role in governing the labor market, the system overall remains weak.

Better Work Haiti 2018 - 2022

Due to the fact that Better Work is mandatory in Haiti under the HOPE II legislation, all exporting factories participate in the programme. This provides a unique opportunity to impact an entire sector which significantly impacts the socio-economic development of the country. Today, BWH operates in almost 30 factories. The total combined workforce of these companies - 50,000 workers - is directly impacted by the programme in Haiti, with indirect impacts extending to approximately 250,000 people.

The recently launched new 5-year strategy of BWH focuses on three main outcomes.

1. Compliance with national labor law and international labor standards in the Haitian garment industry is monitored and compliance levels increased.
 - ◆ Continue to cover entire garment exporting factories in accordance with US HOPE legislation (framework of a trade agreement between the US and Haiti) to improve working conditions and business competitiveness through core services.
 - ◆ Encourage factories to strengthen management systems, so that factories are able to maintain higher levels of compliance independently.
 - ◆ Strengthen capacity of PICCs (bipartite management-worker committee in factories) to ensure they become more independent entities.
 - ◆ Broaden training modules to meet new training needs, including on labor law, sexual harassment prevention, and human resource management.
2. The garment industry in Haiti is strengthened and capable to improve labor related issues and industrial relations on a sectorial level.





- ◆ Design a new research and impact measurement agenda to use collected data in a more strategic way to inform partners, influence policies, and thus contribute to change.
 - ◆ Support the re-launch of the social dialogue table
 - ◆ Facilitate networking events of industry stakeholders including international buyers.
3. The long-term institutional and financial viability of BWH activities is strengthened through increased capacity of its constituents and increased revenues.
- ◆ Intensify capacity building of national constituents, especially labor inspectors in Ministry of Social Affairs and Labor, employers, and union organizations.
 - ◆ Increase engagement with government institutions on social security, as well as tripartite national bodies on social security.
 - ◆ Explore the opportunities to offer selected services to companies from other sectors.
 - ◆ Seek synergies with Better Work Nicaragua including potential elaboration to Central America regional approach as a large number of brands are sourcing in several countries in the region.

SCOPE OF THE ASSIGNMENT

Better Work seeks to contract a consultant to help with drafting, and editing of a number of key program documents. These range from technical progress reports, compliance synthesis reports, technical proposals, requests for fundraising, and feature stories to newsletter articles and other communication materials. This work will be carried out with the technical assistance and guidance of Better Work.

EDUCATION/ QUALIFICATIONS/EXPERIENCE REQUIRED

- ◆ Minimum requirement is a bachelor's degree in writing or relevant related field
- ◆ Minimum 5 years of progressive experience in communication, writing for an external audience or writing programmatic, reporting and advocacy briefs
- ◆ Outstanding writing skills in the English language with demonstrated ability for logical and analytical writing as well as 'de-jargoning' technical language for a wider audience
- ◆ Strong communicator with excellent interpersonal skills
- ◆ Ability to work independently within deadlines and under pressure
- ◆ Well organized and structured, good attention for detail





- ◆ Strong drive for results, taking pride in delivering as per expectation in terms of quality and timeliness
- ◆ Knowledge and understanding of Haiti and its garment industry context
- ◆ Initiative, passion and commitment to the ILO and Better Work mission
- ◆ Demonstrated strong writing and editing skills and attention to detail
- ◆ Superior English-language skills
- ◆ Excellent organizational skills, including experience using online project management tools
- ◆ Knowledge of MS office applications, including Word®, Excel® and PowerPoint®
- ◆ Knowledge of child rights issues is desirable
- ◆ Ability to synthesize complex documents into key messages and clear summary documents is desirable
- ◆ Experience in drafting advocacy documents from researches or studies is desirable
- ◆ Experience in conducting interviews for collecting information/case studies is desirable
- ◆ Experience working with UN agencies or other development organizations is a plus

TIMELINE

The contract duration will be 5 months (July – November 2018) with a possibility of renewal depending on level of satisfaction with the consultant's deliverables. For each deliverable, a timeline and allocation of time will be agreed on in a contract to be issued by the ILO.

CALL FOR PROPOSALS

Interested individuals are asked to express interest by submitting the following:

- ◆ CV;
- ◆ A competency statement outlining the individual's skills and experience related to the task;
- ◆ Three references;
- ◆ Fee per hour/ work day (8 h).

Please submit your application by email to haiti@betterwork.org

REPORTING

The team will report to Claudine Francois, Better Work Haiti Program Manager (francoisc@ilo.org).





CONFIDENTIALITY AND NON-DISCLOSURE

- ◆ All data and information received and collected for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference.
- ◆ All intellectual property rights arising from the execution of these Terms of Reference are assigned to IFC and ILO. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of the IFC and ILO.
- ◆ The ILO holds the copyright to all information/evidence collected and content produced by the contractor during assignments with the ILO. The contractor may not reproduce any of the content, or use any assets or information accessed or collected during assignments with the ILO for purposes other than those agreed with the ILO, without prior written permission from the organization.
- ◆ Payments will be made against specific assignments, as per number of days agreed, and in line with the daily rate as agreed with the consultant. Preference for any individual assignment will be with the writer with the most competitive rate and most relevant writing experience for the specific assignment.
- ◆ Complete submission of deliverables as per expected standard and quality as assessed by the supervisor is a prerequisite for any payment of fee. The ILO reserves the right to adjust or withhold payments for late deliverables or for deliverables not meeting expected quality.

