



# BetterWork

## LWG Meeting

October 13, 2016



International  
Labour  
Organization



International  
Finance  
Corporation  
WORLD BANK GROUP



## Better Work Programme

- ◆ Better Work is a unique partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC).
- ◆ The programme was launched in order to improve labour practices and competitiveness in global supply chains.
- ◆ Many buyers demand compliance with labour standards from their suppliers

# Our country programmes



**Nicaragua | Haïti | Jordan | Bangladesh | Cambodia | Vietnam | Indonesia**

**1.6 Million+**

WORKERS

**1,300+**

FACTORIES

**7**

COUNTRIES

**60+**

BUYERS

# Enterprises benefit through stronger relationships with 60 brands



SEARS HOLDINGS

TARGET

G-STAR

GAP

adidas

H&M

Columbia  
Sportswear Company

EST. 1892  
Abercrombie  
& Fitch

BURBERRY  
LONDON  
MEN'S TAILORED CLOTHING

NORDSTROM



AMERICAN EAGLE  
OUTFITTERS



new balance

TALBOTS  
*Established 1947*

THE CHILDREN'S  
PLACE

ANN INC.

COACH  
LEATHERWARE  
EST. 1941

PRIMARK

J.CREW

BROOKS

THEJONESGROUP

L.L.Bean

PVH

KOHL'S

YOUR M&S

PUMA

fishman  
& tobin

CLAIBORNE

Pentland

patagonia  
VENTURA, CALIFORNIA

Levi's  
LEVI STRAUSS & CO.

POLO  
RALPH LAUREN

Walmart  
Save money. Live better.

MIGROS



# Jordan's Garment Industry

- ◆ **75 Factories**

  - 35 Direct exporting

  - 28 Subcontractors

  - 12 Satellite units (another 20 will be opened in 2017 and 2018)

- ◆ **60,000 workers** (70% are females)

  - 15,000 locals (3,500 working in satellite units)

  - 45,000 migrants (20,000 from Bangladesh)

- ◆ **1.5 bn USD** exports to US in 2015 (10% increase compare to 2014, 2007 exports 780M USD)



# Core Services



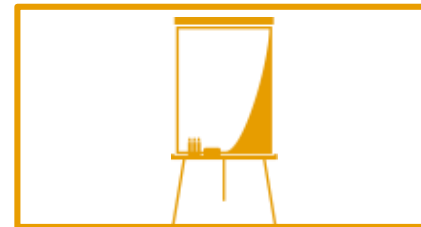
## Advisory

Facilitates the establishment and functioning of worker-management committee to drive change.



## Assessment

Establishes a baseline, measures progress over time and is a learning tool (self-assessments).



## Training

Provides a deeper level of instruction in key areas needed by each factory.

Supported by reporting schemes to improve supply chain transparency.



## Sectoral Engagement

- ◆ Collective Bargaining Agreement (2013 and 2015)
- ◆ Workers Center
- ◆ Unified Contract for the migrant workers (Syrians)
- ◆ Building the capacity of the national stakeholders
- ◆ Yearly Buyers' forum (regular regional meetings)
- ◆ National Project Advisory Committee



# Impact Assessment Summary

## September 2016



### **Rigorous**

- From 2010 - 2015, we collected nearly 15,000 survey responses from garment workers and 2,000 responses from factory managers. Participants were followed through time.

### **Independent**

- Interdisciplinary team commissioned to design and analyze, led by Tufts University.

### **Unique**

- In-depth questions on working conditions and factory operation, and access to factories, has resulted in one-of-a-kind source of information.
- ♦ BW is working alongside the World Bank to create a data portal.

# Major Results from Jordan



## WORKING CONDITIONS

- ✓ Better Work has curbed the use of forced labour tactics, and their negative effects.
- ✓ Better Work participation leads to less incidence of abusive treatment in the workplace.
- ✓ Worker-reported pay increases.

## COMPETITIVENESS

- ✓ Training line supervisors, particularly women, pays off in better working relationships and higher productivity.
- ✓ Firm competitiveness is strengthened by eliminating harmful and counterproductive workplace abuses

## BEYOND THE FACTORY

- ✓ Remittances play an important role in social and economic development.
- ✓ Better working conditions support better health.

Q&A

