

THE HAITI REPORT

Report of survey findings and qualitative study results from a factory in Ouanaminthe

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Workers'
Well-being
Study*

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Executive Summary

The Workers' Well-being Survey focuses on five major areas of interest: access to safe and healthy environment; health and well-being; economic empowerment; equality and acceptance; and education and professional development. Workers' aspirations were also included in the survey. The study was conducted in five countries: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. This report refers to the findings of the survey conducted in a factory in Ouanaminthe, a small town in Haiti at the border of the Dominican Republic.

The survey used a questionnaire, developed and finalized through a consultative process involving a variety of stakeholders, that explored each of the areas of interest. Standard statistical procedures were followed to calculate the sample size for the study and to randomly select the respondents. The quantitative survey was followed by qualitative studies to further explain why workers, as a group, answered questions the way they did.

Demographics

Survey participants – an equal number of men and women – were all of reproductive age. Most were from other parts of Haiti. Less than 20 percent overall had worked for more than five years in the apparel manufacturing industry. Most of the workers had joined the industry because of family financial necessity; jobs in other sectors were few and not easily available. Almost half the workers had a permanent contract with the factory.

About 75 percent of the workers had to pay for their housing. Most workers had small nuclear families, and were living with their spouse and children or with their parents. Most workers supported four or fewer members of their family.

Access to Safe and Healthy Environment

Water: Most workers obtained their water from factory faucets and did not purify this water before consumption. They were required to pay 10 Haitian Gourdes (HTG) per unit for the factory water (a total of 30 HTG for a day's supply). Water from other sources was usually purified using chlorine tablets. Workers told surveyors that illnesses caused by the poor quality of water available in the region were common.

Sanitation: In the home, almost all of the workers had a pit latrine with a slab, which was most commonly shared with five or more people. Workers said their neighborhoods had no proper sewage disposal system, no dedicated waste dumping area and no regular garbage collection system. Disease vectors such as mosquitoes, flies and cockroaches were present in almost every home. Stagnation of wastewater affected about 40 percent of the workers, and nearly half said waste is dumped around their houses.

Environmental preparedness and resilience: Overall, about half the workers knew they lived in a disaster-prone area, but less than half know what to do in case of an emergency at home or in the factory, and most said their families did not know what to do in an emergency. While a majority said they had not been trained to handle crisis situations, the qualitative study revealed that they all had

been trained in evacuation procedures. Roughly 60 percent of respondents said they did not feel safe at work, because they felt the factory structure and layout was not safe.

Mobility: Nearly all the workers walked to and from work, generally because other forms of transit are unaffordable for them. However, a majority of the workers did not feel safe during their commute on foot, due primarily to gang harassment and political violence in the streets, and would prefer using either their own vehicle (bicycle or motorcycle) or a company-provided bus.

Good Health and Well-being

General health and well-being: Most of the workers had not suffered any significant illness in the month before the survey; of those who had been sick, fever (related to malaria, dengue, typhoid and the common cold) was the most common complaint. Workers who were parents reported that fever was also the most common symptom among their children. Seeing a doctor at a local health center costs 50 HTG per visit.

Hand washing practices: Practices were satisfactory in most cases; almost all of the workers used soap and water for each wash, and some brought their own soap to work.

Sexual and reproductive health: Of the 49 women interviewed, almost all used sanitary pads (though three stated a preference for cloth). All the mothers in the group had received prenatal care at a clinic during their pregnancies, and most had delivered in clinics or hospitals. A majority of the workers used contraceptives; condoms, pills and injectable contraceptives were the most commonly used methods. Awareness of sexually transmitted diseases was very high, particularly for HIV/AIDS, but fewer workers had thorough knowledge of the specifics of transmission and prevention.

Nutrition: Most workers had two or three meals per day; of those who had only two, most cited cost as the primary reason. Almost half of the respondents said they often felt uncomfortably hungry during the day, and many reported that meat, milk products, and even staples such as rice and noodles were unaffordable.

Children's health: Three workers (of the 53 respondents to the question) reported a child's death from diarrhea; the qualitative study attributes these incidents to medical staff negligence. Nearly all of the respondents' children had been vaccinated against some diseases, but universal immunization did not appear to be a common practice among this population.

Economic Empowerment

Standard of living: Over 40 percent of the workers were the sole breadwinners in their families. The top three major expenditures listed were food, clothing/cosmetics and housing. Most workers, whether sole breadwinners or not, said their wages were insufficient to support their families. Almost two-thirds of the workers had debts, mostly owed to friends and family members and originally incurred for living expenses or medical emergencies.

Financial education and literacy: Almost all workers understood the content of their paystubs. About 80 percent saved some money from their wages, primarily in anticipation of medical emergencies or for rent or education payments, but many also borrowed from friends and family for daily needs,

including food. Of the 35 who responded to the question of how they saved, 33 used the factory's saving plan.

Access to financial products and services: All workers received their wages as cash. Almost 60 percent had a bank account; those who did not said they had no money to put into a bank. Only about a third of the workers had any insurance, and fewer still said they had secure ways to save or to send money home.

Equality and Acceptance

Harassment and abuse: There appears to be a relatively high level of tolerance as to what constitutes unacceptable behavior in the workplace, and only about 10 percent of the workers were aware of the penalties for harassment and abuse. About 40 percent of respondents said they had experienced verbal abuse from co-workers; about 10 percent reported physical abuse and 15 percent reported unwelcome sexual attention from peers. Almost half of the workers said they had experienced verbal abuse from supervisors or managers; eight percent and two percent, respectively, reported having experienced supervisor/manager physical abuse or unwelcome sexual attention.

Verbal and physical abuse outside the workplace (at home and in the street) was reported by about half of the workers; many said they had experienced unwelcome sexual comments or touching, and about one in five said either they or someone they knew had been raped. Interviewees unanimously stated that violence and criminal activity are increasing in the city of Ouanaminthe, and that there are not enough police officers to contain it.

Discrimination: About ten percent of female respondents felt they had been treated differently at work based on their gender.

Communication and negotiation: About 90 percent of respondents said they were very or moderately comfortable communicating with family members and co-workers, while about two-thirds felt comfortable talking to their supervisors and managers. Workers who had grievances normally addressed them in the factory setting with the supervisors, or discussed them with co-workers. Only a small number said they would approach their union representative or Human Resources team with workplace issues.

Education and Professional Development

Basic education and literacy: Almost all the workers were literate, and about 75 percent had at least a partial secondary school education. All but one interviewee said it was "essential" or "very important" for children of either gender to go to school; among those whose children did not go to school, the most common reason was that the family could not afford school fees and uniforms.

Use of spare time: Almost all of the workers said that they do not have time for recreation, because work, family duties and church activities consumed their available time. Most listened to the radio daily; comparatively few watched television, primarily because they could not afford to own one.

Professional skills and development: Over half of the respondents said they were “very” or “extremely” satisfied with their jobs. Among those who expressed dissatisfaction, the most common reasons were: a lack of options, low pay, and excessive working hours.

Most of the workers had received training on how to do their current job. OSHA/Compliance related training was less common.

About 90 percent of respondents had never been promoted in the factory; a number of reasons were given, including the worker/manager relationship, lack of promotion opportunities, education level, and gender.

Aspirations

Workers felt that the greatest challenges to their community included poverty, hunger, lack of clean drinking water, lack of access to schools, and environmental issues.

However, the majority said they were happy, and cited being healthy and having a job as the main reasons. Asked what would increase their happiness, most wanted ways to save and invest for the future, prospects for career advancement, and better living conditions. Among the workers’ goals for the next three to five years were: owning a business, gaining professional skills, finding a job in a different unit or in another factory, and staying home to raise children.

Many of the workers felt their current situation fell short of their own childhood expectations, but the vast majority said they do have dreams for the future, and felt that they could achieve those dreams; most expressed hope for a better life for their children.

Detailed Haiti Report

Study Methodology

The Workers' Well-being Study focuses on five major areas of interest: access to a safe and healthy environment; good health and well-being; economic empowerment; equality and acceptance; and education and professional development. The study also included a component about workers' aspirations. Questionnaires were developed with the aim of learning about and understanding workers' perceptions and practices in each of the core areas. Following several rounds of detailed, comprehensive stakeholder feedback, the questionnaires were finalized in February 2012.

The study was conducted in five of the countries where our products are made: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. At each of the locations, the questionnaires were translated into the local language and pilot-tested among workers from another factory manufacturing for the garment industry. Responses from the pilot were analyzed to identify any issues rising from nuances of the area's language and customs. Based on those learnings, the interviewers were re-trained before conducting the study in the selected factories.

The sample size for an infinite population is usually calculated using the formula

$$n = \frac{z^2 pq}{d^2}$$

Where:

z is a constant (at 95% confidence interval) is 1.96

p is the known or assumed prevalence of a particular variable expressed as a part of 1.

q = (1-p)

d is the precision, i.e. the variation that we are willing to accept from the value that we get

Using this formula,

p is taken as 0.5 (meaning 50% of the individuals have the variable that is being studied – e.g. 50% of the individuals have poor access to safe drinking water). This will automatically mean that q will also be 0.5 (1 – 0.5).

Generally we would like the variation to be within 10% of the result that we get, i.e. if we find that 30% of the employees are uneducated we can presume that the actual number is between 27% and 33%.

Taking p as 0.5 will result in the highest sample size; the higher the sample size, the more reliable the results. A variation of 10% is accepted around the result. Therefore, the sample size (n) for any for a given population will be:

$$\frac{(96)^2(0.5)(0.5)}{(0.1)(0.1)}$$

This will come out to 96 (or approximately 10% of a 1000-worker factory).

For descriptive studies where the number of workers in the factory is known (a finite population), the sample size is re-calculated using the formula:

$$N = \frac{n}{1 + \frac{n}{p}}$$

where n = calculated sample size = 96, p = population = e.g. 1500, N = corrected sample size

So for a 1500-worker factory:

$$N = \frac{96}{1 + \frac{96}{1500}}$$

This will equal approximately 90 workers.

This study sorted the workers into the following categories: married men, unmarried men, married women, and unmarried women. In each factory, the proportion of the study's sample correlates to the proportion of all of its workers in these categories.

To ensure unbiased results, the interviewees were selected randomly (using free online software available at www.random.org) from a list of all factory workers, broken out into the study's categories.

All interviews were conducted privately and confidentially; workers were assured that their responses would not be revealed to management. Completed questionnaires were entered into a Windows Excel database, then imported into EpiInfo and analyzed. A draft report was prepared based on the survey results.

Survey results were followed by qualitative studies using participatory methods, such as focus group discussions with factory workers and key informant interviews with a variety of stakeholders including factory managers, medical officers and line supervisors. The qualitative study results have been incorporated into the final report where appropriate.

This report discusses the findings of the quantitative survey and qualitative study done in a factory in the town of Ouanaminthe, in Haiti.

Demographics

Age and Gender Distribution

Table 1: Age and Gender Distribution

Age	16-18	19-24	25-29	30-40	>40	Total
Gender						
Males	--	12	23	11	2	48
Females	--	15	19	14	1	49
Total	--	27	42	25	3	97

Almost all the workers interviewed, i.e. 94 out of 97 (96.91%), were between the age of 19 and 40 years. The fact that these workers are in the reproductive age group may have implications on the study.

Migration

A majority of the workers (59 – 60.82%) moved from other parts of Haiti or from the Dominican Republic to work in Ouanaminthe, Haiti. Nine of the 59 migrated from Cap Haitien, and five each from Capotille and Mont Organise. The qualitative study found similar migration patterns.

- Of these, 53 responded to the question as to how long ago they had migrated; 25 (47.17%) had been in Ouanaminthe for more than three years.
- Only six of the 59 had their families with them; 23 workers' families had stayed in the home town or village, 13 were living elsewhere, and 17 had some combination of these three living situations.

Apparel industry experience

Table 2: Experience in the Apparel Industry

	< 1 year	1-5 years	> 5 years	Total
In Apparel Industry	15 (17.05%)	53 (60.22%)	20 (22.73%)	88
In This Factory	20 (20.62%)	55 (56.70%)	22 (22.68%)	97

Only 88 out of the 97 workers responded to the question on how long they had been working in the apparel industry. A high proportion of workers have been in the industry for one to five years and a similarly high proportion has been working in this particular factory for between one and five years. About 23 percent of the workers have remained in this factory for more than five years.

Of those who had been in this factory for less than a year, six had worked for less than three months and 14 had worked for between three and 12 months.

Working in the Apparel Industry

The most common reason for joining this industry, given by 72 respondents (74.23%), was that the workers needed the money. The qualitative studies explained that many workers had financial problems in their families, which spurred them to seek jobs in the apparel industry. Only a few survey participants gave other reasons: “better than other options” (two), “family sent me to work” (two) and “keeping siblings at home” (one). None of those who responded “Other” had significantly unique answers – some could not find another job, while others wanted a better future. Ten (10.31%) stated that they had problems in the family because they worked in this industry.

Many employees (48 – 49.48%) said they would have preferred to have their own business if they were not working in this factory (ideas mentioned in the focus groups included trading in new and old clothes, shoes, food, motorcycle, car parts, computer hardware and cell phone cards). Another 25 (25.73%) said they would rather be going to school. None of the other options were chosen in large numbers. A small number were interested in other opportunities, such as going back to school or working in construction, on a farm, or in a bakery or a sewing shop.

Almost half of the workers (47 – 48.45%) said they had a permanent contract. Significantly, 14 out of the 97 (14.43%) did not know the status of their contract. Ninety-two (94.85%) of the workers were production workers.

Ninety-six of the 97 workers responded to the question on marital status; 47 (48.96%) had never been married.

Housing

About three-quarters of the workers (71 – 73.20%) paid rent to landlords; a much smaller number (10 – 10.31%) paid rent to a family member.

Most of the housing was permanent; 57 of the respondents (58.76%) lived in brick or concrete structures. Some workers lived in corrugated iron houses (28 – 28.87%), and 11 (11.34%) lived in wooden houses.

Family Structures

While five workers lived alone, the majority lived in small nuclear families (62 – 63.91%). Twenty-six others (26.8%) had family sizes of five to eight people, and only three (3.09%) had more than eight people living in their homes.

Many of the workers lived with their immediate family members: parents or spouse’s parents (14 – 14.43%), siblings (43 – 46.74%), spouses (31 – 31.96%) and their own children (34 – 35.05%). Only 13 lived with extended family members.

Fifty of the 96 employees who responded (52.08%) had children. Nine of the never-married workers and 18 of the cohabiting workers had children. In most cases (38 of 50), the children lived with them, though 11 of the others had left their children with another family member (One response was invalid).

Only nine of the interviewees had more than five persons depending on their wages.

Based on some of the data collected on family incomes, per capita monthly income ranged from HTG 74.08 to HTG 2481.50 (with a mean of HTG 260 and an inter-quartile range of HTG 180 and HTG 510). Note: This conclusion was derived from the information provided by workers on their family structure and the amount earned by the employed persons within this family structure – the figures are not precise. Workers interviewed in the qualitative study said that their current salaries were not enough to support the entire family. They felt that they needed at least 3,000 to 3,500 HTG per week, which is almost double their current earnings.

Access to Safe and Healthy Environment

Water

While at work, many of the workers (52 – 53.61%) obtained their drinking water from the factory faucet. At the qualitative interviews, approximately half the workers said they bought water for about 10 HTG per day from drinking water *at the factory*. In general they spent about 30 HTG per day for drinking water. When they could not afford potable water, workers used chlorine tablets or other means of purification that were cheaper (about 2.5 HTG per day) to make water safer for consumption. Fifteen workers (15.46%) said they consumed bottled water in the factory, and 22 (22.68%) did not know what their source of water in the factory was.

However, while at home, fewer workers (33 – 34.02%) consumed water from the public supply; 25 (25.77%) used water from a well, 22 consumed filtered water, and 18 drank bottled water at home.

The majority of the workers who consumed water from the public main (29 out of 33) and those who consumed well water (20 out of 25) purified the water before consumption. Of the 66 workers who said they purified their water, 65 left the water exposed to the sun for eight hours and 62 (in addition) treated the water with chlorine tablets. Most of the workers – 59, or 60.82% – had concerns about the quality and cleanliness of their drinking water. This high level of awareness was evidently a result of a very prominent media campaign for the prevention of cholera in Haiti (government-produced posters for which were in evidence during the factory tour).

As for other water usage, 61 (62.89%) purified the water used to clean their fruits and vegetables. Thirty-three (34.02%) used well water to cook food and 44 (45.36%) used tap water from the public mains for cooking purposes (washing and preparing food). The qualitative study found that the water could be obtained from a deep well or a public fountain.

Of the 96 workers who responded to the question on the incidence of diarrhea in the past two weeks, four said that they themselves had suffered from the disease and 16 said family members had. Given the context, this is a rather high number; care should be taken to ensure that cholera – a major health concern in Haiti – does not become an issue in the factory.

The qualitative interviews and discussions revealed that workers were waiting for a project by the national water company, DINEPA, that will start bringing water to their homes, but that the project is not progressing well.

At the in-depth interviews, the factory nurse said that many worker health problems are water related, such as urinary tract infections and typhoid; during the rainy seasons the most frequent illnesses are the common cold and conjunctivitis.

At the end of the surveys and the qualitative studies it was possible to conclude that the workers generally did not have free access to drinkable water, and there was no system in place for water distribution to homes in the city of Ouanaminthe; as a result, workers spent almost five percent of their income on water.

Sanitation

Only five of the 97 workers did not have a toilet at home. The vast majority i.e. 73 of 92 (79.34%) of those who had toilets used a pit latrine with a slab. These facilities were generally shared by many people; 26 workers (27.66%) shared with three to five people, 35 (37.23%) shared with six to eight people, and 31 (32.98%) shared with more than nine others.

Most of the workers (54 – 57.45%) said their toilets were connected to a sewage system, but 26 workers (27.66%) said theirs was not connected to the system and 14 workers (14.89%) did not know about the method of disposal of the sewage waste.

Most workers (56 – 57.73%) disposed of their household waste by depositing it in the garbage truck, though six disposed of it by burning. Most others either dumped household garbage in the street or bushes, or in the river nearby. During the focus group discussions, the workers confirmed that there was no sewage disposal system and no dedicated waste dumping area, and that the garbage truck is not reliable.

Nearly all of the workers (90 – 92.78%) said there were disease vectors such as mosquitoes, flies and/or cockroaches in their homes. Most workers had at least one mosquito net at home; some also used a mosquito repellent coil.

A large proportion (39 – 40.21%) said there was stagnant water around their home or workplace and nearly half (47 – 48.45%) said there were piles of waste dumped around their homes.

Environmental Preparedness and Resilience

Just over half of the workers (51 – 52.58%) knew they were living in areas that are at high risk for natural disasters; 40 said they were not living in a high risk area, and six said they did not know if they were living in a high risk area.

Only 43 workers (44.33%) knew what to do in case of an emergency at work; 52 (53.61%) did not. Almost the same number (45 – 46.88%) knew what to do in case of an emergency at home, while 47 (48.96%) did not. A large number of the workers said either that their family did not know what needed to be done in case of emergencies (50 – 51.55%), or that they were not sure if their family knew what to do (19 – 19.59%).

Ninety-six workers responded to the question on whether they had been trained on what to do in case of an emergency. Many of the workers (63 – 65.63%) said they had never been trained on emergency procedures; (29 – 30.21%) said they had received some training in the factory, and four (4.17%) said they had received training in the community. However, in the qualitative study it was found that almost all the workers had been trained in evacuation procedures.

Of the 29 who had received training in the factory, 13 (44.83%) had received instructions on fire safety and another 15 (51.72%) had received instructions on what to do in case of an earthquake.

Only 28 out of the 97 (28.874%) had experienced some emergency or natural disaster, most commonly an earthquake (13). Others had experienced events such as a cyclone, hurricane or flood. A few had experienced drought.

About a third of the workers (32 of 96, or 33.33%) said they felt safe at work, while a larger proportion (58 – 60.42%) did not. There were conflicting reasons given for both responses; those who felt safe said it was because the factory was well organized, while those who felt unsafe said the factory structure and/or layout was not safe.

Half of the respondents (49 – 50.42%) said they would feel safe at home during an emergency. Again, the reasons for feeling safe or unsafe were varied; those who felt safe expressed trust in God and in prayer, while those who felt unsafe felt their homes were poorly constructed or that there was no protection in the area where they lived. However, the qualitative study revealed that almost all the workers have experienced emergencies such as floods, hurricanes or even cholera in the past two years.

Mobility

Most workers (86 – 88.66%) walked to and from work; eight commuted via bicycle or motorcycle. Those who walked stated that they did so because they could not afford any other type of transportation; only five lived close by. The qualitative study revealed that public transit is not developed in the city and other means of transportation (e.g. taxi or moto) are too expensive, costing about 50 HTG per day (or about 25 percent of a day's wages). Given this distribution, 92 (94.85%) did not spend any money on transportation; the rest spent less than 25 percent of their wages on transportation.

Most workers' commute to work was one hour or shorter (35 spent less than 30 minutes on travel, and 37 spent up to an hour); 22 (23.40%) had a commute of over an hour.

Of the 48 workers who had children and who responded to the question, 22 walked their children to school and seven took a taxi; 14 did not send their children to school yet. Only 20 responded to the question on how much of their salary was spent on transporting their children to school; of those, 14 did not spend anything, four spent less than 10 percent, and 3 spent between 10 and 25 percent.

Of the 32 workers who responded to the question on the time spent transporting children to school, 20 (62.50%) said less than 30 minutes, six said 30-60 minutes, and six said more than 60 minutes. Only five said that they had been late to work due to taking their children to school, four of whom walked their children there.

Twenty-six workers (27.08%) had been late to work in the past month. An analysis of those who reported that they were late revealed that 23 of them walked to work. In the qualitative study, workers said that they most often arrive late at work when it is raining, and in the season when it is darker in the morning. The root cause, however, was their concern about gangs that harass them.

Most workers did not feel safe travelling to and from work (63 – 64.95%). Of those who felt unsafe, 35 cited gang or political violence, 14 said the time of the day was the main factor and 12 felt their mode of transport (walking) was not safe.

Most workers (67 – 69.07%) would prefer to use their own bicycle or motorcycle to travel to and from work; 12 said they would prefer a factory-provided bus. The focus groups revealed that motorcycle accidents were very frequent in Ouanaminthe – at least one every day.

Good Health and Family Well-being

General Health and Hygiene

Illness in self and among children

A majority of the workers (58 out of 96 respondents – 60.42%) had not missed work in the past month. Of those who had missed work due to illness, 19 (19.79%) had taken one to two days off, six had taken three to four days, and 13 had taken more than four days. Though this is not a precise figure, it can be inferred that about 125 workdays (approximately five percent) were lost due to sickness among the 96 workers interviewed.

The most frequent symptom was fever (14 – 42.11%); nine workers (23.68%) had headaches and six (15.79%) had the common cold. None of the other listed causes were reported in significant numbers. The qualitative study confirmed that the most common cause of illness generally was fever, with specific problems related to malaria, dengue, typhoid, and colds. Most workers stated that illnesses are more common when it is raining; a few others had concerns about the amount of dust in the workplace.

Fifty of the workers had children; 49 responded to the questions pertaining to them. Of the 49 respondents, 40 had never taken leave due to a child's illness. Of the remaining nine, five had taken between one and two days off to care for a sick child, two had taken three to four days, and three had taken five or more.

Thirty-five workers had children younger than five years of age; 15 reported that the child(ren) had not been sick in the past two weeks. Twelve had at least one child who had been sick at least once in the past two weeks, three had children who had been sick twice, and five had children who had been sick three times. The most common causes of illness were fever (11), colds (three) and diarrhea (three). The focus groups confirmed that diarrhea was common; in addition there is measles (sarampion) and conjunctivitis. Workers who sought medical attention took their children to see a doctor at a health center in Ouanaminthe, at a cost of 50 HTG per visit. A small number medicated their children themselves.

Hand-washing practices

Responses to the question on when the workers believed it was important to wash their hands are presented in the following table.

Table 3: Perceived need to wash hands

When do you believe it is good to wash hands?	No. of respondents
After going to the bathroom	77
Before preparing food	17 ⁽¹⁾
Before eating food	79
After coming home from work	35
After touching an ill person	16
After changing a child's diaper	11
Other	27

Note: Multiple responses given

From the above table it can be concluded that in general, hand washing practices were satisfactory. There was some cause for concern with regard to practices of hand washing before preparing food⁽¹⁾. However, further analysis did not reveal any significant association between these perceived practices and the incidence of diarrheal diseases among these workers and their families.

The vast majority (93 – 95.88%) stated that they used soap and water to wash their hands. The qualitative studies found that all workers use soap at home and in the workplace; some workers even bring their own soap to work. Workers were aware that the use of soap is a way to prevent cholera, and stated that they shared this information with their children.

Sexual and Reproductive Health

Menstrual hygiene

Almost all the women (47 of 49, or 95.92%) used sanitary pads during menstruation. Only two (4.08%) used cloth, though three of those who used pads said they would prefer using cloth. All the women said they bathe as normal during their cycles.

Pregnancy and contraception

A total of 55 workers (24 male and 31 female) reported that either they or their partners had experienced a pregnancy; 54 of the 55 responses to the questions that followed were found to be valid.

All the respondents said they had visited the health clinic for prenatal care during the pregnancy. Thirty-nine said that they (21) or their partners (15) had visited the clinic at least six times, though one respondent (a male) reported only three visits.

All 55 who responded to the question on where the delivery should take place said the hospital (53) or clinic (two) was preferred. Of the 50 who had children, 39 had delivered their last child at the hospital or clinic and 11 (22%) had delivered at home (all with at least one attendant to assist in the delivery).

Of the 96 valid responses pertaining to the use of contraceptives, 52 stated that they were using contraceptives, one did not know, and the rest (43) were not. There were no significant common reasons as to why workers did not use contraceptives.

The most frequently used contraceptives were condoms (54), oral pills (27) and injectable methods (24).

The qualitative study found that married workers and workers living with a partner were not interested in using condoms. A large number of female workers stated that they had tried but found they could not tolerate contraceptive pills or injectable methods. Contraceptives are available free of charge at the health center, but a few of the single male workers said that they spend between 50 and 150 HTG per month for condoms at a local pharmacy or in the market.

Decisions about contraceptive use were most often made by the worker her- or himself (46 – 58.23%), though in a smaller number of cases it was a joint decision between the worker and his or her partner (17 – 21.52%).

Sexually transmitted diseases

Awareness about infections that can be spread by sexual contact was quite high: 92 (94.85%) of the respondents knew about sexually transmitted diseases, while one did not.

Table 4: Sexually Transmitted Diseases known among the workers

Sexually Transmitted Disease	No. who knew
HIV/AIDS	81
Gonorrhea	39
Hepatitis B	1
Syphilis	29
Herpes	4
Other	11

A very high percentage of respondents had heard of HIV/AIDS; knowledge of other STDs was relatively poor.

Knowledge of the modes of HIV/AIDS transmission and protection was moderately high (as shown in the following tables).

Table 5: Methods of Transmission of HIV

Mode of transmission	No. who knew
Unprotected sex with an HIV+ person	62
Contact with blood of infected person	46
Infected needles	23
Mother to child	6
Did not know	7

Table 6: Protection against HIV

Method of protection	No. of responses
Always using condoms	59
Having only one sexual partner	21
Abstaining from sex	19
Being faithful to your partner	15
By avoiding mosquito bites	4
Not sharing utensils	2

A large majority of the workers (68 of 96 respondents, or 70.83%), said they had been tested for HIV, while 28 said they had not. This relatively high affirmative response can be attributed to several different factors.

In the focus groups, most workers stated that HIV testing is mandatory to get married, and pregnant women must be tested if their pregnancy is monitored by a doctor. In other cases it is voluntary. Testing is normally done at the local health center, which has pharmaceuticals and medical personnel available for those who test positive. However, most workers would prefer to go to Fort Liberte, where there is better-established support in case of a positive test.

Most of the workers (61 – 62.89%) have spoken about HIV/AIDS to others. Of the 60 who responded to the next question, on who they discussed the illness with, most had discussed the illness with their friends (36 – 60%) and 17 (28.33%) had discussed it with their families.

Overall, the findings on sexual health knowledge point to an opportunity for proactive outreach. Anecdotal evidence (during the training) revealed that contact with multiple sexual partners was quite common in the region, and there appears to be a need for more comprehensive education about sexually transmitted diseases in general and HIV in particular.

Nutrition

Most of those surveyed had at least two (52 – 53.61%) or three (41 – 42.27%) meals every day (three workers said they had one meal per day and one said more than three), but 42 (45.16%) respondents said they often felt uncomfortably hungry and 37 said they were occasionally hungry during the day. The qualitative studies revealed that having only two meals a day was not a preference, but was instead related to financial issues.

Forty-seven workers responded to the question on the number of meals consumed by their children every day; 29 said their children (especially younger ones) had three or more meals per day, and 13 said their children had only two meals per day and five others did not know how many meals their children had during the day.

Table 7: Variety of food eaten and food that cannot be afforded

Name of food item	No. who consumed	No. who could not afford
Bread	40	17
Rice/noodles	91	58
Fruit	32	12
Vegetables	37	40
Animal protein	52	50
Legume protein	39	31
Milk and milk products	32	36
Sugar/ sweets	38	17
Fried, salty food	29	17

The above table indirectly suggests that many workers did not have a variety of foods to eat. The table also indicates that rice is a staple, which about half the respondents supplement with animal protein.

Of note is the pattern of responses to the question on food which is good for the workers but which they felt they could not afford: A large proportion of respondents listed rice (the staple), vegetables, animal and legume protein, and dairy products as items they could not afford. Pork and chicken from the Dominican Republic are cheaper than local meat; many workers eat meat only once a week.

Children's health

All 51 people who responded to the question said they had breastfed their children.

One troubling finding was that three of 53 respondents said there had been an infant death in the family due to diarrhea. The focus groups revealed that workers attributed many infant deaths to medical staff negligence; others said that babies' deaths were related to mystical issues (voodoo, evil, etc.).

Of the 51 workers who responded to the question, 50 had had their children vaccinated against at least some diseases (only one had not), though the following table appears to indicate that universal immunization is not a common practice.

Table 8: Vaccines received by the child (n = 51)

Name of vaccine	No. of responses
BCG (against tuberculosis)	21
Diphtheria	10
Hepatitis A	0
Hepatitis B	2
Measles	14
Meningitis	2
Poliomyelitis	17
Tetanus	11
Whooping cough	8

The workers received information from medical staff at the health center on the vaccines they need, and the government also organizes regular vaccination campaigns.

Economic Empowerment

Standard of Living

The survey revealed that 42 (43.30%) workers were the sole breadwinners of their family. Of these 42, six supported one or two people, 15 supported between three and four, and 17 supported five or more. However, the qualitative study showed that a larger proportion of those who participated were the sole or main breadwinners in their families, with the inference that this was primarily because there were few job opportunities in Ouanaminthe.

Of the 55 (56.70%) respondents whose families had other wage earners besides themselves, 44 (80%) had one or two persons supporting the family, ten had three or four, and one had five or more.

Table 9: Support to the family

	No. of family members supported by the sole breadwinner (n = 42)	Of the rest, No. of other members supporting family (n = 55)
None	4	NA
1-2 others	6	44
3-4 others	15	10
>4 others	17	1

The following table shows how employees spent their money. The top three major areas of expenditure cited by workers were: food (94 – 96.91%), clothing/cosmetics (69 – 71.13%), and housing/rent (58 – 59.79%). Focus group discussions showed that the women in the study spend a relatively large amount of money on cosmetics and personal products (soap, deodorants, perfume, hand and body creams, etc.), in accordance with local cultural norms around beauty and personal care.

Table 10: Employees' major expenses

Expenditure head	No. of responses
Food	94
Clothing/cosmetics	69
Housing/rent	58
Sending money to family	39
Recreation	39
Medicine/doctor visits	34
Child care	33
Saving	18
Education	7
Transportation	3

Of the 42 sole breadwinners, only two said their salary was sufficient to support the family; among the 55 who had others contributing to the family finances, just three said their salary was sufficient to support the family.

Table 11: Sufficiency of salary to support the family

	Sufficiency of salary among sole breadwinners (n = 42)		Sufficiency of salary among those with others to support family (n = 55)	
	Yes	No	Yes	No
None	0	4	NA	NA
1-2 others	0	6	3	41
3-4 others	1	14	0	10
>4 others	1	16	0	1

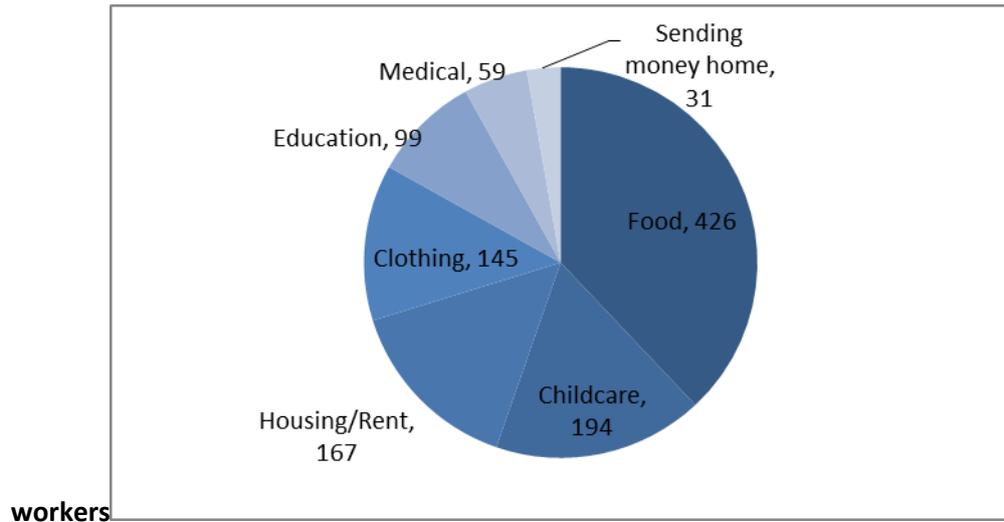
Among those who stated that their wages were not enough to support the family, the major areas where they wanted to spend money but did not have enough included food and water, clothing and household needs, savings and building a house (as shown in the table below).

Table 12: Major expenses that workers could not afford

Expenditure head	No. of responses
Food	31
Clothing/cosmetics	27
Savings	26
Build a house	25
Medical	20
Education	18
Help a family member	14

Respondents were asked to rank their top five expenses from the above list; the graph below shows the weighted list of “priority expenses” from that ranking.

Figure 1: Major expenses (weighted) incurred by the

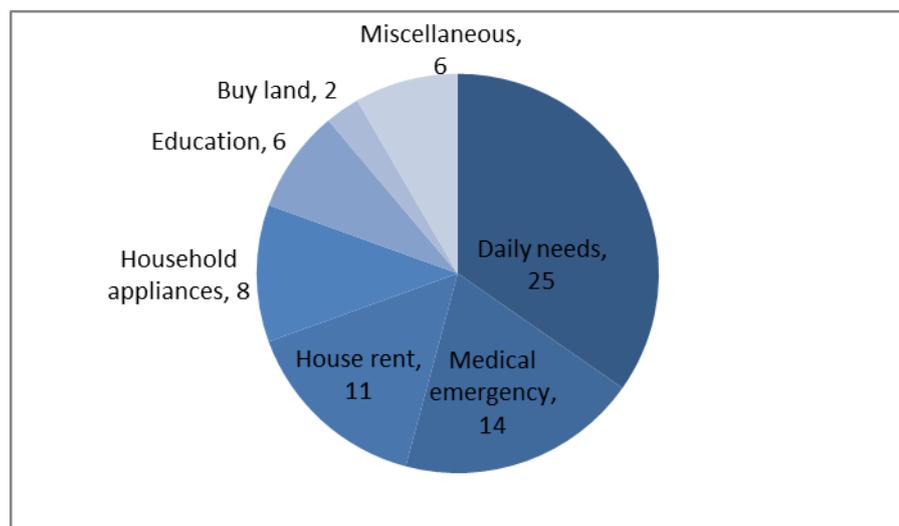


Asked how much of their salary was sent or given to their family, nine of the 97 (9.28%) said they gave more than half, six (6.19%) said half, and 52 (53.61%) said less than half. Thirty said they did not give any money to their family.

About half of the workers (50 of 96, or 52.08%) said they decided for themselves how their salary should be spent; 29 (30.21%) said they discussed spending with their family, and 12 said their spouse made the spending decisions.

Nearly two-thirds of the employees (59 – 62.11%) reported that they had debts, and 45 (46.39%) said that other members of the family had debts. Of note is the fact that 17 of the 59 (28.81% overall) said that half or more than half of their wages were being spent on clearing debts; 38 others said that less than half their salary went toward debt repayment.

Figure 2: Reasons for loans (of all valid responses)



Of the 57 workers who revealed the source of their loans, almost half said they borrowed from friends (27 – 47.37%). Other sources of loans included relatives (10 – 17.53%) and the factory-based savings plan (5 – 8.77%); very few (2 – 3.51%) borrowed from banks.

The qualitative study found that all the workers had debts: loans, credit from food vendors, rent, medical expenses, etc., most of which are related to family members' support. Workers who had taken loans from the factory savings plan did not know the interest rate. Some workers borrow money from friends or family members without interest, or from pawnshops, where they run the risk of losing their collateral for non-payment.

When asked where they would borrow money from in case of an illness at home, 55 workers (56.70%) said they would use money from their savings, while 40 said they would have to borrow to overcome the crisis.

Financial Education and Literacy

Asked about their understanding of their paystubs, 70 of the 97 workers (72.16%) said that they understood the contents. This was confirmed in the qualitative study; workers said that any questions can be answered by a fellow worker, union representatives, shop stewards, supervisors or HR staff. However, 15 said they did not understand the contents and 12 said they "don't know." Of the 15, four said the paystub was too confusing, and seven said the numbers changed with every paystub. One said the amount did not match the overtime he did, another said he was only interested in the money, and one said he never heard of paystubs.

Nearly 80 percent of the workers (77 – 79.38%) said they save some money from their wages, which is of note because of the number of workers who said they take loans. The qualitative study revealed that workers save money in anticipation of medical emergencies, for rent (which is usually paid once or twice a year), and education fees, but borrow money for their daily needs (such as food).

Of the remaining 20 (20.62%), 19 said there was not enough money at the end of the month; five also said they had too many personal expenses.

Among the 77 who said they saved, five were saving for personal expenses, four were saving for children's education, two were saving for household appliances, and one was saving for his own education, but the vast majority were saving for their future medical expenses (since there is no real social security system in place and medical fees are expensive); 24 said they were saving for an "emergency" or for when they are "in need."

Of the 35 who responded to the question of how they saved, 33 said they used the factory's savings plan.

Of those who tried to save, 25 saved every month and 45 saved in the last month. Of these, seven saved more than 50 percent of their wages and 39 saved between 10 and 50 percent.

Eighty-four workers responded to the question on how much of their wages they had saved in the last month; 45 did not save at all, 29 saved less than 10 percent, and nine saved between 10 and 35 percent.

Of the 96 who responded to the question on whether other family members saved, 45 (46.88%) said that no one in their family saved any money; 32 said others in the family saved money, and 19 did not know if others in the family saved.

Access to financial products and services

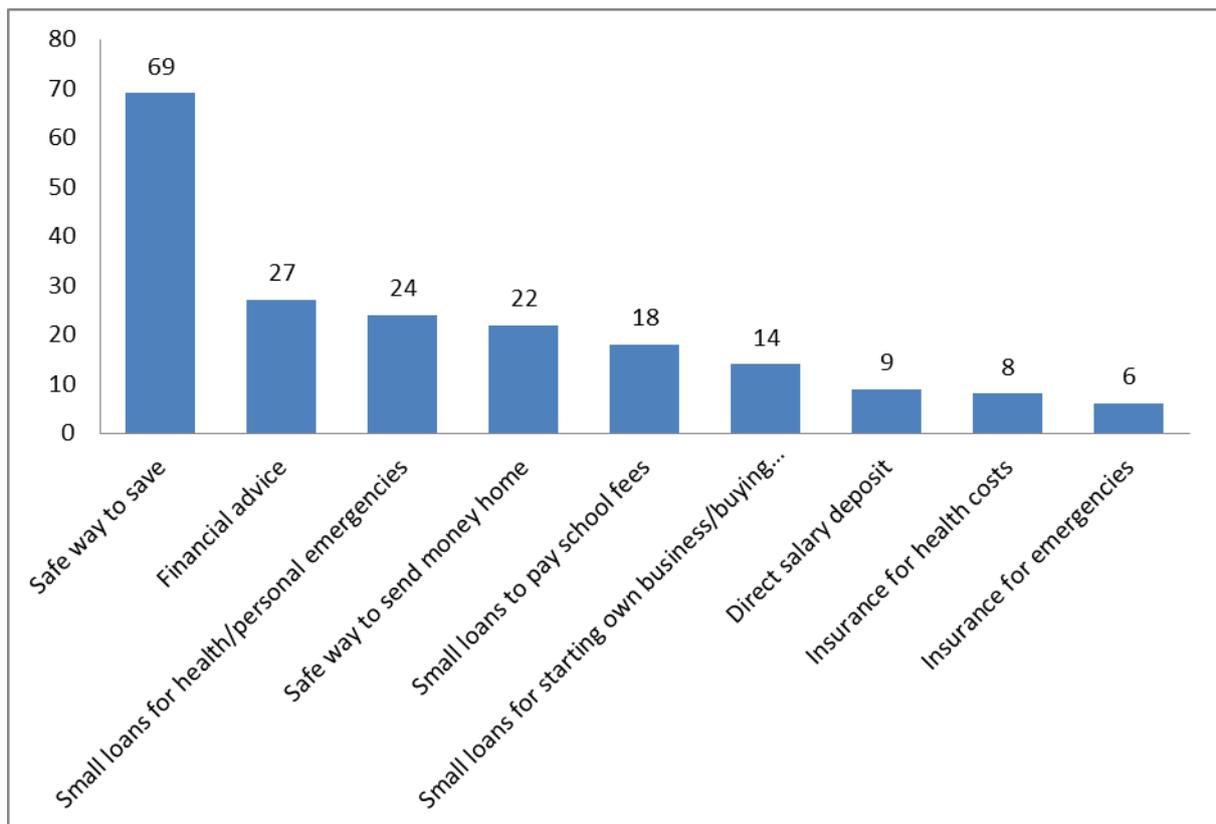
All 97 workers said they received their wages as cash, though 57 had a bank account. Of those 57, 44 used the bank for depositing and withdrawing money, four used the account to earn interest, eight used it for savings, and one did not respond.

Of the workers who did not have a bank account, 36 said there was not enough money to put into a bank and one said there was no time to open an account.

In response to the question on what financial products they used, 33 workers said they were enrolled in a health savings plan, 23 said they have a safe way to save, 12 said they have a safe way to send money home, and 12 said they had some financial advice. Twenty-one did not know of any financial services.

The chart below describes what workers felt they would benefit most from.

Figure 3: What workers felt would be most useful



Answers to the questions in this section indicate an urgent need for financial services for the workers in this factory. They have expressed a need for financial advice, as well as for banking and insurance services.

In response to the question on how workers sent money home, 63 said they carried cash home or sent cash through friends or relatives (this was confirmed through the qualitative study); 12 said they used a wire service, three said they used a bank wire transfer, and two used a mobile phone transfer service.

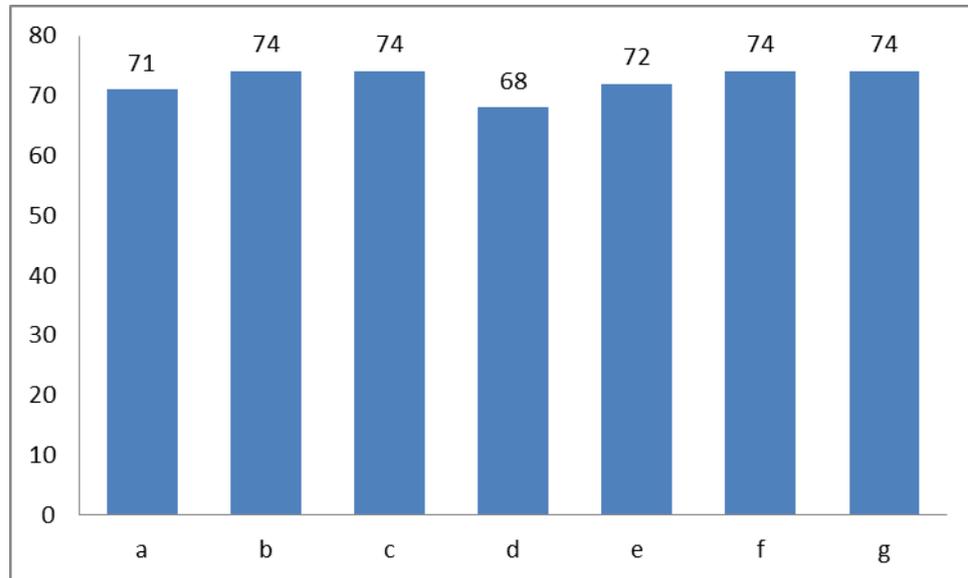
The workers said that if the amount of money is significant, they prefer to take it home themselves. They are all aware that this is not safe – and as indicated, some workers do send money through banks when possible – but access to bank and financial services is limited in some areas and is therefore not always a viable option.

Equality and Acceptance

Harassment and discrimination

The table below indicates what workers consider unacceptable forms of treatment.

Figure 4: Workers' opinion of unacceptable forms of treatment (n = 97)



- a = Supervisor shouts and acts rude to workers
- b = Husband shouts and turns violent whenever he needs
- c = Cursing a person
- d = Unwelcome sexual connotations, jokes and body language
- e = Body touching (waist, buttocks, etc)
- f = Humiliation
- g = Forced sex, rape

The above chart appears to indicate that there was a relatively high level of “tolerance” as to what constitutes unacceptable forms of behavior. Given the rather close proximity of the values concerning each unacceptable form of treatment, there is unlikely to be any significant difference in the responses of males vs. females.

Eighty-two workers responded to the question as to whether they knew what the penalty for harassment and abuse was; of those, only nine (10.98%) said they did, while 69 had not heard of the consequences and three had heard but could not specify. There was no statistical difference in the responses of the men and the women.

Incidence of unacceptable forms of behavior from peers

A proportionately large number of workers (40 of 96) said that they had experienced verbal abuse from peers, while nine reported having experienced physical abuse and 14 reported experiencing unwelcome sexual attention from peers. More men (23 of 47, or 48.94%) complained of verbal abuse than did women (17 of 49, or 34.69%).

Of the 89 who responded, 12 reported that these forms of behavior occur at least once a day, 12 said once a week, and nine said once a month – though the majority (62.92%) said unacceptable forms of behavior never or almost never occurred.

Incidence of unacceptable forms of behavior from supervisors and managers

Again, a proportionately large number of workers (46 of 96) report that they have experienced verbal abuse from supervisors or managers, though fewer workers report unwelcome sexual attention (8 of 96) or physical abuse (2 of 96) from supervisors and managers. A significantly larger number of men (28 of 47, or 59.57%) report verbal abuse from supervisors and managers compared to women (18 of 49, or 36.73%).

Eighteen of the respondents said these forms of behavior occur at least once a day, 13 said once a week and eight said once a month. Most (28 of 49) did not report these incidents, though 13 said they talked to the supervisor and six said they told a union representative.

A large proportion of the interviewed workers stated in the qualitative interviews that they experience unacceptable forms of behavior from foreign supervisors and HR staff. Production matters were the most common reason for verbal abuse; when it occurs, some workers fight back by answering back to the person, and others talk to the trade union representatives.

Incidence of unacceptable forms of behavior on the street or at home

On the street or at home, a large number of the 97 respondents (48 – 50.52%) reported that they have experienced verbal abuse, 45 (46.39%) reported physical abuse, and 31 (31.96%) reported unwelcome sexual comments; 13 (13.40%) have experienced sexual touching and 18 know people who have been raped or have been raped themselves. There is no statistical difference in the occurrence of these abuses and the respondent's gender.

Thirteen workers said that these forms of behavior occur at least once a day, 13 said at least once a week, 21 said at least once a month, and 45 said it never or almost never happens). A majority of the victims (35 of 59) kept silent, though 14 confided in friends and two told their families.

During the focus group discussions, workers were unanimous in stating that violence and criminal activity is increasing in the city of Ouanaminthe. (The day before the interviews, a supervisor was attacked and molested when returning from work after overtime hours.) There are only about five police officers in town, which the workers say is not enough.

Discrimination

Five of the 48 women who responded said that they were treated differently based on their gender.

When asked about how supervisors treat the workers, ten (out of 95 who responded) said that women were treated differently, three said men were treated differently, and two said foreign workers (Dominicans) were treated differently. Almost equal numbers of workers said that the supervisors treated men or women better.

Discrimination does not appear to be one of the most pressing issues in this factory.

Communication and negotiation

The level of comfort that the workers had in communicating with family members, co-workers, and supervisors and managers is shown in the table below.

Table 13: Workers' comfort levels in communicating

	With family	With co-workers and friends	With supervisors and managers
Very comfortable	80 (83.3%)	83 (85.57%)	63 (64.95%)
Moderately comfortable	7 (7.3%)	9 (9.28%)	10 (10.3%)
Not very comfortable	5 (5.2%)	5 (5.2%)	16 (16.5%)
Not at all comfortable	4 (4.2%)	-	8 (8.25%)

When asked how problems at home were solved, most workers (86 of 96, or 89.58%) said by all talking together, though two said a male member of the family made a decision.

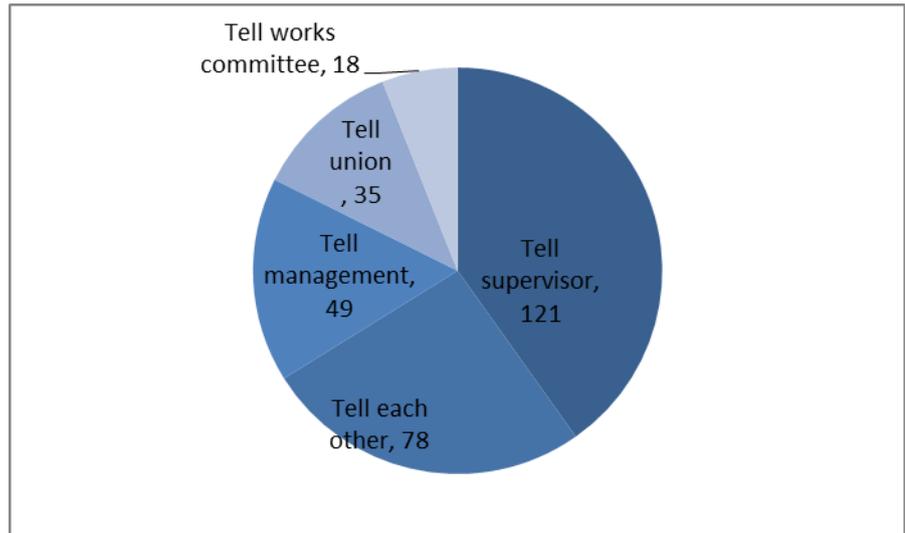
Most workers (55 – 56.70%) are very comfortable giving suggestions in the factory, and 12 said they are somewhat comfortable. Many workers (48 of 95, or 50.53%) had given suggestions in the factory in the past six months; 34 had spoken to a supervisor, 11 told other workers and 13 approached the management directly. One worker said he was refused permission to meet the management.

Slightly less than half of the workers said that issues and grievances were addressed in the factory by telling their supervisors (39 of 90, or 43.33%). A smaller number (16 – 17.78%) told each other about their grievances. Eight workers each said they approached the management, eight said they would strike, seven said they would go to their union representatives, and four would approach the work committee. Of those who said “Others,” most would approach the Human Resources team.

None of the workers had raised suggestions with their union representative, and there was no hotline that the workers could use. The workers seemingly do not have confidence in their works committee; only two workers had used them on one occasion and one had talked to them regularly. The focus group discussions indicated that very few workers were comfortable approaching their union representative when they had problems; most thought that the union representatives were not empowered and not trained enough to defend them, and a few thought the union might be on the side of management.

The (weighted) chart below shows workers' preferred ways of having issues solved in the factory.

Figure 5: Preferred method of solving issues



Of the 90 people who responded to the question, 70 (77.78%) had never raised any issues with the union, 15 had done so at least once, and five had done it regularly. Similarly, 69 of 92 respondents (75%) had never raised issues with the works committee, though 17 had done so regularly and 6 had at least once. The hotline was never used.

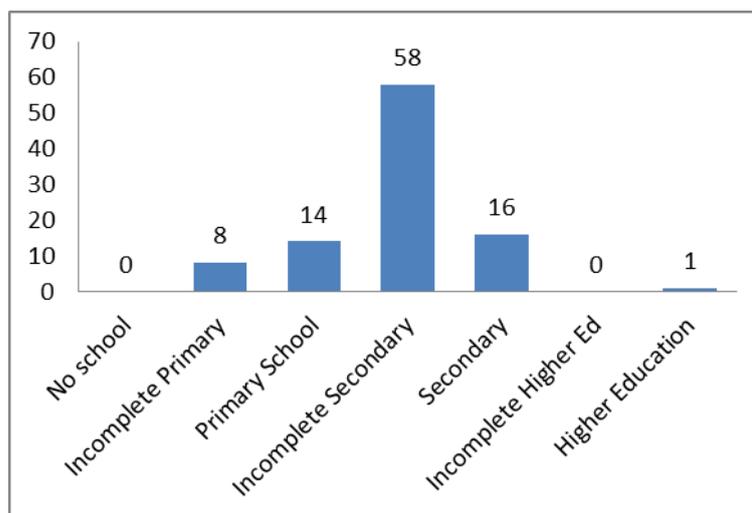
Education and Professional Development

Basic Education and Literacy

Of the 97 workers in the survey, 96 could read and write and 94 could understand numbers.

The highest level of schooling attained by the interviewed workers is shown in the chart below:

Figure 6: Education level attained by the workers



Ninety-five workers responded to the question on vocation training; 34 had some short-term vocational training and 17 had longer-term vocational training; 44 workers had not undergone any vocational training at all.

The use of spare time

The table below shows how the workers spent their spare time.

Table 14: Activities outside the factory

	Never	1/week	2-6 times/week	Daily
Radio	12	6	15	64
Television	48	13	15	20
Newspaper/magazines	56	21	11	8
Read a book	35	21	18	22
Used Internet	79	12	3	2
Use email	84	6	3	3
Use cell phone	6	6	17	64

In the group discussions, most workers stated that they could not afford a television (many also said that even if they could, electricity is not available). All workers stated that they did not have time for

recreation, because work, house cleaning, cooking, childcare and church activities consumed their available time.

Educating children

The workers were asked how important it was for their children to go to school, and how important it was for girls to go to school.

Table 15: Perceived need to send children to school

	Children of either gender	Girl child
Essential	43	39
Very important	53	56
Somewhat important	-	-
Not important	1	1

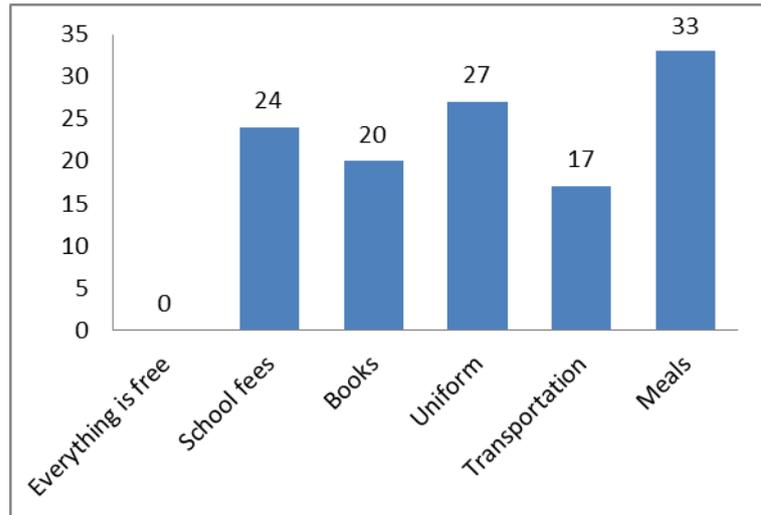
Workers with children younger than five years were asked how often they spent time reading with them; of the 41 who responded, 14 said never, 13 said at least two to six times a week, and five said every day.

Workers with children older than five years were asked how often they helped with homework; of the 22 who responded, three said never, 12 said two to six times per week, and six said every day. The qualitative study found that some workers paid a tutor for their children, while others had a family member perform this function.

Twelve workers said their children do not attend school; of these, 11 said they “could not afford school fees and uniforms.” The financial aspect was confirmed in the qualitative study when workers stated that they were the sole breadwinners of the family and could not afford to send children to schools (because private schooling was expensive, and there were very few public schools in Ouanaminthe).

The responses of the 36 workers who answered the question on costs associated with sending children to school are shown in the following chart.

Figure 7: Costs associated with sending children to school

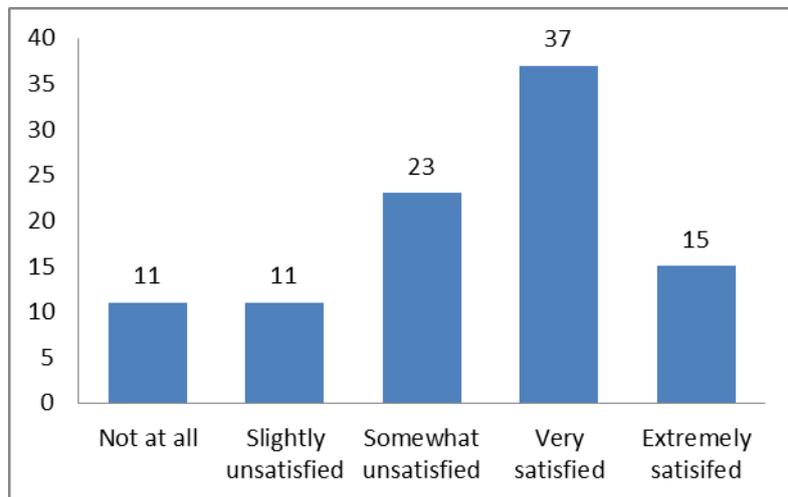


Professional skills and development

Of the 97 workers surveyed, 57 (58.76%) had worked in their current position for more than two years, 26 (26.80%) had done so for one to two years, and 14 had for less than a year.

Survey participants were asked whether they liked their jobs. Their satisfaction levels are shown in the chart below.

Figure 8: Satisfaction levels of the workers (n = 97)



Some of the workers specified reasons for their dissatisfaction; eight said there was no other option, seven were not happy because of the salary and six because of the hours of work. Other reasons included: being overqualified for the job, working on two types of machines, feeling sick, work too hard, and not enough breaks.

Participation in skills training and education programs

The table below shows workers' participation in various training programs.

Table 16: Participation in training programs

Training Program	No. of responses
Technical training (n = 103)	
Training on how to do my current job	80 (86.02%)
How to use other equipment in the factory	28 (30.11%)
Quality control	26 (27.96%)
Other	1 (3.88%)
OSHA/Compliance Training (n = 103)	
First aid	8 (9.09%)
Fire prevention	21 (23.86%)
Safety precautions	20 (22.73%)
Information on Code of Conduct	37 (42.05%)
Labor laws	15 (17.05%)
Personal Development and Life Skills (n = 103)	
Formal education courses	3 (3.57%)
Computer skills	2 (2.38%)
Language skills	10 (11.90%)
Communication and negotiation skills	1 (1.19%)
Supervisory skills	3 (3.57%)
Others	0 (0.00%)

Asked which of these trainings was most useful, 71 of 86 respondents said the technical training and 13 said the OSHA/Compliance training; five said personal development training would be useful. In the focus group discussions, all of the interviewees said they had never been offered training in personal development; none saw any opportunities for career development at the factory, since they said some jobs are reserved for people of other nationalities.

Only 29 of the 87 respondents to the question said that they had shared knowledge from their training with family members. Of the 58 who did not, 45 specified reasons; 26 said there was not enough time, 12 said the material was not useful for the family, and five said the family was not interested in the information.

Of the 97 survey participants, 45 would prefer technical training and 32 would like training on OSHA matters and compliance.

Most workers (75 out of 96 who responded) had not worked in any other units within the factory. Many workers specified that they would prefer working in other departments within the factory – e.g. quality control (37), training (35) and sewing (20).

Over 90 percent of the interviewed workers (91) had never been promoted in the factory; six had been promoted once. One worker said that the reason for not being promoted was her gender; two said it was their education; and five said it was their education and that there were no opportunities

for promotion. The most common reason for not being promoted was the relationship between the workers and their supervisors.

In terms of skill level, 41 (42.27%) of the workers felt that they were multi-skilled, 37 felt they were skilled and 17 felt they were semi-skilled.

Aspirations

Several general themes were identified from the answers to questions in this section; the data has been aggregated and categorized into these themes. It is expected that deeper issues and more context will be discovered through the qualitative studies and participatory methods that are being planned at the end of this study.

Most workers (87 of the 97 who replied) said that they did have dreams about the future. There were various reasons why the remaining ten replied in the negative: one said this was a dead-end job, one said there was not enough money, two said they did not finish school, and one said she did not know when she would lose her job.

Among those who specified what their dreams were, 31 said they wanted a better life for themselves or their children, 16 wanted to be useful to their families, 16 hoped to have another profession or business, and 15 wanted to build a new house. (Multiple answers were accepted.)

In response to the question on what dreams they had as children:

- 40 wanted to become professionals (e.g. nurse/doctor/engineer/teacher/lawyer)
- 12 wanted to be tradespersons (e.g. mechanic/tailor/dressmaker/computer repairperson)
- 11 wanted to finish school/go to college
- 5 wanted to have their own business
- 4 wanted to become clergy members

A significant number of workers (82 of 95) felt that their current situation fell short of their expectations; nine said their current situation met their expectations and three said it exceeded their expectations.

Asked what currently made them happy, workers replied:

- 29 said the fact that they were healthy or not sick
- 28 said the fact that they were working or had a job
- 5 said it was their family
- 4 said God made them happy
- 15 said they were not happy

The workers were asked what would make them happier; the top five responses in weighted order of priority were:

- Ways to save and invest for the future
- Career advancement
- Better living conditions
- For him/herself and children to be less sick
- Create a better future for the children

The workers were asked what they would like to be doing three to five years from now. The top five responses in weighted order of priority were:

- Owning or starting their own business
- Getting professional skills

- Finding a new job in another factory
- Working in a different unit in the factory
- Staying at home to raise children

Some workers said that they would like to be in better living conditions, others said they would like to build/own their own house and some said they would like to finish school.

Of note is the fact that 71 of the 97 respondents (73.20%) felt that they could make their dreams come true, though 17 felt that their dreams would not materialize and nine were not sure. Of the 17 who said they would not be able to realize their dreams, a majority said it was because they didn't have enough money, three felt their education levels prevented it and two said they did not have the time to achieve their goals.

After work and caring for their families, most workers (44 – 45.36%) had about one to three hours for themselves; 15 said they had less than an hour to themselves. More than a third of the workers (34.02%) said they had no time at all for themselves (see previous sections for reasons given).

Most workers would like to spend their free time with family and friends (31), sleeping (17), going to church or some other religious activity (16), watching television (13) and studying (8).

In order of priority, the greatest challenges to the community as reported by the workers include:

- Poverty
- Hunger
- Clean drinking water
- Access to schools
- Environment

The only two significant hopes that the workers had for their children or siblings were:

- To go to school or finish school
- To have a better life or better future