



Federal Democratic Republic of Ethiopia



International Labour Organization

DECENT WORK COUNTRY PROGRAMME (DWCP)

ETHIOPIA (2009-2012)

**A Joint Government, Workers' and Employers Organizations' Programme
supported by the ILO within the context of PASDEP**

Addis Ababa
April 2009

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Acronyms

AACA	Addis Ababa City Administration
ADLI	Agricultural Development Led Industrialization
BOLSA	Bureau of Labor and Social Affairs
BPR	Business Programme Re-engineering process
CETU	Confederation of Ethiopian Trade Union
CPP	Country Programme Priorities
CSA	Central Statistical Authority
CSOs	Civil Society Organizations
DFID	Department for International Development
DWCP	Decent Work Country Programme
DWAA	Decent Work Agenda for Africa
ECOSOC	Economic and Social Council
EEF	Ethiopian Employers' Federation
EHPEA	Ethiopian Horticulture Producers and Exporters Association
EPRDF	Ethiopian People's Revolutionary Democratic Front
FDI	Foreign Direct investment
FDRE	Federal Democratic Republic of Ethiopia
FeMSEDA	Federal Micro and Small Enterprise Development Agency
GDP	Gross Domestic Product
HAPCO	HIV/AIDS Prevention and Control Office
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
ICT	Information Communication Technology
ILO	International Labor Organization
IDS	Industrial Development Strategy
MDGs	Millennium Development Goals
MOFED	Ministry of Finance and Economic Development
MOLSA	Ministry of Labor and Social Affairs
MOTI	Ministry of Trade and Industry
MOWA	Ministry of Women Affairs
MOYSC	Ministry of Youth, Sports, and Culture
MSME	Medium, Small and Micro Enterprises
NGOs	Non-governmental organizations
NIOSH	National Institute for Occupational Health and Safety
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PRSP	Poverty Reduction Strategy Program
PWD	People living with Disability
SDPRSP	Sustainable Development and Poverty Reduction Strategy Program
SMEs	Small and Micro Enterprises
TVET	Technical Vocational Education Training
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNIDO	United Nations Industrial Development Organization
WAN	Wide Area Network
WFCL	Worst Forms of Child Labour

Foreword

The Ethiopia's Decent Work County Programme (DWCP) is a culmination of a series of consultations between the government, workers' and employers' organizations on one hand and between the tripartite partners and the ILO on the other, with the involvement of the target beneficiaries, researchers and other stakeholders. The DWCP priorities have been selected taking into account the comparative advantage of the ILO in delivering the required support to its constituents; the impact of such interventions in the achievement of the overall objectives of Ethiopian development strategy - PASDEP, the commitments made in the UNDAF, and the 11th ILO African Regional Meeting, held in Addis Ababa in April 2007, during which the Decent Work Agenda for Africa (DWAA) was adopted for the period 2007-2015. Factoring in the impact of the global economic crisis and the current context of globalization in Africa, the DWCP also ensures the implementation of the *Declaration on Social Justice for a Fair Globalization* in Ethiopia.

In essence, it provides the framework for ILO's contribution, in collaboration with its constituents, to the realization of the objectives of the country's PASDEP, whose strategy is, among others, "to raise the employability of labour resources and strengthening private sector growth and development especially in industry as means of achieving off-farm employment". It is grounded on the need for integrating a combination of measures in the areas of employment promotion, rights at work, social protection and social dialogue based on the country's priorities and commitment.

Accordingly, the DWCP contains a wide range of strategic interventions required to support national initiatives aimed at reducing decent work deficits and strengthening national capacity to integrate decent work within social and economic policies. These include, among others, development of a youth employment plan and strategy; enhancing the competitiveness and employment generation potentials of the textile, garment and floriculture sub-sectors; putting in place effective HIV/AIDS workplace policies, care and support programmes; application of international labour standards and fight against child labour; and ensuring an improved social dialogue environment for enhanced performance leading to quality jobs, productivity and profitability of enterprises.

The DWCP is the single framework and umbrella through which all ILO's technical cooperation programmes in Ethiopia will be guided and delivered. It has been designed for the period 2009-2012. It will be jointly reviewed, on annual basis or biennially, by the ILO, its constituents, contributing donors, implementing agencies and other stakeholders. It will consequently be modified and rolled over to take into account new developments and lessons learnt. We, the signatories below, commend this programme to the Government, Social Partners, the UN System, Donors and Development partners, and all Stakeholders.

Signed this day:..... 2009

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I. Introduction

The overall development objective of the Government of Ethiopia is to end poverty through accelerated and sustained economic growth and improve employment opportunities for the youth and women. Since Ethiopia joined the International Labour Organization (ILO) in 1923, it has been working closely with the Organization to promote employment, social justice and rights at work through implementation of ratified Conventions and various technical cooperation programmes. The Decent Work Country Programme (DWCP) is yet another effort at strengthening and systematizing this development cooperation. Hence, the DWCP, developed through tripartite consultations, is the main vehicle for ILO's assistance to the government to ensure sustainable poverty reduction through integrating decent work priorities into the national development agenda.

The DWCP is a results-based framework for Ethiopia that addresses few time-bound and manageable priorities identified by the constituents. In addition, the priorities set take into account lessons learned from past and ongoing technical cooperation programs. For each priority, medium and short term outcomes/results to be achieved, in coherence with PASDEP priorities have been identified and formulated in gender-sensitive terms. The implementation of the DWCPs will be funded by ILO's regular budget and supplementary budgetary resources will be mobilized from local and international development partners and donors.

II. Country Context

With a population of 73.9 million (2007)¹, Ethiopia is the second most populous country in Sub-Saharan Africa. It is one of the world's poorest with a per capita of US\$200 and its GDP is much lower than the SSA average.² This is despite the fact that the country has abundant resources and good potential for development.

Business Process Reengineering

The Government of the Federal Democratic Republic of Ethiopia as part of implementing good governance has formulated national capacity building program, which is believed to bring broad based and sustainable growth in the country on one hand and satisfaction of the people in the government service deliveries on the other hand. To this effect, the Ministry of Labor and Social Affairs has conducted a study on Business Process Reengineering, which is an innovative and fundamental rethinking approach to redesign its business processes towards institutional transformation. One of the main objectives of the BPR is effective implementation and enforcement of government policies, programs and strategies in a transparent and accountable manner.

Labor and Social Issues

With a population growth rate of 2.79%, the labour force (the employed and unemployed) has continued to grow faster than what the economy can gainfully and productively employ. The working age population stood at 54% of the population in 2004/05, and is growing by about 1.2 million people per year. According to the 2005

¹ CSA Population Census Commission: *Report of the 2007 Population and Housing Census*, Addis Ababa, December 2008

² The World Bank. www.worldbank.org/et

National Labour Force Survey, the national figure of the unemployment rate³ is estimated at 5% of the total labour force. Out of the 33,088,792 economically active populations 1,653,686 are unemployed. Unemployment rate for the urban areas is estimated at 20.6%, which was about ten times higher than in the rural areas (2.6%). The incidence of unemployment also varied by sex where in urban areas, unemployment among females was about 27.2% compared to 13.7% among males. The same pattern holds true for the rural areas, where 4.6% of females and 0.9% of males were reported to be unemployed.

Other than the fast population growth, the inability of the economy to generate sufficient employment opportunities and low productivity, low skills of the working poor, including those operating in small holder agriculture and the informal economy contributes to the high incidence of poverty and ever increasing unemployment problems. The youth population aged 15-24 years recorded the highest unemployment rate (7.7 percent) during the reference period. The rates for females are higher than that of males at all age groups.⁴ As a result, unemployment remains rampant, particularly in urban areas. Underemployment and unemployment constitute serious challenges, especially in urban areas and among the youth. It is important to note that pressure on the labour market comes from the supply of labour, which is in turn induced by the growth rate of the population. Due to the growing labour supply and limited formal employment opportunities there is a lot of interest in building the capacity of the informal economy that employs a significant portion of the labour force.

On one hand, cooperatives have been identified as key elements of the PASDEP in improving livelihoods of the people as more than 85% of populations depends and works in the agricultural sector. Currently, there are more than 7000 primary cooperatives and 50 cooperative unions, of which more than 70% are engaged in the agricultural sector. These cooperatives have over 4 million members and create jobs for about 10,000 employees. Some of the challenges faced by the cooperatives include strong competition in the new liberal market environment, shortage of capital, inaccessibility to credit, low management skill of board members, etc. The challenge is even more critical when it comes to the participation of women and youth in cooperatives.

On the other hand, small and medium enterprises (SMEs) comprise the largest share of enterprises and employment in the non-agricultural sector in Ethiopia. Therefore, SMEs have been a special focus of the government and the promotion and development of SMEs was emphasized as one of the most effective means for achieving faster development and creating job opportunities, especially for women and the youth. In this regard, the Government drafted its first Micro and Small Enterprise Development Strategy in 1997 and this has also been re-emphasized in PASDEP. Moreover, a draft new SME policy was developed by the Ministry of Trade and Industry (MoTI) for 2007-08 with ILO's support.

³ This figure should be interpreted with caution because of the structural nature of employment in Ethiopia where paid employment forms less than 10% of the total number of people reported as employed, and even then the proportion declined between 1999 (8.2%) and 2005 (7.9%). Majority of the workers are self-employed and unpaid family workers. Therefore understanding employment concerns in Africa should not only focus on unemployment rates, but also what constitute the employed and underemployment.

⁴ Report on the 2005 National Labour Force Survey. 2006, Addis Ababa Ethiopia. Central Statistical Authority.

However, although measures are being taken to support them, most of the challenges that MSEs face are yet to be tackled. Some of these challenges include: (i) unfavorable legal and regulatory environments and, in some cases, discriminatory regulatory practices; (ii) lack of access to markets, finance, business information; (iii) lack of business premises (at affordable rent); (iv) low ability to acquire skills and managerial expertise; (v) Low access to appropriate technology; and (vi) Poor access to quality business infrastructure.

Similarly, Ethiopia continues to use labour based technology in infrastructure works. In recent years, the Government has placed high priority on improving transport, and social infrastructures in rural areas as a means of raising the standard of living of the rural population. In this regard, the Government launched the transport policy reform which among others, is aimed at expanding the rural roads network in a sustainable manner, promoting the use of labour based approach and also progressively introducing the private sector in the maintenance of roads. Thus, a substantial percentage of the public investment fund is allocated annually to infrastructure development and these investments, undoubtedly, offer a greater scope for employment opportunities if the right strategies are adopted to maximize employment contents.

International Labour Standards and Social Dialogue

Ethiopia has ratified a total of 21 ILO Conventions including all the eight core conventions⁵. Out of the 21 ratified conventions 20 are in force. However, Ethiopia has not ratified any of the ILO priority conventions.⁶ There are significant improvements in primary Enrollment rates, which rose by over 20 percent over the period 1999-2004. Nevertheless, enrollments, at 74 percent, are below the Sub-Saharan Africa average of 87 percent, and are particularly low for girls (52 percent versus an SSA average of 81 percent).

Despite this ratification record, many challenges remain in the concrete application of the rights and obligations enshrined under the Conventions. With few high-level policy makers having an adequate knowledge of ILS and the ILO, due attention is not paid to domestication of international labour standards into national policies. First of all, workers in the informal economy form a large proportion of the workforce and are not covered by international labour standards, falling thus short of the protection awarded by both international and national law. Secondly, there is low awareness about these rights, including the Parliament, which has an important role to play as the legislative arm of the State. Thirdly, much remains to be done to continue sensitizing the Judiciary, which plays a crucial role in enforcing compliance, on international labour standards.

Child labour is still a pervasive problem in Ethiopia. A national Child Labour Survey conducted in 2001, with ILO assistance, indicated that 52 % of children aged 5 – 17 years were economically active (49 % of those aged 5 – 14 years, or 7.4 million). A further 33 % were engaged in non-economic housekeeping activities, with half of them not attending school. Overall, 85 % of children aged 5 – 17 years were involved in economic or housekeeping activities that prevented or impeded school attendance or performance. Most of the children work long hours and in harsh and exploitative conditions. Majority

⁵ The eight ILO Conventions identified by the ILO's Governing Body as being fundamental to the rights of human beings at work, are Conventions 29,87,98,100,105,111,138, and 182. (+ full text of the Conventions)

⁶ The four priority Conventions are Convention No. 81 on Labour Inspection, Convention No. on 129 Labour inspections (Agriculture), Convention No. 144 on tripartite consultations (International Labour Standards) and Convention No. 122 on Employment Policy.

of them work in agriculture and in various sectors of the urban informal economy, including domestic work. Although precise and reliable data are lacking, large numbers of children are thought to be engaged in the worst forms of child labour, including child prostitution and exploitative domestic work, many of them being victims of internal trafficking.

Labour-management relations in Ethiopia illustrate lack of trust, transparency, consultation and dialogue. Social dialogue in Ethiopia is practiced rather sporadically, and limits itself, with a few exceptions, to conflict resolution and ad-hoc collective bargaining mainly on wages and salaries. A number of problems impede social dialogue in Ethiopia, across the country and across the different economic sectors. Trade unions were first created in 1945, and have been largely under the control of the government most of the time, particularly under the communist regime until 1991. The employers established a national federation in 1965, but did not become a significant organization until the 1990s. Both social partners, the Confederation of Ethiopian Trade Unions (CETU), and the Ethiopian Employers Federation (EEF), re-established themselves in 1997, following the changes that occurred in the political and legal frameworks after the fall of the communist regime in 1991.

Gender

Ethiopia has ratified the ILO Conventions on Equal Remuneration (No: C.100) on 24th March 1999, Discrimination (No: C. 111) 11th June 1966 and Workers with Family Responsibilities Convention (No: C. 156) on 28th January 1991 and since then, it has progressively worked towards its application and implementation. The Constitution of the FDRE (1995) in its various articles outlines the major issues under the provisions of the ILO Conventions. However, women in Ethiopia still remain at the lower end of a segregated labour market and continue to be concentrated in a few occupations, to hold positions of little or no authority and to receive less payment than men. More importantly, women workers are not aware of their rights and related issues in general, they also lack education, resource and opportunities.

With about 85% of the people earning its livelihood from agriculture, agriculture will remain to be a backbone of the Ethiopian economy. More importantly, agriculture is labour intensive business which creates employment opportunity for thousands of the less advantaged sections of the society. Among these, the less educated and the economically marginalized rural women, who would not get into formal employment, get employed in the sector and obtain a 'better' livelihood. More than the formal economy women workers are concentrated in the informal economy and are not recognized, registered, regulated or protected under labour legislation and social protection and are therefore not able to enjoy, exercise or defend their fundamental rights.

Many women workers are working in the agriculture sector, but they are usually at the bottom rung of the workforce. It is not enough that women are provided with jobs, those jobs should be adequately remunerated with entitlement to full labour rights, therefore constituting a real opportunity for women to achieve economic empowerment and improve their livelihoods and status. There is low level of attitude about gender equality and women's rights in general. The discriminations that women face at the work place are indicative of the kind of awareness that exists. In most sectors gender distribution in the senior management position is skewed in favour of men, the top management positions were usually held by male and lower categories by female workers.

Social Protection

Ethiopia was the first country in Africa to ratify Convention No. 155 (1981) concerning occupational safety and health in 1991 and since then, it has progressively worked towards its application and implementation. Based on this Convention, and with ILO's assistance, a new OSH Directive has been drafted and translated into the local language, *Amharic* and is now awaiting enactment into law in accordance with the local practice.

Since 2004, Ethiopia has been implementing the ILO Global Strategy on Occupational Safety and Health that was adopted at the 91st Session of the International Labour Conference in 2003. For the last three years, Ethiopia has joined over 100 countries from around the world in marking the annual World Day for Safety and Health at Work with a view to promoting widespread awareness of OSH in addition to raising its visibility and a preventative safety and health culture.

Furthermore, the incidence of poverty has been further exacerbated by the HIV/AIDS pandemic. According to epidemic trend tracking system (ANC HIV Sentinel Surveillance, Demographic & Health Survey (DHS), HIV/AIDS Behavioral Surveillance Survey (BSS), the national adult prevalence rate in 2008 has been estimated at 2.2%, in Urban at 7.7%; and Rural areas at 0.9%. In absolute numbers, it is estimated that 1,037,267 people are living with HIV, of which 60% are female and 40% male and 68,136 are children. The estimated annual new HIV infections is 125,147 (343/day), while annual deaths due to AIDS is 58,290 and estimated orphans due to AIDS stand at 886,820. As observed from several studies, factors such as low literacy level, low income, migration, and gender inequality offer a least resistant path for HIV/AIDS.

Global Financial Crisis

Ethiopia has yet to face the full extent of the impact of the global economic crisis that will clearly derail efforts towards attaining sound and sustainable development policies. Ethiopia's export led and donor dependent economy will be affected. The world price for coffee has significantly declined and the horticulture sector has expressed that its earnings are dropping.

Furthermore, livelihoods will be affected as job losses escalate due to decrease in foreign direct investment, donor support plummets and the earnings in the tourism industry decline. Likewise, people's lives (purchasing power) and the nation's foreign exchange reserve will be hard hit as remittances drop.

ILO's Comparative Advantage

In a nutshell, the major problems in Ethiopia's development are pervasive poverty, shortage of skilled human resources, low level and slow development of new technologies (especially in agriculture, leading to food insecurity), underdeveloped economic and social infrastructure, and growing unemployment (especially in urban areas). The pressure of poverty has also led to an increase in the incidence of child labour. And recently, the global economics crisis has eclipsed development efforts in the country.

The Government of Ethiopia recognizes the important link between productive employment, economic growth and poverty reduction. Consequently, one of the pillars of the Plan for Accelerated and Sustained Development to End Poverty (PASDEP) 2005-2010 is “creating employment opportunities”.

In this regard, as livelihoods are threatened due to exacerbated poverty and a global food and financial crisis the comparative advantage of the ILO over other UN agencies is

needed more than ever. The Organization's experience of using social dialogue approach fosters partnership, encourages community participation in policy dialogue and enhances democratic processes. The role of international labour standards in a wide range of labour issues also encourages good governance and accountability. Finally, as the global economic crisis escalates to a job crisis, ILO's approach that links employment promotion, poverty alleviation and social progress are very important. This has been emphasized by the Secretary General of the United Nations, Mr. Ban Ki Moon, when recently addressing the ILO's Governing Body Meeting. He stated:

"With its diverse membership and global reach, is promoting the decent work that is essential if people are to weather the bad times we now face. I will be counting on the ILO to expand its contribution to this great effort".

III: ILO's Response to Ethiopia's Challenges and Lessons Learnt

The ILO has been providing technical and financial assistance to its constituents to ensure poverty reduction through creating decent employment opportunities for men and women. This assistance has been given for the implementation of technical cooperation projects in areas of International Labour Standards, Employment and income, Social Protection, Tripartism and Social Dialogue in accordance to the ILO's constitutional mandate and priorities of the Government of Ethiopia. Details of on-going programmes are attached as Annex II.

Important results have been achieved and valuable lessons learnt. In particular, lack of sufficient capacity of constituents has been recognized during the implementation of some technical cooperation program. In some instances, the success and the desired outcomes of the projects were undermined due to lack of technical and absorptive capacity of constituents. Thus, the current DWCP, guided by the 2008 *Declaration on Social Justice for a Fair Globalization*, is aimed at building the capacities of constituents to fully participate in local policy dialogue especially in advancing the decent work agenda. Moreover, the participation of tripartite constituents in UNDAF and UN Reform processes will be ensured.

Awareness gap among constituents on the impact of the decent work agenda on poverty reduction has been observed. Therefore, the DWCP will also focus on raising awareness among tripartite plus partners and advancing decent work agenda within the context of the impact of the global financial crisis, national priorities (as defined in PASDEP below) as well as follow-up to the 2004 Extra-Ordinary AU Summit of Heads of Government – the Ouagadougou Plan of Action; and the Conclusions of the 11th ILO African Regional Meeting, held in Addis Ababa in April 2007.

Decent work in Ethiopia is being promoted through the implementation of a number of ILO programmes/projects recognizing the importance of the four strategic objectives. Due to lack of complementarity and duplicity of efforts among these programmes/projects the efficient delivery of programmes/project has been affected and the sustainability and sense of ownership of these initiatives has also not been as desired. Moreover, ILO's financial and technical assistance to constituents has been provided disproportionately on ad hoc basis. Thus, the current DCWP will be an integrated and coherent framework for assistance recognizing that the four strategic objectives are inseparable, interrelated and mutually supporting. The DWCP will also aide to effectively and efficiently channel financial and technical assistance to the constituents.

IV: Alignment of DWCP Country Program Priorities with the National Development Framework

As outlined in the Section on “Country Context” above, while the reforms introduced by the Government have had positive impact on the economy generally, the challenges facing Ethiopia are still daunting. The dynamics of population growth, very low productivity, structural bottlenecks, dependence on unreliable rainfall, and being land-locked combine to pose serious challenges. The Government is committed, through PASDEP, to continue its efforts to accelerate progress as rapidly as possible – including a big push on education, expanding infrastructure, export promotion and diversification, opening the economy, building institutions, and devolving administration.

Ethiopia has embraced the Millennium Development Goals (MDGs) and the African Union’s New Partnership for Africa’s Development (NEPAD). As part of the effort to re-align the SDPRP with the MDGs, a comprehensive needs assessment was undertaken in 2004 to compare current situation with MDGs targets and thereby identifying the combination of public investments that would enable the country to meet the targets by 2015⁷. The outcomes of the MDG assessment have formed the key elements in the formulation of SDPRP II, which has been re-named Plan for Accelerated and Sustained Development to End Poverty (PASDEP).⁸

PASDEP is Ethiopia’s guiding strategic framework for five years (2005-2010). It carries forward important strategic directions pursued under the SDPRP – related to human development, rural development, food security, and capacity-building - but also embodies some bold new directions. Foremost among them is a major focus on growth – with a particular emphasis on greater commercialization of agriculture and the private sector - and a scaling-up of efforts to achieve the MDGs.

In response to the Government’s PASDEP, the United Nations Country Team (UNCT), in Ethiopia, of which the ILO is a member, has formulated the United Nations Development Assistance Framework (UNDAF). UNDAF is the common strategic framework for the operational activities of the UN system in Ethiopia. It provides a collective, coherent and integrated UN system response to the national priorities and needs. The convergence between Ethiopia, the UN system and other development partners around the MDGs and PASDEP provides the organizing principle for the UNDAF (2007-2011).

Central to each country's UNDAF is agreement with the Government on three to five priorities selected from the challenges identified. The five priority areas mutually agreed for action in the UNDAF II (2007-2011)⁹, together with suggested outcomes are: (a) Humanitarian Response, Recovery and Food Security; (b) Basic Social Services and Human Resources; (c) HIV/AIDS, (d) Good Governance; and (e) Enhanced Economic Growth. Across these five thematic areas are several crosscutting issues: gender, good governance, population, HIV/AIDS, and Information and Communications Technology

⁷ MOFED: *The Millennium Development Goals (MDGs) Needs Assessment Synthesis Report*. Addis Ababa, December 2005.

⁸ MOFED: *Building on Progress: A Plan for Accelerated and Sustained Development to End Poverty (PASDEP) – 2005/6-2009/2010*. Addis Ababa. October 2005.

⁹ UNDP: *The United Nations Development Assistance Framework (UNDAF) 2007-2011*. Addis Ababa, December 2005

(ICT). Monitoring and evaluation is a key part of the task and will be closely related to the annual progress review of the PASDEP.

Hence, the priorities of DWCP for Ethiopia directly and indirectly contribute towards the achievement of PASDEP and UNDAF strategic objectives as well as the achievement of the millennium development goals (MDGs). The clear linkages of the DWCP priorities and outcomes to the PASDEP, UNDAF and MDGs are presented in annex 3.

V. The Decent Work Country Programme Priorities (CPP)

In view of the above problem analysis, the DWCP priorities have been selected taking into account the comparative advantage of the ILO in delivering the required support to its constituents; the impact of such interventions in the achievement of the overall objectives of PASDEP, the commitments made in the UNDAF, the 11th African Regional Meeting, the 2008 Declaration on Social Justice for a Fair Globalization and the impact of the global financial crisis. The priorities and outcomes were identified by the tripartite constituents through consultation and consultative workshop.

These priorities were also informed by the common set of principles contained in the Programme and Budget (P&B) for the 2008-09 biennium; namely: (i) support a fair globalization; (ii) working out of poverty; (iii) gender equality in the world of work; (iv) respect for and integration of international labour standards; and (v) expanding the influence of social partners, social dialogue and tripartism. Accordingly, three priorities were identified for Ethiopia as follows:-

- CPP 1: Poverty Reduction through creating decent employment opportunities for men and women.
- CPP 2: Expansion of social protection and mitigating HIV/AIDS in the workplace.
- CPP3: Improving governance, social dialogue and compliance with International Labour Standards.

VI. Programme Outcomes, Outputs and Activities

Below are the programme outcomes, indicative outputs and activities under each of the Country Programme Priorities (CPP). Corresponding to each outcome are also strategies which will be used by the ILO and its partners to achieve the outcomes, indicators that will be used to measure achievements and targets.

Country Programme Priority 1: Poverty Reduction through creating decent work opportunities for men and women.

Outcome 1: National gender sensitive Employment Policy Formulated and Adopted

There is a need for a National gender sensitive Employment Policy and Strategy (NEPS). In August 2008, a background paper was developed to inform the process of developing a National gender sensitive Employment Policy and Strategy for Ethiopia. The background paper delves into the link between growth, employment and poverty and further investigates the nature of labour markets in Ethiopia. The background paper identifies the following five key programmes for employment focused pro-poor growth: enhance labour productivity in agriculture and allied activities, accelerate productive employment in the informal and formal sectors, address export of agricultural

commodities and labour-intensive manufactured goods, enhance effective public employment, improve labour protection, social dialogue and labour market services.

Strategies:

- Provide technical and financial assistance to MoLSA in drafting a National gender sensitive Employment Policy and submitting it to the government for approval;
- Organize a series of sensitization workshops for regional and federal policy makers on the importance of the Policy in collaboration with MoLSA, MoFED, Social Partners and other stakeholders; and
- Identify employment indicators to monitor the effects of PASDEP on employment generation.

Indicators and targets:

- A draft National gender sensitive Employment Policy submitted to the government for approval in 2009 and adopted by 2010.
- A gender balanced National Employment Secretariat, a National Employment Steering Committee and a Stakeholders Technical Committee established in 2010.
- Benchmarks/indicators established in 2009 against which the effects of PASDEP on employment generation are monitored.

Output 1.1: Labor Law reformed and adopted

Laws are the means to translate policy initiatives in to action, as policies changes laws must be revised to determine whether, it serves the current needs and aspirations of the country. Ethiopia has one consolidated labour law, supported by regulations, codes of practice and collective bargaining agreements. However, the law is not updated accordingly which, result in unworkable legal framework which is not consistent with the economic and social objective of the country.

Strategies:

- Assessment of the labour law and regulations in relation to the agreed policy framework;
- Planning and conducting workshops and seminar on policy and legal issues;
- Revise the labour code with gender lens and submit it for approval; and
- Create awareness on the revised law.

Indicators and targets:

- Level of Stakeholders participation and consultation in review and assessment.
- Revised gender sensitive Labour code.
- Level of dissemination and awareness.

Output 1.2: Gender Sensitive Labour Market information system established

The MOLSA in collaboration with other partners have already started working on the design and have conducted different studies in collaboration with the ILO and the World Bank. The Technical committee established comprising representatives of different data producers and data users is not regularly meeting and is not functional. At this stage it is critical to note that the usefulness of LMI depends on the ability of the concerned institutions and agencies to differentiate between accumulation of information and its effective use in policy planning and decision-making processes.

Strategies:

- Tripartite partners review the existing Labour market indicators to be monitored and the methodologies used in collecting processing, analyzing, & disseminating them and determine the priority labour market data needs;
- Identify key indicators of Labour Market (KILM) as endorsed by the ILO, and add on any specific indicators peculiar to the Ethiopian situation;
- Setup a National standards and synchronization of definitions and terms;
- Establish LMI data parameters for the collection, processing, analysis and dissemination of computerized data on labour market information system;
- Setup institutional arrangements and mechanisms; and
- Provide technical and operational capacity building supports.

Indicators and Targets:

- A National & Regional Gender Sensitive Labour Market Information system established in 2010.
- An operational Manual for collection, processing, analyzing and dissemination of Labour Market information developed in 2010.
- Number of Labour Market institutions established in collaboration with MoLSA, EEF and CETU in 2009 and 2010.

Output 1.3: Gender Sensitive Active labour market Programs (ALMPs) designed and implemented

Active labour market policies are intended to facilitate the reintegration of the unemployed into the labour market as well as the reallocation of labour necessitated by structural change or geographical, occupational, and skill mismatches. They include measures such as retraining schemes for displaced workers, job-search assistance, direct employment creation programs such as public works schemes, credit and training programs to promote self-employment; and employment subsidies to promote the hiring of vulnerable groups such as low-skilled workers and new entrants to the labour force.

Strategies:

- Revisit the existing Active Labour Market Programs in the Country; taking into account gender issues and experiences of other successful countries;
- Organize a sensitization workshop for concerned stakeholders on the needs of Active Labour Market Programs; (ALMPS)
- Design appropriate gender sensitive Active Labour Programs; (such as Job search assistance, training, micro enterprise development etc.) and
- Setup institutional arrangements and mechanisms for networking and reporting in collaboration with implementers of ALMPs at all levels.

Indicators and Target:

- Job search assistance programs (such as Job-Net, Job-club, Job-fair, etc.) designed taking into account gender disparities as part of ALMPs in 2010-2011.
- Institutional arrangements and mechanisms setup in 2010 among implementers of ALMPs for networking, reporting & collaboration.
- Gender sensitive guidelines for career, occupational guidance and counseling produced.

Output 1.4: Employment services and Administration Strengthened

Public employment services are currently limited to placing suitable registered job seekers in available registered positions. Some of the services provided by public employment services can also be provided by private agencies. There are a few small private sector brokers for domestic female workers and a small number of employment agencies such as Talent Search for professional and skilled workers. The government needs to support private employment agencies and create conditions for their development.

Strategies:

- Enhance the capacity of Employment service officers;
- Develop gender sensitive vocational guidance and career development counseling service for job seekers;
- Organize awareness raising workshop to stakeholders on newly adopted overseas employment law and provide information on the opportunities & challenges;
- Develop the overseas pre-employment and pre-departure orientation/counseling Manuals and other training materials; (audio/video training)
- Conduct a gender sensitive national labour migration study and other relevant researches;
- Provide technical & financial reintegration supports for the returnees of the overseas employment; and
- Provide technical and financial assistance to establish job center.

Indicators and Targets:

- The overseas pre-employment and pre-departure orientation & counseling Manuals and workers information toolkit developed in 2009.
- A national gender sensitive study on labour migration produced in 2009.
- Technical & financial reintegration assistance provided for the returnees of the overseas employee taking into account the gender disparities.

Output 1.5: The use of labour intensive approaches enhanced in infrastructural development and provision of services.

A number of initiatives have been implemented in Ethiopia demonstrating the employment generating potential and economic efficiency of labour based techniques in rural road construction. As a result LBT have had a notable impact on poverty reduction in rural areas. The ILO implemented direct labour based works in selected regions which culminated in the expansion of the applied technology to most regions. However, despite these achievements, the impact of employment intensive techniques on creating employment and thus poverty reduction is yet to be promoted.

Strategies:

- Awareness raising on the advantages of employing EII approaches in infrastructures and ensuring that employment opportunities are created for the rural and urban poor (particularly the youth and women) in rural road and infrastructure maintenance/construction;
- The ILO will work with the Ethiopian Roads Authority and the Ministry of Infrastructure to assist selected Regional Government to develop EII strategies; and
- Assisting EEF to provide awareness training to its members in the construction industry to use labor productivity.

Indicators and target:

- Increased awareness of policy makers, employers and workers in applying labour based processes in infrastructure development.
- Number of regional government that develop EII strategies.
- By 2010 a percentage of ongoing infrastructure constructions in the country employ EII approaches.

Output 1.6: Employment creation capacities of SMEs and cooperatives enhanced through training and adequate BDS

DWCP intends to increase the capacities of micro and small-scale enterprises and cooperatives (particularly those of women and youth) to be productive and produce marketable products for the local and international markets. In response to constituent's priorities, emphasis will also be made on creating new job opportunities in the solid waste management sector.

Strategies:

- BDS training provided for SMEs in the cotton/textile sector in collaboration with the Ministry of Trade and Industry and ETGAMA;
- BDS training to edible oilseeds sector value chain players including farmers, input suppliers, traders and wholesalers, agro-processors, oil millers, distributors and processors;
- Build capacities of SMEs and cooperatives run by and employ women and youth to generate more income and produce marketable products on the local and international markets (women entrepreneurship) in association with FEMSEDA and Federal Cooperative Commission;
- The ILO in collaboration with social partners, and the Addis Ababa City Administration train Solid waste pre collectors' cooperatives and enterprises (more emphasis on enterprises run by women) in business management and technical skills;
- Build the capacities of workers' and employers' (association of informal sector employers) organizations through information and training activities;
- Provide training to male and female owners/managers on management techniques, productivity, competitiveness, and market access;
- Create database information about SME;
- Research the business environment and provide reliable and dependable information for SME decision makers;
- Create link between SME and large enterprises; and
- Strengthen public relations and membership affairs unit in EEF to attract SME and extend its services to SME.

Indicators and targets:

- BDS implementation gender sensitive action plans developed for selected enterprises;
- BDS training conducted for SMEs and cooperatives in selected sectors in 2009 - 2011;
- Percentage increase of women's income in areas targeted by ILO technical cooperation programmes;

Outcome 2: Productivity and competitiveness of priority sectors improved.

The ILO and its social partners have jointly identified three priority sectors; cotton /textiles, floriculture and solid waste management in the city of Addis Ababa. In addition, a new project will be implemented together with FAO and UNIDO in which the ILO component will support the marketing of oil seeds and processed oils as part of Government efforts to pursue Agriculture Led Industrialization. The four sectors were identified based on the proportion of labour force they hire and contribution to the national economy. It has also been noted that women represent the main work force in each of the priority sectors. These sectors face technological and managerial constraints poor working conditions that contribute to low productivity and inadequate compliance with national labour legislation and the core ILO conventions.

Strategies:

- Support the development and implementation of gender sensitive competitive plans in the floriculture and cotton and textile components in collaboration with MoLSA, MoTI, EHPEA, ETGAMA and social partners;
- Support the marketing and distribution of oil seeds by small and medium enterprise for them to access higher value chains, including export markets;
- Ensure that the issues of gender, HIV/AIDS and child labour are mainstreamed/addressed in all sectors;
- Conduct survey in the priority sectors regarding their gender and management knowledge and skill gaps and arrange training accordingly;
- Strengthen the capacity of Employers branch offices to provide immediate services efficiently and to undertake follow-up activities and assist EEF in expanding its membership base in the sectors.
- Create strong link with international employers to replicate best practices available worldwide in the sectors and attract investment; and

Targets and indicators:

- A gender sensitive competitiveness plan developed and implemented for the cotton and textile and floriculture sector in 2009.
- Oils seeds traders and exporters access higher value local and export markets.
- Increased awareness on decent work issues for men and women workers and employers in the three sectors in 2009 and 2010.

Country Programme Priority 2: Expansion of social protection and mitigating HIV/AIDS in the workplace.

Outcome 3: National and sectoral gender sensitive policies drafted and adopted

In 2006, ILO assisted in the preparation of the national OSH profile and in convening a national tripartite workshop that discussed the profile and formulated a national OSH programme in line with the OSH Promotional Framework Convention (No. 187) adopted at the 95th International Labour Conference, 2006 that is expected to be part of the national development agenda. However, Ethiopia has not yet adopted a National OSH policy as required by the ratified conventions. Hence support is needed in this regard.

Strategies:

- National and sectoral gender sensitive OSH policies developed through tripartite and stakeholders consultations;

- Conduct baseline situation and gender analysis as part of other ongoing activities;
- Conduct OSH training for men and women OSH facilitators;
- Undertake OSH sensitization campaigns on different occasions such as OSH Day in collaboration with social partners and other stakeholders;
- National Health & safety institute established ;
- Produce gender sensitive Health and Safety Manual;
- Establish and strengthen OSH information exchange system;
- Conduct awareness training and experience sharing programs, to replicate best international practices, to men and women employers at different levels; and
- In collaboration with educational institutions, prepare gender sensitive educational materials and include OSH issues in the education program of government

Indicators and targets:

- National gender sensitive OSH policy and Labour Inspection policy developed and adapted in 2010;
- 10000 men and 10000 women OSH facilitators including 5000 officials and workers in the civil service benefited from a series of OSH training conducted.
- One national Institute for Occupational Health and Safety (NIOSH) established.

Output 3.1: Improved working conditions and enhanced capacities of labour inspectorates/ inspectors

A new integrated gender sensitive labour inspection policy with the involvement of stakeholders will help implementation of existing labour laws and promote compliance with labour standards. The current labour inspection system needs to be improved to make efficient and effective use of the available technical and financial resources earmarked for inspections and to address gender issue. Thus the ILO in collaboration with its constituents needs to strengthen the existing labour inspection system to ensure a productive and content workforce.

Strategies:

- Provide technical assistance to the Ministry of Labour and Social Affairs and social partners in conducting a diagnostic survey on the existing labour inspection services;
- Capacity building workshop for men and women labour inspectors ;
- Integrated gender sensitive Labour Inspection system implemented;
- Provide technical and financial assistances to MoLSA in identifying its ICT needs to create IC networking with regional bureaus, social partners, pertinent international organizations including ILO through WAN;
- Provide technical and financial assistances to MOLSA and Federal Civil Service Agency (FCSA) to purchase workplace hazards monitoring and measuring equipment and instruments and to establish an effective inspection service; and
- Provide technical and financial assistances to MoLSA and social partners in establishing NIOSH.

Indicators and targets:

- Issues for intervention in the current labour inspection system identified in 2009.
- MoLSA and FCSA in consultation with social partners develops gender sensitive action plan for improving its labour inspection system in 2009.

- 75 men and 75 women labour inspectors trained. 5 men and 5 women labour inspectors from MoLSA and BoLSAs registered as certified industrial hygienists (CIH) in 2010 – 2012

Outcome 4: Ensure corporate social responsibility at the workplace and develop corporate culture

CSR is a way in which enterprises give consideration to the impact of their operations on society and affirm their principles and values both in their own internal methods and processes and in their interaction with other actors. Combating HIV/AIDS is one of the biggest challenges in Ethiopia. The pandemic is highly affecting the productive segment of the society. The epidemic manifests itself in the workplace in many ways: disruption of production, discrimination in employment, the worsening of gender inequalities, and increased incidence of child labour; other manifestations are depleted human capital, pressure on health systems, and threatened occupational safety and health. For the most part, Ethiopian communities remain rural and traditional, and have values, norms and beliefs on sex and sexuality that result in exposing community members, particularly women, to HIV infection.

Strategies:

- Technical assistance to MoLSA, CETU and EEF to develop gender sensitive workplace HIV/AIDS policies, programmes and code of practice;
- Technical and financial contributions towards the UN HIV/AIDS in the workplace programmes (UN CARES);
- HIV/AIDS in SMEs and cooperatives mitigated in collaboration with Federal Cooperative Development Agency, Regional micro and small scale enterprises development agency;
- Mainstreaming HIV/AIDS in all programmes and projects;
- Carry out a baseline survey of the socioeconomic impact of HIV/AIDS taking into account gender disparities; and
- Develop a sectoral gender sensitive strategy to effectively respond to the pandemic.

Indicators and targets:

- Number of gender sensitive HIV/AIDS workplace policies, code of practice and programmes developed/strengthened.
- Percentage increase in ILO's financial contribution to the UN HIV/AIDS in the workplace programmes (UN CARES).
- Improved working condition and status of affected women and men working in targeted informal settings.

Output 4.1: Employments needs and rights of people living with disabilities addressed, promoted and protected

In 1983, ILO adopted convention 159 concerning vocational rehabilitation and Employment (disabled persons). Even though Ethiopia has ratified the convention, there were no concrete implementation measures taken so far. Thus, it is vital to implement the convention to the level of promoting vocational training and placement of people with disabilities. Furthermore, ILO produced code of practice on managing disability in the workplace in 2001. However, concrete measures were not taken in order to remove obstacles that are encountered by PWDs, in the workplace. Therefore, support is needed to apply this code of practice to ensure equal opportunities.

Strategies:

- Popularize the ILO code of practice on managing disability in the workplace;
- Support both public and private undertaking employing PWDs to make the work place accessible supply the instruments necessary to facilitate their work;
- Bench mark best experience of other countries;
- Awareness raising on the content of the convention for vocational training institution, EEF, CETU, DPOs, pertinent ministries;
- Conduct integrated skill training programs for people with disabilities; and
- Support trained PWDs to engage in Employment and self-employment.

Indicators and Targets:

- Number of persons with disabilities whose workplace is improved.
- Increased awareness of institutions, employers and workers in participating PWDA in vocational rehabilitation services.
- Number of PWDs trained and engaged in productive work.

Country Programme Priority 3: Improving governance, social dialogue and compliance with International Labor Standards.

Outcome 5: Compliance with the International Labor Standards improved, enhanced and sustained

Compliance with ILS and national labour legislation is deficient at all levels of society. In addition, the enforcement of rights at work is hampered by a generalized lack of means, as evidenced by the insufficient number of labour inspectors throughout the country, leaving them with little time to conduct onsite inspections in addition to their other tasks, not to mention the insufficiency of available equipment. Moreover, institutions such as the Ombudsperson and the Human Rights Commission have recently been established and need strong capacity building before being in the position to contribute to enforcing national and international instruments on rights at work.

Strategies:

- Training on ILS and core conventions for men and women officials, particularly parliamentarians, social partners and relevant public authorities;
- Implementation mechanism of ratified conventions in place;
- Prepare guidelines and awareness on ILS/ratified convention; and
- Enhance capacities of social partners to contribute towards report on ratified conventions.

Indicator and Targets:

- Men and women officials, parliamentarians, constituents and relevant public authorities increasingly apply ratified conventions.
- 100 men and 100 women officials, particularly parliamentarians, constituents and Judges are trained on ILS and ILO core conventions in 2010 - 2012
- All comments by the committee of experts put into application

Output 5.1: Enhanced Enforcement capacity and compliant to the labour law

The ILO in collaboration with MOLSA through its Industrial Peace Core Process should promote and maintain industrial peace and stability by providing a legal framework to balance the interests of employers and workers. It also formulates policies on industrial

relations and regularly reviews labour and employment laws to ensure their continued relevance to both employers and workers.

Strategies:

- Ensuring compliance with labour laws and regulations concerning working conditions and the working environment and encourage compliance through self-reporting on the part of selected enterprises;
- Operating a system of accredited agents and authorized person to undertake particular aspects of inspection work;
- Extending labour protection services to workers and enterprises not covered by typical employer-employee arrangements;
- Facilitating the registration and reporting arrangements for trade unions and employers' organizations;
- Establishing Labour Courts for labour dispute adjudication; and
- Facilitating the operation of the National Labour Advisory Committee by the provision of secretariat services.

Indicators and Targets:

- Labour court established by 2010.
- Capacity of ILO constituents enhanced.
- Labour protection extended to workers in the informal sector.
- Increase compliance with the labour law and other related regulations.

Output 5.2: Existing policies and legislation reviewed in line with the UN Convention on the Rights of Persons with Disabilities

In May 2008, the UN convention on the Rights of persons with disabilities entered in to force. Ethiopia is in the process of ratifying this convention, once the convention is ratified, there is a need to review the existing relevant policies and legislations in line with the provisions of the convention.

Strategies:

- Establish coordinating body for revising relevant policies and legislation;
- Review the existing policy and legislation documents pertinent to disabilities;
- Create awareness on the convention; and
- Assist in the implementation of the Convention.

Indicators and Targets

- Conducted awareness raising seminars and meetings.
- Number of reviewed policy documents.
- Organize institutional set-up for implementation.

Output 5.3: National Directives for implementation of proclamation 568/2008 drafted and adopted

In 2008, the Ministry of Labor and social Affairs in collaboration with ILO amended the former proclamation 101/1994. (Right to Employment of people with disabilities substituted by proclamation No. 568/2008) However, an implementation directive essential for effective enforcement of the proclamation has not yet been adopted.

Strategies:

- Conduct National and regional consultation forums for pertinent stakeholders;
- Conduct popularization sessions for judiciaries, civil service personnel, labour inspectors and labour courts; and
- Review relevant legal documents.

Indicators and Targets:

- National Directives enacted by 2010.
- The number of people with disabilities employed by the enforcement of the proclamation 568/2008 increased.
- Relevant legal document reviewed.

Outcome 6: National Actions Plans and guidelines on addressing the WFCL developed and implemented.

Policies and concrete interventions for addressing child labour problem have yet to be put in place. The Government has expressed its desire to formulate and implement a National Plan of Action against child labour and participate in the International Programme on the Elimination of Child Labour.

Strategies:

- Technical support provided in drafting sectoral child labour action plans as part of ongoing technical cooperation programmes;
- Technical support provided to MoLSA and social partners to develop a national child labour policy;
- Public sensitization activities in collaboration with other UN agencies, the African Union, Government and social partners; and
- Technical support provided to partners in developing procedures, protocols and guidelines for preventing, withdrawing and rehabilitating and protecting children from the WFCL in selected sectors.

Indicators and targets:

- A national child labour policy developed in 2009.
- National action plan on addressing WFCL developed in 2009.
- Public sensitized on child labour issues through a series of sensitization campaigns undertaken on addressing WFCL in 2009 and 2010.

Outcome 7: Capacities of social partners enhanced in implementing tripartism and social dialogue principles.

Social dialogue between Social partners and the Government (through MOLSA) is not well developed or deeply rooted. Both social partners' organizations lack necessary institutional arrangements and technical capacity. Such labour-management relations and limited capacities of worker and employer's association affect the enterprises' as well as national productivity.

Strategies:

- Provide technical and financial assistance to EEF and CETU in formulating and implementing their respective strategic plans to enhance their delivery services to their members;

- Trainings on social dialogue, specifically on freedom of association and collective bargaining for both men and women workers and employers;
- Ensuring that tripartism and Social Dialogue issues are adequately mainstreamed in ongoing activities supported by the ILO;
- Relevant MoLSA Officials financially supported to enhance their capacities in implementing their BPR;
- Provide technical assistance to constituents in collecting baseline information in enterprise to establish benchmarks for workplace cooperation and social dialogue;
- Bi-partite and Tri-partite social dialogue system/agreement strengthened.

Indicator and targets:

- Strategic plans developed for EEF and CETU to enhance their delivery services by 2010.
- Enhanced capacities of CETU and MoLSA in applying principles/programmes on freedom of association and collective bargaining.
- 100 MoLSA/BOLSAs staffs trained in mechanism of social dialogue as part of enhancing their capacities in implementing the BPR.
- Dispute prevention mechanism and efficient and effective conciliation and arbitration and dispute settlement services established.

Outcome 8: Gender mainstreaming guidelines developed and gender equality promoted.

There is a need for new policy initiatives and their related laws and regulations to be monitored so, as to ensure conformity to national and international standards and practices regarding gender equality. MOLSA in collaboration with Federal Civil Service Agency need to develop Gender mainstreaming guidelines which will assist all line ministries and other organization in ensuring that gender issues are addressed at all levels.

Strategies:

- Develop gender mainstreaming guideline by external experts in consultation with Constituents;
- Sensitize or popularize the guidelines;
- Organize capacity building programmes for women workers and women in decision making; and
- Ensure that all line ministries are using this guideline in developing policies, programmes, and projects.

Indicator and targets:

- Gender mainstreaming guideline developed.
- Number of sensitization workshops conducted.
- More gender sensitive policy, programmes and projects developed.

Output 8.1: National survey conducted on women workers under 377/2003 and relevant interventions set in place.

There is a need to conduct a research on women employment and labour issues in support of policy formulation or program intervention to promote and protect the rights of women. This is very timely and relevant as gender analysis was not done in the initial stage of the drafting of the policy, this will help in the revision.

Strategies:

- Conduct National survey on women workers under proclamation no. 377/2003;
- Enrich /popularize the study findings to relevant partners;
- Design appropriate interventions; and
- Revise the proclamation accordingly.

Indicator and targets:

- National survey conducted in 2009/2010.
- Number of Workshops conducted.
- Proclamation no. 377/2003 and other relevant policy revised.

VII. Management and Implementation

A national tripartite steering committee will be set up consisting of ILO's tripartite constituents namely, the Ethiopian Ministry of Labour and Social Affairs (MoLSA), the Confederation of Ethiopian Trade Unions (CETU), and the Ethiopian Employer's Federation (EEF). The steering committee will oversee and coordinate DWCP implementation, together with relevant government bodies, NGOs, and civil society.

The ILO SRO in Addis Ababa has the main responsibility to assist the successful implementation of the Ethiopian DWCP. The Office will designate focal persons (all technical Specialists will be responsible for their respective area of competence) who will be in charge of overseeing the successful implementation of the DWCP. The Regional Office for Africa (ROAF) and relevant department in ILO Geneva Headquarters will contribute to its implementation.

The ILO will also continue strengthen its ongoing partnership with bilateral donors such as the Government of the Netherlands, the US Department of Labour, the Italian Cooperation and the Swedish International Development Agency (SIDA). Furthermore, additional funds shall be mobilized from other potential donors.

Finally, the ILO will continue to work closely with the UNCT to strengthen partnership and harmonize delivery as one UN.

VIII: Monitoring, Reporting and Evaluation Mechanisms

The DWCP has been designed for the period 2009-2012. Throughout the life-span of the program the implementation plan / work plan will be reviewed, on annual basis or biennially, jointly by the ILO, the national DWCP steering committee, contributing donors, implementing agencies and other stakeholders. The DWCP and projects will consequently be modified and rolled over to take into account new developments and lessons learnt.

In addition, reports of the individual activities carried out will serve as supplementary monitoring tools. Consequently, each technical cooperation program will have its own monitoring and evaluation tool/provisions. The Table below shows the results-based Monitoring Plan.

Annex 1. On-going ILO Technical Cooperation Programmes

Project Title	Budget / Donor	Objective	Beneficiaries	Implementing Partners	Region
HIV/AIDS Prevention and Impact Mitigation in the World of Work in Sub-Saharan Africa	US\$ 70,000 SIDA	To improve working conditions and status of affected women and men working in targeted informal settings	167 primary cooperatives under 7 agricultural cooperative unions, 350 micro and small enterprise associations with 4,488 members and 5 associations with people living with HIV/AIDS	Constituents, the Federal Cooperative Development Agency, Regional micro and small scale enterprises development agency (Addis Ababa and SNNPR), and the Oromia Cooperatives Promotion Commission	Oromia and SNNP regions and the Addis Ababa city Administration
Women Entrepreneurship and Gender Equality (WEDGE)	US\$520,000 Government of Ireland	To enhance the business capacities of women entrepreneurs and improve marketability of their products	Women entrepreneurs, women entrepreneurs with disabilities, and ILO's constituents		Amhara and SNNP regions and the Addis Ababa Administration
Poverty Reduction through Decent Employment Creation in Ethiopia	US\$ 1,611,942 Netherlands Government	To promote decent work, with a primary focus on three sectors: (a) cotton /textiles, (b) floriculture and (c) solid waste management in the city of Addis Ababa	Workers, employers, managers and cooperative members and associations across the three sectors, NGOs and relevant line ministries	Ministry of Labour and Social Affairs, Ministry of Trade and Industry, Ethiopian Horticulture Producers and Exporters Association, Ethiopian Employers Federation, Confederation of Ethiopian Trade Unions, Addis Ababa City Administration, and FeMSEDA	Oromia, Amhara and SNNP regions and the Addis Ababa city Administration
Support Towards the Marketing and Exporting of Edible Oilseeds in Ethiopia	USD 900,000 Spanish MDG Fund	To enhance organization, business skills access of local oil seed marketers to access higher value local and export markets	Oil seeds farmers, small-scale oil processors and SMEs and cooperatives involved in selling and exporting oil seeds.	Ministry of Trade and Industry, Ministry of Agriculture and Rural Development, Oil seeds farmers organizations and Traders Associations	Nile Basin, Wolega, Kumara
Raising awareness on freedom of association	US\$ 30,000 Netherlands	Promote awareness on freedom of association and	CETU leaders and members and CETU	Education and training department of the Confederation	Addis Ababa, Adama, Awassa

and collective bargaining and strengthening CETU's research and planning department	International Cooperation Program (NICP) and ACTRAV	collective bargaining among the workers and their representatives and thus increase compliance with fundamental worker's rights and international labour standards and to improve CETU services to its members.	research and planning department.	of Ethiopian Trade Unions (CETU)	and Mekelle
Economic Empowerment of Women and Youth through Cooperatives	US\$70,000 ILO and AGFUND	Contribute towards the sustainable reduction in rural poverty in Ethiopia by increasing the income of women and youth and hence improve the livelihood of households in rural area	Women, their families and their communities	Federal Cooperative Agency – Addis Ababa	Adama Lume-Farmers Cooperative Union
Reducing Decent Work Deficits in the Informal Economy in Ethiopia	US\$50,000 AGFUND	Enhance the economic empowerment of women, through supporting existing women weavers, including those with disabilities to grow and expand their businesses	Women weavers	FEMSEDA Addis Ababa REMSEDA	Addis Ababa City Administration
Coop Africa	US \$ 150,000 DFID	Contribution to the achievement of the Millennium Development Goals) in Africa by promoting self-help initiatives, mutual assistance in local communities, and cross-border exchanges through the cooperative approach.	Cooperatives	Federal Cooperative Agency	All regions

Annex 2: Monitoring Plan - Results Based Logic Model

CP Priority 1: Poverty Reduction through creating decent employment opportunities for men and women.			
Country Programme Outcomes (What)	Strategic Partners (For whom/with whom)	Main means of action (How)	Situation now, specific progress to be made
CPO 1: National gender sensitive Employment Policy Formulated and Adopted	Ministry of Labour and Social Affairs, Ministry of Finance and Economic Development, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Union, Ministry of women's Affairs and selected enterprises	Technical assistance to constituents and selected enterprises, sensitization workshops, baseline research	Ethiopia does not have an employment policy; lack of relevant data/labour market indicators. <ul style="list-style-type: none"> National gender sensitive Employment Policy Developed in 2009 and adopted in 2010 Gender balanced National Employment Secretariat established Report on the effect of PASDEP on employment developed in 2010.
Output 1.1: Labour Law reformed and adopted	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Union, Ministry of women's Affairs and selected enterprises	Assist technically and financially the revision of the labour code, sensitization workshop	Ethiopia does have Labour law but, there is a need to revise it and make it gender sensitive. <ul style="list-style-type: none"> Revised gender sensitive labour code. Awareness created
Output 1.2: Gender Sensitive Labour Market information system established	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Union, Ministry of women's Affairs and selected enterprises	Assist technically and financially the existing labour market indicators, set up institutional arrangements and mechanisms, build capacity	Ethiopia has labour market indicators but, need to be revised using gender lens. <ul style="list-style-type: none"> National & Regional Gender Sensitive Labour Market Information system established in 2010. Operational Manual for collection, processing, analyzing and dissemination of Labour Market information developed in 2010. Bi-annual and annual labour market information bulletins produced and disseminated to users.

			Number of Labour Market institutions established in collaboration with MoLSA, EEF and CETU in 2009 and 2010.
Output 1.3: Gender Sensitive Active labour market Programs (ALMPs) designed and implemented	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Union, Ministry of women's Affairs and selected enterprises	Technical assistance to constituents to revisit existing programs and design new ALMPS, capacity building.	<p>There is some existing ALMPS but, need to be revised taking into account gender disparities.</p> <ul style="list-style-type: none"> • Job search assistance programs designed taking into account gender disparities in 2010-2011. • Institutional arrangements and mechanisms setup in 2010. • Gender sensitive guidelines for career, occupational guidance and counseling produced. • A comparative assessment report on the existing active labour market programs of the country and that of other successful countries produced in 2010. <p>Sensitization workshop for concerned stakeholders on the needs for Active Labour Market Programs (ALMPs) organized in 2010.</p>
Output 1.4: Employment services and Administration Strengthened	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Ministry of women's Affairs, Confederation of Ethiopian Trade Union and selected enterprises	Capacity building, study, awareness raising, reintegration support system.	<p>Public employment services are currently limited and need to be scaled by for private agencies to provide the service.</p> <ul style="list-style-type: none"> • Awareness raising and training workshop organized. • Pre-employment and pre-departure orientation & counseling Manuals developed in 2009. • A national gender sensitive study on labour migration produced in 2009. • Technical & financial reintegration assistance provided for the returnees. • Vocational guidance and career development counseling manual upgraded and applied.
Output 1.5: The use of labour intensive approaches enhanced in infrastructure development and provision of services.	Ministry of Labour and Social Affairs, Ethiopian Roads Authority, Ministry of Infrastructures, Ethiopian	Awareness raising workshops and technical assistance	<p>The merit of labour-based techniques has yet to be promoted.</p> <ul style="list-style-type: none"> • Relevant stakeholders and policy makes sensitized on labor-based techniques in 2009 and 2010;

	Employers' Federation and Confederation of Ethiopian Trade Unions		<ul style="list-style-type: none"> • EIIP strategies developed for selected regional government in 2010 and 2011.
Output 1.6: Employment creation capacities of SMEs and cooperatives enhanced through training and adequate BDS	Ministry of Labour and Social Affairs, Ministry of trade and industry, Informal sector operators, civil society organizations, Ministry of women's Affairs, Federal Cooperatives Commission, FEMSEDA, ETGAMA, EHPEA	Trainings	<p>SMEs and cooperatives have limited capacity to be productive and produce marketable products for the local and international markets.</p> <ul style="list-style-type: none"> • BDS implementation gender sensitive action plans developed for selected enterprises; • Number of training programmes implemented for SMEs and small business associations particularly in the cotton and textile sector and edible oilseeds sector; • Number of youth and women that benefit from capacity building activities for SMEs and cooperatives; • Percentage increase of women's income in areas targeted by ILO technical cooperation programmes; • Number of men and women solid waste collectors that benefit from business management and technical skills in 2009 and 2010. • Database about SME created. • EEF's Public relations and membership affairs unit strengthened.
CPO 2: Productivity and competitiveness of the cotton /textile, floriculture and edible oilseeds sectors improved.	Ministry of Labour and Social Affairs, Ministry of Trade and Industry, Ministry of Agriculture and Rural Development, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions, Ministry of women's Affairs, Ministry of trade and industry, Turin Training Centre, ETGAMA, EHPEA	Technical support, sensitization, training workshops on decent work issues.	<p>The four sectors face technological and managerial constraints poor working conditions that contribute to low productivity and inadequate compliance with national labour legislation and the core ILO conventions.</p> <ul style="list-style-type: none"> • Gender Sensitive competitive plan developed in cotton and textile and floriculture sector in 2009; • Implementation begins for the competitive plan in the cotton and textile sector in 2010; • Code of conduct implemented for the floriculture component in 2009 and 2010; • Export marketing plan for oil seeds by 2010;

			<ul style="list-style-type: none"> • Tripartite workshops on awareness and compliance with ILS and Decent Work in 2009; • EEF and its branch offices strengthened.
CP Priority 2: Expansion of social protection and mitigating HIV/AIDS in the workplace.			
Country Programme Outcomes (What)	Strategic Partners (For whom/with whom)	Main means of action (How)	Situation now, specific progress to be made
CPO 3: National and sectoral gender sensitive policies drafted and adopted	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Unions, Ministry of women's Affairs, Ministry of Agriculture, Ministry of Health, EHPEA, Federal Civil Service Agency	Technical assistance, capacity building/sensitisation trainings, baseline research	<p>Ethiopia has not yet adopted a National OSH policy as required by the ratified conventions.</p> <ul style="list-style-type: none"> • National & sectoral gender sensitive OSH and Labour inspection policy developed in 2010; • OSH sensitization and capacity building campaigns undertaken in 2009 – 2011; • National Institute for Occupational Health and Safety (NIOSH) established; • Baseline situation and gender analysis conducted and intervention areas emerged from outcomes of the base line survey in 2011. • OSH information exchange system established.
Output 3.1: Improved working conditions and enhanced capacities of labour inspectorates/inspectors	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Unions, Ministry of women's Affairs, Federal Civil Service Agency.	Situation analysis/diagnostic research, capacity building workshop	<p>The current labour inspection system needs to be improved to make efficient and effective use of the available technical and financial resources earmarked for inspections.</p> <ul style="list-style-type: none"> • Report of the diagnostic survey on the existing labour inspection service finalized in 2009; • Capacity of labour inspectors enhanced through workshops in 2010; • MoLSA and FCSA in consultation with social partners develops gender sensitive action plan for improving its labour inspection system in 2009. • Work accidents and deaths reduced by 40% through effective implementation of labour inspection. • Equipment that is required to establish WAN purchased and WAN established in 2010.

			<ul style="list-style-type: none"> • 8 types of workplace hazards measuring and monitoring field instruments purchased and distributed to MoLSA, FCSA and to all regional bureaus in 2010 – 2012. • Effective inspection system established in the FCSA to ensure that OSH is properly promoted and implemented in the civil service.
CPO4: Ensure corporate social responsibility at the workplace and develop corporate culture	Ministry of Labour and Social Affairs, Federal Cooperative Development Agency, Ministry of women's Affairs Regional MSEs development agencies, UNCT, HAPCO	Technical and financial assistance, workshops and trainings.	<p>HIV/AIDS manifests itself in the workplace in many ways.</p> <ul style="list-style-type: none"> • Gender sensitive HIV/AIDS workplace policies developed in selected enterprises in 2009 - 2011; • UN HIV/AIDS in the workplace policies implemented; • Working condition and status of affected women and men working in targeted informal settings; • Baseline survey carried out on the socioeconomic impact; • Sectoral gender sensitive strategy developed.
Output 4.1: Employments needs and rights of people living with disabilities addressed, promoted and protected	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Unions, Ministry of women's Affairs Disability People's Organization (DPOs)	Awareness training, capacity building, technical assistance.	<p>Ethiopia has ratified convention 159, there has been no implementation measure taken so far.</p> <ul style="list-style-type: none"> • Number of persons with disabilities whose workplace is improved. • Increased awareness of institutions, employers and workers in participating PWDA in vocational rehabilitation services. • Number of PWDs trained and engaged in productive work.
CP Priority 3: Improving governance, social dialogue and compliance with International Labour Standards.			
Country Programme Outcomes (what)	Strategic Partners (For whom/with whom)	Main means of action (How)	Situation now, specific progress to be made
CPO 5: Compliance with the International Labour Standards improved, enhanced and	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation	Training	<p>Compliance with ILS and national labour legislation is deficient, lack of means and capacity to enforce compliance.</p> <ul style="list-style-type: none"> • Training on ILS and core conventions conducted in

sustained.	of Ethiopian Trade Unions, Judge Training Institute, Ministry of women's Affairs		2009 - 2011. <ul style="list-style-type: none"> • Regular reporting on the ratified conventions • All comments by the committee of experts put into application
Output 5.1: Enhanced Enforcement capacity and compliant to the labour law	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions	Capacity building, awareness creation, technical and financial support.	Maintaining industrial peace is one of the core process of the BPR. <ul style="list-style-type: none"> • Labour court established by 2010. • Capacity of ILO constituents enhanced. • Labour protection extended to workers in the informal sector. • Increase compliance with the labour law and other related regulations.
Output 5.2: Existing policies and legislation reviewed in line with the UN Convention on the Rights of Persons with Disabilities	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Unions, Ministry of women's Affairs Disability People's Organization (DPOs)	Technical assistance, awareness raising	Ethiopia is in the process of ratifying UN convention on the Rights of persons with disabilities and need to establish implementation mechanism. <ul style="list-style-type: none"> • Conducted awareness raising seminars and meetings. • Number of reviewed policy documents. Organize institutional set-up for implementation.
Output 5.3: National Directives for implementation of proclamation 568/2008 drafted and adopted	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation, Confederation of Ethiopian Trade Unions, Ministry of women's Affairs, Disability People's Organization (DPOs)	Technical assistance, capacity building	Need to develop implementation Directive for Proclamation No. 568/2008 <ul style="list-style-type: none"> • National Directives enacted by 2010. • The number of people with disabilities employed by the enforcement of the proclamation 568/2008 increased. Relevant legal document reviewed.
CPO 6: National Actions Plans and guidelines on addressing the WFCL developed implemented.	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions, Ministry of Women's Affairs	Technical and financial assistance, sensitization campaigns.	Policies and concrete interventions for addressing the child labour problem have yet to be put in place. <ul style="list-style-type: none"> • National Action Plan on addressing the WFCL developed in 2009; • Public sensitization campaigns in the WFCL in 2009, 2010 and 2011;

			<ul style="list-style-type: none"> • Develop procedures, protocols and guidelines on the WFCL in 2009 and 2010.
CPO 7: Capacities of social partners enhanced in implementing tripartism and social dialogue principles.	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions and implementing partners for specific projects.	Technical and financial assistance, sensitization training workshops, baseline research, mainstreaming SD and tripartism in ongoing programmes	<p>Poor labour-management relations and limited capacities of workers' and employers' associations.</p> <ul style="list-style-type: none"> • Number of enterprises that have established benchmarks for workplace cooperation and social dialogue by 2010; • Increased application of social dialogue and tripartism principles in addressing labour and economic issues at the workplace. • Dispute prevention mechanism and efficient and effective conciliation and arbitration and dispute settlement services established. • 90 % of dispute settled out of court.
CPO 8: Gender mainstreaming guidelines developed and gender equality promoted.	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions, Ministry of Women's Affairs and other relevant organization	Guideline developed, awareness raising, capacity building	<p>Gender Mainstreaming guideline need to be developed to ensure all policy, programmes and projects are gender sensitive</p> <ul style="list-style-type: none"> • Gender mainstreaming guideline developed. • Number of sensitization workshops conducted. • Number of women in decision making increased. • Gender concern incorporated in BPR of all line ministries. <p>More gender sensitive policy, programmes and projects developed.</p>
Output 8.1: National survey conducted on women workers under 377/2003 and relevant interventions set in place.	Ministry of Labour and Social Affairs, Ethiopian Employers' Federation and Confederation of Ethiopian Trade Unions, Ministry of Women's Affairs and other relevant organizations	Survey conducted, awareness raising, capacity building, technical assistance	<p>There is a need to make the proclamation gender sensitive.</p> <ul style="list-style-type: none"> • National survey conducted in 2009/2010. • Number of interventions set in place. • Number of Workshops conducted. • Proclamation no. 377/2003 and other relevant policy revised.

Annex 3: Alignment of the DWCP to Ethiopia's Development Frameworks

Country Priority I. Poverty Reduction through creating decent employment opportunities for men and women.			
DWCP Outcomes & Outputs	UNDAF Strategic Areas of Cooperation	PASDEP Pillars	Millennium Development Goals (MDGs)
1. National Gender sensitive Employment Policy Formulated and Adopted.	<p><i>Enhanced Economic Growth:</i> at national regional, organizational and business levels, capacity strengthened and knowledge developed for increased incomes of the poor, through enhanced labour factor productivity and more intensive and widespread use of technology in at least one economic growth corridor, with potential interventions related to expansion and diversification in agriculture, industry and services.</p>	<ul style="list-style-type: none"> • A massive push to accelerated growth; accelerating market based agricultural development and private sector development to maximize export earnings from goods and services. • Building an all-inclusive implementation capacity- through support to the construction sector; • Strengthening Human Resource Development - strengthening institutions engaged in creating small-scale employment opportunities that contribute to reducing unemployment rate. • Unleashing the potentials of Ethiopian women - intensifying the responsiveness of women clients of a wide range of programmes designed to boost productivity including agricultural extension, and small business promotion. 	<p>Eradicate extreme poverty and hunger by 2015 (MDG 1)</p> <p>Achieve Universal Primary Education (MDG 2)</p> <p>Promote gender equality and empower women (MDG 3)</p> <p>Develop a global partnership for development (MDG 8)</p>
2. Labour Law reformed and adopted			
3. Gender Sensitive Labour Market information system established			
4. Gender sensitive Active Labour Market Programs designed and implemented			
5. Employment services and Administration Strengthened			
6. The use of labour intensive approaches enhanced in infrastructural development and provision of services.			
7. Employment creation capacities of SMEs and cooperatives enhanced through training and adequate BDS.			

<p>8. Productivity and competitiveness of the cotton/textile, floriculture and edible oilseeds sectors improved.</p>	<p style="text-align: center;">Contributes to →</p>	<ul style="list-style-type: none"> • Creating Employment Opportunities - rural, industrial, export, construction and other labour intensive sectors. <p style="text-align: center;">Contributes to →</p>	
<p>Country Priority II: Expansion of social protection and mitigating HIV/AIDS in the workplace.</p>			
<p>DWCP Outcomes & Outputs</p>	<p>UNDAF Strategic Areas of Cooperation</p>	<p>PASDEP Pillars</p>	<p>Millennium Development Goals (MDGs)</p>
<p>9. National and sectoral gender sensitive policies drafted and adopted.</p>	<p><i>HIV/AIDS</i>: achieve substantial progress towards reducing the vulnerability to HIV infection, especially of women and girls, and alleviating the impact of the epidemic, with emphasis on underserved and affected population.</p>	<ul style="list-style-type: none"> • Building an all-inclusive implementation capacity; • Strengthening human resource development - through better and closer access to water and sanitation facilities, halting the spread of 	<p>Reduce Child Mortality (MDG 4)</p> <p>Improve Maternal Health(MDG 5)</p>
<p>10. Improved working conditions and enhanced capacities of labour inspectorates/ inspectors.</p>			

<p>11. Ensure corporate social responsibility at the workplace and develop corporate culture</p> <p style="text-align: center;">Contributes to →</p>	<p style="text-align: center;">Contributes to →</p>	<p>HIV/AIDS and other infectious diseases, etc.</p> <p style="text-align: center;">Contributes to →</p>	<p>Combat HIV/AIDS, malaria and other diseases (MDG 6)</p>
<p>12. Enhanced Enforcement capacity and complaint to the labour law</p>			
<p>Country Priority III. Improving governance, social dialogue and compliance with International Labour Standards.</p>			
<p>8. Ratification of new conventions and better implementation of ratified conventions.</p>	<p><i>Good Governance:</i> contribute towards the achievement of the millennium declaration principles through enhanced democratic empowerment and participation at the grassroots level through justice sector reform, civil service and civil society capacity building and promotion of decentralization at all levels, including upholding of human rights principles, transparency and accountability.</p> <p style="text-align: center;">Contributes to →</p>	<ul style="list-style-type: none"> • Building an all-inclusive implementation capacity -by strengthening democratic institutions, implementing civil service reform and justice reform programmes. • Strengthening human resource development - through addressing issues that limit children particularly female students from attending classes. <p style="text-align: center;">Contributes to →</p>	<p>" Respect for rights at work sustains progress towards Poverty reduction while reinforcing democracy and underpinning societal peace. Freedom of association and the elimination of forced labour, child labour and Discrimination enables people to free themselves from poverty. Effective dialogue between government, employers and workers' organizations supports inclusive policy reform. Institutions that foster social dialogue support improved governance and social stability – necessary conditions for achieving all of the MDGs." (ILO, 2005)</p>
<p>9. National Action Plans and guidelines on addressing the WFCL developed implemented.</p>			
<p>10. Capacities of ILO's constituents enhanced in implementing tripartism and social dialogue principles</p> <p style="text-align: center;">Contributes to →</p>			

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