



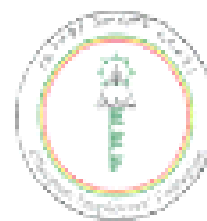
ETHIOPIA DECENT WORK COUNTRY PROGRAMME 2019 – 2020



International
Labour
Organization



ETHIOPIA



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ABBREVIATIONS

AAAA	Addis Ababa Action Agenda
ADR	Alternative Dispute Resolution
BoLSA	Bureau of Labour and Social Affairs
CETU	Confederation of Ethiopian Trade Unions
CSA	Central Statistics Agency
CLS	Core Labour Standards
CRC	Child Rights Convention
CPO	Country Programme Outcome
CRGE	Climate Resilient Green Economy
DWA	Decent Work Agenda
DWCP	Decent Work Country Programme
EEF	Ethiopian Employers Federation
FDRE	Federal Democratic Republic of Ethiopia
GTP	Growth and Transformation Plan
GDP	Gross Domestic Product
ILO	International Labour Organization
IAIP	Integrated Agro-Industry Park
IYB	Improve Your Business
LMI	Labour Market Information
MoLSA	Ministry of Labour and Social Affairs
MSE	Micro and Small Enterprises
NSC	National Steering Committee
NTC	National Technical Committee
OSH	Occupational Safety & Health
PASDEP	Plan for Accelerated & Sustainable Development and Eradication of Poverty
PDS	Permanent Direct Support
PEESSA	Private Enterprise's Employees Social Security Agency
PSNP	Productive Safety Net Programme
PWD	Persons With Disabilities
SDG	Sustainable Development Goal
SYB	Start Your Business
SHG	Self Help Group
TVET	Technical, Vocational Education & Training
TAB	Tripartite Advisory Board
UNCT	United National Country Team
UNDP	United Nations Development Programme
UPSNP	Urban Productive Safety Net
UNDAF	United National Development Assistance Framework
WFCL	Worst Forms of Child Labour

1. INTRODUCTION

The primary goal of the International Labour Organization (ILO) is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen social dialogue.

Decent Work Country Programmes (DWCPs) promote decent work as both a key component of development policies and as a national policy objective of governments and social partners. The DWCP represents a medium-term planning framework that guides the work of the ILO in a country in accordance with priorities and objectives agreed upon with its tripartite constituents.

With an aim to address decent work deficits and as a vehicle for delivery of support to the then poverty alleviation and sustainable development programme (PASDEP), the Ethiopian government initiated the first DWCP for the period 2006-2008. Following the end of the first DWCP in 2008, the Ethiopian government adopted and implemented the second four-year DWCP (2009-2012). The third generation of DWCP was similarly initiated in 2014 for a period of two years (2014-15). The programme was extended by one year until end of 2016 to align it with the timeframe of the country's 2nd Growth and Transformation Plan (GTP-II) and the United Nations Development Assistance Framework (UNDAF II) for Ethiopia. This programme was evaluated by national external consultants to assess its achievements and draw lessons to inform the development of the present DWCP (2019-2020).

The fourth generation of the Ethiopia DWCP (2019-2020) has also been tripartite partners initiated programme framework, designed to address country priorities identified by the constituents in collaboration with the ILO Country Office.

The priorities and outcomes were defined taking into account the comparative advantage of ILO in delivering the required support to its constituents; the Labour Sector Plan of MoLSA, the strategic plans of EEF and CETU, and the commitments made in the UNDAF II. In addition, lessons learned in the implementation of the predecessor DWCP (2014- 2016) were taken into account.

The programme formulation process included the first 4-day tripartite consultative workshop in November 2017 (from 27th – 30th) that was organized and facilitated by ILO Country Office Programme staff. Maximum effort has been exerted to make the drafting process participatory by engaging tripartite constituents and stakeholders in plenary and break-out group discussions to reflect on the review findings and the lessons learnt from the implementation of the former DWCP (2014-16). Representatives of each of the constituents also made individual presentations of their strategic plans and key concerns pertinent to the DWCP planning process. Based on these, and in line with the guidance on adapting DWCPs to the 2030 Sustainable Development Agenda, including their integration into a new generation of UNDAFs, and the ILO's results-based programming cycle as presented by the ILO staff, the constituents were further engaged in discussions to address emergent issues in the country situational analysis and to outline key planning areas of focus for the present DWCP.

Before finalizing the DWCP document, a five days tripartite final formulation meeting with a team of experts drawn from the partners was organized from July 31 to August 4, 2018 to critically review and finalize each of the identified priorities, outcomes, outputs and indicators and agree on the contents. This document is the result of this final exercise, which was then presented to and endorsed by officials of the constituents at a general meeting, and the feedback received from ILO's PROGRAM, GED, EVAL; SECTOR, and RPU on the draft versions of the program document.

2. COUNTRY CONTEXT: DIAGNOSTIC AND SITUATION ANALYSIS

2.1 Socio-economic overview

According to the latest UNDP estimates, the current population of Ethiopia is 104,800,595 (September 11, 2017) and constitutes about 1.23% of the world total population. Ethiopia's population is largely rural, with almost 80 per cent of the population living in rural areas, showing a slight decrease from 2015. Ethiopia is still among the low-income countries in the world with GDP per capita of \$1,608 in PPP terms in 2017 and ranked 164 out of 187 countries (World Bank 2017), its economic growth has been on a strong upward trajectory over the past 15 years or so. The last year of a negative GDP growth has been in 2003, i.e. 16 years ago. After that, the lowest annual % GDP growth has been 7.5% in 2016. The Government's second Growth and Transformation Plan (GTP II) places modernization of the agriculture sector, expansion of industrial development and significant shifts in export development at its core, also highlighting the importance of a sustainable and green economy and the creation a skilled and competitive workforce to accelerate and sustain economic growth to realize Ethiopia's Vision of becoming a lower middle-income country by 2025.

The GTP II is the third five-year national development plan which is leading the country to achieve its vision for becoming a middle-income and climate resilient green economy by 2025. In order to realize this vision, GTP II is built on sectoral policies, strategies, programmes, lessons drawn from the implementation of the first GTP, and the post-2015 Sustainable Development Goals (SDGs). Policies and programmes of the Ethiopian government are based on the spirit of equitable distribution of resources and poverty reduction.

Agriculture is one of the important sectors of the economy and in 2017 it constituted 35% of the GDP, while the industry and the service sectors contributed close to 22% and 44%, respectively. Compared to the year 2014, the share of the agriculture sector has declined from 60% to 40% while the share of the industry sector constituted 14% and the service sector 46%. This partly indicates that the country is moving towards industrialization. The country aims to achieve an annual average real GDP growth rate of 11 percent within stable macroeconomic environment, while at the same time pursuing aggressive measures towards rapid industrialization and structural transformation.

The country has witnessed remarkable records of economic growth for the last several years. The 2015/16 HICE survey shows that the poverty head count index, which measures the proportion of population below the poverty line in Ethiopia is estimated to be 23.5% in 2015/16, with marked differences between urban (14.8%) and rural (25.6%) areas of the country.

Ethiopia's commitment to the 2030 Agenda and the Sustainable Development Goals (SDGs) represents an opportunity for the Government to frame its national vision by considering a range of economic and environmental issues, some of which had not been previously addressed by the MDGs. To ensure effective achievement of the SDGs that are applicable to Ethiopia, the outcomes of the Third International Conference on Financing for Development were convened in Addis Ababa - the Addis Ababa Action Agenda (AAAA). Among the 17 SDGs, the most relevant one to the DWCP is SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. The goals and the 169 targets focus on formulating policy and funding resources for

the next 15 years. Ethiopia has already started implementing the SDGs set to be achieved by 2030, aligning with the GTP-II.

The United Nations Country Team (UNCT) is supporting the localization of the SDGs to the Ethiopian context and the United Nations Development Assistance Framework (UNDAF) has shown its commitment to work closely with the Government. In this regard, the UNDAF is aligned with the GTP II pillars and contributes directly to eight of the nine GTP II pillars.

The country has been facing various humanitarian challenges which are limiting its capacity to achieve the SDGs. The challenges include effects of climate change, migration, and political instability in the region. Based on the 2018 UNHCR data, Ethiopia is also hosting the second-largest refugee population in Africa. Some of these challenges are beyond the capacity of the government and require external assistance. Accordingly, the UNDAF 2016-2020 takes these challenges into account to support the Ethiopian government address particularly the migration and refugee issues. For instance, according to UNHCR, in 2018, Ethiopia had an estimated 920,000 registered asylum seekers and refugees, mostly from South Sudan (443,000), Somalia (256,000), Eritrea (169,000) and Sudan (44,000). Internal migration is also a serious problem in the country. Among the rural to urban migrant population women make the majority, partially due to issues related to land access and gendered norms around agricultural activities. In addition, these women leave their rural residence to run away from forced early marriages, divorce, death of parents and other similar situations.

2.2 Situation analysis from a Decent Work perspective

2.2.1 Dynamics of employment, labour market and the economy

The Ethiopian government has a national employment policy and strategy that guides the issue of employment creation and labour administration in a coordinated manner, both in the urban and rural and formal and informal economies. According to the CSA 2014 Urban Employment & Unemployment survey results, the Ethiopian population is predominantly rural. The survey shows that the total urban population of the country was estimated to be 18,773,035 of which 14,971,603 persons, (79.8 percent) were aged ten years and above in June 2018. Based on the current status approach, the size of economically active persons aged ten years and above was 9,289,150 persons. The economically not active persons due to homemaking activities, attending school, old age/pensioned, illness, too young to work...etc. reasons estimated 5,682,453 persons, (38.0 percent). Among the population not active, the proportion of female (64.1 percent) is higher than male (35.9 percent).

Agricultural sector is by far the most important economic sector in Ethiopia in terms of employment. It is estimated that about 12 million smallholder farm households are responsible for up to 95 per cent of total agricultural production, providing up to 85 per cent of total employment in the country. GTPII places a strong emphasis on the modernization of the smallholder farming sector, including through promoting export diversification, which is seen as a strong contributing factor to the overall objectives of the GTP.

Promoting Micro and Small Enterprise Development is one of the strategies for creating employment opportunities and boosting the economy of Ethiopia. In this regard, the government has issued micro and small enterprise development strategy in 1997 and revised in 2011. The MSEDE is bolstered by TVET programmes aiming at maximizing job opportunities with women and youths in focus. The comprehensive support provided to MSEs helped the enterprises to create temporary and permanent employment opportunities for over 1.6 million citizens within the first two years of the GTP period. As a

result, it was made possible to accomplish 56% of the three million targets to be achieved by the end of 2014/2015.

In recent years, investment has created employment opportunities in the country. In this regard, considerable investment has been observed in the textile and garment, leather, food and beverages, sugar, metals and engineering, pharmaceuticals, chemicals and construction materials industries. As part of the growth and transformation agenda there has been a policy change towards promoting investment in rural areas, particularly in the modern large-scale agriculture sector as well as in modernizing the smallholder sector towards more commercially oriented production and diversified exports, including through better integration of smallholders to investments. While the share of formal employment increased in urban areas, informal employment declined from 4.3% in 2005 to 3.2% in 2013.

Limited level of engagement of the private sector is one of the challenges for the development of the country. In order to address one of such critical constraints, the Government has invested significantly in developing industrial zones. Accordingly, it has issued new laws and established support institution for industrial zone development. So far, industrial zone development in Addis Ababa, Hawasa, Dire Dawa and Kombolcha are in different stages of development (GTP II). Furthermore, the country plans to construct 17 Integrated Agro Industrial Parks (IAIPs) that will be built in all regional states and create employment opportunities, including through linkages with smallholder farmers. So far, the industrial sector has created thousands of jobs. The Hawassa industrial park alone provides about 100,000 jobs and attracts more foreign investors.

2.2.2 Fundamental principles and rights at work

Non-discrimination, social dialogue and gender equality are among the key cross-cutting issues and the fundamental principles of ILO in relation to decent work and essential components of its efforts to bring about equity and growth. This implies that attentions are needed to groups of workers who are particularly vulnerable to discrimination or exclusion, which include, among others, women, persons with disabilities, workers living with HIV and AIDS, and members of indigenous or ethnic minority communities. This is consistent with the strategic directions of the Ethiopian government in GTP II in creating opportunities for the disabled, the elderly and vulnerable population groups to participate and equitably benefit from the political, economic and social activities of the country and to increase citizen's social security service coverage. To ensure the benefits for persons with disabilities from physical rehabilitation services, three new physical rehabilitation centers are established.

Ethiopia has so far ratified a total of 21 ILO Conventions, including the eight fundamental Conventions. The most recent Convention ratified by the country on 06 June 2011 is Convention No. 144 on Tripartite Consultation. Article 9(4) of the Federal Democratic Republic of Ethiopia (FDRE) states that: 'All international agreements ratified by Ethiopia are an integral part of the law of the land'. However, although the country has ratified the conventions, challenges remain in the concrete application of the rights and obligations enshrined in the Conventions. This calls for the attention of the government to indigenize international labour standards into national policies and programmes. Ethiopia deposited the instrument of ratification of the MLC, 2006 on 27 February 2018, but the ratification has still not been registered because the mandatory declaration on social security has not been received. The Government of Ethiopia is looking for ratifying the convention in the upcoming ILC.

2.2.3 Decent working conditions and occupational safety and health (OSH)

Ethiopia remains committed to sustaining inclusive and pro-poor development strategy enhancing decent work conditions and also ensuring labour safety. In this connection, attempts are being made to create conducive working environment including minimizing various hazards at work place.

As far as OSH is concerned, the most commonly observed hazards in the workplace include occupational noise and dust of various types in manufacturing sectors and chemical exposures in the flower industry. Injury in both the agriculture and the manufacturing sectors is another workplace hazard commonly observed in the country. There is a high level of workplace injuries that often leads to an extended loss of productive working days. Occupational safety and health (OSH) services were found to be inadequately organized in the country. There is limited practice in exposure assessment and monitoring. This happens to be true despite the existing favorable environment in areas of policies and regulations.

A study conducted by ILO country office for Ethiopia indicates that “the construction sector involves high workplace accident, occupational hazards and low level of safety and health practices at construction sites”. In view of these findings, and the November 2018 GB decision, due attention to OSH in construction instruments, in particular C167 and C94. This is essential also in view of construction and infrastructure works in the on-going process of structural transformation. MoLSA and its regional networks have an organizational structure lined to the periphery. Ethiopia is one of the countries in the world that has adopted ILO Convention No. 155 of 1981 which resulted in two major regulations: Labour Proclamation No. 377/ 2003 and Labour Proclamation No. 515/2007 on public civil servants. The national level policy on OSH has been developed and approved in July 2014.

2.2.4 Equal opportunities and treatment in employment

Ethiopia is committed to standards for gender equality and women’s rights as a natural outcome of its Constitution and National Policy on Women (1993) which guarantee women’s equality and the protection of women’s human rights in various spheres of life. In accordance with the Ethiopian Constitution, all persons are equal before law and there can't be any discrimination on the grounds of race, nation, nationality, or other social origin, color, sex, language, religion, political or other opinion, property, birth or other status (Art. 25). The Right to Employment of Persons with Disabilities Proclamation prohibits employment discrimination on the basis of disability (Art.4). However, women’s participation in decision making at all levels is generally low.

The Labour Proclamation prohibits anti-union discrimination by employers. According to the law, it is unlawful for an employer to discriminate between workers on the basis of nationality, sex, religion, political outlook or any other conditions. It is not legitimate to terminate a worker on the ground of his nationality, sex, religion, political outlook, marital status, race, color, family responsibility, pregnancy, lineage line and descendants.

In this regard, there have been some improvements over the last years, gender gaps in education, employment and pays of women are low compared to men. The female secondary school enrollment has increased from 8.5% in 1999/00 to 14.3% in 2002/0. Some 1.67 million students (of which 805,549 girls), have been attending secondary education in 2014/15 academic year. The gross enrollment ratio of girls in secondary education has now reached 40.8 percent.

Since 1999, the overall labour force participation rate in Ethiopia has increased, which is attributed to increased participation of women in the workforce which experienced a leap of 6 percentage points by 2013 (from 71.9 to 77.8 percent). The increase mostly came from increased participation of rural

women, as female participation rates in urban areas stagnated during that same time period. Specifically, the increase in female labour has mostly been in health, education, and social work sectors.

Nonetheless, there is a large gender disparity in employment in Ethiopia. The national census in 2007 indicated males had about 20% higher employment rates than females. The national Labour Force Survey also indicated the dominance of males of 85% compared to 69% (n=31.4 million). Other socio-economic determinants of employment include employment by residence. Despite performing the majority of farm labour, women only hold under 19 per cent of the country's agricultural land. Increasing female education opportunities, particularly in rural areas, would help mobilizing a larger and more productive workforce. While literacy rates among women have more than doubled since the mid-1990s, due largely to a successful expansion of primary and adult education, women are still much more likely to be illiterate than men, particularly in rural areas. Moreover, rural women in particular, still face individual, community and institutional barriers to fully exercise their rights, which are further compounded by women's limited decision-making power within households, and low levels of formal education.

2.2.5 Social protection

Ethiopia has a range of policies, legislations, strategies and action plans that have implications for the provision of social protection. Article 90 (1) of the Ethiopian constitution stipulates that "as resource capacity of the government permits, policies shall aim to provide all Ethiopians access to public health and education, clean water, housing, food and social security". The Government has reinforced the Constitution by issuing a social protection policy which has been adopted in 2014. The adoption of the national social protection policy has paved a way for kick starting social protection programmes to extend access nationwide. For example, the Rural Productive Safety Net Project aims to improve the effectiveness and scalability of its rural safety net system, while the Urban Productive Safety Net Programme (UPSNP) provides cash transfer to urban poor living below the poverty line in 11 major cities in exchange for participation in public works or as direct support.

The development objective of the Rural Productive Safety Net Project for Ethiopia is to support the Government of Ethiopia in improving the effectiveness and scalability of its rural safety net system. The project comprises of three components. The first component, safety net transfers for food insecure households in rural areas is focused on the delivery of predictable and timely transfers (both regular transfers to core clients and transfers to households in response to shocks). The second component, enhanced access to complementary livelihood services will support the livelihood interventions that are currently carried out under the Productive Safety Net Program (PSNP) for chronically food insecure households. The third component, institutional support to strengthen systems for the rural productive safety net will support activities to strengthen the government's institutions, human resources, and systems to enable: (a) the effective targeting of safety net resources to both chronically and transitorily food insecure households; (b) the timely delivery of predictable safety net support in the form of cash or food; (c) scaling-up of safety net support in response to drought to eligible households; (d) interventions to increase the productive nature of the program, specifically the quality of the public works (PW) and delivery of livelihood support; (e) the existence of an effective system for managing complaints (grievance redress) and processes to hear feedback from beneficiary communities (social accountability); and (f) robust monitoring and evaluation (M and E) of these systems and the impacts of this support on households and communities.

Acknowledging specific needs in rural areas and the need to strengthen a social protection system in line with the National Social Protection Strategy, the Rural Productive Safety Net Programme (RPSNP) which has an estimated cost of about \$ 1,856 million also with support by the World Bank. The RPSNP has

three components, including (i) safety net transfers for food insecure households in rural areas; (ii) enhanced access to complementary livelihood services; (iii) institutional support to strengthen systems for the rural productive safety net. Considering the challenges in rural areas across Ethiopia, social protection plays a crucial role in enabling rural communities to build more productive, decent and resilient livelihoods.

The urban safety net programme is the culmination of the country's flagship Productive Safety Net Programme (PSNP) which has been underway in rural areas since 2005. The PSNP provides cash or food transfers to 8 million chronically food insecure people in rural areas in exchange for participation in public works (PW) or as direct support. The direct support component of PSNP provides support to 20% of labour constrained beneficiaries which includes elderly, disabled and pregnant & lactating women. The PSNP and UPSNP provide a solid foundation for the national safety net system because (a) both programmes include a component that provides unconditional safety net support to households that are unlikely to graduate from poverty (called Permanent Direct Support[PDS]), which is overseen by the MoLSA; (b) both programmes provide safety net transfers in exchange for participation in PW; and (c) through these two programmes, the government is building core administrative systems and tools that will improve the coordination and information sharing among these and other programmes;

The Social Security Agency has operated a social security scheme since 1963 limiting its scope to civil service and military personnel. The scheme provides benefits in old age, invalidity, and employment injury. In 2011, Private Organization's Employees Social Security Agency (POESSA) was established as per Proclamation No. 715/2011, extending the social security scheme to cover the private sector employees.

2.2.6 Social dialogue

The Ethiopian Labour Proclamation recognizes the importance of social dialogue for dispute resolution, social equity and effective policy implementation. Social dialogue embraces all types of agreements, consultations and exchange of information.

A study conducted by ILO in 2016 indicates that social dialogue is not much developed in the Ethiopian industrial relations scene. *The study* indicates that bipartite consultations are well practiced both at industrial federations as well as undertaking levels involving employers and trade union representatives. On the contrary, tripartite consultations rarely occur at the undertaking level, even though such consultations are more frequent at the national and regional levels. Nevertheless, social dialogue is regarded as a useful process for the development of harmonious industrial relations. In aggregate, the study indicates that not more than 50% of workers are active in social dialogue while those who do not participate or are either passive or reactive comprise a significant proportion of the total workers.

Strong trade union and employers' associations are one of the pre-requisites for the prevalence of social dialogue practices. Voice and representation among women and youth, as well as workers in rural areas, is lagging behind, and their increased participation in trade unions and in producers' organizations and cooperatives would contribute to their empowerment. In Ethiopia membership density of trade unions is very low both for trade unions as well as employers' associations.

2.3 Lessons learnt from implementation of the previous DWCP

- **Absence of programme governance structures:** According to the programme document, a national Steering Committee (SC) was supposed to be established. However, during the DWCP implementation period, this committee was not in place. The absence of a functional governance

structure: National Steering Committee (NSC) and Technical Committee (TC), as set out in the main programme document, was identified to be a principal factor that seriously affected the process of programme implementation and monitoring as well as the achievement of anticipated outcomes. Therefore, it is essential to put in place a robust national tripartite body responsible for the oversight and coordination of DWCP implementation, follow-up and M&E processes.

- **Lack of programme ownership:** As a policy, ILO strongly believes that the programme should be owned by the tripartite constituents. However, DWCP has failed to be implemented and mainstreamed with a keen sense of ownership and commitment by the concerned parties. This was found to be a result of several factors including inadequate efforts made to popularize and promote the programme in the various organs of the constituents. The involvement of the tripartite constituents in the formulation of DWCP alone may not signify full commitment and acceptance of the programme. Hence, lesson drawn to fully engage tripartite plus partners in the execution process of DWCP by promoting sense of programme ownership.
- **Inadequacy of programme resources and implementation delays:** The findings of the DWCP review revealed that the efforts made by the constituents and partners, in collaboration with the ILO country office to solicit funds from domestic and external sources proved to be inadequate. It was assumed that the various country priorities that it sets out were supposed to be implemented by means of funds generated through projects developed on the basis of the themes/issues that it embodies. However, this approach had a limitation and that the required resources have not been forthcoming. In this regard, lesson learned is that future DWCP documents should be drafted with resource mobilization strategies in mind. In addition, evaluation of DC project implementation reveals that there are significant delays in the startup and completion of project interventions leading to no cost extensions of several projects. Hence, there is a need for realistic time frames and goals when planning interventions related to improvement of industrial relations, working conditions and productivity. Administrative and institutional changes take time, and the duration of projects is too short, and goals too ambitious, to achieve intended results. Therefore, technical assistance offered in the field of improvement of industrial relations and social dialogue structures and processes at enterprise, sectoral and national level should be planned for a longer period of time, possibly in the form of a programme rather than projects, to allow for the generation of lasting results and impact.
- **Inadequacy of partners' capacity:** Capacity building of the constituents is a key factor for successful implementation of the programme. Some efforts were made on this front. The lesson from intervention in the garment industry revealed the need to enhance capacities of regulatory bodies to better enforce labour laws and up-grading and reorganization of the Government institutions (MOLSA, BOLSA) to meet the contemporary demand of the industry. Therefore, technical assistance offered in the field of social development requires long-term interventions and need to be embedded in the vision of change for the industry. However, the experience with capacity building programmes for constituents has taught the lesson that it is not sufficient to provide technical support and training without prior identification of capacity needs/gaps. Thus, lesson drawn is to advance assessments of capacity needs and planning for efficient and effective capacity building programmes.
- **Gender Disparity:** Although there have been improvements in addressing gender disparity in the country, there is a large gender disparity in education and employment in Ethiopia. Increasing female education opportunities, particularly in rural areas, would help mobilizing a larger and more productive workforce. While literacy rates among women have more than doubled since the mid-1990s, due largely to a successful expansion of primary and adult education, women are still much more likely to be illiterate than men, particularly in rural areas. Moreover, rural women in particular,

still face individual, community and institutional barriers to fully exercise their rights, which are further compounded by women's limited

- **Comparative advantage of ILO to support the Ethiopia DWCP:** ILO has comparative advantage and the capacity to mobilize resources to support the implementation of DWCP prioritized activities. However, the tripartite constituents expressed that in the elapsed DWCP period the key assumption to develop projects to solicit resources from various funding sources proved to be not adequate. Thus, given ILO's access to global sustainable development programmes and regional development initiatives, more specifically leveraging its UNCT membership and access to global financing and donor partners such as the World Bank, African Development Bank, European Union etc. a lot is desired from the ILO to aggressively mobilize the required resources to implement the priorities and outcomes identified in the DWCP.
- **Programme synergy:** Lessons from the implementation of a DC project on the Reintegration of Returnees from the Kingdom of Saudi Arabia (KSA), indicated that there is a need for inter-linkages among different programme components to achieve better and sustainable results. Interlinkages between social reintegration or rehabilitation and economic reintegration could be considered whereby beneficiaries of rehabilitation are assessed and if needed supported through economic reintegration intervention to achieve sound and sustainable results.

2.4 Challenges for DW

- **Poor capacity:** Ethiopia has issued different relevant proclamations and ratified international conventions. However, implementation of government labour laws and proclamations are slow due to lack of capacity among the law enforcement agents and implementing government bodies. MoLSA is the responsible government body in strengthening the structures but the ministry has limited capacity to play these roles and needs additional capacity, including in rural areas. Weak capacity of the constituents is a key factor for the achievement of decent work objectives.
- **Limited formalization of employment in informal sector:** The informal economy is the major employer in both urban and rural areas of Ethiopia and absorbs huge number of labour market entrants. However, the informal economy has received very little attention and thus building the capacity of those who are engaged in different small-scale activities which the next phase of the programme should focus to support their transition to formality. Formalization of the informal economy requires a wide range of strategies and interventions attuned to national circumstances, as well as acknowledging the specific needs in rural areas.
- **Migration challenges:** Migration is one of the programmes in ILO. Ethiopia has known large internal and external migration and is currently experiencing various humanitarian challenges which are limiting its capacity to achieve the SDGs. The country has been facing many types of migration over the years. It has been both an origin and a destination country for either voluntary or involuntary migrants, and many migrants have also used it as a transit area. There are also major youth and gender dimensions to consider in these migratory dynamics. The government under the coordination of the Attorney General has now initiated a campaign against human trafficking and has embarked on its activities in different hot spot areas of the country.
- **Weak labour market information:** Public and private employment services in Ethiopia are too weak to provide even basic services such as information to jobseekers and employers. They have not been able to keep up with the changing requirements of the labour market. Another challenge is that

many jobs in Ethiopia are in rural areas and the informal economy; and thus, many vacancies are not recorded or registered.

- **Gender gaps:** Despite the fact that there are improvements over the last years, there are still gender inequality in education, employment and salaries, as well as in access to services and productive resources, especially in rural areas.
- **Gaps in OSH implementation:** Although some laws are enacted, the issue of labour safety is not adequately addressed due to a lack of resources and lack of inspectors. Moreover, awareness of workers and employers about the content of the laws and the appropriate functions of labour inspectors needs also to be improved. Promoting OSH in sectors such as agriculture and construction is relevant, considering the share of workers employed in these sectors and the hazardous nature of much of the work.
- **Manual Records in Social Security:** The current practice of data management is done semi-manually and has a challenge in accurate years of retirement and pay (entitlement). Thus, in order to improve the efficiency of the management of the program, there is a need for the introduction of digital records in the public and private employees of social security agencies.
- **Climate change:** It has become evident that climate change has implications for economic and social development, for production and consumption patterns and therefore for employment, incomes and poverty. These implications have both major risks and opportunities for decent work in all countries, especially for the most vulnerable countries like Ethiopia. Ethiopia is one of the few countries which has developed and adopted a Climate Resilient Green Economy (CRGE) strategy with the purpose of developing a green climate resilient economy. The adoption the strategy has triggered to the establishment of the Ministry of Environment and Climate Change mandated to oversee and coordinate the implementation of the strategy. However, it has been acknowledged that limited implementation capacity at different levels as well as inadequate adaptation and promotion of Green Technology Packages have remained challenges in the course of implementation, which need to be taken and addressed in GTP II. Rural economies are both vulnerable to climate change and among the largest contributors to greenhouse gas emissions. There is an urgent need to increase agricultural productivity to avoid increasing the land area used for agriculture, and to promote access to clean, affordable and renewable energy in rural areas.
- **Weak inter-sectorial Linkages:** In the implementation of the safety net program is managed by different ministries, mainly the ministry of agriculture and the regional bureau and sector offices at all levels. Other sectors are also involved in the program but their roles are not well coordinated and linkages are weak. For instance, MoLSA which should have been involved in the job creation is not actively doing what is expected from it mainly due to capacity limitations. The WB and UNICEF are among the donors of the program. In this regard, ILO has a comparative advantage in strengthening the capacity of MoLSA and the structures at all levels to create employment opportunities for those who are engaged in the safety net program.
- **Youth employment:** Considering that over 70 per cent of Ethiopia's population is under 30 years of age, there are challenges to ensuring appropriate skills development and decent employment opportunities for those young people looking to enter the labour markets. This will have impacts on many aspects of the development, including education and training, both internal and external migration, social protection and food production and food security, among others.

3. COUNTRY PRIORITIES AND COUNTRY PROGRAMME OUTCOMES

As indicated in the introductory section above, the priority areas of cooperation and the country programme outcomes were developed by the constituents in collaboration with ILO Country Office through a series of consultations. The consultation between national tripartite constituents and the ILO has sought to focus - from a possible very broad agenda – on a limited number of shared priorities and results that can be reasonably attained in the proposed time frame (from 2019 to 2020) on the basis of available and foreseeable resources. The priorities identified through this process have been distilled from the country diagnostic and situation analysis.

The development of the DWCP was anchored in integrating a combination of measures in the areas of employment promotion, rights at work, and social protection and social dialogue based on the country's priorities and commitments as reflected in the GTP II. To the extent possible, effort has also been exerted to align the DWCP priorities and outcomes with the present UNDAF priorities for the country. The DWCP however remains subject to regular reviews and amendments in line with emerging needs, demands and opportunities in the course of implementation. The plan shall therefore be regularly reviewed and adjusted depending on the availability of resources, on the needs of constituents and on the evolution of the country's economic, social and institutional conditions.

Within the overarching theme of 'Decent Work for All', the present Ethiopia DWCP focuses on three priorities for the period 2019-20.

These are:

Priority 1: Promoting productive and decent employment for men and women for sustainable development and poverty reduction

Priority 2: Ratifying and improving the application of international labour standards

Priority 3: Broadening and strengthening social protection coverage

3.1 Country priorities and programme outcomes:

Priority 1: Promoting productive and decent employment for men and women for sustainable development and poverty reduction

Outcome 1: Enhanced implementation of policies and programmes to promote productive and decent employment.

Outcome 2: Employment intensive investment, entrepreneurship & LMI systems strengthened for sustained livelihoods.

Outcome 3: Conducive environment created for vulnerable groups especially for youth, women, PWDs, PLWHAs and Migrants to address decent jobs creation.

Priority2: Ratifying & improving the application of international labour standards.

Outcome 4: Relevant conventions on labour standards ratified and implementation improved.

Outcome 5: Improved harmonious industrial labour relations.

Outcome 6: Improved occupational safety and health (OSH) and work environment.

Priority 3: Broadening and strengthening social protection coverage

Outcome 7: Improved coverage of social protection.

Outcome 8: Coverage of pension scheme extended and strengthened.

Priority 1: Promoting productive and decent employment for men and women for sustainable development and poverty reduction

Outcome 1: Enhanced implementation of policies and programmes to promote productive and decent employment

Outcome Indicators:

1.1 Number of relevant policies, strategies, and programs, improved and implemented to promote gender-responsive decent employment.

Target: By the end of 2020, a Guideline for National Employment Council (NEC), a National Action Plan for employment and a Sector Strategy on Skill for Trade and Economic Diversification are adopted.

1.2 A gender sensitive guideline for facilitating the transition from informal to formal economy is operating.

Target: By the end of 2020, a gender sensitive guideline for facilitating transition from informal to the formal economy developed and adopted.

1.3 The knowledge base on the concept of DW including its gender dimensions being strengthened at micro, meso and macro levels.

Target: By the end of 2020, gender sensitive issue papers on the four pillars of decent work developed and disseminated for key stakeholders.

Outcome strategy:

The FDRE Constitution articles 41(7) and (6) stipulates that the “The state shall undertake all measures necessary to increase opportunities for citizens to find gainful employment”. The national employment policy also clearly sets out policy priorities and strategies for promoting decent employment in the country. Thus, the government has identified employment creation as an integrated part of the comprehensive development policy and strategy. Accordingly, the GTP II recognizes economic growth as a means of creating decent jobs with emphasis on youth and women, raising income and thereby reducing poverty.

The key strategies to achieve the outcome include:

- Enhancing partnerships and cooperation among stakeholders, including sectoral, to implement policies and programmes;
- Promoting policy coherence of employment policies and strategies with sectoral policies, strategies, and programmes;
- Establishing functional national labour market information system;
- Promoting robust employment services;
- Conducting public awareness raising programmes on employment policies and strategies;
- Widening the application of employment intensive approaches in sectors such as environmental protection and mitigation measures and social and physical infrastructure works in both rural and urban areas;
- Improving skills provision relevant for trade and economic diversification, especially in rural areas;

- Mainstreaming decent employment in national, sectoral policies, strategies and programmes, including by contributing to relevant Working Groups and Committees (such as the WG RED&FS).

Outcome 2: Employment intensive investment, entrepreneurship & LMI system strengthened and enhanced for sustained livelihoods

Outcome Indicators:

2.1 Number of Industrial park investors and priority sectors that received legal, technical and advisory services on the labour administration system considered satisfactory by the services

Target: By 2020 technical and advisory services on labour intensive investment provided for 50% priority sectors & industrial parks, including agro-industrial parks.

2.2 The Labour Market Information system integrates key sources of labour market information to improve information services for jobseekers and employers in priority sectors with a focus on rural-urban employment dynamics.

Target: Key sources of labour market information used & analyzed to inform both policy and final beneficiaries, especially in priority sectors.

2.3 Number of federal and regional SME agencies that adopt and use the updated gender sensitive SYB and IYB in their services to SMEs.

Target: By the end of 2020, federal MSE Agencies and five regional MSE Agencies have adopted and used the updated gender sensitive Start Your Business (SYB) and improve Your Business (IYB) manuals.

Outcome strategy:

More and better jobs for inclusive growth, improved youth employment prospects and promoting sustainable enterprises remain areas of high priority for the present and future work of the ILO. Employment remains an issue in the country, with high overall unemployment and youth unemployment rates. During the tripartite consultations process of developing this DWCP, tripartite constituents underlined the need to maintain a strong focus on employment creation through a combination of policies, skills development, active labour market measures and sustainable enterprise development.

Industry and enterprises of all sizes are key drivers of inclusive growth and job creation. The creation of an enabling environment for sustainable enterprises requires not only enterprise-specific interventions for businesses to grow, but also policy reforms to look at the political, social and economic environment in which they operate and the existing regulatory and institutional constraints. While recognizing steps taken by the Government to create business enabling environment, the need still exists to further improve labour intensive investment and entrepreneurship programmes to overcome a range of constraints.

Key strategies are:

- Strengthening and enhancing a strategy for competitive and innovative small and medium-sized enterprises through tripartite consultations;

- Ensuring the implementation of national employment policy and strategy to promote decent jobs and inclusive labour market;
- Promoting employment intensive investment policies and entrepreneurship programmes through consultations with relevant stakeholders;
- Reviewing and adapting entrepreneurship manuals and guidelines developed by ILO;
- Mobilizing the youth and women to benefit from the existing packages;
- Developing and strengthening skills development and training programmes to enhance entrepreneurial development, access to finance and self-employment targeting the youth, women, persons with disabilities, migrants and the informal sector operators, in urban and rural areas

Outcome 3: Conducive environment created for vulnerable groups especially for youth, women, PWDs, PLWHAs and Migrants to improve access to skills development and address decent jobs creation.

Outcome Indicators:

3.1 Number of cooperative associations provided legal, technical, financial and advisory services for inclusive employment (with a focus on youth, women, PWD, PLWHA & Migrants).

Target: By the end of 2020 in coordination with Federal Cooperative Agency pilot technical & advisory services provided for 10% of cooperative associations for inclusive employment with a focus on youth, women, PWD, PLWHA & Migrants.

3.2 Transparent Labour Migration Governance system put in place to facilitate fair and effective migration.

Target: By the end of 2020 Implementation of the Ethiopian Overseas Employment Proclamation significantly improved.

3.3 Gender-responsive and youth-sensitive guidelines developed and adopted for matching education and training systems with labour market needs.

Target: A gender-responsive and youth-sensitive guideline developed and adopted for matching skills and training programmes with labour market needs, including module on rural areas.

Outcome strategy:

Conducive legal and policy environment is in place to promote labour Intensive employment schemes, cooperatives development and MSE. Some of the challenges in this area are limited coverage of labour based approach, inadequate capacity of cooperatives and MSE to provide services to existing members and attract new members. In addition, limited access to financial and non-financial services (business development services) for MSEs is another issue that need to be addressed in this DWCP period.

Similarly, there are favorable policy and institutional environments concerning the rights of and equal opportunities to persons with disabilities, women, youth & migrants. However, inadequate capacity at all level to provide targeted and accessible services to persons with disability, weak coordination among stakeholders and lack of access to relevant skills development and employment related information are the main challenges affecting persons with disabilities, women and migrants.

The key strategies to achieve the outcome include:

- Compiling and establishing baseline data to address conducive environment regarding cross cutting issues;
- Conducting public awareness creation programmes targeted on vulnerable groups;
- Enhancing partnerships and cooperation among stakeholders to implement programmes;
- Building the capacity of SHGs, Cooperatives and MSEs to be viable and self-reliant to create decent employment opportunities;
- Providing supports to encourage entrepreneurship in general and, youth focused entrepreneurial training programmes in particular;
- Strengthen capacity to identify skill needs and match existing training programs to labour market needs, in particular in rural areas and for vulnerable groups
- Promoting the expansion of small and medium-sized enterprises, and fostering job creation through rural-urban linkages
- Enforcing the implementation of Ethiopia's Overseas Employment Proclamation No. 923/2016 to protect the rights of migrant workers'.

Priority 2: Ratifying & improving the application of international labour standards.

Outcome 4: Relevant conventions on labour standards ratified and implementation improved

Outcome Indicators:

4.1 Number of Conventions and Protocols adopted/ ratified.

Target: By the end of 2020, two conventions ratified and a Protocol adopted.

4.2 Timely submission of reports on ratified and non-ratified conventions.

Target: Periodical reports of ratified conventions compiled and submitted to ILO by mid of 2019 and 2020.

Outcome strategy:

This concerns step up action with a view to achieving progressively the ratification and implementation of core labour standards (CLS), governance standards (GS) and relevant technical standards. So far, Ethiopia has ratified 21 ILO Conventions. In this DWCP period, the country intends to carry out studies and assessments that will lead to identification and prioritization of non-ratified conventions for consultation and possible ratification.

On the other hand, though a number of Conventions have been ratified, challenges still remain in ensuring the fulfillment and respect of the obligations and rights enshrined therein. The key strategies to achieve the outcome include:

- Conducting assessment and studies to identify and prioritize conventions for possible ratification;
- Strengthening the capacity of Government and social partners for identification of prioritized conventions and implementation of ratified conventions.
- Enhancing the capacity of labour inspectorate division of the MoLSA to ensure compliance and enforcement of the labour laws.

- Putting in place a system to strengthen partnership and collaboration with other stakeholders to enable the country to meet reporting and other obligations under ratified Conventions.

Outcome 5: Improved harmonious industrial labour relations

Outcome Indicators:

5.1 Number of Tripartite social dialogue forums organized, with a critical minimum mass of 30% women and the goal of gender parity

Target: 12 gender inclusive tripartite social dialogue forums organized by the end of 2020.

5.2 Number of Labour advisory boards established and strengthened, with a critical minimum mass of 30% women and the goal of gender parity

Target: 11 gender-balanced labour advisory boards established and fully functional by the end of 2020.

5.3 Number of bipartite social dialogue forums organized, with a critical minimum mass of 30% women and the goal of gender parity

Target: 360 gender inclusive bipartite social dialogue forums organized by the end of 2020.

Outcome strategy:

Ethiopia has ratified Convention No. 144 on tripartite consultation and is in the process of revising Proclamation 377/2003 in line with the Convention. Moreover, currently the Tripartite Advisory Board (TAB) is functional only at the Federal and one region level. Key strategies to achieve the outcome include:

- Promoting freedom of associations and collective bargaining and building the capacity of tripartite partners.
- Building the capacity of the labour inspectorate.
- Conducting thematic labour conferences (including on work culture) at different levels;
- Promoting the establishment and revitalization of bipartite social dialogue & work place cooperation at all level.
- Promoting Alternative Dispute Resolution (ADR) mechanisms, and strengthen the capacity of institutions rendering ADR services.

Outcome 6: Improved occupational safety and health (OSH) & Work Environment

Outcome Indicators:

6.1 OSH programmes implemented & workplaces complied with international labour standards including those promoting gender equality.

Target: At least 5 regions capacitated with basic OSH monitoring equipment, scaled up inspection capacity including knowledge on international labour standards and women workers' right, & OSH system established in 4 sectoral and 120 enterprises by the end of 2020.

6.2 Rate of non-fatal and fatal work-related injuries reduced

Target: By the end of 2020, non-fatal injuries at the national level drops to 10/1,000 and fatal injuries to 35/100,000.

6.3 Number of enterprises inspected for compliance on non-discrimination including that of gender, PWD, HIV/AIDS and elimination of hazardous child labour.

Target: By the end of 2020, 92,000 enterprises inspected for compliance on non-discrimination including that of gender, PWD, HIV/AIDS and elimination of hazardous child labour.

Outcome strategy:

The FDRE Constitution (Article 42.2 and Article 89.8) stipulates that safety, health and well-being of workers are fundamental rights. The Country has ratified the ILO Occupational Safety and Health and Working Environment Convention, 1981 (No.155). Some universities have started offering OSH courses.

The labour inspectorate is mandated not only to enforce OSH standards, but also to ensure that work environment adhere to international labour standards as stipulated in the labour proclamation. The labour proclamation forbids the employment of children under the age of 14. The country has ratified relevant child right conventions such as Minimum Age Convention No. 138 and Worst Forms of Child Labour Convention No. 182 and the UN convention on the rights of the child (CRC). MoLSA has developed a National Action Plan for the elimination of the Worst Forms of Child Labour.

Despite all these, the state of OSH & Work Environment in the country is not to the required standard. Lack of awareness on the role of OSH, lack of trained personnel, absence of modern OSH equipment, weak coordination and collaboration, limited capacity of law enforcement, absence of adequate information at enterprise and country level and limited investment in research and development are some of the major challenges. The key strategies to achieve the outcome are:

- Promoting and implementing the National OSH policy and programme, underpinned by a strategy of respect for a preventative culture;
- Initiating capacity building programme to implement, monitor and evaluate OSH and work environment programmes at national, sectoral and enterprise levels;
- Putting in place OSH management system and self-compliance;
- Strengthening the national recording and notification system of occupational accidents and diseases;
- Designing OSH extension strategy and programme to incorporate the MSE and informal economy operators;
- Implementing cleaner production system in selected enterprises;
- Conducting research and studies in selected areas
- Strengthening workplace OSH and Work Environment Inspection and advocacy services for elimination of hazardous child labour and discrimination based on gender, disability and HIV and AIDs.

Priority 3: Broadening and strengthening social protection coverage

Outcome 7: Improved coverage of social protection for vulnerable groups

Outcome Indicators:

7.1 Social workers trained with a focus on specific occupations

Target: By the end of 2020, curriculums and assessment tools implemented for 5 occupations and 3,000 social workers trained taking into account the need for gender inclusion.

7.2 Number of urban safety net programme beneficiaries covered in pilot skills development programmes.

Target: By the end of 2020, 10 % of urban safety net programme beneficiary associations covered in pilot skills development programmes taking into account the need for gender inclusion.

Outcome strategy:

The FDRE Constitution Article 90 (1) provides that the State shall aim to provide all Ethiopians access to public health and education, clean water, housing, food and social security. The state, in collaboration with development partners, has started to implement a handful of national social protection programmes targeting on food insecure, socially vulnerable and unemployed persons in the society. The RPSNP and UPSNP are the most successful programmes implemented in rural and selected urban areas in the country. However, low social protections coverage, poor coordination, low implementation capacity and awareness are some of the main challenges that call for improvement. A special focus should be dedicated to women, including those in rural areas. Key strategies to achieve the outcome are:

- Promoting and strengthening capacity building programmes on social protection;
- Enabling and empowering vulnerable groups, especially women in rural areas, to access social protection services
- Promoting awareness raising programmes on social protection
- Implementing the national social protection action plans and other relevant instruments

Outcome 8: Coverage of pension schemes extended and strengthened

Outcome Indicators:

8.1 ICT based entitlement capacity of social security organs strengthened.

Target: By the end of 2020, pension benefit will be entitled with full support of ICT based system.

8.2 A gender-responsive study conducted to determine the size & manner of the informal sector operators' eligibility for social security scheme.

Target: By the end of 2020, a gender-responsive study determines the size & manner of informal sector operators' eligibility for social security scheme.

8.3 Number of women and men employees covered under social security schemes.

Target: By the end of 2020, 300,000 male & female employees covered under social security scheme.

Outcome strategy:

The Social Security Agency has managed a social insurance scheme since 1963. Coverage was limited to civil servants, the police and military. The promulgation of the Private Organization Employees' Pension Proclamation (2011) has contributed to significantly increase the social security coverage of the private sector employees. This scheme ensures the maintenance of a certain standard of living in the event of loss of earned income due to specific contingencies, such as old age, disability, survivorship and employment injury mainly as part and parcel of a pension scheme. However, the Social Insurance scheme, which is a contributory pension scheme, has not fully covered workers of all private sectors, micro and small enterprises and the informal economy at large.

Key strategies to achieve the outcome are:

- Assessing the current social security schemes and their potential to expand benefits categories and extend coverage, especially to workers in the informal economy and in rural areas;
- Raising awareness of employers, workers and the public at large on social security schemes with special emphasis on the governance issues;
- Building the capacity of field social security administration personnel;
- Strengthening automation of social security administration system;

4. MANAGEMENT, PLANNING, MONITORING, REPORTING AND EVALUATION ARRANGEMENTS

4.1 Management arrangements

MoLSA will be responsible for effective coordination of both the development and implementation of the DWCP. It will seek to cooperate with other relevant line Ministries and Regional Bureaus to ensure that the Decent Work Agenda is mainstreamed in national development strategies, policies and programmes.

The ILO Country Office is responsible for the overall management of ILO activities in the country, in collaboration with the MoLSA, as the principal entry point and in consultation with the National DWCP Steering Committee. It will be the focal point of contact for the Ethiopia DWCP and ensure that the constituents and other implementing partners are provided with high-quality, timely and well-coordinated services and the requisite technical support for the effective implementation and attainment of the DWCP outcomes and outputs.

For effective governance and management of the program, several structures will be formed from the partners and other stakeholders as explained below. Efforts will be made to ensure that women are well represented and representatives with gender expertise are included in the management and technical bodies.

A National DWCP Steering Committee (NSC) will be formed to provide overall guidance and leadership for the delivery of the DWCP. The NSC will oversee the formulation and planning of projects and activities developed within the framework of the DWCP, ensuring that projects and activities formulated reflect national priorities. The NSC will approve all new technical cooperation projects and so engage in the prioritization of programme outputs for implementation in the DWCP cycle.

The committee will be comprised of key representatives from MoLSA, CETU (President), Employers Federation (President), the ILO CO (Director) and other relevant stakeholders. State Minister of MoLSA shall chair the committee. The ILO CO shall assign a secretary for the committee. The NSC will convene a meeting quarterly to monitor and review implementation of the DWCP. The specific tasks of the NSC include the following:

Monitor, evaluate and implement the DWCP progress at country level as well as constraints which may require adjustments

- Ensure coordination of DW initiatives with the National Framework and other ongoing initiatives

- Review and advice on any proposed changes in the programme outcomes or strategies
- Review the DWCP progress and suggest any adjustment in the implementation or strategy taking into account the country development plans
- Advise on mobilization of resources for the Programme
- Establish Technical committee for the day to day follow up of the Programme
- Approve technical and progress reports submitted by the Technical Committee of the Programme

A National Technical Committee for the DWCP (NTC) will be established, consisting of three representatives from each tripartite constituent and other key stakeholder to support the work of the NSC. Representative from MoLSA shall chair the committee. The Technical Committee will meet every two months. The tasks of the Technical Committee include:

- Follow up the daily activities of the DWCP.
- Oversee the formulation and planning of projects and activities developed within the framework of the DWCP.
- Engage in a prioritization of programme outcomes and outputs for implementation. Plan the implementation of the DWCP.
- Prepare technical and progress reports and submit the same to the NSC for approval.

Project Advisory Committees will also be set up to provide project specific technical guidance and support and each will comprise of the relevant project partners representing Government and the social partners, the UN System and relevant donor agency funding the project, ILO Management, Technical Specialists and Project Managers.

Project Advisory Committees and the respective Project Managers will ensure that the implementation of technical cooperation projects is aligned with the outcomes and outputs of the DWCP. The NSC will ensure that the execution of each technical cooperation project contributes towards the attainment of the DWCP outcomes.

A DWCP Focal Person will be appointed in each of the partners to serve as the focal point of contact for the DWCP within the respective organization. S/he will ensure alignment and coordination of activities with the DWCP within the organization. The specific responsibilities and financing of this position will be worked out by the partners later.

4.2 Monitoring, reporting and evaluation arrangements

The constituents and the ILO will adopt the Results-Based Management approach in monitoring progress towards the implementation of the country programme. This requires tracking and self-assessment of progress towards the achievement of the results and reporting on progress in the delivery of outputs and outcomes articulated in the DWCP. Progress will be tracked using the Implementation Plan and Monitoring Plan adopted from the DWCP.

Monitoring processes will regularly examine performance in both quantitative and qualitative terms, based on the indicators of achievement outlined in the DWCP. Once the DWCP document is approved, M&E system will be used to track the progress of the outcomes and outputs. M&E data shall be assembled and analyzed on a quarterly basis by the DWCP Technical Committee and submitted to the DWCP National Steering Committee (NSC). At the beginning of the programme, baseline data will be conducted against which the project achievement will be evaluated at later stages.

The NSC will convene special meetings bi-annually to review the DWCP implementation progress reports prepared on the basis of reports on the implementation of technical cooperation projects and activities undertaken within the framework of the DWCP, to ensure relevance of the DWCP outcomes to emerging national development priorities, and as required update the monitoring plan.

The DWCP focal persons, the NTC, and ILO technical/programme coordinators will prepare biannual and annual reports based on the reports of technical cooperation projects reports and periodic reviews. In addition to technical reports, the ILO office will also prepare financial expenditure reports that indicate the delivery rates, highlighting possible resource gaps for the implementation of the DWCP. Mid-term review and end-of project evaluation reports will be prepared by the persons who conduct the exercise.

Mid and end-term evaluations or Country Programme Review (CPR) of the implementation of the DWCP will be conducted towards the end of the 2nd year and at the end of the programme implementation through the ILO's standard mechanisms in close cooperation with ILO HQ Evaluation Unit and the Government and social partners.

4.3 Risks and assumptions

Political instability and lack of adequate financial resources are the main risks that will hinder in some way the achievement of programme outcomes. An underlying assumption for the implementation of the DWCP is therefore the continued political and economic stability in the country. Access to extra-budgetary resources for the envisaged interventions in the DWCP could also negatively affect the delivery of the expected outcomes. However, willingness of the Government as well as the social partners to utilize their own resources could be explored in close cooperation with relevant stakeholders. They will share responsibility with the ILO to mobilize resources to fund programmes and projects, and in some cases cost-share activities and projects.

5. FUNDING PLAN

ILO will continue its cooperation with major stakeholders in the country such as the UN, the EU Delegation, the World Bank, and bilateral agencies in the country. Effective collaboration with the UN and other development cooperation partners in the country will be an integral part of the resource mobilization strategy to enhance the delivery of the DWCP.

The objectives of the programme will be pursued through on going as well as forthcoming technical cooperation projects, advisory missions and seminars for information dissemination and capacity building. Extra-budgetary resources and the ILO's regular budget resources will be used to finance the implementation of this Programme on top of GoE regular budget. The ILO network mentioned will continue to mobilize further resources for the follow-up of ongoing activities and planned outcomes, bearing in mind priority concerns of the constituents. The government and the social partners also agreed to provide their respective expert staff and other supports, such as premises and logistic supports, as appropriate. They are committed to implementing the follow-up steps necessary to achieve the expected outputs in accordance with the DWCP implementation plan.

6. ADVOCACY AND COMMUNICATION PLAN

The NSC with the support of the ILO office will develop and adopt a communication strategy for the promotion of the DWCP. It will conduct sensitization and awareness creation events from federal down to community level on issues pertinent to the DWCP. Study results and publications will also be widely

disseminated to stakeholders through appropriate media. Through the NSC and NTC the ILO Country Office will share regular updates on the implementation of the Ethiopia DWCP to the stakeholders.

ANNEXES

A. ONGOING TECHNICAL COOPERATION PROJECTS IN ETHIOPIA, January 2019

NO.	PROJECT TITLE	OBJECTIVES	LOCATION , TARGET GROUP/B ENEFICIARY	DONOR(S)	PROJECT HOLDER (MAIN RESPONSIBLE BODY)	IMPLEMENTING PARTNERS	DURATION YEARS, START/END DATE	BUDGET (TOTAL, SEPARATE CONTRIBUTION BY DONOR)
1	One ILO Apparel and Textile Programme in Ethiopia	This intervention aims to advance decent work and inclusive industrialization in Ethiopia, and to create a virtuous cycle between working conditions, competitiveness and productivity.	All workers, in particular women, in the apparel and textile industry	Multilateral (DFID, VZF, Germany, Norway)	ILO	MOLSA, MOI, POESSA, EIEC-EEF, EEC, CETU, IFTLGWTU, ETGAMA, TIDI World Bank, IFC	5years (Phase I) Start: 01/06/2018 End:30/06/2022	Total: \$ 4,756,496 million UK: \$ 1,888,297 VZF: \$1,700,00 Germany: Euro 500,000 Norway: USD 600,000
2	Improve labour migration governance in Ethiopia to combat irregular migration	This project aims at improving the governance of labour migration and strengthens the protection of migrant workers' rights by making regular labour migration accessible and desirable to potential migrants, so that they do not opt for irregular migration.	Legal and illegal migrants	DFID	MoLSA, ILO	MoLSA, MoFA, Federal Office of the Attorney, TVET, CETU and EEF	Years: 5 years Start: 30/11/2016 End: 31/12/2020	Total: \$3,475,282
3	Addressing the root causes of Migration	This project is part of a broader programme titled "Stemming Irregular Migration in Northern & Central Ethiopia – SINCE" with the overall objective to contribute to reducing irregular migration from Northern and Central Ethiopia.	Migrants from Northern and Central Ethiopia	EU-Italian Development Cooperation	ILO	MoLSA	Years: 3 years Start: 04/08/2016 End: 30/09/2019	Total: \$1,700,000
4	Promoting social inclusion of persons with disabilities in Ethiopia	The programme has two expected outcomes: Capacity of public institutions strengthened for improved delivery of services to persons with disabilities; Disability rights and inclusion enhanced through improved community awareness	PWD	UNPRPD	ILO	MoLSA	Years: 5 years Start: 01/01/2015 End: 30/09/2019	Total: \$752,852
5	Improved management of labour mobility and reduction of irregular migration	This project aims at supporting the implementation of the Ethiopian Government's Jobs Compact, announced in September 2016, which includes nine pledges to support improved access of refugees to labour market, education and integration opportunities.	Refugees, IDPs in Gambella, Jiggiga	RBSA	ILO	MOLSA, MOFEC, ARRA	Years: One year Start:01/03/2018 End: 30/04/2019	Total: \$ 994,039
6	Free Movement of persons and Transhumance in the IGAD Region: Improving Opportunities for Regular Labour Mobility	Free Movement of persons and Transhumance in the IGAD Region: Improving Opportunities for Regular Labour Mobility	IGAD Countries	EU	ILO	IGAD, EU	5 Years Start: 01/02/2017 End: 31/01/2020	Total: \$7,168,000

B. LIST OF ILO CONVENTIONS RATIFIED BY ETHIOPIA

- C2 Unemployment Convention, 1919 (No. 2)
- C11 Right of Association (Agriculture) Convention, 1921 (No. 11)
- C14 Weekly Rest (Industry) Convention, 1921 (No. 14)
- C29 Forced Labour Convention, 1930 (No. 29)
- C80 Final Articles Revision Convention, 1946 (No. 80)
- C87 Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- C88 Employment Service Convention, 1948 (No. 88)
- C98 Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
- C100 Equal Remuneration Convention, 1951 (No. 100)
- C105 Abolition of Forced Labour Convention, 1957 (No. 105)
- C106 Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- C111 Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C116 Final Articles Revision Convention, 1961 (No. 116)
- C138 Minimum Age Convention, 1973 (No. 138) *Minimum age specified: 14 years*
- C144 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- C155 Occupational Safety and Health Convention, 1981 (No. 155)
- C156 Workers with Family Responsibilities Convention, 1981 (No. 156)
- C158 Termination of Employment Convention, 1982 (No. 158)
- C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- C181 Private Employment Agencies Convention, 1997 (No. 181)
- C182 Worst Forms of Child Labour Convention, 1999 (No. 182) Denunciation (as a result of the ratification of Convention No. 181)

C96 Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)

Denounced on 10.05.1999 *has accepted the provisions of Part II*