

► ILO CO ADDIS ABABA

ANNUAL REPORT 2023



ILO Country Office for Ethiopia, Djibouti, Somalia, South Sudan
and Sudan and Special Representative to the African Union and
Economic Commission for Africa

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Somalia, South Sudan and Sudan
and Special Representative to
the African Union and
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1.

FOREWORD:
message from
the Director

It is with great pride and a sense of accomplishment that I present the ILO Country Office for Ethiopia, Djibouti, Somalia and South Sudan and Sudan Annual Report for 2023. This year has been marked by significant milestones and achievements that reflect our unwavering commitment to advancing social justice, decent work and inclusive growth across the region.

The year 2023 was a landmark as we celebrated the centenary of Ethiopia's membership in the International Labour Organization. This historic milestone was commemorated with a National Labour Conference in Addis Ababa, where tripartite partners reaffirmed their dedication to promoting social justice for the next 100 years. The Centenary Declaration, endorsed during this conference, sets forth concrete recommendations to enhance productivity, competitiveness and social justice in Ethiopia.

Our efforts in 2023 were not limited to Ethiopia alone. In Somalia, we launched a new Decent Work Country Programme (DWCP), marking a significant step towards improving labour conditions and social justice in the country. Similarly, South Sudan adopted its first DWCP, aligning it with national development goals and international standards.

The year also saw the renewal of our partnership with the Ministry of Labour and Skills of Ethiopia, focusing on skills development, labour administration and better migration governance. Additionally, the African Union (AU)-ILO Youth Employment Strategy for Africa was developed, aiming to create millions of job opportunities for the continent's youth.

Our work in promoting tripartism and social dialogue has strengthened labour migration governance and improved industrial relations in various sectors. We have also made notable progress in supporting legal reforms to ensure occupational safety and health and in extending social protection to vulnerable populations, including urban refugees.

The impact of our initiatives is evident in the improved compliance rates of factories, the establishment of Labour Market Information Systems and the enhanced capacities of institutions in the region. Our Sustaining Competitive and Responsible Enterprises (SCORE) services have significantly improved working conditions and productivity in factories, while our skills and lifelong learning programmes have facilitated access to employment and better job prospects.

As we reflect on the achievements of 2023, we are reminded of the resilience and dedication of our partners, stakeholders and the communities we serve. Together, we have made significant strides towards creating a more just and equitable world of work. I extend my heartfelt gratitude to all our partners for their unwavering support and collaboration.



Looking ahead, we remain committed to our mission of promoting social justice and decent work for all. With continued partnership and collective effort, I am confident that we will achieve even greater milestones in the years to come.

Sincerely,

Khumbula Ndaba,
Director, ILO Country Office
for Ethiopia, Djibouti, Somalia,
South Sudan and Sudan



2.

**ILO CO Addis
in 2023**

Overview of the Year

100

Centenary

100 Years since Ethiopia became a member of the ILO.
This historical milestone was marked with a
National Labour Conference in December 2023.

09

DC Portfolio

Our development cooperation projects in 2023.

Djibouti

The National Confederation of Employers of Djibouti (CNED) strengthened its governance, position and visibility through the development and launch of its strategic plan in 2023.



South Sudan

The tripartite constituents of South Sudan validated and adopted the Country's first Decent Work Country Programme (DWCP) in 2023. The partners agreed to a three-year (2023–2025) DWCP and to align it with Vision 2040, Revised National Development Strategy (R-NDS) and United Nations Sustainable Development Cooperation Framework (UNSDCF) (2023–2025). The DWCP for South Sudan (2023–2025) has been developed through a highly participatory, consultative and inclusive process.

The Employers Association of South Sudan (EASS) strengthened its governance, position and visibility through the development and launch of its strategic plan (October 2022), the implementation of the strategic plan in terms of building the internal capacity of its board and secretariat and an analysis of the membership situation (November 2022) as well as a new communication strategy and website (November 2023). The impact of this was that the EASS's position in South Sudan was further strengthened and it was able to reach a greater number of audiences. Externally, the EASS also strengthened its position and standing, by taking over the presidency of the Confederation of the Intergovernmental Authority on Development (IGAD) Employers in September 2022.

As part of the EASS Strategic Plan that was launched in August 2022, ILO supported the development of a Communication Strategy and a website in 2023.



IGAD

Intergovernmental Authority on Development (IGAD) Member States signed a communiqué to advance implementation of the Djibouti Declaration on Labour, Employment and Labour Migration Governance.

The Ministerial Conference, organized in collaboration with the ILO in March 2023 in Ethiopia, brought together the Labour Ministers of all IGAD Member States and the Horn of Africa Confederation of Trade Unions (HACTU) and Confederation of IGAD Employers (CIE). During the conference, the tripartite constituents took stock of the progress made since the signing of the Djibouti Declaration in November 2021 and provided further guidance on key priorities of work to advance labour employment and labour migration governance. Through the communiqué, tripartite constituents endorsed the Programme for Implementation of the Djibouti Declaration (PIDD) and called upon development partners to finance the programme. Furthermore, constituents endorsed the synopsis of key regional policy instruments such as the IGAD Regional Employment Policy Framework, the IGAD Regional Social Protection Strategy and the road map towards the development of the IGAD Regional Labour Market Information System (LMIS). HACTU and the CIE also launched their first five-year strategic plans.

Sudan

Since 15 April 2023, Sudan has seen intense and deadly clashes between the Sudanese Armed Forces (SAF) and Rapid Support Forces (RSF) in Khartoum, Darfur and the Kordofans region. The humanitarian situation in the country has been aggravated, causing a shortage of food, water, cash, fuel, healthcare and other basic services.

Massive displacement has been triggered due to persisting insecurity in the hotspot areas, leading to the displacement of over 5.2 million people, including more than 4 million Internally Displaced Persons (IDPs) inside Sudan and over 180,000 refugees who were secondarily displaced, according to the displacement tracking matrix of the International Organization for Migration (IOM). Over 1 million people have left Sudan to neighbouring countries according to United Nations High Commissioner for Refugees (UNHCR).

The ongoing conflict has had a significant impact on the younger generation of Sudan, potentially robbing them of an education and leaving them vulnerable to various protection concerns. This issue must be addressed sustainably and effectively, as the consequences of displacement and limited access to social services could have far-reaching and long-lasting effects on both the youth and the region's future.

The ILO continues to deliver in Sudan through the Partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS). The PROSPECTS Partnership is spearheaded by the Government of the Netherlands, bringing together the International Finance Corporation (IFC), the International Labour Organization (ILO), UNHCR and the UN Children's Fund (UNICEF). The Partnership aims to support the transition from humanitarian to development-centred assistance. It can address long-term challenges and the combined needs of the host and refugee communities, accelerating sustainable solutions to build more inclusive, cohesive, and productive societies.

On the first anniversary of the war in Sudan, the ILO issued a statement to renew its commitment to support the Sudanese people and strengthen the capacity of local services in Sudan.



2.1 2023 marked the centenary of the ILO partnership with Ethiopia

Tripartite partners committed to advance social justice in Ethiopia for the next 100 years

Ethiopia celebrated the hundredth anniversary of its membership of the International Labour Organization (ILO) with a National Labour Conference in Addis Ababa in December 2023.

ILO organized the conference in collaboration with its partners: the Ministry of Labour and Skills (MoLS) of Ethiopia, the Confederation of Ethiopian Employers Federation (CEEFF), the Confederation of Ethiopian Employers Association (CEEAA) and the Confederation of Ethiopian Trade Unions (CETU).

The High-Level Conference commemorates Ethiopia's ILO Centenary by reflecting on the achievements of the ILO and the tripartite partners in advancing social dialogue, decent work, enhanced productivity and inclusive growth. Additionally, the conference prioritized the agenda of Employers' and Workers' organizations, fostering a collaborative platform for stakeholders in the world of work.

High-Level Government delegates from the MoLS, the ILO, Workers' and Employers' organizations, the African Union, Intergovernmental Authority on Development (IGAD), the Southern Africa Development Community (SADC) and diplomatic missions were in attendance. Additionally, academicians, prominent organization leaders, as well as other individuals with practical experience in labour issues and policy development also participated and shared their insights.



► Centenary Declaration

As Ethiopia's tripartite partners commemorated Ethiopia's 100-year long membership of the ILO, they endorsed a historic pact to advance social justice in the country for the coming 100 years.

Acknowledging that advancing decent work and social justice is one of the means of ensuring productivity and competitiveness in the local and global market, the historic Centenary Declaration put forward several concrete recommendations in order to promote social justice, decent work and enhanced productivity in Ethiopia.

Considering the importance of a legal framework in place, the Declaration strongly recommended facilitating the ratification of some ILO conventions, particularly C190, C131, C189, C97 and C143 in accordance with the country's development needs and social partners' demands. The Declaration also recommended a review of existing policies and programmes that concern the ratified conventions.

Highlighting the significance of the Centenary Declaration, **H.E Muferihat Kamil**, the Ethiopian Minister for Labour and Skills said, "the Declaration has forwarded several crucial recommendations that can be translated into game-changing programmes, projects and initiatives. Hence, we all need to note the recommendations and take them forward to make changes in the labour sector."

Engineer **Getahun Hussien**, President of the Confederation of Ethiopian Employers Federation (CEEF) said, "the Declaration clearly brought out what Ethiopia achieved, what challenges and drawbacks it encountered and also what lessons the country learned in advancing labour administration in the last 100 years."

"It is a turning point, as it affirmed the commitment of the Government and of Employers' and Workers' Organizations to work closely and collaboratively in the spirit of tripartism towards advancing decent work and social justice, taking into account the country's reality and the changing environment in the world of work," he added.

Commenting on the importance of the declaration, **Kassahun Follo**, President of the Confederation of Ethiopian Trade Unions (CETU) said, "the Declaration diagnosed the major challenges and the deficits of the past 100 years and proposed the way out and how the Ethiopian Labour Administration system and labour market ought to address them for the next century."

"We, the Ethiopian workers, witness that the declaration is well-crafted and has touched upon every critical issue that can carry the Ethiopian labour sector towards having the right capacity to fit with the dynamics that the world of work faces in the coming years. We also emphasize that it needs proper implementation that gives due attention to establishing a strong system, which will confirm the commitments, true partnership and involvement of the tripartite partners and engagement in social dialogue. For the Declaration to be properly implemented, its goals and intention need to be backed by proper political will and commitment of the Government. It should then be incorporated and aligned with relevant national development plans in general and that of the Decent Work Country Program in particular."

Dawit Moges, Vice-President of the Confederation of Ethiopian Employers Association (CEEAA) said, "we are thrilled to be part of this historic moment as we celebrate Ethiopia's remarkable hundredth anniversary of ILO Membership and the National Labour Conference. This tripartite Centenary Declaration underscores our unwavering commitment to fostering a thriving labour landscape that prioritizes the well-being of workers, promotes productivity and drives sustainable economic growth. Together with our esteemed social partners, we affirm our dedication to upholding the principles of social justice, inclusivity and collaboration, ensuring a brighter future for Ethiopia's workforce and economy."

Dawit added, "in collaboration with the ILO and our tripartite partners, we are confident that these shared aspirations will pave the way for a future where decent work, social justice and economic prosperity are enjoyed by all Ethiopians. Together, we will continue to work tirelessly towards realizing this vision, building upon the strong foundation laid by a century of partnership and collaboration."

Alexio Musindo, ILO Country Director for Ethiopia, Djibouti Sudan, South Sudan and Somalia said: “We put forward concrete recommendations, by endorsing the Centenary Declaration, that will help promote social justice and decent work in Ethiopia in the decades ahead. This will help facilitate the ratification of important ILO Conventions in accordance with the country’s development needs, as well as promote a culture of social dialogue for effective tripartite cooperation. The Declaration also helps as a baseline to leverage our effort towards strengthening institutions and building the capacities of all actors in the labour sector.”

“We, as the ILO hope to enhance workers’ and employers’ organizations to broaden their membership base and coverage in the country while also helping the national Government prepare for the new digital age,” he added.

Over the past century, Ethiopia’s labour administration system has undergone significant evolution, embracing progressive reforms that safeguard workers’ rights, promote gender equality and enhance labour standards. The nation’s dedication to the ILO’s founding principles of social and economic justice has been a driving force behind the pursuit of decent work and sustainable livelihoods.

Ethiopia’s tripartite partners hosted the 2023 Centenary celebration and National Labour Conference in December 2023 in Addis Ababa, underscoring Ethiopia’s commitment to tripartism and social dialogue to ensure decent work and social justice.

2.2 The ILO’s new Regional Director for Africa visited Ethiopia

Fanfan Rwanyindo Kayirangwa, ILO Regional Director for Africa and Assistant Director-General participated in the National Labour Conference and the Celebration of Ethiopia’s hundredth anniversary of ILO Membership.

On the side of the Conference, the Regional Director also opened the Interregional Knowledge and Experience-Sharing Forum on Labour, Employment and Labour Migration.

During the visit, the Regional Director met and held discussions with the Minister for Women and Social Affairs, **H.E Ergogie Tesfaye**, the Executive Secretary of the UN Economic Commission for Africa, **Claver Gatete** and staff of the ILO Country Office in Addis Ababa.



2.3 Somalia gets a new Decent Work Country Programme

The ILO and its tripartite constituents, the Somalia Ministry of Labour and Social Affairs (MoLSA), the Federation of Somali Trade Unions (FESTU) and the Somali Chamber of Commerce & Industry (SCCI) signed an MOU to implement the first Decent Work Country Programme (DWCP) for Somalia on 10 June 2023.

The DWCP signing for Somalia was conducted at the ILO Headquarters in Geneva on the sidelines of the 2023 International Labour Conference (ILC) in the presence of **Hon. Bihi Iman Egeh**, former Minister of MoLSA representing the Federal Government of Somalia, former ILO Assistant Director-General and Regional Director for Africa, **Cynthia Samuel-Olonjuwon** representing the ILO, **Abdi Abshir Dorre** and **Omar Faruk Osman** representing employers and workers respectively.





"I am happy that Somalia has reached this stage after all the negotiations and I am certain the tripartite partners will continue this partnership in translating the document into practice, which is essential to advance decent work and social justice in the country," said Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director of ILO Africa.

Former Minister of Labour and Social Affairs (MoLSA) Bihi Iman Egeh: *"We are happy we reached this stage after all the consultations and discussions and we will make sure the DWCP is institutionalized and implemented at national level in Somalia."*

"This is a historic moment for Somalia and all workers of Somalia. It has been a long journey and I hope this will go into full operation sooner rather than later. Somali workers are yearning for more meaningful work", said Omar Faruk Osman, General Secretary of the Federation of Somali Trade Unions (FESTU).

"The signing of the DWCP is an important milestone for Somalia and its tripartite constituents. As employers, we are pleased to have supported this vital process so that the decent work agenda can be implemented in the country", said Abdi Abshir Dorre, Managing Director, Somali Chamber of Commerce (SCCI).

2.4 Partnership renewed

The Ministry of Labour and Skills of Ethiopia (MoLS) and the ILO have signed a Letter of Agreement for implementation of a MoLS-ILO joint workplan.

The agreement aims at promoting and advancing skills development in Ethiopia, advancing labour administration and fostering productive employment and better migration governance.

The agreement was signed by Ethiopia's Minister of Labour and Skills (MoLS) H.E Muferihat Kamil and Alexio Musindo, Former Country Director of the ILO Country Office for Ethiopia, Djibouti, Sudan, South Sudan and Somalia and Special Representative to the AU and ECA.





2.5 Continental strategy prepared to advance decent jobs for Africa's youth

The AU-ILO Youth Employment Strategy for Africa unveils a bold vision: a continent where all youth have access to productive and decent employment that empowers them to escape poverty and create a better future for themselves and their communities.

The African Union and the ILO have embarked on a joint initiative, developing the “AU-ILO Youth Employment Strategy for Africa” (AU-ILO YES-Africa). The strategy aims to chart a path towards innovative solutions for creating meaningful employment for Africa's youth. Against the backdrop of the fourth Specialized Technical Committee on Youth, Culture and Sports, the AU, in conjunction with the ILO, gathered over 150 youth representatives from across the continent for extensive consultations. Hosted at the African Union Commission headquarters in Addis Ababa in May 2023, the young delegates highlighted the principal challenges of decent work faced by today's youth. The vibrant discussions featured innovative solutions and best practices for promoting decent employment. Crucially, the forum highlighted the potential of youth-led initiatives in reinforcing the efforts of governments, social partners and other stakeholders.

According to experts in the discussion, the mission is to generate millions of job opportunities for young individuals in the coming years. Each year, millions of youths enter the labour market, yet few productive and decent work options await them. Our hopes lie with the African Youth Charter and the One Million Next Level Initiative which aims to create 300 million opportunities in Employment, Entrepreneurship, Education, Engagement and Health for Africa's Youth by 2023.

The aim is to make a transition from merely redistributing current opportunities to restructuring our economies to generate more jobs for our youth. This requires an influx of fresh ideas and perspectives from young people to collaboratively address the continent's youth unemployment and decent employment issues.

It was also noted that the youth population in Africa is growing rapidly and the availability of productive jobs is not keeping pace. YES-Africa aspires to change that by directing investors towards the key sectors for youth employment. These sectors, including the digital economy, green jobs and the care economy, are set to gain more importance in the upcoming decades. YES-Africa will also provide a strategic framework to guide these investments and stimulate the structural transformation of economies and labour markets across the region.

2.6 Setting a minimum wage: tabling the agenda

A minimum wage protects workers against unjustifiably low pay and helps to ensure a just and equitable economic growth in any society if properly regulated and managed. It is also believed to enhance productivity.

According to ILO's labour-force surveys, more than 40.5 million workers are present in Ethiopia. Ethiopia's membership of the ILO is a century old and the country has ratified numerous important conventions over the years. The Ethiopian Government has set a minimum salary for civil servants but there is no national minimum wage policy in the country so far. As a result, a substantial proportion of the workforce is earning a low wage that is not commensurate with their labour.

The ILO Country Office in Addis Ababa in partnership with the Belgian Embassy in Addis Ababa organized a discussion in February 2023 on the relations between quality investment and minimum wage policy with a focus on Ethiopia.

Speaking at the discussion, **Alexio Musindo**, former Director of the ILO Country Office for Horn of Africa countries said, *"some years ago, it was taboo to discuss minimum wage but now we can have the discussion. With a discussion around minimum wage, we are looking at people's livelihoods and investment of billions of dollars."*

"We need to discuss how far we come in terms of solving social issues, attracting quality investment and boosting productivity for Ethiopia. We should think about how we can alleviate intergenerational poverty through a good minimum wage policy" added Alexio.

Stefaan Thijs, Ambassador of Belgium to Ethiopia and Djibouti and Permanent representative to the African Union replied, saying that the reduction of inequality and the promotion of decent work for all women and men have been identified as key objectives in the 2063 sustainable Development Agenda adopted at the UN.

The Programme, in collaboration with Friedrich-Ebert-Stiftung (FES) organized a learning visit to Vietnam, for key stakeholders who will play a key role in wage-setting in Ethiopia. The Ethiopian delegation included representatives from the Federal Democratic Republic of Ethiopia (FDRE) House of Peoples Representatives, Ministry of Finance, Ministry of Planning, Ethiopian Investment Commission, Civil Service Commission, CETU CEEF and CEEA. The visit helped the delegates understand how the country set evidence-based minimum wage systems in a consultative manner and how it also improved productivity. The delegates had extensive interaction with the Vietnamese government and social partners and developed an understanding of the labour policy and legislation that underpins tripartism, social dialogue and wage-setting. The interaction with key stakeholders helped the Ethiopian delegation to develop a practical understanding of the nature, composition and operations of national-level wage-setting institutions and how the country minimizes the potential risks of MW introduction and improves productivity.



► ONEILO/SIRAYE Programme

Notable progress in supporting legal reforms to ensure occupational safety and health

Furthermore, the programme is making notable progress in supporting legal reforms to ensure a safe and healthy work environment to improve workers' well-being and enterprise productivity. The Programme, under the leadership of the Ministry of Labour and Skills, facilitated a revision of Ethiopia's Occupational Disease list and developed detailed disability assessment criteria. In addition, the programme supported a revision of the Occupational Safety and Health Directive of Ethiopia. Once the two documents are approved, it is expected to be a game-changer in the occupational safety and health (OSH) landscape in Ethiopia.



In addition, in collaboration with Regional Bureau of Labour, the programme enhances OSH service provision by training high-risk enterprises, equipping government inspectors and offering specialized training programmes. Addressing worker safety beyond factory walls, the programme conducts assessments and workshops to improve commuting safety. Additionally, the programme fosters a culture of safety through national OSH Day celebrations and plans to establish a dedicated OSH Institute. To ensure sustainability, the programme is investing in future generations of OSH professionals by revising the OSH education curriculum at Gondar University.

2.7 South Sudan adopted a new Decent Work Country Programme



The ILO and its constituents in South Sudan, namely the Ministry of Labour (MoL), South Sudan Workers Trade Union Federation (SSWTUF) and Employers Association of South Sudan (EASS) have been engaging and consulting towards the development of the country's first-generation DWCP since 2011.

A draft DWCP was developed in 2013 but its validation and finalization were halted by political conflict, which erupted in December 2013. The process was reactivated in April 2015, culminating in a series of stakeholder engagements and ILO technical missions. The renewed efforts yielded a revised draft DWCP that was validated by tripartite partners in November 2015. However, the draft DWCP was not finalized due to civil strife.

In 2022, the tripartite partners called on the ILO to support the review and finalization of the DWCP. The partners agreed to have a three-year (2023–2025) DWCP and to align it with Vision 2040, the Revised National Development Strategy (R-NDS) and UNSDCF (2023–2025). The DWCP for South Sudan (2023–2025) has, therefore, been developed through a highly participatory, consultative and inclusive process. The process was spearheaded by the MoL with the active involvement and participation of SSWTUF, EASS and other stakeholders.

After going through the required due process, the draft DWCP was validated by the tripartite-plus partners in March 2023. Thereafter, a final revised version of the DWCP was produced, incorporating comments and suggestions from quality assurance mechanism (QAM) and tripartite-plus partners. This, together with the annexes, underwent further processing through finalization and approval in accordance with Government of South Sudan and ILO guidelines. The DWCP was finally adopted in October 2023.



3.

Tripartism and social dialogue

► Better Regional Migration Management (BRMM) Programme

Social partners engaged in strengthening labour migration governance



Countries covered by BRMM have been established country-level technical working groups to foster collaboration and coordination among partners in enhancing the governance of labour migration. These working groups serve as platforms for stakeholders from government, employers, workers and civil society to come together, share insights and collectively steer the implementation, monitoring and evaluation of labour migration initiatives in the country, with a focus on ILO implemented actions. Through regular meetings and consultations, these technical working groups facilitate dialogue, knowledge exchange and joint decision-making processes. This collaborative approach not only strengthens the governance of labour migration in the country, but also promotes transparency, accountability and stakeholder engagement. By actively engaging all partners in the governance framework, these technical working groups contribute to the development of sustainable policies and practices that address the evolving challenges and opportunities in labour migration across the seven East and Horn of Africa (EHOA) countries.

Organization of Labour Migration Advisory Group Meetings

In January 2023 and March 2024, the BRMM programme organized Labour Migration Advisory Group Meetings at regional level with tripartite-plus partners from Djibouti, Ethiopia, Kenya, Somalia, South Sudan, Tanzania and Uganda. These meetings provided crucial platforms for stakeholders from government, employers, workers and private employment agencies to exchange experiences and offer strategic guidance on labour migration programme in the region.

By bringing together diverse perspectives, the meetings facilitated collaborative decision-making, ensuring that initiatives were aligned with the priorities of each country. During the meetings participants shared best practices, lessons learned and challenges, promoting collective learning and inclusive governance. The advisory group meetings fostered cooperation, knowledge-sharing and mutual support among the seven countries, enhancing the effectiveness and sustainability of labour migration initiatives in the region.



Implementation of Awareness Campaigns and Outreach Activities

The BRMM programme, operating in seven East and Horn of African countries, is actively conducting awareness campaigns and outreach initiatives to underscore the importance of social partner inclusion in labour migration governance. Through targeted efforts, stakeholders from government, employers, workers and private employment agencies are sensitized about the benefits of active involvement in policy development and decision-making processes on labour migration. These campaigns are designed to raise awareness about the pivotal role of social partners in shaping effective governance structures and advocating for the rights and well-being of migrant workers. By utilizing diverse communication channels, including workshops, seminars and media engagements, the programme ensures that key stakeholders are equipped to participate meaningfully in labour migration governance. These outreach activities highlight the significance of social partner inclusion and foster collaborative efforts to address challenges and promote best practices in labour migration management.

Strengthening Support for Migrant Workers Through Union-to-Union Partnership and Migrant Resource Centre (MRC) Formation

The ILO BRMM Programme supported the establishment of an MRC in Mogadishu, Somalia and a Union-to-Union agreement between CETU and FESTU, which marks a crucial advance in protecting and promoting the rights of migrant workers in the region. The MRC was officially launched with the support of the ILO in order to provide essential information, counselling and support services to potential Somali migrant workers, returnees and non-Somali migrant workers while the Union-to-Union agreement focuses on ensuring labour legislation safeguards migrant workers' rights and enhancing migration governance through cooperation between Ethiopia and Somalia.

These initiatives, supported by the ILO, highlight a collaborative effort to empower migrant workers, improve labour migration governance and strengthen union involvement in protecting migrant workers' rights. The MRC was inaugurated with the presence of H.E Dr Mohamed Elmi, Minister of Labour and Social Affairs of Somalia and the signing ceremony of the union-to-union agreement in Ethiopia was attended by Kassahun Follo, President, CETU and Omar Faruk, General Secretary, FESTU in the presence of Alexio Musindo, former Country Director of the ILO CO in Addis Ababa.

► ONEILO-SIRAYE Programme

Tripartite social dialogue strengthened to promote labour peace and productivity

The ONEILO-SIRAYE programme through collaboration with the Ministry of Labour and Skills (MOLS), conducted an experience-sharing workshop on social dialogue and collective bargaining. The workshop yielded significant achievements in enhancing labour relations and fostering cooperation among stakeholders. Through interactive sessions and knowledge exchange, participants gained a deeper understanding of the importance of tripartite social dialogue in promoting labour peace and productivity. The workshop facilitated the identification of best practices and strategies for effective collective bargaining, fostering trust and cooperation between labour and management. Moreover, the event served as a platform for strengthening relationships and networking opportunities among trade unions, employers' associations and government agencies, laying the groundwork for future collaboration and partnership in upholding workers' rights and implementing fair labour practices.

The Programme recognizes the importance of strong worker representation and constructive dialogue in fostering a just and equitable work environment. In light of this, the programme supported the establishment of 10 new basic unions with 12,225 members in 2023 which contributed to strengthening worker representation and giving workers a voice. Out of the total number of organized workers, 85 per cent are female, indicating a substantial contribution to female empowerment and gender balance in the workforce.

Training courses were offered to the newly-elected leaders to build their capacity for effective negotiation and dispute resolution. Tailored training programmes on collective bargaining and negotiation were conducted for various stakeholders, along with experience-sharing workshops to facilitate knowledge exchange and collaboration among unions. Additionally, collaboration with the MoLS resulted in the development of comprehensive guidelines on key topics like collective bargaining and dispute resolution mechanisms.

► Care at Work project

Workers' organizations advocate for ratification of conventions

A regional training course focusing on knowledge, tools and skills needed to enable the active participation of workers organizations in the ILO international labour standards (ILS) supervisory was organized and delivered in collaboration with the International Training Centre of the ILO (ITC-ILU), Turin Centre

Twenty-seven trade union officials from 15 African countries (Ethiopia, Ghana, Mozambique, Malawi, Tanzania, Uganda, Liberia, Madagascar, Guinea-Bissau, Cameroon, Eswatini, Nigeria, South Africa, Kenya and Tunisia) completed the training course held in Nairobi, Kenya, on 1-7 July. This equipped participants from the targeted countries with knowledge and tools to be able to make submissions and comments through the ILS supervisory mechanism according to the reporting schedules of relevant conventions in relation to their countries. Participants from the six countries selected for country-level interventions (Ethiopia, Malawi, Mozambique, Tanzania, Uganda and Ghana) were further mentored on formulating actual submissions and comments in the ILS supervisory mechanism as well as on running ratification campaigns.

Ratification campaigns for ILO Conventions Nos. 183 (Maternity Protection Convention) and 189 (Domestic Workers Convention) have started and are in progress.

This component leverages and blends with the application of knowledge from the regional training on ILS and the ILO supervisory mechanism. Planning sessions for ratification campaigns have therefore been organized and priority conventions for ratification campaigns identified, such as Conventions 183 and 189 in Ethiopia. Advocacy activities have been initiated and implementation by trade unions in targeted countries aiming at ratification or application of identified ILS is on schedule.

Ethiopia Gender Technical Advisory Committee (GTAC) established.

To engage government officials in project activities, strengthen their understanding of ILS that have informed the Care at Work initiative and promote tripartism, a Gender Technical Advisory Committee (GTAC) was established in June and is composed of higher officials from: the Ministry of Labour and Skills, the Ministry of Women and Social Affairs (MoWSA), the Ministry of Industry (MoI), the Confederation of Ethiopian Trade Unions (CETU), the Confederation of Ethiopian Employers Federations (CEEFF) and the Confederation of Ethiopian Employers' Associations (CEEAA). Members of the GTAC have agreed to collaborate and provide the necessary support for project implementation.

► Pro-Agro Ethiopia

Social dialogue and inclusive collective bargaining promoted as key means of achieving decent work and stable industrial relations in the agribusiness sector

The social dialogue package of the project was evaluated to ascertain the impact on improving working conditions and especially on the business performance of enterprises. This is to reinforce the project's goal of promoting more and decent jobs through improved conditions and the efficient performance of agribusinesses. Ten companies

sampled from Amhara and Sidama agribusiness parks where labour unions have been formed and different forms of collective bargaining arrangements (CBAs) developed, have reported that workplace representation and dialogues fostered better business performance. For instance, collective bargaining supported the management of some enterprises in adopting high-performance workplace practices such as working in teams, job rotation and upward communication as these often require a climate of mutual trust and cooperation.

ProAgro built the capacity of facilitators from the Confederation of Ethiopia Trade Unions (CETU) to deliver “workplace cooperation” and the Kaizen Centre consultants to adopt the Kaizen Business efficiency concept of “continuous improvement based on cooperation and commitment”. The joint approach was accepted by the participating enterprises.

► Care at Work project

Knowledge products developed and awareness-raising sessions conducted for tripartite constituents

The Country Brief: Care at Work in Ethiopia was developed and disseminated to strengthen tripartite constituents’ awareness of the existing legal framework of care policies and services in Ethiopia, as well as the benefits of investing in the care economy and going above and beyond national policies to meet the needs of workers with family responsibilities in national policies and promote a national care and support system in Ethiopia.

To build knowledge and understanding on the need to strengthen gender equality in the world of work, a knowledge and experience-sharing session was conducted by ILO and Better Work for workers’ and employers’ organizations on 20 July. The session was attended by 14 tripartite constituents, including one representative from the Confederation of Ethiopian Trade Unions, one representative from the Textile and Garment Workers Federation, one representative from the Confederation of Ethiopian Employers’ Associations and one representative from the Ethiopian Textile and Garment Association.

The capacity-building of labour inspectorates on gender-responsive labour inspection was conducted on 15 and 16 November. Two labour inspectors from fourteen 14 regional office and 4 from the Federal MoLS office in Ethiopia attended the training course, totalling 32 labour inspectors . In addition, to the labour inspectors, there were experts from the Ministry of Women and Social Affairs (MoWSA), Confederation of Ethiopian Trade Unions (CETU), Confederation of Ethiopian Employers Federation (CEEFF) and Confederation of Ethiopian Employers Association (CEEAA). A total number of 40 trainees (18 women and 22 men) attended the Labour Inspection training course.

A workshop for gender relevant policies including Equality at Work initiatives is being conducted on 20 November. The objective of the workshop is to equip government officers and key stakeholders, including social partners, with a better understanding and practical guidance on ILO’s international labour standards on maternity protection and workers with family responsibilities. A key workshop output will be an action plan developed by participants to determine next steps on ratification and implementation of gender equality international labour standards, elevation of factory-level collective bargaining agreements (CBAs) to sector-wide CBAs and opportunities for factory-level care-responsive solutions that go above and beyond national legislation.



4.

International labour standards and authoritative and effective supervision

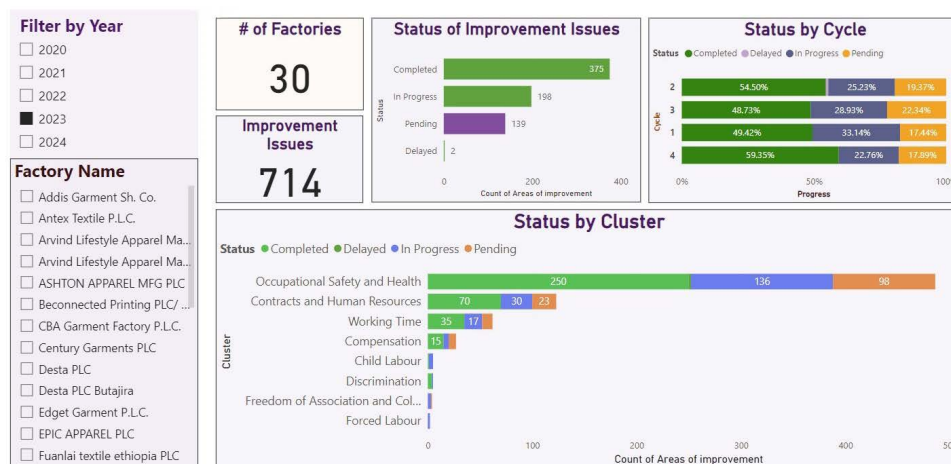
► ONEILO-SIRAYE Programme

Compliance rate of factories improved significantly

The Better Work Ethiopia component of the ONEILO-SIRAYE programme focuses significantly on improving compliance with international labour standards and national labour law among participating factories. In the reporting period, the programme included new sectors such as leather and footwear; and expanded its services to more locally owned factories. It delivered core services to 38 active factories reaching 39,408 workers (85 per cent female). A total of 29 compliance assessments and 191 advisory sessions were conducted to support factories in identifying their improvement areas and mitigating them by setting up and strengthening OSH and human resource (HR) management systems and through social dialogue.

Due to the support rendered and the factories' efforts, the compliance rate of factories is improving significantly. Moreover, factories' attitudes and outlooks changed from a quick-fix mentality towards seeking sustainable change. Better Work focuses on strengthening the management systems of factories. It is bearing fruits as more factories are now demonstrating improvement in their OSH and HR management systems and practices to drive sustainable change. For instance, 64 per cent factories now have an effective grievance-handling mechanism. The culture of social dialogue which is nurtured through advisory and training, is demonstrably improving. OSH committees in the factories have started contributing meaningfully to their workplaces. Factories are also opening to the idea of workplace cooperation and social dialogue. The number of unionized factories among the BWE-registered factories is increasing significantly.

Betterwork Improvement Chart



► Better Regional Migration Management (BRMM) Programme

Capacities of institutions in East and Horn of Africa strengthened in production and use of labour migration statistics

In countries such as Ethiopia, Djibouti, Kenya, South Sudan, Uganda and Tanzania the BRMM Programme has focused on strengthening the capacities of key institutions to improve the production and use of key sources of labour migration statistics. Through the provision of tailored trainings and technical assistance, stakeholders are able to produce statistics on international labour migration from different sources, aligned with the nineteenth and twentieth International Conference of Labour Statistician (ICLS) Guidelines. Through these capacity-building initiatives stakeholders are therefore able to undertake national labour-force surveys, population and household surveys that integrate labour migration and are aligned with international standards.



5.

**Economic, social
and environmental
transitions for full,
productive and freely
chosen employment
and decent work for all**

► Better Regional Migration Management (BRMM) Programme

Labour Market Information Systems (LMIS) established

The BRMM Programme supports the implementation of a Labour Market Information Systems (LMIS) in Ethiopia, Djibouti and Uganda, to enhance the collation, analysis and dissemination of labour market information. These systems ensure that labour market policies and programmes are evidence-based, gender-sensitive and tailored to the unique market conditions of each country. By setting up data-collection mechanisms, defining key indicators and ensuring data quality, the LMIS provides insights into labour market dynamics and promotes evidence-based policymaking. Accordingly, this enables policymakers to make informed decisions and address challenges.



► ONEILO-SIRAYE Programme

Multinational and national enterprises strategic road map drafted to deal with human rights due diligence

A national training workshop was organized for 35 participants from MoLS, MoI, EIC, SCORE partners, workers and employers' organizations. The training focused on the legislative instruments and initiatives that advance decent working conditions and how these instruments (ILO multinational enterprise (MNE) Declaration, UN Guiding Principles on Business and Human Rights, EPIC, UN Global Compact) guide business operations. At the end of the workshop, social partners drafted an MNE Strategic Road Map for Ethiopia. The MNE road map is expected to support the country in dealing with the mandatory human rights due diligence.

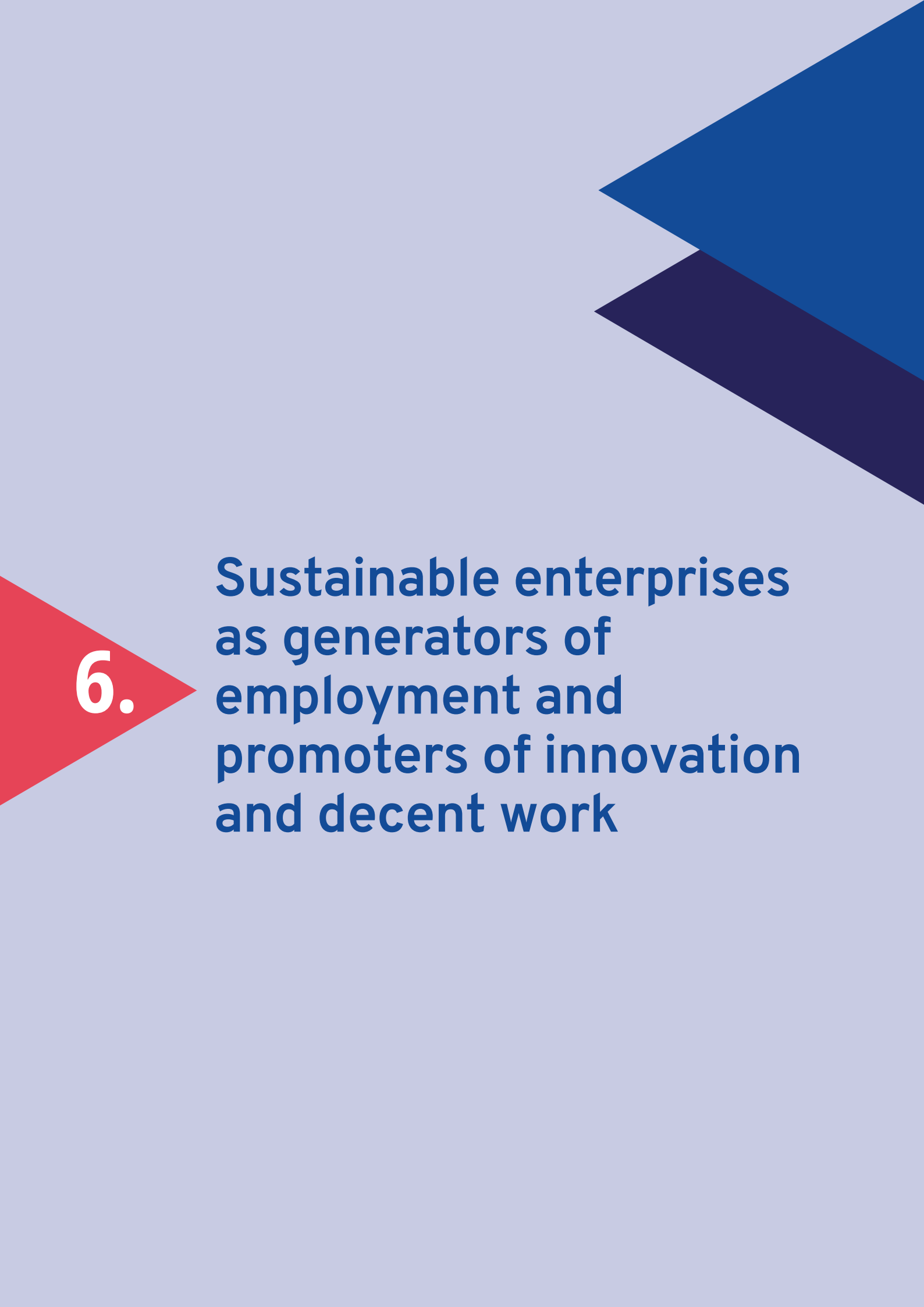
Furthermore, the ONEILO-SIRAYE programme is taking significant strides towards environmental sustainability by launching a new training module and pilot programme through its SCORE intervention, signifying a commitment to integrating responsible practices into business operations and cultivating a national movement towards environmentally conscious practices within Ethiopian enterprises.

► ProAgro Ethiopia

A more conducive ecosystem in regions for creating decent jobs and sustainable investment

The project successfully developed a business case for “responsible investment” to generate better business performance in the agribusiness sector. During this period, the planned support for the review of the investment strategy of the Ethiopia Investment Commission has seen an uptake by Government to develop standards on compliance and monitoring capacities of its institutions. The approach is integrated into ProAgro interventions on improving working conditions and expanding productivity.

The project's investment in the development of priority value chains for agribusiness inputs supplies in target regions has contributed to government job creation ventures for youth. ProAgro has also created intermediary Employment Facilitation Service Centres that have successfully engaged five Technical and Vocational Education and Training (TVET) colleges and universities to design Core Skills training in collaboration with agribusiness SMEs within industrial park catchment areas. In the absence of a sector skills coordinating institution, the ProAgro Employment Centres have filled a gap in coordinating public-private sector engagement to ensure quality and matching of skills for employability.



6.

**Sustainable enterprises
as generators of
employment and
promoters of innovation
and decent work**

► ONEILO-SIRAYE Programme

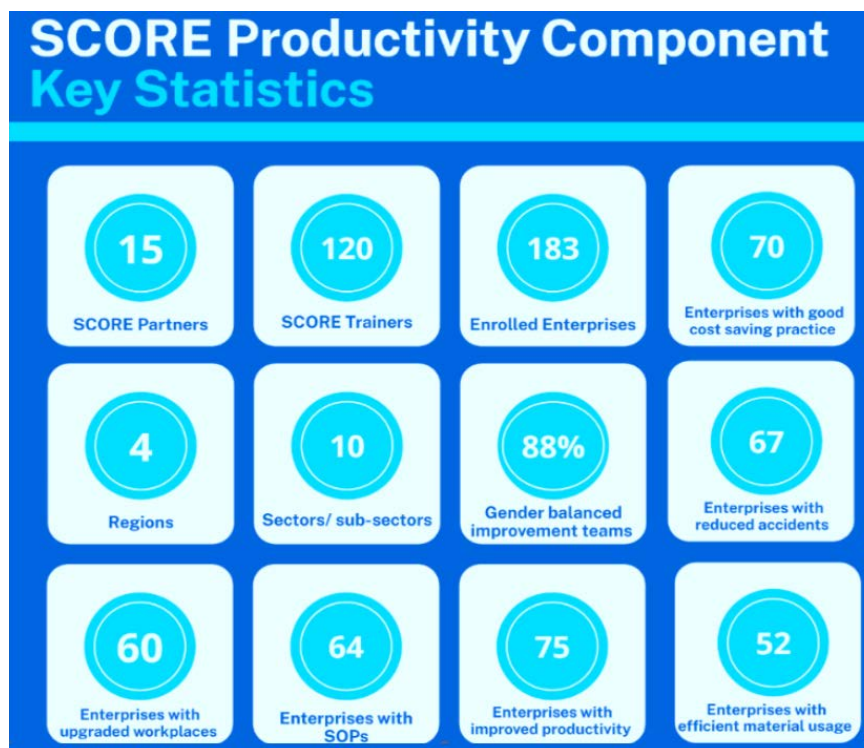
SCORE services improved working conditions and productivity in factories

The SCORE (Sustaining Competitive and Responsible Enterprises) component of ONEILO-SIRAYE is designed to support enterprises through demand-driven training courses, mentoring and in-factory consultation to improve productivity and competitiveness. During the reporting period, SCORE saw significant growth expanding its reach across various regions and enterprises. The number of enterprises has increased progressively from four in 2019 to 183 in 2023. There was consistent demand for SCORE services, mainly by small and medium-sized enterprises (SME). The programme delivered training courses for 2,735 enterprise workers and managers (39 per cent women) and contributed to the creation of over 870 jobs (57 per cent filled by women) demonstrating its commitment to gender equality. As a result of the training and in-factory consultation:

- Workers' participation in productivity improvement increased by 100 per cent in participating factories.
- Work-related accident/injury reduced in more than 90 per cent of enterprises.
- Best practices in improving worker facilities such as workstations, storage, toilets and ergonomic practices were very apparent in 30 per cent of the enterprises.
- Wage increases observed in 26 per cent of the enterprises.

The programme is also influencing service delivery by national institutions. The Kaizen Excellence Centre (KEC), under Ethiopia's Federal Ministry of Industry, successfully integrated SCORE Training interventions into its SME support services. This is in line with the SCORE Programme's long-term sustainability vision i.e., to transfer the SCORE training provision to local institutions. The KEC established an internal "SCORE team" and deployed 40 staff members across various sectors to deliver SCORE and SCORE-inspired SME training. In 2023, the KEC generated approximately USD 75,000 from ILO and non-ILO sources for delivering SCORE Training. Transitioning towards sustainability, the KEC is planning to shift from offering free services to a paid model and develop a revenue generation strategy, drawing on SCORE best practices. As a state organization, the KEC is awaiting government approval to market its enterprise development services in Ethiopia.

Score Statistics



► PROSPECTS Ethiopia

Improved labour market governance supporting the transition to and entry into employment and formalization

Mentoring host and refugee youth in Ethiopia to become future leaders: The International Labour Organization (ILO), in collaboration with the United Nations High Commissioner for Refugees (UNHCR) and United Nations Children's Fund (UNICEF), organized a Youth Leadership Academy for members of the Youth Network Committee (YNC) in Dire Dawa, Ethiopia, in March 2023.

The YNC was formed in 2022 as part of a project entitled "Advancing young people's engagement and meaningful participation in the PROSPECTS programme". This academy provided a valuable opportunity to YNC members to gain knowledge and skills to fulfil their advisory role to the project and become organizers, advocates and leaders in their communities. One of the key outcomes of the workshop was the development of a joint work plan on mainstreaming gender and disability sensitive approaches in the ongoing project activities.

Increased private sector or public investment and enhanced business environment for creating economic opportunities for displaced and host community people

Establishment of a satellite TVET centre (Physical infrastructure): Most of the site infrastructure, including the walkway, parking lot, drainage lines and electrical and sanitary manholes, was finalized by July 2023. Subsequently, a termination of the contract of the implementing partner was initiated to conclude the contractual agreement, settle financial obligations and facilitate the initiation of a new contract. The sole remaining tasks on the site pertain to the completion of the green area and the installation of electrical components and waterline connectivity.

Walkway and Parking to enable the centre to accommodate some light vehicles and to create convenience for movement within the classrooms and workshops. Cobblestone is used for the construction of walkways and parking areas. 907 square metres of the TVET compound is covered by a walkway and parking area. About 300m of concrete kerb stone is constructed around the walkway and parking area to demarcate the green area from the pavement and to direct runoff to the drainage ditches.

Electrical and Sanitary Manholes: A total of 24 electrical and sanitary line inspection manholes were constructed and PVC conduits were also installed. Drainage Ditch: to convey runoff and safely guide it out of the TVET compound about 178 metres of the drainage ditch was constructed period (bringing the total to 278m). Green Area- to be covered by grass and ornamental trees over an area of 850 square metres, the surface of the lawn creation area is levelled by cutting and filling of irregularities. Black soil transported from the outside is filled 20 cm over the levelled surface for planting grass.

Water retention ponds (part of dairy value chain): ILO PROSPECTS is currently engaged in the implementation of two water retention ponds, each with a maximum capacity of 6,000 m³, as part of its efforts to support initiatives within the dairy value chain. The primary objective of these ponds is to address the impact of drought on the livestock sector by facilitating rainwater harvesting during the summer season. The current level of progress for the activity during the specified reporting period stands at 50 per cent. The Somali Regional Bureau for Pastoralist Development is actively supporting the project implementation ranging from activity planning, logistical support and liaison roles between the ILO, the implementing partner and communities. 80 daily-labourers (beneficiary workers) have been recruited and sensitization meetings have already been held. Excavation of the two sites has been completed and Do-nou work started.

Training on Decent Work Principles, Cross-cutting issues, Occupational Safety and Health (Detention Pond Construction sites): a comprehensive training session was conducted on-site in Kebribeyah, providing an introductory overview as well as in-depth discussions on the significance of adhering to decent work principles and enforcing occupational health measures in work environments to ensure the safety and well-being of workers at worksites that employ a labour-based implementation approach. A total of 80 community members were selected to participate in this two-day training programme. The training focused on (i) understanding the basic safety and health requirements at construction sites, (ii) identifying different types of hazards and related measures to avoid them during project implementation, (iii) personal safety and health requirements on construction sites, (iv) occupational

health issues and mitigation measure, safety issues at construction worksites and mitigation measures and special needs of women on worksites.

Strategic partnership agreement between ILO and the Ethiopian Roads Administration; on 13 October 2023, the ILO and the Ethiopian Roads Administration signed a five-year partnership agreement. The collaboration focuses on promoting and developing innovative roads and related infrastructure through a labour-intensive approach.

Capacity-Building to Regional Road Bureaus; In February 2023 ILO PROSPECTS Ethiopia collaborated with the Ethiopian Roads Administration on the provision of institutional capacity-building to regional bureaux and local authorities to implement labour-based infrastructure work that supports local economic development plans.

Increased access to business development services and entrepreneurial support

Dairy Value chain:

On 16–17 March 2023, ILO PROSPECTS organized a learning field trip with the Stichting Nederlandse Vrijwilligers (SNV) BRIDGE project operational areas in Selale, North Shoa of Oromia Region to learn and share experiences of SNV dairy value chain implementation focusing on milk Production, milk hygiene and sanitation, milk quality and standard/regulation, milk marketing and linkage and dairy value chain enabling environment. Nine technical staff members representing ILO (three), Vétérinaires sans Frontières (VSF)-Suisse(four), Somali region Pastoral Development Bureaux (one) and Somali Region Cooperative Promotion Agency (one) participated in the mission. The regional pastoralist development bureau proposed to collaborate with VSF and ILO in the development of dairy quality standards and regulation and a potential partnership is under assessment. PROSPECTS successfully completed the first phase of dairy value chain activities implemented by VSF-Suisse and is currently negotiating the second phase of the project with the following components: 1) Innovative feed production and marketing; 2) construction of a milk collection and cooling facility.

Business Plan Competition: PROSPECTS entered into a contractual agreement with the Horn of Africa Strategic Initiative (HASI) in May 2023 to implement a business plan competition (BPC) in the Somali region on 29–30 June 2023. The initiative aimed to support young people, women and men from refugee and host communities who harbour ambitions of expanding their existing businesses or starting new ventures. Subsequently the project carried out the following activities: (i) nomination of BPC steering committee and panel of judges; (ii) launching of a call for applications, which received more than 1,920 applications.

Support to enterprise development: a formal contractual agreement was made with the Association of business development service (BDS) providers supported by the project for business management training, business plan preparation and provision of BDS. Currently, HASI and the BDS provider association are engaged in conducting training needs assessment. Similarly, HASI signed a letter of understanding (LoU) with the regional Bureau of Skills and Labour (BoLS), Shabelle bank and Refugees and Returnees Service (RRS) to extend continuing services to host and refugee enterprises being supported by HASI. Similarly, ILO also entered into a contractual agreement (implementation agreement) with the Association of Ethiopian Microfinance Institutions.

Youth-to-Youth Fund: in April 2023, ILO CO – Addis and Edukans Foundation entered into an implementation agreement to design and implement the Youth-to-Youth Fund (Y2YF) for the PROSPECTS Opportunity Fund. The Y2YF is a competitive grant scheme designed to support youth-led organizations with funding, capacity-building and direct technical assistance to implement innovative, small-scale projects on youth entrepreneurship as a means of creating decent employment for youth. Further to the identification of the Implementing Partner, in August 2023, ILO in collaboration with Edukans launched a call for proposals to select ten youth-led organizations to implement a youth entrepreneurship programme for decent work. Upon receiving the proposals, the ILO assessed 34 complete technical and financial proposals and shortlisted 16 youth-led organizations from Addis Abeba and the Somali Region. In November and December 2023, the shortlisted organizations will be participating in a proposal writing and a pitch completion workshop. The ILO and Edukans will provide financial support of up to USD 10,000, technical and capacity-building support to 10 youth-led organizations. The Youth- to-Youth Fund is being piloted for the first time in a forced displacement context and this will ultimately promote youth employment and participation through the engagement and capacity-building of youth-led organizations.

Enhanced capacity to protect labour rights and promote safe and secure working environments for all workers *Rights@Work 4 Youth:*

ILO PROSPECTS Ethiopia is adapting the Rights@Work 4 Youth Guide to the local Ethiopian context. The guide will be adapted to include the forced displaced youth context in Ethiopia. The Rights@Work 4 Youth Guide will be adapted by using the updated version of the global training package adapted under the PROSPECTS Opportunity Fund (OF) on “Advancing Young People’s Engagement and Meaningful Participation in the PROSPECTS Partnership.” In this reporting period, ILO issued a call for proposal to engage a consultant to adapt the guide. The objective of the guide is to empower and meaningfully engage young people in forced displacement contexts.

► ProAgro Ethiopia

Selected agribusiness sectors are more competitive and have boosted their job quality and creation potential

Forty-four businesses in the Poultry sector and 12 successful women entrepreneurs in food processing sector supported by the project in the Sidama region have formed their respective Business Networks to have a voice for their collective engagement. This followed a stakeholder consultation convened by the project and key challenges outlined included access to foreign exchange to procure medicines, feed and chemicals for poultry and lack of market infrastructure for women businesses. During the period, the city administration provided land for 60 urban agribusiness setups (in livestock, dairy production and poultry) and six market storage facilities to women of the spice producers’ network.

During the period, 19 medium-sized food processing enterprises benefiting from the project’s special package on “improving working conditions for higher productivity” organized a peer learning platform. All enterprises attributed the improved business performance and productivity to the workforce satisfaction and motivation factors they had introduced. Seventy per cent demonstrated an expansion of business as a result of the intervention, leading to more workforce recruitment. Others reported their ability to engage more in downstream quality assurance of their input supplies by sourcing more expert staff. More enterprises are registering for this package, delivered through the services of the Ethiopia Kaizen Centre of Excellence, affiliated with the Ministry of Industry. The project plans to reach out and support 60 SMEs in the agribusiness sector.

When regular monitoring found that access to finance was acting as a systemic bottleneck to agribusinesses, the project collaborated with local financial sector to adapt their services to the needs of agribusinesses. Longer-term revolving loan schemes were introduced (using ILO social financing models) to make borrowing affordable and payment terms (being reduced from 19 per cent to 9 per cent) more accessible, attractive and affordable. The social financing model also provides minimum insurance to mitigate the environmental risks associated with agribusiness startups. Over 1000 have applied to the partnering banks and screening, orientation and business pitching exercises are under way to ensure that businesses with growth potential are selected. The project has onboarded the services of an international Business service provider (Digital Opportunities Trust-DOT) to carry out close mentoring of the process.





7.

**Skills and lifelong
learning to facilitate
access to and
transitions in the
labour market**

► Norwegian Programme on Skills and Lifelong Learning

Capacity-building for different target groups, work on core skills and skills for a greener future

The Global programme on skills and lifelong learning (GPSL3) – Ethiopia component has three outcomes and works on evidence gathered from the previous phase. Most of the activities focus on capacity-building for different target groups, works on core skills, skills for a greener future, recognition of prior learning (RPL), skills for inclusion and other thematic areas.

Project implementation and major achievements are as follows:

- In Ethiopia there is a dedicated training centre for tourism and hospitality (tourism training centre) and on 29-31 March 2023, the GPSL3 – Ethiopia component conducted training for graduate students from the training centre. The training focuses on school-to-work transition, mostly focusing on core skills. Forty-one graduate students (18 male and 23 female) participated in the training. The training was engaging and participatory and the students were participating for the first time in such training.
- ILO GPSL3 – The Ethiopia component conducted training for TVET instructors on greening TVET based on an ILO practical guidance tool on 17–19 May 2023 in Arba Minch, Ethiopia. Forty-seven TVET instructors (9 women and 38 men) from Arba Minch and the surrounding area participated in the training. Participants were trained how to mainstream the concept of greening to the curriculum and teaching materials. Thematic areas included greening TVET, design, competency standards for greener jobs, developing and implementing green curricula, going green in training, assessment packages to support greener learning, greening the professional development of teachers and in-company trainers and other areas.
- As tourism and hospitality is one of the priority sectors for the government, the project provide training in skills for a greener future for tourism and hospitality experts. Tourism experts from different offices, hotel owners and managers, tour operators and experts from different office participated in this training. The training was conducted on 24–26 May 2023 (for three days) and 47 people participated in the training (3 women and 44 men).
- On 23 May 2023 ILO, in collaboration with Addis Ababa University, validated a PhD programme in tourism management and development. The programme is expected to accept students in September 2023
- On 29 May 2023, the assessment on green TVET launched in the presence of different partners. The assessment is a foundation that can be used by different organizations. Different development partners show interest in using the assessment as a step forward and using some of the recommendation to be implemented. Even some development partners showed interest in collaborating with the ILO on green TVET and green jobs.
- Another capacity-building activity was conducted for SMEs run by women. The training on environmental management and sustainability was conducted for three days from 27–29 June 2023 at Bahir Dar. The training was provided for Amhara women enterprise association (AWEA) based in Bahir Dar. The thematic areas covered in the training were global context – international frameworks of green transition, environmental sustainability, decent work and green transition – what drives skills change, green business for SMEs, environmental management systems, role of social dialogue in boosting skills development for green jobs, green value chains and circularity, environmental certification and more. The training course was interesting and the participants were also happy to get information on how to maximize their profit without harming the environment and use resources efficiently. The training focussed on businesses owned and run by women entrepreneurs. Forty-two people participated, including 3 men and 39 women..
- From the previous phase, capacity assessment was conducted for ILO constituents and colleagues from the Office, HQ and ITCILO commented on a recently-submitted inception report.
- From 29–31 August 2023, capacity-building training on waste management and entrepreneurship was provided to 49 people (38 women and 11 males). The main aim of the training was to provide tools on waste management and entrepreneurship using the ILO training manual. As this was the first experience of such training for some of the participants, it was important to create an awareness of waste management and entrepreneurship training.
- The Global Programme on Skills and Lifelong Learning (GPSL3) – Ethiopia component supported the Ministry of Labour and Skills in reviewing and updating the education and training policy. The policy was adopted by the Ministry of Education in February 2023.

Building the capacity of women entrepreneurs through the association improved their environmental sustainability and waste management. Two training courses were provided in Hawassa and Bahir Dar and helped members enhance their capacity for environmental sustainability and waste management. Enterprises owned and led by women increased their capacity regarding sustainability and they were able to include in their business plans. This capacity-building activity generating business ideas and other concepts related to environmental sustainability and waste management were incorporated.

An integrated capacity development plan was conducted for the Ministry of Labour and Skills (MoLS). The capacity development plan identified different skills gaps in the three areas of MoLS (i.e., jobs, employment and market; TVET affairs and Labour affairs). Short and long-term technical skills were identified and this document helps MoLS with resource mobilization at different level. The capacity development plan conducted at individual, organizational and systemic level.

► ONEILO-SIRAYE Programme

In-factory training courses enhanced workers' problem-solving skills

Capacity-building training was provided to factories to improve working conditions, enhance the relationship between workers and managers, create a better platform for workplace communication and cooperation and increase the business performance of factories. The programme provided training on various topics at different levels based on the needs of the factories and gaps identified from compliance assessments. During the reporting period, training was mostly delivered in a classroom setting, but also virtually in a few cases. Fifty-two training sessions were therefore organized on various training topics. These were predominately delivered in the classroom, with two sessions virtually. During the reporting period, a total of 1338 (914 women and 424 men) workers, supervisors and managers were trained. Six industry seminars were also organized on different topics.

► PROSPECTS Ethiopia

Increased quality of education and vocational training for forcibly-displaced and host communities

Institutional support to skills training institution: Jigjiga Polytechnic College (JPTC) received one Toyota Hiace vehicle from the project, to provide mobility for teachers to travel from the main college to the new satellite centre. Additionally, PROSPECTS provided technical and facilitation support to coordinate the signing of a Letter of Undertaking (LoU) between the college, the Bureau of Labour and Skills (BoLS) and the Refugees and Returnees Service (RRS) in the design and quality control of short course training in Building Electrical Installation (BEI) and finishing work (tiles, painting and gypsum). JPTC was supported in the modification of infrastructure at the college, providing toilets and ramps that are inclusive to people with disabilities. Staff from JPTC received capacity-building training on disability inclusion awareness training (DIAT).

National Digital Inclusion Strategy: in October 2023, ILO PROSPECTS signed an Implementation Agreement (IA) with the Ministry of Innovation and Technology to bring policy outcomes for the inclusion of refugees in the National Digital Inclusion Strategy to promote digital skills and employment. The Ministry of Innovation and Technology is currently conducting a study on Digital Gender Divide and Developing a Digital Inclusion Strategy. This assignment is intended to collect data on the national digital gender divide and thereafter use the data to develop a five-year digital inclusion strategy in line with the national priority areas on digital inclusion: Digital Ethiopia 2025.

► PROSPECTS Ethiopia

More forcibly-displaced and host community children and youths enrolled in formal and non-formal education, learning and skills programmes

Technical Skills Training: 75 students (33 refugees and 42 host communities; 63 men and 12 women) from the Kebrebiyah refugee settlement and host communities enrolled at and graduated from the JPTC in BEI and finishing works occupations. The partnership between ILO PROSPECTS, JPTC and the Ethiopian Centre for Disability Development (ECDD), enabled 178 disabled people including refugees, internally-displaced persons (IDP) and people from host communities to receive three months training and graduate in subjects that would allow them to work in tailoring, metal work, furniture-making and beauty salons.

ILO Digital Hub: to enhance infrastructure, connectivity and the digital skills of refugees and host communities, ILO PROSPECTS is partnering with the Somali Region Bureau of Innovation and Technology to set up the ILO Digital Innovation Hubs. The ILO Digital Innovation Hubs will serve as a centre of connectivity, skill development and co-working space to promote digital skills and employment opportunities in digital economy. The ILO, in partnership with the Somali Region Bureau of Innovation and Technology, TVET and Jigjiga University, conducted a joint planning session and finalized terms of reference for the ILO Digital Innovation Hub. Working in collaboration with the three partners, the ILO developed a draft training content to deliver short-term and advanced digital skills training. Two training contents were developed: a short-term three-month course and an advanced six-month course. The three-month course will deliver basic digital literacy and information and communication technology (ICT) training for refugee and host communities to cater for basic skills while the draft six-month course is intended to provide advanced digital skill training and ICT training.

ILO Youth Leadership Academy: a Youth Leadership Academy, funded under the Opportunity Fund on “Advancing Young People’s Engagement and Meaningful Participation in the PROSPECTS Partnership” was delivered from 21–24 March 2023 in Dire Dawa Ethiopia. It was attended by 14 emerging leaders of the youth network committee and 18 ILO partners, including State Minister of Youth, Ministry of Women and Social Affairs and the Netherlands Embassy. The four-day intensive training experience was designed to unleash the leadership potential of the Youth Network Committee to fully execute their role and responsibilities. This comprehensive training course was delivered with a site visit, panel discussion, presentation and participatory training topics. The Academy allowed participants to understand the international and national legal and legislative frameworks related to forced displacement governing and enabling access to education and training and to the labour market, employability, life and leadership skills and gender and disability mainstreaming in programming. The training contents were delivered by ILO, UNICEF, United Nations High Commissioner for Refugees (UNHCR), RRS, ECDD and CETU. This made it possible to use internal resources and create synergy among ILO partners. In her opening remarks, the State Minister of Youth, Muna Ahmed, highlighted the importance of the ILO Youth Leadership Academy in developing a strategy for addressing the challenges and prospects of refugees, forcibly-displaced persons and host communities. At the end of the course, the participants developed a one-year work and advocacy plan to ensure gender mainstreaming and disability inclusion for ILO youth engagement activities.

► PROSPECTS Ethiopia

More people acquire additional occupation-relevant skills and skills recognition for the transition to work

Enhance employability through work-based learning: during the reporting period, ILO PROSPECTS and Ethiopian Employers Federation (EEF) signed an IA to place 30 graduates from the first cohort and organized a joint consultative mission in the Somali Region in August 2023 with the Bureau of Skill and of Job Creation and Somali Bureau of Labour and social affairs (BoLSA) to present the proposed project. EEF registered seven enterprises that will offer internships to graduates in construction-related trades (aluminium works, cobblestone surfacing, plumbing and sanitation installation.)

Stepping-stone jobs in the digital economy: the ILO PROSPECTS programme is in the process of entering into an IA with the Information Technology (IT) Park Corporation. The IT Park operates under the mandate of the Ministry of

Innovation and Technology to promote foreign direct Investment, boost exports of IT-related product and services and create digital jobs and livelihood. The objective of the ILO- IT Park partnership is to help the IT Park develop a small-scale pilot programme for young people to access internship and stepping-stone job opportunities in the IT Park, which is accessible and inclusive of refugees in Addis Ababa. In this reporting period, ILO conducted joint intervention planning sessions and finalized the terms of reference for the intervention. The partnership is scheduled to include two intervention phases. Phase I will include preparatory work and development of a small-scale pilot programme for young people to access internship and stepping-stone job opportunities in the IT Park while Phase II will implement internship and stepping-stone job programmes which are accessible and inclusive of refugees in Addis Adaba with a total duration of 6 months.

► ProAgro Ethiopia

Higher-quality and more demand-oriented TVETs and training to increase employability and job prospects in the agro-processing sector

The project is supporting a national skills policy framework that enables enterprises in the agribusiness sector to find workers with the right skills and helps graduates and prospective workers to acquire the skills they need to get productive employment. Some best practices were drawn from South Africa agriculture sector occupational skills development authorities and from Ghana's TVET sector collaboration with industry. These exchanges culminated into a national action plan led by the Ministry of Labour and Skills to set up an agro-processing sector skills governance mechanism. ProAgro Ethiopia and Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ) have formed a strong partnership to ensure the development of this policy instrument.

The project also designed a special package for young graduates in agriculture-related training centres to gain industry level work-based experience. The aim was firstly to help their career choices in the transition from school to the world of work and then by extension attract them into employment opportunities in the agribusiness sector. A total 200 graduates successfully undertook a four-month on-the-job training course in selected industries operating in the poultry value chain (hatching, breeding and rearing businesses as well as supply chains). This was accomplished through a partnership between the agriculture university colleges of Addis Ababa, Bahir Dar and Awassa and four medium-sized enterprises (namely Elfora Poultry; Alema Farms, Ethio-chicken and the Ethiopia Poultry Producers and Processors Association). The uptake by the industries was positive, with over 56 per cent already absorbed into waged jobs in the sector. ProAgro is also in the process of supporting 55 of the graduates into self-employment ventures. A skills tracking tool was applied to monitor and obtain feedback from trainees.

► Better Regional Migration Management (BRMM) Programme

Improved entrepreneurial capacity of potential and returned migrants in Ethiopia and Kenya

In partnership with Women in Self-Employment (WISE) in Ethiopia and the Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA) and the Federation of Kenyan Employers in Kenya, the Better Regional Migration Management (BRMM) programme helps enhance the entrepreneurial mindset of more than 1,500 potential and returned migrants. The ILO Start and Improve your Business tool equips beneficiaries with the knowledge to generate a business idea as well as develop a business plan and initiate it. Beneficiaries are also encouraged to establish a sustainable business through consecutive business development service support.

Establishment of Thematic Working Group on Skills

In Kenya, a thematic working group on skills has been established to facilitate discussions on the comparability of occupational profiles for labour migration, serving as a platform for social dialogue and knowledge-sharing among stakeholders on the skills development aspects of labour migration. The group's primary focus is to steer the implementation, monitoring and evaluation of ILO initiatives on labour migration and skills and provide an inclusive



social dialogue platform that guides, shares advice and provides a common position on skills and labour migration programmes and strategies in Kenya. Key issues addressed by the thematic working group include identifying areas of convergence and divergence in occupational profiles to promote smoother labour migration processes. By addressing the comparability of occupational profiles, the thematic working group plans to lay the foundation for promoting fair, equitable and effective labour and demand-led labour migration governance that recognizes the skills of migrant workers and fosters social inclusion and decent work opportunities in the region.

Designing Intervention Plans through the Approach to Inclusive Market Systems (AIMS) Approach

Utilizing the AIMS approach, the BRMM Programme designed strategic intervention plans to create employment opportunities for returned migrants and vulnerable groups in migrant-prone areas of Ethiopia and Kenya. By focusing on inclusive market systems, BRMM identified key sectors where the skills of these groups can be effectively utilized. This methodology addresses their specific needs and challenges, ensuring tailored interventions for sustainable and dignified livelihoods. Additionally, this supported vulnerable groups like unemployed youth, emphasizing inclusive services and support to enhance social cohesion and integration.

Collaboration with Financial Service Providers for Revolving Loanable Funds

In Ethiopia and Kenya, the BRMM Programme has partnered with financial service providers, including Siinqee Bank in Ethiopia and Longitude Finance in Kenya, to establish a revolving loanable fund dedicated to potential and returned migrants. This collaborative effort creates a sustainable financial mechanism to support potential and returned migrants in accessing affordable financing for business development. The fund addresses financial barriers to potential and returned migrants who have benefited from skills development programmes, such as the ILO's Start and Improve Your Business (SIYB) training.

Technical Support for Skills Recognition and Development:

In Ethiopia and Kenya, the BRMM programme provided technical support to improve the skills recognition capabilities of relevant national partners to design and implement skills recognition mechanisms for potential and returning migrant workers within the national context. This includes training of assessors in the recognition of prior learning (RPL) process, assessment, tools development based on established national RPL guidelines and standards. By strengthening the capacity of stakeholders and promoting standardized approaches, the BRMM programme helps address skills mismatches, enhancing the employability and competitiveness of potential and returning migrant workers. Moreover, through tailored assistance, stakeholders are better equipped to implement effective skills recognition processes and improve training quality and relevance.

Development of Regional Knowledge sharing platform on skills and labour migration

In partnership with GIZ under the Skills Initiative for Africa (SIFA) project and AUDA-NEPAD, the BRMM project has developed and operationalized a knowledge-sharing portal dedicated to promoting awareness on skills dimensions of labour migration as tool for improving labour migration management. The portal is hosted by the AUDA-NEPAD regional knowledge-sharing platform and the African Skills Portal for youth employment and entrepreneurship ([ASPYEE](#)). Through this support, the skills dimension of labour migration has now become one of the thematic areas of the SIFA initiative.

Development of Tools and Resources for Harmonized Capacity-Building in Labour Migration Statistics

The BRMM Programme continues to develop a comprehensive set of tools and resources to promote a harmonized approach to labour migration in East and Horn of African countries. These tools, including standard data-collection templates, reporting guidelines and training materials, enhance the skills of personnel managing labour migration statistics, supporting consistent and standardized data collection and analysis. The gender-sensitive nature of these tools ensures that the data-collection and analysis methods consider the unique experiences and challenges faced by both female and male migrants. By integrating gender perspectives, the programme facilitates a more inclusive understanding of labour migration dynamics. As a result, these countries are better equipped to collect, analyse and utilize labour migration data effectively, leading to evidence-based policy formulation and targeted interventions that address the diverse needs of migrant workers.





8.

Gender equality and equal opportunities and treatment in the world of work

► Care at Work project

Assessment tools developed and administered in garment factories in Ethiopia

As part of the project monitoring and evaluation (M&E) plan, these assessments target individual workers, workers' representatives and employers' representatives in order to: 1) map their baseline knowledge on maternity protection, care policies and services and sexual and reproductive health and rights available in the workplace; 2) build the business case for strengthening care at work by gathering baseline care policy take-up rates, absenteeism and productivity, job growth opportunities, women worker representation in workers' associations and non-discrimination mechanisms in the workplace; and 3) understand each stakeholder's support for introducing or improving maternity protection, care policies and childcare services.

The Ministry of Industry (MoI) data-collection team has administered the three assessment tools in 12 factories (10 in the Addis Ababa region and 2 in the Amhara region) in Ethiopia. After the data-collection period, the MoI has expressed the desire to use the assessment in other factories and sectors.

The findings of the assessment were analysed via a selection criteria matrix to select the four factories to pilot the care-responsive workplace solutions. The results are also being analysed and consolidated by a national consultant for a publication on the current status of care policies and services in the Ethiopian garment sector.

Through this assessment, the project was also able to map the availability of collective bargaining arrangements (CBA) in the factories. Two were identified and their care provisions analysed.

Tailor-made tools and care-responsive workplace solutions in four garment factories initiated and in progress

The project has partnered with Partnership for Change (PfC), a Norwegian NGO active in Ethiopia implementing childcare services and care policies in different contexts, for women's empowerment and child development.

To support workplace actions on care policies and services, the project has mapped 14 ILO and partner tools, covering maternity protection, care policies, sexual and reproductive health, breastfeeding promotion and workplace childcare solutions, with key concepts consolidated. From this, two training packages (one for employers and one for workers in the piloting factories) have been developed and are being finalized to support capacity-building and bridge knowledge gaps during the Care at Work implementation phase.



PfC's architectural team has assessed three of the garment factories to determine which have the appropriate space and infrastructure to implement childcare services. Based on this assessment, two factories have been deemed appropriate and implementation is awaiting validation for tripartite constituents. To advance in a timely manner, furniture and education materials have been ordered.

The project developed, in collaboration with employers' and workers' representatives, one business plan per childcare service detailing the set-up and running costs of the service to ensure the start-up and sustainability of the service.

The project supports the development of four sustainability and upscaling plans for each piloting factory, in collaboration with the employers and workers in each factory.

Care at work and maternity protection training was delivered to a total of 216 workers (132 women and 84 men) in the four selected factories. In addition, 116 female workers were offered the opportunity of Sexual Reproductive Health Right (SRHR) training.

► ONEILO-SIRAYE Programme

Women empowered in factories to face workplace challenges

The ONEILO-SIRAYE programme recognizes that gender equality and women's empowerment are essential for sustainable and inclusive growth. The gender equality intervention of the programme is guided by the programme's gender strategy. It follows a multi-pronged approach to achieve lasting change.

Firstly, a dedicated women's leadership development programme is designed to equip female workers with the technical and soft skills and confidence to thrive in leadership roles enhancing their chances of career advancement and promotion. As a result, 55 female operators from selected factories were trained in technical and soft skills to improve their skills, confidence and eligibility for promotion to the next higher position. The training was accompanied by a three-month on-the-job coaching and mentoring conducted by their immediate supervisors and line leaders. Approximately 70 per cent of them were promoted, with increased pay.

Secondly, the programme acknowledges the importance of integrating gender considerations into existing systems and structures. Thus, training materials and factory policies are revised to ensure inclusivity and address potential gender biases. This includes translating the model factory gender policy into Amharic for better accessibility by local stakeholders, ensuring everyone can understand and implement the guidelines. Building the capacity of stakeholders across various sectors is another crucial component of the programme's approach to gender equality. The programme has trained female lawyers and community members on legal rights and gender-based violence (GBV) issues, empowering them to advocate for and support women facing workplace challenges. Additionally, training sessions on gender mainstreaming equipped SCORE trainers, police officers and trade union leaders with the knowledge and skills to integrate gender considerations into their respective roles, fostering a more comprehensive and holistic approach to workplace equality.

The programme actively strengthens existing grievance redressal mechanisms for female workers. This includes facilitating access to legal aid services through collaborations with organizations like the Ethiopian Women Lawyers Association (EWLA). Additionally, stakeholder meetings are organized to address existing challenges and identify areas for improvement in grievance procedures, ensuring a more effective and accessible system for all. SIRAYE's commitment to gender equality extends beyond immediate interventions, aiming to create sustainable change through policy reform and capacity-building within key institutions. The programme played a vital role in supporting the revision of the Confederation of Ethiopian Trade Unions (CETU)'s gender policy, ensuring alignment with current best practices and evolving needs.

Looking at some of the cases of women's access to justice, women factory workers rights are protected through strong grievance redressal mechanisms. One instance is the case of Aster Alemu, who has been working with Everest Apparel Ethiopia PLC since 2017 with a salary of ETB 3,200 per month. However, her employer suddenly terminated her contract without advance warning. When she asked for an explanation as to why she was terminated from her work, she was informed that she frequently disrupts the production process. As her termination was illegal and based on insufficient grounds, she appealed to the grievance redressal committee in the factory. Although the committee presented and argued her case with the factory management, it bore no fruit. Later on, she received

information about the workers' call centre in Hawassa Industrial Park and she presented her case to the experts at the centre. After hearing her complaint, the call centre referred her to the EWLA Hawassa Branch office, where she presented her case and requested legal aid support. Since Aster was pregnant at the time her contract was terminated and this was against the provisions of National Labour Law 1156 of 2019, EWLA took the case to court. To support the case, EWLA prepared a petition appealing for Aster to return to work as per Article 43 of Law 1156 of 2019 since the employer terminated the contract illegally, or to compensate Aster with two months' salary and two years annual leave converted to money, amounting to a total of ETB 31500. The petition also asked that the employer should pay legal expenses incurred to process the case.

The court, after hearing from both sides, decided in favour of Aster. The employer is to financially compensate Aster by paying a total of ETB 26,000. Although the employer appealed to Hawassa City high court, the decision remains unchanged.

In a similar case, Emebet Dewena had been employed by the Amen Cleaning Services Agency since 2017 for a monthly salary of ETB 1,300 (equal to USD 23) per month. The Agency provides its services for factories in Hawassa Industrial Park. However, after five years of service, the agency terminated her contract when she was six months pregnant. When she asked the agency for an explanation, she was forced out of the compound with a warning never to return again. She then went to the Workers' Call centre in the park and explained her situation to the workers there. The call centre referred her to the EWLA Hawassa branch office for her to get the legal aid service she needed. After hearing her complaint, EWLA prepared a petition and took the case to court.

After hearing the arguments of both the plaintiff and the defendant, the court decided that the contract termination was against the provisions under Article 87(6) of Law 1156 of 2019 and that the employer should compensate Emebet with ETB 15,000.

► Better Regional Migration Management (BRMM) Programme

Gender-responsive recommendations for women migrants

In Ethiopia and Kenya, the BRMM Programme has implemented gender-responsive recommendations to address the unique challenges faced by women migrants, focusing on issues such as discrimination, access to resources and vulnerabilities. By prioritising the specific needs of female migrant workers, the programme creates a more supportive and inclusive environment, ensuring their rights and well-being. Additionally, the BRMM programme emphasizes the empowerment and economic inclusion of women migrants, addressing gender-specific barriers and opportunities to enhance the effectiveness of migration policies. This approach promotes equality, fairness and resilience, enabling women migrants to access better opportunities and create sustainable livelihoods in their host countries.





9.

**Adequate and effective
protection for all**

► Joint Labour Migration Programme (JLMP) Action, LEAD

Fair Recruitment, safe and orderly migration in Ethiopia and Djibouti

Strengthening capacity for fair recruitment: Through JLMP Action and BRMM workshop, 48 participants, including representatives from private employment agencies, the Ministry of Labour and Skills, labour inspectorates, employers' and workers' organizations and social partners, gained the knowledge and skills to ensure fair recruitment practices. This led enhanced understanding of key stakeholders on establishing fair recruitment processes for improved governance of overseas employment while ensuring migrant workers' access to decent work and also forge better working relations between private employment agencies and the MoLS Overseas Employment Directorate.

Establishment of National Technical Working Group (TWG) on Labour Migration: JLMP joined forces with the Better Regional Migration Management (BRMM) programmes to support the establishment of a TWG on Labour Migration for Ethiopia, bringing together 27 representatives from various ministries, private employment agencies, interregional partners and non-governmental organizations. This collaboration has facilitated better coordination of labour migration projects and programmes, ultimately enhancing the management of labour migration governance in the country.

Technical support for the National Partnership Coalition on Migration: JLMP actively participated in the National Partnership Coalition's meetings throughout the year, providing technical expertise and support for their work on labour migration issues.

Training for International Diplomats in Ethiopia: 18 Ethiopian diplomats from the Ministry of Foreign Affairs received specialized training in international labour migration. This training equipped them with the knowledge and tools to effectively represent Ethiopian migrant workers, ensuring their rights and well-being are protected.

Djibouti takes steps to ratify ILO C181 and develop a national labour migration strategy: upon the request of the Ministry of Labour in charge of Formalization and Social Protection of Djibouti, JLMP-LEAD in collaboration with the ILO BRMM programme, initiated the process of supporting the Ministry to develop a labour migration strategy for Djibouti. A three-day workshop was organized from 27–29 November 2023 to finalize the process to proceed with the ratification of ILO Private Employment Agencies Convention (C181) and develop a road map for the development of a labour migration strategy for the country.

As a sideline to the National Labour Conference Further, the Country Office, also hosted an **Interregional Knowledge and Experience-Sharing Forum on Labour, Employment and Labour Migration Governance in South and East Africa (5-7 December 2023)**. In collaboration with ILO South-South and Triangular Cooperation (SSTC), JLMP organized an Interregional Knowledge and Experience-Sharing Forum on Labour, Employment and Labour Migration Governance in the East and South Africa Region namely the East African Community (EAC), IGAD and the South African Development Community (SADC) from 5-7 December 2023 in Addis Ababa, Ethiopia. The forum aimed at promoting South to South Cooperation and foster interregional coordination, on thematic areas of labour migration and child labour. The forum was attended by 39 (13 women) participants representing government, workers' and employers' organizations from Kenya, Tanzania, Uganda, Somalia, South Sudan, Ethiopia, Rwanda, Zambia, Namibia, Botswana, South Africa, Mauritius, Lesotho, Burundi, Djibouti, Democratic Republic of Congo and Togo. In addition, representatives of SADC, International Trade Union Confederation (ITUC)-Africa, East Africa Trade Union Confederation (EATUC), Horn of Africa Confederation of Trade Unions (HACTU), Southern Africa Trade Union Coordination Council (SATUCC), SDC and GIZ also attended the forum. Representatives from EAC attended the forum virtually.

Recognizing the importance of dialogue and peer learning for enhanced interregional cooperation and collaboration, the forum facilitated discussions to enable participants to take stock of experience, challenges, opportunities and good practices to advance decent work at regional level particularly in relation to enhanced labour migration governance and the elimination of child labour. Participants of the forum deliberated on improving labour market and labour migration statistics, adopting a gender-transformative approach to labour migration, ensuring fair recruitment and decent work for migrant workers through continental frameworks and elimination of child and forced labour, particularly in the agricultural sector.

Throughout the forum, participants underscored the need for more tripartite subregional, regional and interregional dialogue to navigate the complex issues of the world of work and to realize visions for an "Africa We Want," where there is sustainable economic growth through productive employment in a peaceful environment.

Social partners from Ethiopia contribute to common action on labour migration in Africa. From 16–17 October 2023 in Abidjan-Republic of Cote d'Ivoire, the International Training Centre of the ILO (ITCILO) in collaboration with the Joint Labour Migration Programme, the Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP Action) and Labour, Employment and Mobility Actions of the AU-ILO-IOM Programme on Labour Migration Governance for Development and Integration in Africa (JLMP-LEAD) organized a Preparatory Meeting for Workers' and Employers' Organizations in Africa to strengthen capacity, develop common position and foster collaboration for joint action among workers' and employers' organization in preparation for the Africa Labour Migration Conference. The JLMP supported the participation of the President of the Confederation of Ethiopian Employers' Federations Comrade Shekur Getahun Hussein and Comrade Amenu Kassahun President CETUs. Husein and Comrade Kassahun were able to showcase Ethiopian experience on emerging good practices while identifying opportunities for cooperation on labour mobility and migration which ensures the protection of migrant worker's rights. The Ethiopian social partners were also able to contribute to the development of a shared vision for fair labour migration for Africa at workers' organization and employers' organization levels and serve as basis for effective participation in the Africa Labour Migration Conference.

The President of the Confederation of Ethiopian Employers' Federations Shekur Getahun Hussein and Amenu Kassahun President CETU also participated in the first ever Africa Labour Migration Conference. The Conference was organized with the support of the FAIRWAY Programme, the Integrated Programme on Fair Recruitment (FAIR III), Better Regional Migration Management (BRMM II) and the Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP). Ethiopian social partners joined continental stakeholders to engage on technical discussions aimed at strengthening the governance of labour migration at all levels, particularly as migrant workers often face undue hardship and abuse in the migration and employment process.



► Better Regional Migration Management (BRMM) Programme

Dissemination of international labour migration assessments



10.

**Comprehensive and
sustainable social
protection for all**

In Uganda and Tanzania, the BRMM Programme successfully conducted assessments of sources of data on international labour migration, with special focus on mapping and evaluating existing administrative data sources to assess data quality, alignment with international standards as well as institutional capabilities for production of quality information. The findings of these assessments were nationally validated and subsequently published, providing valuable insights into the labour migration landscape in both countries (<https://www.ilo.org/publications/report-assessment-sources-data-international-labour-migration-uganda> and <https://www.ilo.org/publications/report-assessment-sources-data-international-labour-migration-tanzania>).

Through wide online dissemination via the ILO website, stakeholders and policymakers are able to access and utilize the assessment reports to inform evidence-based decision-making and policy formulation. These assessments enhanced the knowledge base and understanding of labour migration dynamics in Uganda and Tanzania.



► PROSPECTS Ethiopia

Extension of Community-Based Health Insurance (CBHI) scheme to urban refugees

The ILO and UNHCR, under the framework of the PROSPECTS partnership, has a component on strengthening social protection and social health protection for persons of concern (POC) – refugees and asylum seekers – as well as host communities, focusing on extending coverage of social protection to currently uncovered population groups. PROSPECTS in Ethiopia is focusing on evaluating the options for enrolling POCs in the CBHI scheme in Addis Ababa. UNHCR might considering contributing financially to enrol POCs in the CBHI, through complete or partial payment of contributions or by covering primarily vulnerable POCs. There are around 81,000 POCs in the Addis Ababa region and a large majority of them are unassisted by UNHCR at the moment. During the reporting period, a mission by the Social Protection Department (SOCPRO) was organized to collect additional relevant information, finalize the joint CBHI feasibility assessment and validate the draft feasibility study in Ethiopia in the week beginning 9 October 2023. The mission concluded with a half day advocacy and validation workshop, where 15 (5 women) key stakeholders attended and successfully validated the feasibility study for Ethiopia. The RRS refugee agency is now considering the inclusion of CBHI as one of the pledges for the next level refugee inclusion agenda and the Global Refugee Forum (GRF).



11. Impact Stories

Women defy gender norms, access vocational training on hard labour occupations in Ethiopia

To equip host and refugee community members with professional skills, the ILO in collaboration with the Somali Regional Skills and Job Creation Bureau, Jigjiga Polytechnic College (JPTC) and The Lutheran World Federation (LWF) introduced a range of on-demand vocational training courses in Ethiopia.

Shukri Tahir, a 30-year-old Ethiopian, completed her secondary school in Dire Dawa and went on to study Construction Management Technology at Addis Ababa University. After graduation, among the range of skill trainings available, she chose to enrol on the cobblestone surfacing training course. In a class full of men, her presence did raise a few eyebrows. She took a three-month specialized training course in cobblestone surfacing organized by the German Agency for International Cooperation (GIZ) and the Federal Government and has since been a trainer at the JPTC. To date, she has trained eleven batches of youths in cobblestone surfacing.

"It is considered a men-only profession in our region. Also, the job is considered hard labour as you work under the scorching heat and have to lift heavy materials," said Shukri. Many have pointed out that she is a woman and not fit for this job, but she was determined to prove her capabilities.

She added, *"The training taught me that cobblestone pavement is not just about strength but it is more about knowing the technique. It does not really matter if you are a man or a woman."*

Shukri completing the cobblestone surfacing training and set a new benchmark for the college and the community. To encourage more women to join the trade, she was offered a job as a trainer for the next batch of trainees.

"My presence inspired so many women candidates that the cobblestone surfacing training department witnessed the highest enrolment of women candidates among all the trades this year. A few girls did try to switch their trades to soft skill trainings like IT, accounting or business studies in the meantime, but I managed to address their concerns and encouraged them by explaining the labour market opportunities for this trade," explained Shukri.

Ugbaad Ibrahim (21), a Somali refugee, one of Shukri's cobblestone surfacing training students at JPTC said, *"We always have distorted views of professions which we are not engaged in. What I felt was an impossible task for women to do at first, seems doable now for us after the training. I am eager to complete my graduation and find a job now."*

Among this year's candidates, **Nimo Rirash** (23), another Somali refugee, is a trainee who has made the ground-breaking choice to learn aluminium working. *"I received backlash from my own mother. She scolded me for choosing training in a hard labour field. She tried to convince me that women never find jobs in such trades. I want to prove her wrong. If I can't find a job, I know I can start my own business with this skill,"* said Nimo, who is all set to be a top-performing student in her class.

The ILO introduced these training courses through a partnership supported by the Government of the Netherlands for improving prospects for the forcibly displaced persons and host communities (PROSPECTS) programme. Realizing the limitations and challenges for host and refugee communities in accessing accredited skills and decent work opportunities, the programme introduced tailored courses on cobblestone pavement laying, aluminium working and water supply installations.

Jean-Yves Barba, Chief Technical Adviser for ILO PROSPECTS Ethiopia explained, *“We carefully chose the trades based on our research. We invested in upskilling teachers by offering them interfaces with the latest industry practices and developing customized courses for students based on labour market analysis. Now we are planning to extend entrepreneurship and business development training courses to these students. We do encourage this change in gender norms in vocational trainings. It will help addressing gender stereotypes and create more employment opportunities for refugee and host community members.”*

To date, 58 candidates have completed vocational training courses through the ILO supported intervention in the Somali region. Eleven of them are women, while 26 are refugees.

Luladay Aragaw, former National Programme Officer, ILO PROSPECTS Ethiopia, said, *“By partnering with government departments, universities and colleges we are aiming to achieve a systemic change, which will sustain and continue to upskill host and refugee communities in the region. We are working in close coordination with employers’ organizations to support the trainees in availing themselves of work-based learning and employment opportunities. We also intend to introduce financial inclusion opportunities for candidates who wish to develop their own businesses.”*

Cultivating new leaders in Ethiopia’s largest industrial park



ONEILO- Sirayes' Women's Leadership Development Programme is helping a handful of factory workers in the Ethiopia's garment sector thrive professionally and economically.

A Women's Leadership Development Programme designed by the ILO to empower women workers at garment and textile manufacturing enterprises through soft and technical skill trainings and on-the-job coaching is nurturing new leaders in Hawassa Industrial Park of Ethiopia.

Through on-the-job coaching and mentoring by trained senior supervisors/mentors and ILO trainers, this ILO programme helps young women factory workers gain new skills and climb new hierarchies in the career ladder.

Hareg Gemeda was originally hired as a production supervisor at JP Garment Ethiopia PLC in the Hawassa Industrial Park. After working for about a year, she got the opportunity to participate in the ILO's Women's Leadership Development programme as a mentor.

The four-day training was followed by on-the-job mentorship. As she describes it herself, *"the soft and technical skills training was motivational and important in helping me improve myself."*

As a result, Hareg was promoted from managing one line to managing three production lines.

"The coaching was not only useful for my career but also important in improving my personal life. I am now more confident and good at communicating with people. I have developed my leadership skills to manage staff under my supervision," Haregewein reckons.

From Hirdramani Garment, another factory in Hawassa Industrial Park, **Azalech Abebe** who used to work as an operator also benefited from the ILO's SIRAYE Women's Leadership Development Programme.

Azalech also told us how she developed her skills and got promoted to a supervisory position after receiving ILO training and mentorship. She said: *"Now, I am well prepared to undertake my duties as supervisor and want to grow more in my career."*

"I hope the ILO continues to give this training for others as well, so that others can also develop their skill and get promotions in their careers," said Azalech.

Firdous Habtamu, who is now a training and Development executive in Hela Indochine Apparel PLC and Sumbri Intimate Apparel PLC, also in the Hawassa Industrial Park, was able to benefit from this ILO training course and mentorship to reach this level.

"I have taken training courses provided by Better Work in 2021 and 2022. I took supervisory skills training courses. In 2023, I took a leadership training course provided by ILO Better Work."

"Before the training, I used to work on production lines. I did not have communication skills. I used to fight with colleagues."

"I used to get into fight with colleagues. I was not good at planning and time management which affected my work as I was in production."

"After taking the leadership training, I became a trainer in the factory's training and development department. It was a good opportunity for me as it helped me improve my communication skills which makes it easy to interact with colleagues."

"This helped me to be promoted up three grades from supervisory to executive positions."

ONEILO- Sirayes' Women's Leadership Development Programme trained 191 women workers which helped 70 per cent of them advance in their career, professionally and financially.

Turning adversity into opportunity: Seleshi Shegaw's journey to entrepreneurial Success

Born and raised in Majete town, Northern Shewa, Seleshi's life took a dramatic turn when he failed to pass his preparatory entrance exam in the tenth grade. This academic setback ruined his dreams of pursuing higher education and becoming a doctor, a profession he hoped would uplift his underprivileged family and community. Faced with despair and a sense of hopelessness, Seleshi took the life-altering decision to embark on an irregular migration journey in 1998 EC (2005 GC), carrying only ETB 850 (USD 95 at the time) and a heart full of dreams for a better life.



"My family was aware of my plans and they strongly advised me against it. They even suggested selling their land to fund my education at the Teachers Training Institute (TTI). However, I didn't envision my future in that path and above all, I couldn't bear the thought of my parents selling their land," Seleshi recounted.

Driven by a desire for a better life and motivated by stories of his neighbours' success overseas, Seleshi began a risky journey to the Kingdom of Saudi Arabia (KSA) passing through various difficult paths and testing his physical endurance and mental strength.

Leaving his hometown, Seleshi set out with his companion on the long journey on foot, each step bringing them closer to their destination, yet further away from home. For over 27 agonizing days, passing through dangerous environments and dealing with hunger, thirst and exhaustion, he walked through the harsh landscapes of Somalia under the scorching heat.

Many of the travellers died because of the torture and hunger, their dreams and aspirations perishing on the road. Although Seleshi made it to the busy port city of Bosaso, he was greeted with the hard truth that without money, he could not cross the Red Sea to Yemen, leaving him at a crossroads with his aspirations of reaching Saudi Arabia hanging in limbo.

While begging for food going door to door, a local baker offered him the opportunity to work as a lumberjack (woodcutter), a task that harked back to his rural origins. Yet, the spectre of Yemen loomed large in his mind, a distant hope that promised salvation and a chance for a better life. Mechanical as well as navigation issues on the boat hampered Seleshi's route to Yemen three times, leaving him stranded in Bossaso for four years with no clear path ahead.

After four years in Somalia, Seleshi finally settled in Yemen, where he worked in various jobs for 14 years, met his now beloved wife in a similar situation and had a daughter. However, he was unable to obtain work as easily as he used to. He was detained for three months. Following his release, he decided to return to his country.

Upon his return to Ethiopia, Seleshi hoped to rebuild his life and secure a better future for himself and his family. Accordingly, he built a modest house and opened a shop using the savings he had amassed during his 14 years in Yemen. For a while, it appeared that his efforts would pay off as his shop thrived. However, the house he built was considered to be unplanned and demolished as part of a Government road development project, leaving him and his family in a desperate situation once again. Devastated by the loss of everything they had worked so hard to build, Seleshi's wife made the difficult decision to seek opportunities in Dubai as a domestic worker, leaving behind her country once more in search of a brighter future for herself and her family.

A few months ago, Seleshi registered as a returnee with Woreda 12, Addis Ababa, having heard that life-changing training would be available. The institution contacted him to notify him of a Start and Improve Your Business (SIYB) 15-day intensive programme for returnees that was organized by the ILO through a BRMM Programme

financed by the UK Foreign, Commonwealth and Development Office (FCDO). For him, the training was more than simply an opportunity to learn business skills; it offered a road to empowerment and economic independence.

Driven by a strong sense of purpose, Seleshi enthusiastically accepted the 15-day course, seeing it as a catalyst for realizing his aspirations and providing a better future for himself and his family. Through the programme, he gained invaluable insights and skills that equipped him to navigate the challenges of entrepreneurship with confidence and resilience, laying the groundwork for a better future filled with possibility and promise.

"I am deeply grateful for the training I received, as it has equipped me with invaluable knowledge in entrepreneurship over the course of 15 days. I've gained insights I never imagined possible, allowing me to envision starting my own business on a small scale. The training illuminated the possibility of growth from humble beginnings, inspiring me to take proactive steps towards realizing my goals. Additionally, I've opened a bank account with Sinqee Bank supported through the BRMM project and I'm optimistic of getting a loan to support my entrepreneurial endeavours."

After completing the SIYB training, Seleshi envisioned himself as an entrepreneur, determined to establish and grow his own business. Inspired by the insights and skills gained from the programme, he set his sights on opening a pulse shop, offering a variety of pulses to the public.

Seleshi saw the training as a stepping stone towards financial stability and self-sufficiency. With a clear plan in mind and a new-found sense of confidence. He aimed to start small and gradually expand his business, leveraging the principles learned during the training to navigate challenges and seize opportunities along the way.

Seleshi's aspirations reflect his resilience and determination to transform his circumstances and build a better future for himself and his family through entrepreneurship.



Improved social dialogue and fostering industrial peace in garment factories



With continuous engagement with workers' and employees' associations, workers and employers in Hawassa Industrial Park and industrial zones in the Sidama region now see each other as partners with mutual interests.

Stakeholders of the Sidama region garments industrial zone disclosed that improved social dialogue among workers' and employers' associations and Government fosters industrial peace and improves productivity in garment factories in and around Hawassa Industrial Park.

According to **Tewodros Gebiba**, Sidama BoLS, Deputy Head in Charge of Workers' and Employers' affairs, *"What creates a conducive and peaceful industrial environment is fostering a good relationship between actors in the sector, particularly the workers, employers and us, the regulators. Hence, we strengthened social dialogue and the labour relations board and this proved to be crucial for industrial peace."*

"The Sidama BoLS have been working with the ILO since 2020. Before that there were very few basic trade unions in some industries in Hawassa. However, starting from 2021 we held discussions with the ILO and understood that they wanted to work on unionization, fostering the worker-employer relation, improving industrial peace and the status of occupational safety and health in the region. So, we collaborated with ILO to get technical assistance in these areas."

Together, we initially conducted a gap analysis and identified that our labour inspectors need logistical assistance and capacity-building training. Accordingly, the ILO SIRAYE programme supported us with motorbikes and laptop computers. Our experts and management were also engaged in capacity-building trainings. In addition to this logistical and technical support, the ILO also provided us with financial assistance to further our work in improving worker-employer relations and create a more peaceful industrial environment.

With the financial support we received from the ILO, we embarked on capacity development around rights, worker, employer relations, ILS, Conventions and so on for Bureau Management, Officials and Woreda level experts where we have industrial zones. Now the general labour department in Sidama knows its mandate, its partners and its goals. In general, we have seen some ground-breaking improvements in the sector.

"We had more than 20 active factories in the Hawassa Industrial Park (HIP), but there were no trade unions before we started this intervention. With the support of the ILO, we have helped workers in the industrial park establish trade unions in all the factories inside the park. We have also helped establish OSH committees in all the factories."

"Previously, it was not possible for our labour inspectors to even enter HIP. Now, our experts can do their inspections efficiently in collaboration with the ILO SIRAYE Programme in HIP and other factories in Sidama's industrial zones."

The technical supports we received from the ILO SIRAYE programme was multifaceted starting from supporting employers, Government and workers' representatives as well as working towards a better tripartite relation through continuous social dialogue and engagement with all actors in the labour sector.

Chanyalew Aweke, CETU Hawassa Branch Head also agreed with the improvements in terms of unionization.

"A few years ago, factory workers inside and outside HIP did not have any union and there was no means for the workers to even talk to each other, let alone establish a basic trade union. We also were not allowed to enter HIP's compound or any of the factories inside the park. The ILO SIRAYE programme, Sidama BoLS and CETU had to work hard through continuous consultations and engagement with employers and all stakeholders to change that and start unionizing workers in these factories."

Our primary mission here is to make sure workers' rights are respected through unionization and collective bargaining. When problems arise in workplaces, our hope is that we can resolve them through collective bargaining and bipartite and tripartite consultations between workers and employers as well as the government.

So we are trying to solve issues through bipartite and tripartite consultations, as almost all factory workers are now organized into basic trade unions. The ILO SIRAYE programme is highly supportive of our efforts towards unionization and promoting social dialogue. In particular, the ILO SIRAYE project has supported us with capacity-building training, women's empowerment, experience-sharing and building stronger unions. Besides this technical support, the ILO has also hired experts for us and provided necessary logistic and financial assistance. Also considering the vulnerability workers would face through comparative disadvantage, the ILO has empowered us very well to unionize.

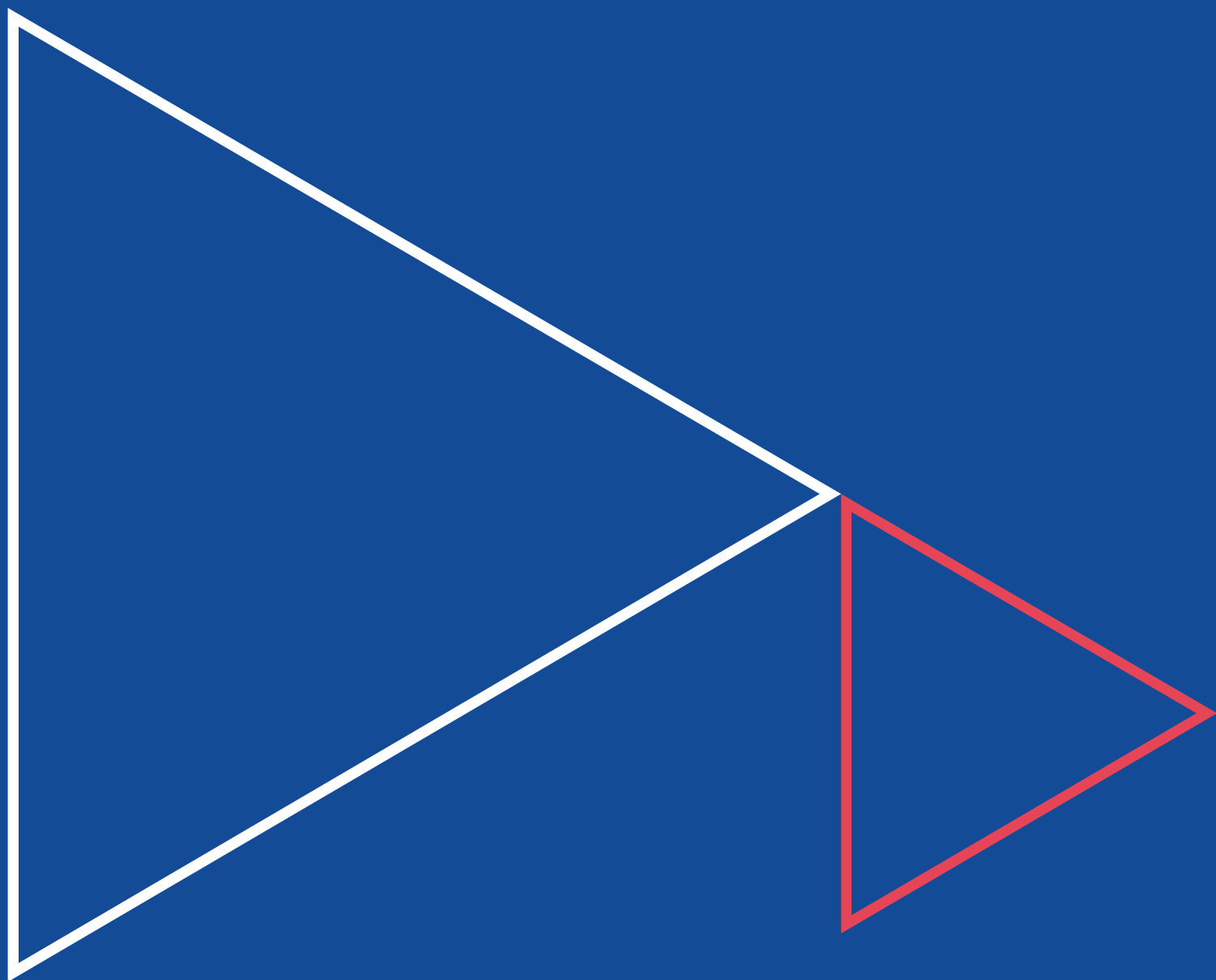
This has resulted in the preparation of collective agreements in almost all factories. We're now working towards collective benefits for both companies and workers despite the current market challenges regarding the African Growth and Opportunity Act (AGOA) and other factors. The ILO played a paramount role in making sure no one is disadvantaged at such times, especially workers.

Hibret Lema, Executive Director of HIP Employers' Association, also believes that they have now improved their relationships with workers.

"Both the employers and the workers previously tended to focus only on their own interests disregarding the interests of the other party. So it has taken much time and effort to achieve a mutual understanding on the matter concerning both parties," Hibret said.

"Mutual trust is essential for dialogue so the key role the ILO played here was building our capacity around social dialogue. We as the employer's representative from Hawassa and our Government and trade union partners were trained in Turin, Italy on Social Dialogue, sponsored by the ILO SIRAYE Programme. This helped us realize that our interests are more mutual than conflicting, which helped a lot in smoothing our relationships."

Now we have built the trust, so we are working very closely with basic trade unions through regular consultations focussing on matters like the agenda of minimum wage, productivity, rights and unionization that are beneficial to both parties.



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