



Decent Work Country Programme

2014-15



International
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Organization



ETHIOPIA



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Decent Work Country Programme

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ETHIOPIA

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ACRONYMS

ADR	Alternative Dispute Resolution
BDS	Business Development Service
BoLSA	Bureau of Labour and Social Affairs
CBHI	Community Based Health Insurance
CETU	Confederation of Ethiopian Trade Unions
CPP	Country Programme Priorities
CRC	Convention on the Rights of the Child
CSA	Central Statistics Agency
DWA	Decent Work Agenda
DWCP	Decent Work Country Programme
DWCPE	Decent Work Country Profile of Ethiopia
EDHS	Ethiopian Demographic and Health Survey
EEF	Ethiopian Employers Federation
EIIP	Employment Intensive Investment Programme
FCA	Federal Cooperative Agency
FDRE	Federal Democratic Republic of Ethiopia.
FeMSEDA	Federal Micro and Small Enterprise Development Agency
GDP	Gross Domestic Product
GTP	Growth and Transformation Plan
HAPCO	HIV/AIDS Prevention and Control Office
HDI	Human Development Index
HICES	Household Income, Consumption and Expenditure Survey
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
HSDP	Health Sector Development Programme
IDS	Industrial Development Strategy
IFAD	International Fund for Agricultural Development
ILO	International Labor Organization
ILS	International Labour Standards
IP	Implementation Plan
LMI	Labour Market Information
LMIS	Labour Market Information System
LSDP	Labour Sector Development Programme
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MoFED	Ministry of Finance and Economic Development
MoH	Ministry of Health
MoLSA	Ministry of Labor and Social Affairs
MoU	Memorandum of Understanding
MSED	Micro and Small Enterprises Development
NAP	National Action Plan
NGOs	Non-Governmental Organizations
NSE	National Steering Committee
NSSP	National Social Protection Platform
OSH	Occupational Safety and Health
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PEA	Private Employment Agencies
PLHIV	People Living with HIV
POESSA	Private Organizations Employees Social Security Agency

PROPEL	Promoting Rights and Opportunities for Persons with Disabilities in Employment through Legislation
PSNP	Productive Safety Net Programme
RSDP	Road Sector Development Programme
RUFIP	Rural Financial Intermediation Programme
SDPRP	Sustainable Development and Poverty Reduction Programme
SHI	Social Health Insurance
SMEs	Small and Micro Enterprises
SNE	Special Needs Education
TC	Technical Committee
TVET	Technical and Vocational Education and Training
UEUS	Urban Employment and Unemployment Survey
UN	United Nations
UNCRPD	UN Convention on the Rights of People with Disabilities
UNDAF	United Nations Development Assistance Framework
URRAP	Universal Rural Roads Access Programme
WFCL	Worst Forms of Child Labour

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The DWCP is a culmination of a process of extensive consultations, driven and owned by the tripartite partners and with facilitation from the ILO, as and when required. The consultations were led by the Ministry of Labour and Social Affairs (MOLSA) representing the Government, the Ethiopian Employers Federation (EEF) representing the employers, and the Confederation of Ethiopian Trade Unions (CETU) representing the workers, and other relevant stakeholders.

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INTRODUCTION

The third generation of the Ethiopia Decent Work Country Programme, DWCP 2014-2015, is a tripartite (Government, Workers and Employers) partners initiated program framework, designed to address country priorities identified by the constituents in collaboration with ILO Country Office. The framework is aimed at facilitating the delivery of ILO's support to the country toward ensuring sustainable poverty reduction through the integration of decent work priorities with the national development agenda as set out in the Growth and Transformation Plan (GTP, 2010/11-2014/15) and UNDAF.

The Ethiopia DWCP is the result of a series of consultations between the Government, Employers' and Workers' organizations, the ILO and other stakeholders. The consultations were led by the Ministry of Labour and Social Affairs (MoLSA) representing the Government, the Ethiopian Employers Federation (EEF) representing the employers, and the Confederation of Ethiopian Trade Unions (CETU) representing the workers; and other relevant stakeholders. The DWCP priorities have been selected taking into account the comparative advantage of the ILO in delivering the required support to its constituents; the impact of such interventions in the achievement of the overall objectives of Ethiopian development strategy - GTP, Labour Sector Development Programme (LSDP), EEF and CETU strategic plan, the commitments made in the UNDAF, and the Decent Work Agenda for Africa (DWAA). In addition, lessons learned and the challenges encountered in the implementation of the predecessor DWCP (2009-2012) and the draft Decent Work Country Profile of Ethiopia (DWCPE) prepared in 2012 was taken into account. Thus, DWCP Ethiopia expresses the best possible interrelationship between the country's development policy agenda, priorities of constituents, and the mandate and strategic objectives of ILO.

The Ethiopia DWCP programme priorities identified by the constituents are (i) improving implementation of international labour standards and social dialogue with emphasis on compliance and coverage; (ii) promoting decent employment for poverty reduction; and (iii) improving social protection for sustainable development. The first programme priority seeks to enhance labour market governance through the ratification and implementation of relevant conventions, and strengthen the capacities of social dialogue, labour dispute resolution and collective bargaining institutions. The focus of the second programme priority rests on strengthening the ongoing national efforts to facilitate an enabling policy environment for the expansion of decent employment creation, the expansion of job information service by setting up a database system, and capacity building support to develop the national skill base. The third program priority gives emphasis to improving social protection coverage and the implementation of occupational safety and health (OSH) programmes through the establishment of workplace structures.

The period of the Ethiopia DWCP coincides with the end of the period for the Millennium Development Goals (MDGs) and GTP in 2015.

I. ECONOMIC AND SOCIAL CONTEXT

The Federal Democratic Republic of Ethiopia comprises nine regional states and two city administrations. Based on the World Bank 2012 report, Ethiopia's population is estimated at 84.7 million in 2011 which makes it the second most populous nation in Africa.

The country's economy continues to rely heavily on agriculture, which accounts for 83.4% of employment; 80% of the exports and 43% of the gross domestic product (GDP). Over the past eight years, the country has registered a double-digit average growth rate of 11%. Significant improvements are reported to have been made in the areas of food security, human development indicators and poverty reduction. The three main sectors (agriculture, industry and services) are growing at a rate of 7 % or more per annum, indicating that the growth is broad-based and an increasing proportion of benefits accruing to 83 per cent of the population living in the rural areas.

Increased investment in education and health sectors have resulted in improved human development indicators. Poverty levels have reduced from 38.7% in 2004/2005 to 32.7% in 2008/09 and to an estimated 27.8.2% in 2011/2012 (MoFED MDG Report 2012). The human development index (HDI) for Ethiopia has improved by an annual average growth rate of 3.1%, from 0.275 to 0.396 between 2000 and 2012, making it the third fastest such growth rate in the world (HDI 2013). The Millennium Development Goals (MDGs) Report of 2012 suggests that Ethiopia is likely to achieve most of the goals by 2015 (MoFED, 2012). Primary education gross enrollment in 2010/2011 was 96.4% (female 93.2% and male 99.5%) and net enrollment was 85.3 % (female 83.5% and male 87%). In the MDGs related to health, there has been a steady decrease in under age five mortality per 1,000 live births from 140 in 2000 to 88 in 2010/11; a decline in maternal mortality from 873 in 2000/01 to 676 in 2011/12. Overall, health service coverage has grown from 30% in 2005 to 93% in 2011 (MoFED MDG Report, 2012).

Ensuring productive employment opportunities that correspond to the rapidly expanding size of the labour force continues to pose a formidable development challenge. The supply of national labour force (age 15-64) doubled during the last decade, having increased from 14.7 million in 1984, to 26.5 million in 1995 and 33 million in 2005. With the labour force supply steadily increasing at 4.4% annually, it has required an enormous effort to create employment opportunities in corresponding measure. Thus, despite some decrease, unemployment rate remains high amongst the youth and women. According to CSA 2011/12), the national unemployment rate was 3.1% in 1994, 8.2% in 1999, 5.4% in 2005, and 3.7% in 2007. The survey also indicated that unemployment rate in urban areas estimated at 17.5% of which 11.4% are males and 24.2% are females and high youth unemployment prevalence, 27% and 18.3% for age group 20-24 and 25-29 respectively.

Although there have been a decline in urban unemployment for both men and women, females are still worse off than males according to the figures. Higher unemployment among females is explained in terms the prevailing gender norms that deny them easy access to the labour market. In respect to the labour market profile, the young predominantly constitute an overwhelming part of the national population age pyramid: 44% under 15 years, over half (52%) between 15 to 65 years, and only 3% above 65. The sex ratio between male and female is almost equal, and women in the reproductive age constitute 24% of the population. The agricultural sector accounts for the vast majority of the employed labour force, which continues to offer low earnings making it difficult for those engaged in it to overcome poverty. A sizable portion of the labour force is involved in the informal sector that is characterized by underemployment, meager earnings, and lack of institutional protection.

Despite the concerted efforts to overcome poverty, Ethiopia still faces significant development challenges. According to MoFED GTP progress report, the proportion of poor people (poverty head count index) in the country is estimated to be 27.8% in 2011/12. To address these challenges, the Government of Ethiopia has adopted a series of development policy and programme frameworks particularly since the beginning of the millennium. Sustainable Development and Poverty Reduction Programme (SDPRP 2002–2005) focused on improving human and rural development, food security, and capacity building through the transformation of the agricultural sector. SDPRP was succeeded by Plan for Accelerated and Sustained Development to End Poverty (PASDEP 2006-2010), the MDG-based plan that took some bold steps towards accelerated growth with an emphasis on commercialization of agriculture; private sector development; and scaling up of investments in pro-poor development interventions to achieve the MDGs. Subsequent to PASDEP, a five-year Growth and Transformation Plan (GTP 2011–2015) has been adopted with an aim to accelerate sustainable development that focuses on job creating economic activities, which speed up economic growth as a means of reducing poverty and achieving the MDGs.

The GTP is the first in a series of three five-year plans, designed to guide the country's transformation towards the attainment of a middle income country status. In line with this, the vision of the GTP is *“building an economy which has a modern and productive agricultural sector with enhanced technology and an industrial sector that plays a leading role in the economy, sustaining economic development and securing social justice and increasing per capita income of the citizens so as to reach the level of those in middle-income countries”* (GTP, 2010: 21). The government's development strategies for sustained and broad-based economic growth are dependent on the seven GTP strategic pillars. Labour affairs are incorporated into the GTP under the cross-cutting component, enabling employment generation to be mainstreamed in all major classifications of the plan. In connection with this, the United Nations Development Assistance Framework for Ethiopia (UNDAF 2012-2015) presents a planned response to the GTP, by harmonizing its support and contributions with the national development efforts. Accordingly, the four pillars of the current UNDAF for Ethiopia are aligned with six of the seven pillars of the GTP.

II. DECENT WORK AGENDA-ASSOCIATED TRENDS AND ISSUES¹

The concept of decent work is based on the understanding that work is not only a source of income but more importantly a source of personal dignity, family stability, peace in community, and economic growth. The ILO initiated the decent work agenda (DWA) presented at the United Nations World Summit in 2005, where it received endorsement at the highest international political level. At this Summit, Heads of State and Government affirmed their support for fair globalization and resolved to pursue the goals of full and productive employment and decent work for all, including women and the youth. To this end, the political leaders decided to make the DWA the central objective of their national development policies and strategies. As stated in the 2008 Declaration on Social Justice for Fair Globalization, member states of ILO are expected to adopt policies based on the four strategic objectives/pillars of the DWA which are: Promotion of fundamental principles and rights at work; promotion of employment and income opportunities; expansion and improvement of social protection coverage; and the promotion of social dialogue and tripartism. These strategic objectives are inseparable, interrelated and mutually supportive, and are to be implemented in line with international labour standards.

Taking cognizance of the need for a coordinated policy framework to deal with issues relating to labor demand, labor supply, and institutions governing the labor market, a national employment policy and strategy (NEPS) has been drafted and is being finalized. NEPS aims to improve employment

¹ For detailed analysis of decent work agenda and associated trends see Annex III.

opportunities and mitigate poverty through policy instruments that influence the determinants of the labour market. Besides, it is designed to guide interventions geared towards dealing with unemployment, underemployment, gender inequalities and lack of protection for the labour force in the informal sector. Moreover, the Decent Work Country Profile of Ethiopia (DWCPE) was prepared in 2012 by the Ministry of Labour and social Affairs (MoLSA), the Ethiopian Employers Federation (EEF), the Confederation of Ethiopian Trade Unions (CETU)), in partnership with the International Labour Organization (ILO). The objective of the draft decent work profile is to take stock of the progress made over the last decade in the labour sector, identify the remaining challenges and formulate policies and strategies required to address these. An integral aspect of the national effort to promote decent work is the formulation and implementation of an effective policy and strategies in occupational safety, health and the environment. Such a policy is intended to protect the safety and health of employees against any risk or hazard at the workplace and ensure improved productivity and competitiveness and a better quality of life for the workforce. Until recently, there has not been a national OSH policy which deals with the manner in which occupational safety and health is handled at national and enterprise levels in accordance with the relevant ILO Conventions ratified by the country. At present, though, draft OSH policy prepared by MoLSA has been finalized, and approval of the document by the Council of Ministers is being expected for implementation. Detailed analysis of decent work agenda and associated trend is annexed to this document.

III. LESSONS LEARNT FROM THE 2009-2012 DWCP

Following the end the first DWCP in 2008, the Ethiopian Government adopted the second four-year Decent Work Country Programme (2009-2012). It encompasses a wide range of strategic interventions intended to support national initiatives aimed at reducing decent work deficits, and strengthening national capacity to integrate decent work within social and economic policies. It was intended to serve as a single framework within which all ongoing and future ILO technical cooperation programmes in Ethiopia would be implemented. DWCP Ethiopia had three priorities namely poverty reduction through creating decent employment opportunities for men and women, expansion of social protection for men and women and improved governance, social dialogue and compliance with International Labour Standards.

At the end of the programme period an evaluation was conducted to assess whether the programme has achieved its targets and produced anticipated outcomes and to examine the challenges encountered and lessons learned in the course of programme implementation, to facilitate a stock taking process for the design of the next DWCP. In respect to the practice of decent work promotion, important lessons have been learnt from the implementation of DWCP (2009-2012).

Mobilizing the resources required for programme implementation has been identified as a principal concern. In view of its responsibility to provide technical support, the ILO Country Office is well- placed to play a role in enhancing the capacity of its constituents in project design and development, advice and guidance regarding funding opportunities, facilitation of dialogues with donors, and appraisal of project concept notes/documents. The Office is also in a position to fully exploit the comparative advantage that it has with UNDAF to see to it that MoLSA has access to its due share from the resources channeled through this framework. As for the constituents, they are expected to work together with the ILO Country Office in sensitizing donors to resource requirements, articulating issues that deserve funding, engage in active lobby and advocacy campaign, and press the government to allocate budget for DWCP-related employment and labour issues.

The capacity building programmes organized for the constituents plus partners to date are understood to be largely ad hoc and piecemeal. Because of this, the impacts that they had on the capacity of the

organizations have been difficult to verify and ascertain. Hence, it is important for ILO Country Office to manage future constituent capacity building programmes in such a way that they are planned and carried out by prioritizing the activity as a major component of the implementation plan (IP) and M&E framework, with defined outputs and verifiable outcome indicators/milestones.

Knowledge management and sharing is among the key elements in DWCP design and implementation plan. ILO Country Office and the tripartite constituents need to do their level best to organize an effective system and deploy committed and capable staff who can handle the sharing of the knowledge generated through the reporting and documentation of the DWCP implementation. It is vital that the tripartite constituents accept and fully own DWCP. A principal way to develop sense of ownership is to raise their awareness regarding all aspects of the programme across the board. Consistent and intense efforts need to be stepped up to widely promote and popularize DWCP, to achieve effective mainstreaming and institutionalization of the programme in core activities and strategic planning of all concerned parties.

DWCP emphasizes a robust national governance structure that effectively coordinates and oversees programme execution and monitoring. It is therefore of paramount importance to put in place National Steering Committee (NSC) and Technical Committee (TC). For the sake of relevance and inclusiveness, it is appropriate that the NSC be composed of MoLSA (Chair and Secretariat), EEF, CETU, Addis Ababa City Administration Labour and Social Affairs Bureau, Oromia Regional State Labour and Social Affairs Agency, and MoFED. Likewise, the TC should consist of MoLSA, EEF, CETU, Addis Ababa City Administration Labour and Social Affairs Bureau, and Oromia Regional State Labour and Social Affairs Agency.

During 2009-2012 DWCP period, the ILO provided technical and financial assistance to its constituent partners to reduce poverty through creating decent employment opportunities. Such assistance has been directed particularly toward the implementation of technical cooperation projects in the areas of employment, promoting international labour standards, social protection, and social dialogue.

Ongoing technical cooperation programmes/projects supported by ILO include gender equality and women's empowerment; support and protection of labour migrants particularly women; prevention of human trafficking within and from Ethiopia; building the capacity of stakeholders to promote financial education and micro-insurance to help the poor cope with risks; Promoting Rights and Opportunities for Persons with Disabilities in Employment through Legislation (PROPEL) Ethiopia; and crisis response and reconstruction by promoting sustainable livelihood of refugees and host communities.

IV. COUNTRY PROGRAMME PRIORITIES, OUTCOMES AND OUTPUTS

The Country Programme Priorities outlined in Table 1, below, with the respective outcomes are a culmination of a series of consultations between the Government, Workers' and Employers' organizations and the ILO, and other stakeholders. The DWCP priorities have been selected taking into account the comparative advantage of the ILO in delivering the required support to its constituents; the impact of such interventions in the achievement of the overall objectives of Ethiopian development strategy - GTP, LSDP, EEF and CETU strategic plan, the commitments made in the UNDAF, and the Decent Work Agenda for Africa (DWAA). In addition, lessons learned and the challenges encountered in the implementation of the predecessor DWCP (2009-2012) and the Decent Work Country Profile of Ethiopia (DWCPE) prepared in 2012 was taken into account.

Table 1: Key Result Areas

Priority 1: Improving implementation of international labour standards and social dialogue with emphasis on compliance and coverage.

Outcomes

1. Relevant conventions on labour standards ratified, enforcement and implementation improved.
2. Strengthened Harmonious labour relations through social dialogue.
3. Conducive environment created for the elimination of child labour.

Priority 2: Promoting decent employment for poverty reduction.

Outcomes

4. Improved policies and programmes on employment intensive investment programme (EIIP), entrepreneurship, business and cooperative development for decent job creation.
5. Barriers to decent employment addressed, with particular emphasis to women, youth, Migrant Domestic Workers and persons with disabilities.

Priority 3: Improving Social protection for sustainable development.

Outcomes

6. Improved safe and healthy work environment.
7. Enhanced HIV/AIDS response at workplaces.
8. Improved Social Protection coverage.
9. Conducive environment created for the empowerment and protection of Ethiopian migrant domestic workers.

Cross-cutting themes

Gender equality is mainstreamed throughout the DWCP priorities. At all stages of implementation of the DWCP programmes special attention will be given to build the capacity of tripartite partners. Capacity building programmes will be implemented based on a comprehensive capacity gap assessment.

Country Programme Priority 1: Improving implementation of international labour standards and social dialogue with emphasis on compliance and coverage.

1. Outcome One: Relevant conventions on labour standards ratified, enforcement and implementation improved.

Indicators:

- *Number of domesticated Conventions.*

Outcome Strategy

So far Ethiopia has ratified, 21 ILO Conventions including the eight fundamental ones. In addition, the country has ratified one of the four ILO ‘Priority’ Conventions.

Despite the ratification of a number of Conventions, challenges remain in relation to ensuring the fulfillment and respect of the obligations and rights enshrined therein. The key strategies to achieve the outcome include.

- Raise awareness on International Labour Standards and Fundamental Principles and Rights in order to enhance effective implementation of the ratified Conventions. This will be done through tripartite seminars, advisory missions, expert advice and the provision of advocacy materials.
- Lobby by social partners for the ratification of relevant Conventions.
- Address need-based capacity gaps in tripartite partners and relevant government bodies at Federal, Regional and City Administration levels.
- Organize training events on ILS reporting for tripartite partners and other key stakeholders, including the judiciary and the legislature.
- Put in place system to strengthen partnership and collaboration with other stakeholders to enable the country to meet reporting and other obligations under ratified Conventions.

The strategy will build on the past ILO collaboration with the tripartite constituents and Judges Training Centre to raise awareness on ILS.

Outputs:

- 1.1 Concept note/recommendation for ratification of relevant conventions completed.

Indicator: Number of concept papers and studies submitted.

- 1.2 Legal and institutional support in place to strengthen unionization.

Indicator: Number of unions established.

Number of unions capacitated.

- 1.3 Capacity of social partners, judiciary and the legislature, and other relevant stakeholders strengthened on the implementation and reporting of ratified conventions.

Indicators:

- *Number of trained tripartite members, judiciary and the legislature and stakeholders.*
- *Number of tripartite structures developed.*

- 1.4 Reporting and monitoring systems put in place for the implementation of ratified conventions.

Indicator: Number of reports submitted on time.

2. Outcome Two: Harmonious labour relations strengthened through social dialogue.

Indicators:

- *Number of social dialogue forum established.*
- *Number of Memorandum of Understanding signed.*

Outcome Strategy

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

- Develop a guideline for tripartite consultation and build the capacity of tripartite partners and other relevant stakeholders
- Create awareness and promote the establishment and revitalization of the bipartite dialogue system at enterprise level in different sectors.
- Promote Alternative Dispute Resolution (ADR) mechanisms , and strengthen the capacity of institutions rendering ADR services including those in the private sector

Outputs:

2.1 Tripartite consultation system strengthened at Federal level and established at Regional/City Administrations and Sectoral levels.

Indicator: Tripartite consultation system strengthened at the Federal level

Tripartite consultation system in place at Regional/City Administrations and sectoral level

2.2 Effective Bipartite dialogue system established at enterprise level.

Indicator:

- *Number of collective agreements signed.*
- *No of cases resolved through mediation/consultation.*

2.3 Capacity of tripartite constituents and relevant stakeholders enhanced on social dialogue.

Indicator: Number of trained tripartite constituents and relevant stakeholders.

3. Outcome Three: Conducive environment created for the elimination of worst forms of child labour (WFCL).

Indicator:

- *Number of workplaces declared child labour free (focus on the worst forms).*

Outcome Strategy

The FDRE Constitution Article 36 (1) provides for the protection of children against exploitative practices. In addition, Labour Proclamation No. 377/2003 forbids the employment of children under the age of 14. Besides, the country has ratified two ILO child right Conventions (Minimum Age Convention No. 138 and Worst Forms of Child Labour Convention No.182) and the UN Convention on the Rights of the Child (CRC). Further measures adopted at policy and programme levels include the National Action Plan on the Elimination of the Worst Forms of Child Labour (WFCL 2013-2015), finalization of the list

of hazardous occupations for children, and the formulation of procedures, protocols and guidelines on the prevention of WFCL.

Despite the availability of necessary legal instruments to address the worst forms of child labour, lack of data, coordination among different stakeholders, limited implementation capacity and lack of awareness of the laws are the major challenges. Some of the key strategies to achieve the outcome include;

- Build the capacity of tripartite partners, lawmakers and law enforcers to promote the elimination of the worst forms of child labour
- Promote and implement the NAP
- Strengthen monitoring and reporting systems for the generation, compilation and sharing of up-to-date data.
- Enhance public awareness.
- Put in place institutional framework at Regional/City Administration level

The strategy builds on the past ILO collaboration in assisting the Government of Ethiopia to formulate a draft National Action Plan on Child Labour, assessment on the prevalence of child labour selected farms in collaboration with EEF and conducting awareness raising activities on Child Labour in collaboration with the Ministry, Workers and Employers organization. Furthermore, the USDOL funded Child Labour project will contribute to the achievement of the outputs.

Outputs:

3.1 WFCL programmes developed and implemented in the context of NAP.

Indicator: Number of programmes developed and implemented.

No of children covered by the programme.

3.2 Child Labour unit established at Regional/ City Administrations level

Indicator No of child labour unit established.

3.3 Reporting and follow-up systems on WFCL established.

Indicator: Number of reports submitted.

3.4 Child Labour survey conducted

Indicator: Survey report.

Country Programme Priority 2: Promoting decent employment for poverty reduction.

4. Outcome Four: Improved policies and programmes on employment intensive investment programme (EIIP), entrepreneurship, business and cooperative development developed and implemented for decent job creation.

Indicator:

- *Number of decent jobs created.*

Outcome Strategy

The FDRE Constitution articles 41(7) and (6) stipulates the “The state shall undertake all measures necessary to increase opportunities for citizens to find gainful employment. Thus, the government has identified employment creation as an integrated part of the comprehensive development policy and strategy. Accordingly, the GTP recognizes economic growth as a means of creating jobs focusing on youth and women, raising income and thereby reducing poverty. In addition, conducive legal and policy environment is in place to promote Employment Intensive Work, MSE and Cooperative.

Some of the challenges in this area are limited coverage of labour based approach, cooperative and MSEs in the country, lack of capacity of cooperatives and MSEs promoting institutions to provide services to existing members and attract new members. In addition, attitudinal problem towards the importance and mission of the cooperative, self-employment and limited access to financial and non-financial services (business development services) for MSEs are some of the key issues that needs to be addressed in this DWCP period.

Some of the key strategies to achieve the outcome include.

- Build capacity of cooperatives and MSEs to be viable and self-reliant in order to create employment opportunities
- Awareness creation
- Provide technical support to encourage entrepreneurship in general and , youth focused entrepreneurial education programme in the school system,
- Promote small and medium-sized enterprises
- Widen the application of employment intensive approaches in other sectors, including environmental protection and mitigation measures, social and physical infrastructure works in both rural and urban environment.

The ILO supported the government of Ethiopia through “Increased accessibility of sustainable financial and business development services to economically and socially disadvantaged women joint programme” which started since 2011 by providing access to financial and non-financial services. The project will continue supporting decent employment creation for the target group. Moreover the ILO is closely working with the Ethiopian Roads authority to diversify the application of EIIP. Furthermore, the Gender Equality, promoting livelihood for Refugees will contribute to the achievement of the outputs.

Outputs:

4.1 EIIP widely applied on infrastructure works including environmental mitigation and protection, and rural and urban development activities.

Indicators:

Number of EIIP developed.

Number of practitioners trained on the appropriate and effective application of EIIP.

4.2 Demand-based entrepreneurship training programme organized and conducted.

Indicators:

Number of TOTs conducted.

Number of male and female entrepreneurs trained.

4.3 Saving and credit cooperatives established and strengthened.

Indicator: Number of cooperatives established.

Number of cooperatives capacitated.

4.4 Increased access to financial and non-financial services for decent employment creation for women

Indicator:

Number of disadvantaged women accessed financial services.

Number of disadvantaged women accessed non-financial services.

4.5 Micro-insurance introduced for cooperatives and community-based organizations (CBOs).

Indicator:

Number of cooperative members covered by micro-insurance.

Number of CBOs using micro-insurance.

5. Outcome Five: Barriers to decent employment addressed, with particular emphasis given to women, youth, migrant domestic workers and persons with disabilities.

Indicator

- *No of women, youth, migrant domestic workers and persons with disabilities supported to have decent employment opportunities.*

Outcome Strategy

The FDRE Constitution, Article 41.5 provides disability specific provision. In addition, a number of Proclamations have been issued concerning the rights of and equal opportunities to persons with disabilities i.e. Proclamation No.568/2008 aims to protect the rights of persons with disabilities to employment and prohibit discrimination on the ground of disability in the world of work, Proclamation 676/2010 provides for conditions of equal opportunities and full participation of persons with disabilities. Proclamation No. 515/2007 also addresses the special needs of PWDs in public service employment. Moreover, the Country ratified the ILO Convention No. 159 concerning Vocational Rehabilitation of Employment of Disabled Persons, and United Nations Convention on the Rights of Persons with Disabilities. Despite the progress, wrong perception towards persons with disabilities, lack of capacity at all level to provide targeted and accessible services to persons with disability, weak coordination among stakeholders and lack of access to employment related information are the main challenges affecting persons with disabilities.

With regards to women, The FDRE Constitution Article 35 gives special emphasis to the rights of women. Ethiopia is committed to address the specific needs of women and youth as outlined in the pillar 7 of the GTP and women and Youth Policies and Packages. In addition, necessary structures are in place from Federal to district level to coordinate and mainstream the issue of women and youth. Even though there has been a progress, women and youth are still facing challenges due to shortage of skilled man power to implement the policy and packages, coordination problem, and lack of access to information.

Some of the key strategies to achieve the outcome include.

- Create awareness at all level
- Build institutional capacity of employment service providers
- Improve coordination among stakeholders.
- Mobilize the youth and women to benefit from the existing packages.
- Conduct skill development and training programmes to enhance entrepreneurial development, access to finance and self-employment targeting the youth, women, people with disabilities and the informal sector operators.

Migration and disability projects will contribute to the achievement of the outputs.

Outputs:

5.1 Enhanced employment opportunities for persons with disabilities supported with access to skill development.

Indicator: Number of Persons with disabilities trained.

5.2 Programmes in place to boost employability of youth, people with disabilities, women and migrant domestic workers, notably focused on labour market based skills training.

Indicator: Number of programmes in place targeting youth, women, and migrant domestic workers

5.3 Women, youth, migrant domestic workers, refugees and people with disabilities, increased access to employment related information

Indicator: Number of women, youth, and migrant domestic workers accessed information

Country Programme Priority 3: Improving Social Protection for sustainable development.

6. Outcome Six: Improved safe and healthy work environment.

Indicators:

- *No of workplaces complied with OSH standards*

Outcome Strategy

The FDRE Constitution (Article 42.2 and Article 89.8) stipulates that safety, health and well-being of workers are fundamental rights. In addition, the labour Proclamation has provided legal framework how occupational safety, health and working environment is promoted at all level. GTP also has specific deliverable on OSH. Besides necessary policy and programme framework such as draft OSH policy and programme are in place to streamline OSH services both at national and enterprise level. In order to address the skilled man power problem, Gonder University offers Masters Programme. Moreover, the Country ratified the ILO Occupational Safety and Health and Working Environment Convention, 1981(No.155).

In spite of all these, the state of OSH in the country is not satisfactory due to lack of awareness specifically the role of OSH in promoting competitiveness, lack of trained man power, absence of modern OSH equipment, lack of coordination and cooperation, limited capacity of law enforcement, absence of adequate information at enterprise and country level and limited investment in Research and development. The key strategies to achieve the outcome include:-

- Adopt, promote and implement National OSH policy and programme
- Capacity building programme to implement, monitor and evaluate national and enterprise level OSH programme on a continuous basis
- Progressively put in place OSH management system and self-compliance
- Strengthen/revitalize the national recording and notification system of occupational accidents and diseases
- Design OSH extension strategy and programme to incorporate the MSE and informal economy operators
- Implement Cleaner production system in selected sectors
- Conduct research programme in selected areas.
- Put in place necessary grounds to establish OSH institute.

Outputs:

- 6.1 National OSH policy and programme adopted, launched, promoted and implemented.
Indicator: Number of workplaces implemented OSH programme.
- 6.2 Guideline developed/, updated for the effective performance of OSH committees
Indicator: Guidelines developed/updated.
- 6.3 Gender Sensitive occupational accidents and diseases reporting, recording and notification systems developed and implemented.
Indicator: Number of workplaces submitted reports through regional states/city administrations
- 6.4 OSH self-compliance implemented on a pilot basis in selected sectors.
Indicator: Number of workplaces implemented self-compliance.
- 6.5 Basic cleaner production system at workplaces developed and piloted in selected sectors.
Indicator: Number of advisory/support services provided
Number of Enterprises applying cleaner production protocol

7. Outcome Seven: Enhanced HIV/AIDS response at workplaces.

Indicator:

Number of workplaces programme implemented

Outcome Strategy

The Country is addressing HIV and AIDS issues by putting in place a number of policy measures and programmes as well institutional structures such as the HIV and AIDS Prevention and Control Office (HAPCO), mainstreaming HIV/AIDS at all level, HIV and AIDS policy in general and HIV and AIDS workplace policy in particular. The Labour law protects workers living with HIV and AIDS. The National Council with 100 members, consisting of 30 from Government, 30 from Employers and 35 from Workers, 5 NEPS has established to coordinate and monitor the workplace response. ILO Recommendation 200 has been put in practice.

Gradual diversion of attention from HIV to other issues, weak systems of HIV follow up, lack of collaboration among tripartite partners are some of the key challenges faced to address HIV and AIDS at the workplace.

Some of the key strategies to achieve the outcome include:

- Strengthening the national council
- Conducting effective follow up
- Revisiting the national HIV and AIDS workplace policy
- Developing and implementing sectoral and enterprise level gender sensitive HIV and AIDS workplace policies and programmes
- Developing IEC materials

Outputs:

- 7.1 Workplaces HIV and AIDS policies and programmes revised and implemented.
Indicators: Number of workplaces updated and implemented

7.2 Functional national HIV and AIDS workplace councils strengthened.

Indicator: Number of forums conducted.

7.3 Gender Sensitive Workplace HIV and AIDS monitoring and evaluation system developed.

Indicators: Number of capacity building measures.

8. Outcome Eight: Improved Social Protection coverage

Indicator: Number of policy and programme in place which include excluded groups in the SP coverage.

Outcome Strategy

The FDRE Constitution Article 90 (1) provides that the State shall aim to provide all Ethiopians access to public health and education, clean water, housing, food and social security. There are social insurance schemes which provide benefits in old age, invalidity, and employment injury for civil servants, employees of state enterprises and private sector employees. In addition, in order to implement the Constitution provision, social protection policy and strategy are in the process of finalization.

Low social protections coverage, lack of comprehensive policy and strategy, lack of coordination, Low technical and implementation capacity to discharge responsibilities and low awareness of social protection are the main challenges facing the Country to improve the social protection coverage.

Some of the key strategies to achieve the outcome include.

- Improve social protection coverage
- Develop social protection policy and strategy
- Provide capacity building trainings
- Promote social protection and conduct awareness raising activities

Outputs:

8.1. Social protection policy and strategy developed.

Indicator: a policy and a strategy developed.

8.2. Capacity building training provided in the field of social security administration and social protection financing.

Indicator: No. of men and women trained.

8.3. Social security Agencies supported to improve national social security scheme.

Indicator: No. of capacity building programmes provided

9. Outcome Nine: Conducive environment created for the empowerment and protection of Ethiopian migrant domestic workers

Indicator:

- *Number of complaints filed by women and men reduced.*

Outcome Strategy

The FDRE Constitution Article 18(2) states that “No one shall be held in slavery or servitude. Trafficking in human beings for whatever purpose is prohibited”. The revised Criminal Code of 2005 has incorporated two specific Articles that deal with the issue of trafficking in persons and Employment Exchange Services Proclamation No.632/2009 prohibit and criminalize human trafficking for labour purpose and forced labour. Ethiopia has also ratified trafficking and forced labour related Conventions such as ILO Convention No 29, on Forced Labour, ILO Conventions No. 181 on Private Employment Agencies and ILO Convention No. 111 on Discrimination (Employment and Occupation). Moreover, Ethiopia acceded to the two protocols supplementing the UN Convention against Transnational Organized Crime, namely the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (also known as the Palermo Protocol), and the Protocol against the Smuggling of Migrants by Land, Sea and Air. The Government established high level National Council chaired by the Deputy Prime Minister and National Anti-Trafficking Committee chaired by the Ministry of Labour and Social Affairs (MoLSA).

Unfortunately, and largely due to lack of the required human and institutional capacity, the labour migration and trafficking of mostly Ethiopian women to find domestic work in the Middle East is still on the rise. Moreover, unskilled migrant workers, limited inspections capacity, weak coordination among stakeholders, lack of capacity and awareness at all level, limited implementation and institutional capacity are major challenges to address human trafficking in the country. The fact that the problem has international nature and the registered PEAs tend to operate illegally it is becoming very difficult to significantly reduce trafficking.

Some of the key strategies to achieve the outcome include.

- Create awareness about the impact of human trafficking at all levels
- Build institutional capacity at all level
- Improve coordination mechanisms
- Facilitate Bilateral Agreements with key destination countries.
- Improve law enforcement
- Build the capacity of PEAS and hold them accountable to their action and penalized when found guilty.
- Rehabilitate victims of human trafficking.
- Decentralize selected services at Regional level

Outputs:

9.1. legislative and regulatory framework strengthened to protect the rights of MDWs

Indicator: No of capacity building trainings

9.2. Information/Outreach/Support provided for MDWS

Indicator: No of centers developed/strengthened

9.3. Overseas employments services decentralized/capacitated.

Indicator: No of decentralized activities

V. MANAGEMENT ARRANGEMENT

The implementation and management of the Decent Work Country Programme (DWCP) of Ethiopia will be guided by a National Steering Committee (NSC). The committee will be comprised of key representatives from MoLSA, CETU (President), Employers Federation (President), the ILO CO (Director) and other relevant stakeholders. State Minister of MoLSA shall chair the committee. The ILO CO shall assign a secretary for the committee. The NSC will convene a meeting quarterly to monitor and review implementation of the DWCP. The specific tasks of the NSC include the followings;

- Facilitate the design of DWCP
- Monitor, evaluate and implement the DWCP progress at country level as well as constraints which may require adjustments.
- Ensure coordination of DW initiatives with the National Framework and other ongoing initiatives.
- Review and advice on any proposed changes in the programme objectives or strategies.
- Review the DWCP progress and suggest any adjustment in the implementation or strategy taking in to account the country development plans.
- Advise on mobilization of resources for the Programme.
- Establish Technical committee for the day to day follow up of the Programme
- Approve technical and progress reports submitted by the Technical Committee of the Programme.

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

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

VI. MONITORING AND EVALUATION ARRANGEMENTS

At the beginning of the programme, baseline data will be conducted against which the project achievement will be evaluated at later stages.

Once the DWCP document is approved, M&E system will be developed to track the progress of the outcomes and outputs. M&E data shall be assembled and analyzed on a quarterly basis by the DWCP Technical working group and submitted to the DWCP Steering Committee.

At the end of the programme period final evaluation will be conducted. There will not be a mid-term evaluation as the DWCP period is relatively short.

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ANNEXES

ANNEX I: LIST OF ILO CONVENTIONS RATIFIED BY ETHIOPIA

- C. 2 Unemployment Convention, 1919 (No. 2)
- C. 11 Right of Association (Agriculture) Convention, 1921 (No. 11)
- C. 14 Weekly Rest (Industry) Convention, 1921 (No. 14)
- C. 29 Forced Labour Convention, 1930 (No. 29)
- C. 80 Final Articles Revision Convention, 1946 (No. 80)
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C. 88 Employment Service Convention, 1948 (No. 88)
- C. 98 Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C. 100 Equal Remuneration Convention, 1951 (No. 100)
- C. 105 Abolition of Forced Labour Convention, 1957 (No. 105)
- C. 106 Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- C. 111 Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C. 116 Final Articles Revision Convention, 1961 (No. 116)
- C. 138 Minimum Age Convention, 1973 (No. 138)
Minimum age specified: 14 years
- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- C. 155 Occupational Safety and Health Convention, 1981 (No. 155)
- C. 156 Workers with Family Responsibilities Convention, 1981 (No. 156)
- C. 158 Termination of Employment Convention, 1982 (No. 158)
- C. 159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- C. 181 Private Employment Agencies Convention, 1997 (No. 181)
- C. 182 Worst Forms of Child Labour Convention, 1999 (No. 182)
Denunciation (as a result of the ratification of Convention No. 181)
- C. 96 Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)
Denounced on 10.05.1999
Has accepted the provisions of Part II

ANNEX II: ONGOING TECHNICAL COOPERATION PROJECTS IN ETHIOPIA, FEBRUARY, 2014

Project Title	Objective	Donor	Start/End date	Amount
UN Joint programme on Gender Equality and Women Empowerment	- Enhanced economic empowerment of women; (ILO lead agency) - Improved access to and completion of secondary and tertiary education for girls and women; (UNICEF) - Strengthened institutional capacity for gender mainstreaming; (UN Women); and - Enhanced protection of girls and women's rights (UNFPA).	Multi donor	Start: 01/07/2013 End: 31/12/2014	US\$1,920,887 (ILO component US\$909,256)
Development of a Tripartite Framework for the Support and Protection of Ethiopian and Somali Women Domestic Migrant Workers to the GCC States, Lebanon and Sudan	Ensure the rights of low skilled, rural women domestic workers from the Horn of Africa (Ethiopia and Somalia) in the Middle East and Sudan. - Improve coordination and cooperation of social partners, institutions and organizations working on migration issues in Ethiopia (e.g. MoLSA), as well as in the receiving countries. - Provide women domestic workers with accurate information prior to migration and with safe havens to turn to in emergencies. - Compile accurate data on scale and nature of labour migration from the Horn of Africa to the Middle East for informed policy response.	EU	Start: 01/02/2013 End: 31/01/2016	US\$2,600,000 (Euro2,000,000)
Promoting livelihoods and durable solutions in Dolo Ado, Ethiopia	Livelihoods of the refugee population and their hosting communities are more durable and diversified, and provide for decent living standards.	UNHCR	Start: 04/12/2012 End: 31/12/2014	US\$1,600,000
Scaling up HIV prevention and access to services in construction and horticulture in Ethiopia	The project will contribute to the reduction of new infections in Ethiopia in line with the goals of the Strategic Plan 2010/11-2014/15, through an increased access of women and men workers to HIV services.	OPEC Fund for International Development (OFID)	Start: 01/01/2013 End: 30/12/2013	US\$240,000
Promoting Rights and Opportunities for Persons with disabilities in Employment through Legislation (PROPEL)	The project will contribute to Promoting decent employment for poverty reduction' and the following outcomes: - Improved labour market information (LMI) utilization for better decision making. - Strengthened user friendly public and private employment services - Improved policies and programmes on employment intensive investment programme (EIIP), entrepreneurship, business and cooperative development for decent job creation.	Irish Aid	Start: 01/01/2014 End: 30/12/2015	US\$213,043

Project Title	Objective	Donor	Start/End date	Amount
	Addressed barriers to decent employment, with particular emphasis given to women, youth, Migrant Domestic Workers and persons with disabilities			

ANNEX III: DETAILED ANALYSIS OF DECENT WORK AGENDA AND ASSOCIATED TREND

1. EMPLOYMENT PROMOTION

1.1. DECENT EMPLOYMENT CREATION AND ENTERPRISE DEVELOPMENT

The FDRE Constitution articles 41(7) and (6) stipulates that: “The state shall undertake all measures necessary to increase opportunities for citizens to find gainful employment; and shall pursue policies which aim to expand job opportunities for the unemployed and the poor and shall accordingly undertake programmes and public works projects”. Based on these legal provisions, the government has put in place conducive policy environment that encourages private sector development, as result of which direct domestic and foreign investments have been attracted.

In the last decade, the Ethiopian government has embarked on the formulation and implementation of economic policies that lay emphasis on job creation, poverty reduction, and sustainable and equitable social development. The efforts that are currently being exerted to that effect focus on intensive use of labour, capacity building programmes and the promotion of decent work agenda. Thus, the government has identified employment creation as an integrated part of the comprehensive development policy and strategy. Accordingly, the GTP recognizes economic growth as a means of creating jobs, raising income and thereby reducing poverty.

In light of this, the ongoing endeavors to promote and expand micro and small enterprise development (MSED) bolstered by technical and vocational education and training (TVET) programmes are aimed at maximizing job opportunities with women and youths in focus. The government recognizes the significance of the micro and small enterprise development sub-sector and is therefore dedicated to ensuring a conducive environment for its growth and expansion. The government’s commitment is shown by the issuance of micro and small enterprise development strategy in 1997 and the revision of the strategy in 2011 to capture current developments and new frameworks in the field of MSE development and the establishment of structures at the Federal, Regional and local levels. In a similar vein, Ethiopia’s industrial development strategy (IDS), issued in 2003, identifies the promotion of MSED as a vital means of fostering the development of a productive and dynamic private sector. Currently, there are clear indications that micro and small enterprises are flourishing across the country. The comprehensive support provided to MSEs helped the enterprises to create temporary and permanent employment opportunities for over 1.6 million citizens within the first two years of the GTP period. As a result, it was made possible to accomplish 56% of the three million target to be achieved by the end of 2014/2015 (MoFED, Annual Progress Report, March 2013). In general, even though there are some encouraging achievements regarding MSEs development, the high level of poverty and unemployment in urban areas as well as the low level of productivity and competitiveness of the enterprises still remain to be huge challenges.

1.2. EMPLOYMENT-INTENSIVE INVESTMENT

One of the objectives of the GTP is the reduction of poverty through increased employment and business opportunities and skills development. Employment intensive approaches (EIA) in infrastructure development positively contribute to the GTP objectives by creating employment and business opportunities to the people living in the project area. These benefits are well documented in various studies carried out in EIA practicing countries in Africa, Asia and Latin America. The study carried out here in Ethiopia also confirms the benefits of EIA.

The government as part of GTP has developed a large-scale national programme aimed at making all district and village centers accessible throughout the year by linking them to 'all weather roads'. This programme named the Universal Rural Access Programme (URAP) aims at constructing over 72,000 km of roads over a five-year life span (2011-2015) mainly using local resources and in partnership with emerging local entrepreneurs, i.e. both contractors and consultants. Employment intensive approaches with equipment support have been identified as the preferred methods of delivery.

1.3. COOPERATIVES

In national development policies, cooperativization has been identified as one of the key elements in improving the livelihoods of people in rural and urban areas. In recognition of this, Federal Cooperative Agency (FCA) was established by Proclamation No. 274/2002, with the objective of enabling rural and urban working people to enhance their participation in gainful employment and the promotion of productive way of life. The FCA reported that 43,255 primary cooperatives with a total membership of 6,566,694 (male 5,153,271 and female 1,413,423), and with total working capital worth Birr 2,927,656,020.00 have been established across the country until 2012. 278 cooperative unions are also reported to have been formed which bring together 7,843 primary cooperatives, and possess union capital of Birr 1,373,602,639. Most of the cooperative unions (41.37%) are multi-purpose agricultural marketing cooperative unions. The main challenges encountered by cooperatives involve highly competitive free market environment, shortage of capital, limited access to credit facilities, lack of capacity of board member in cooperative management, lack of trust and sense ownership by cooperative members, minimal technical support provided by the concerned government offices, and corruption and misappropriation of finance. The challenges are even more critical when it comes to women and youth participation in cooperatives.

Under the Rural Financial Intermediation Programme (RUFIP) II programme, the Government of Ethiopia and IFAD are strengthening financial cooperatives and microfinance institutions in rural areas as a way to contribute to poverty reduction in rural Ethiopia. This should result in increased and sustained access to a range of financial services among rural agricultural households. Financial intermediaries are expected to play a key role in improving financial access to excluded rural population, and mobilize savings required to finance investments and meet the strategic objectives of the GTP. The programme focuses on capacity building, improved regulation and supervision, and increased rural finance outreach.

1.4. PROMOTING EMPLOYMENT OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

The Population and Housing Census of 2007 estimated the number of people with disability in Ethiopia to be 864,218 (male 464,202 and female 400,016). This figure represented 1.17% of the total population. Taking into account the annual population growth rate of 2.6%, the number of persons with disabilities is currently projected to have increased to 1 million (1.25%). Ensuring access to decent work for persons with disabilities is an effective way to facilitate their way out of the vicious circle of marginalization, poverty and social exclusion. The barriers that persons with disabilities face in the process of securing jobs and taking their place in society can be dealt with by adopting a variety of measures including policy formulation, issuance of regulations, programme development and service provision.

The ILO Disability Programme promotes equal treatment and opportunity for persons with disabilities in vocational rehabilitation, training and employment, as reflected in Convention No. 159 concerning Vocational Rehabilitation of Employment of Disabled Persons, 1983, and the ILO Code of Practice on Managing Disability in the Workplace adopted in 2001. In addition to ratifying ILO Convention No. 159, the Ethiopian government has included disability specific provision into the FDRE Constitution which state: 'The State shall, within available means, allocate resources to provide rehabilitation and assistance

to the physically and mentally disabled' (Article 41.5). Several laws have been issued and/or reviewed in Ethiopia concerning the rights of and equal opportunities to persons with disabilities. Proclamation 691/2010, Article 10/5 on Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia provides for conditions of equal opportunities and full participation of persons with disabilities. In 2008, the government promulgated Proclamation No. 568/2008 on the rights to employment of persons with disabilities. The Proclamation aims to protect the rights of persons with disabilities to employment and prohibit discrimination on the ground of disability in the world of work. The Federal Civil Servants Proclamation No. 515/2007 also addresses the special needs of PWDs in public service employment. The country also developed National Physical Rehabilitation Strategy in July 2011. In April 2012, a National Plan of Action of Persons with Disabilities (NPA 2012-2021) was prepared by MoLSA. The aim of NPA is to promote, protect and ensure the full and equal enjoyment of fundamental rights, public services, opportunities for education and work, and the full participation in family, community and national life by all persons with disabilities in Ethiopia.

Despite such efforts made on the policy and legal fronts, persons with disabilities continue to face discrimination in the labour sector, formal as well as informal, and public and private alike. Obviously, such discrimination seriously limits the participation of persons with disabilities in the labour market and their income earning opportunities. Among the measures required to be taken by the government to mitigate these problems are the enforcement of institutional protection and the promotion of equal employment opportunities for persons with disabilities. Likewise, improved access to education and employment aimed at empowering persons with disabilities comes among the interventions that the government should consider to enhance persons with disabilities participation in the labour market.

2. SOCIAL PROTECTION

The FDRE Constitution Article 90 (1) stipulates that “To the extent the country’s resources permit, policies shall aim to provide all Ethiopians access to public health and education, clean water, housing, food and social security”. The Social Security Agency has operated a social insurance scheme since 1963. This is a contributory social pension scheme which provides benefits in old age, invalidity, and employment injury for not more than 1% of Ethiopians. The CSA estimated in 2007 that a total of 1.8 million persons were engaged in gainful employment in government, parastatal and the private sectors. This constitutes 7.2% of the total workforce in urban and rural areas. Hence, the 7.2% of workers who have social security coverage is limited to government and parastatal employees. Proclamation No. 714/2011 regulates the public sector pension scheme which covers civil servants and employees of state enterprises. Private Organizations Employees Social Security Agency (POESSA) was established as per Proclamation No. 715/2011, extending the social security scheme to cover the private sector employees.

The other scheme which the government has been implementing as an instrument of social protection is school feeding programmes to keep students attend schools, subsidies on urban grains to stabilize food price inflation, housing development to increase access to housing facilities and the productive safety net programme (PSNP). The PSNP is currently supporting 8.3 million chronically food insecure households through the provision of predictable cash and/or food transfers. The objective of the programme is to enable the households to successfully cope with crisis, protect and grow their assets, and improve their resilience to shocks. Ultimately, the programme aims to assist the households attain food security and graduate from the scheme.

Further instruments of social protection are health insurance schemes operated by the Federal Ministry of Health (MoH). There are two components to the health insurance strategy: the Social Health Insurance (SHI) and the Community Based Health Insurance (CBHI). The SHI covers employees in the formal sector in urban areas such as government, NGO, and private sector employees. The CBHI is meant for the rural population and the workforce in the urban informal sector. Presently, a total population of 1.7

million (335,000 households) is covered by the CBHI scheme. CBHI is planned to be scaled-up beginning in 2013/14. By the end of 2014/15, it is envisaged that CBHI will cover 50% of the population (35.32 million) (HSDP IV, 2010).

Despite the aforementioned arrangements aimed at ensuring social protection, the country has not had a comprehensive and integrated national social protection policy. Based on this consideration, National Social Protection Policy of Ethiopia and Strategy has been developed by MoLSA/MoA with the support from the National Social Protection Platform (NSPP). The policy is designed to provide a framework for the coordination of social protection services in the country. . The policy encompasses five pillars one of which is livelihood and employment schemes. This pillar of the policy sets out five implementation strategies: (1) introduce and expand off-farm income generating opportunities; (2) provide different economic measures such as agricultural inputs, seed fairs, technology inputs to strengthen the capacity of rural population (3) expand public works programme and other employment generation interventions; (4) establish a labour market information system and other labour market regulation and support measure; (5) expand credits, grants and other facilities and support to generate income and promote market linkages; and (6) encourage MSE schemes to create more employment and enhance livelihood.

2.1. OCCUPATIONAL SAFETY AND HEALTH

Ethiopia has expressed commitment to ensuring safe working environment by issuing legal provisions based on ILO standards. One of such standards adopted by the country is the Occupational Safety and Health and Working Environment Convention, 1981(No.155). The FDRE Constitution stipulates that ‘Government shall endeavor to protect and promote the health, welfare and living standards of the working population of the country’ (Art.89/8). In addition, the Labour Proclamation (No 377/2003) aims to address all aspects of ensuring fundamental rights at work. Article 92 points out the obligations of an employer with regard to taking all the necessary measures in order to ensure that work places are safe, healthy and free of any danger to the wellbeing of workers. Article 93 states that workers have the obligation to cooperate and put into practice the regulations and instructions issued by the employer in order to ensure safety and health at work places. The Proclamation lists out occupational injuries under articles 95-112.

An integral aspect of the national effort to promote decent work is the formulation and implementation of an effective policy and strategies in occupational safety, health and the environment. Such a policy is intended to protect the safety and health of employees against any risk or hazard at the workplace and ensure improved productivity and competitiveness and a better quality of life for the workforce.

Despite fluctuations in the course of the decade (2001-2010), the data on occupational injuries –fatal and non-fatal - obtained from local labour offices showed an increase from 1,013 in 2001 to 6,745 in 2010. A breakdown of occupational injuries by major sectors (agriculture, industry and services) reveals wide variations. The highest number of occupational injuries was reported in the industrial sector, the record figure being 8,413 in 2006. The agriculture sector reported the second highest number of occupational injuries with a maximum of 952 in 2010, followed by the service sector with the reported 148 injuries the same year (Draft DWCPE, 2012).

Labour inspectorates are meant to ensure all the legal instruments are implemented to promote and protect workers from occupational injuries and diseases. In the last decade, there has been an increase in the number of labour inspectors, from 12 in 2000 to 291(206 male and 85 female) in 2013.

Areas of OSH which require attention include shortage of trained manpower and adequate resources at federal, regional, sectoral and enterprise levels. In addition, tools and strategies are needed for the development and strengthening of a coherent and progressive national OSH system. In this respect, the

regular updating of the National OSH Profile is vital to provide a sound baseline for the design of such tools and strategies. It is also important to develop specific OSH inspection, skill certification training and education programmes that encourages the involvement of the private sector in harmony with the national situation. Long term actions are required to raise the awareness of the working population and the public in general regarding safety, health and the environment. The absence of effective coordination and cooperation mechanisms among the social partners are the other key issues that also need to be addressed. Research in the area of OSH constitutes a further aspect of OSH-related endeavor that calls for attention.

In respect to labour inspection, the number of staff and the amount of resources devoted for this purpose are very limited compared to the scope of responsibilities, the increasing number of employers and employees, and the hazards faced by workers. Hence, it is difficult for the labour inspectorates to focus their efforts due to incomplete data collection systems, the hurdles encountered in sharing information, and the lack of coordination within and between inspectorates. The inspectorates are also in lack of modern equipment to carry out their tasks. Moreover, challenges are experienced in connection with law enforcement. Included among these are lengthy and time-consuming litigations involved in bringing to trial violators of OSH standards, light and infrequent penalties imposed, and rejection of the cases in the courts of law on the ground that inspectors do not have the authority to file litigation concerning such issues calls for review of the relevant laws. Further challenges relate to the provision of educational and outreach trainings to employers, workers and labour inspectors. The services rendered in these respects are inadequate due to the shortage of staff and resource constraints in labour inspectorates, as well as in employers and workers organizations. Challenges are experienced as well in respect to the depth, quality and range of information provided in relation to the identification of hazards and the safe practices to adopt particularly in the construction, leather, garments and manufacturing sectors². Empowering the sectors to motivate them implement programmes on voluntary basis yet with the indirect supervision from the Government could greatly improve their OSH performance and reduce both the burden of inspections and injuries while enhancing their economic growth and sustainability.

2.2. HIV/AIDS AND THE WORLD OF WORK

According to the Single Point Estimate, the adult HIV prevalence in the country was estimated at 2.4% in 2010/11 (male 1.9% and female 2.9%). Urban and rural HIV prevalence rates were estimated at 7.7% and 0.9% respectively. The HIV incidence was estimated at 0.29% in the same year. The total number of HIV-positive people was estimated at 1,216,908 and, out of them, 397,818 were eligible for ART. A total of an estimated 28,073 AIDS deaths happened in the same year (Health Sector Development Programme (HSDP) IV Annual Performance Report, 2010/11). In regards to national HIV/AIDS response, the Ethiopian government has demonstrated a strong leadership commitment by creating an enabling policy and institutional environment. This is evidenced by the policy instruments and strategic plans put in place to consolidate and speed up the multi-sectoral response to HIV/AIDS.

The HIV pandemic has become one of the most critical workplace issues of our time. In addition to its devastating impacts on working women and men and their families, HIV affects the world of work in many ways. HIV/AIDS-related stigma and discrimination against the infected and affected threatens fundamental rights at work, undermining opportunities for people to obtain decent work and sustainable employment. By adopting the Recommendation concerning HIV and AIDS and the World of Work (No. 200) in 2010, the ILO's member States reaffirmed their commitment to preventing the spread of HIV and related discrimination in the workplace. The Recommendation calls for the development and adoption of

² Jeff Wheeler & Keith Goddard. "Rapid Assessment of Ethiopia's Labour Inspection System", 2012.

national tripartite HIV workplace policies and programmes through an inclusive dialogue process involving governments, and organizations of employers and workers. Accordingly, a national HIV/AIDS workplace policy framework was developed by tripartite constituents.

Despite the steps taken and the achievements scored, serious challenges still remain to be addressed. Some of these are: weak coordination among workplace actors; working programmes not extended adequately to the informal economy; low involvement of women and people living with HIV (PLHIV) in workplace programmes;; limited uptake of PMTCT services; shortage of updated epidemiological data at the workplace; weak progress measurement mechanisms and reporting systems; donor funds not released, utilized and reported on in timely fashion; and adequate attention not given to quality and sustainability of services

3. STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

International labour standards (ILS) are legal instruments drawn up by the ILO constituents (governments, employers and workers), which set out basic principles and rights at work. These standards are either *conventions* which are legally binding international treaties once ratified by member states, or *recommendations* serving as non-binding guidelines. Ethiopia has ratified a total of 22 ILO Conventions, including the eight fundamental Conventions³. Out of the 22, the country ratified one of the four ILO ‘Priority’ or ‘Governance’ Conventions⁴. The latest Priority Convention ratified by the country on 06 June 2011 is Convention No. 144 on Tripartite Consultation. Article 9(4) of the Federal Democratic Republic of Ethiopia (FDRE) states that: ‘All international agreements ratified by Ethiopia are an integral part of the law of the land’. Despite its ratification record, challenges remain in the concrete application of the rights and obligations enshrined in the Conventions. In respect to this, the government is expected to give due attention to the domestication of international labour standards into national policies and programs. There is also low awareness about these rights at all levels.. Much also remains to be done by way of making a determined effort to sensitize the judiciary effectively enforce compliance with ILS.

3.1. CHILD LABOUR

The FDRE Constitution provides for the protection of children from exploitative practices by stating in Article 36 (1) (d) that: children have the right not to be required to perform work that jeopardizes or is hazardous to their safety, health, and education. The Labour Proclamation (No. 377/2003) forbids the employment of children under the age of 14. Children age 14-18 are classified as young workers by the same law, and they are allowed to work in occupations which are considered to be non-hazardous and have no detrimental effects to their safety, health and developmental prospects. In addition, Ethiopia has ratified two child right conventions issued by ILO (Minimum Age Convention, 1973 No. 138, and Worst Forms of Child Labour Convention, 1999, No.182). Likewise, the Ethiopian government has ratified the UN Convention on the Rights of the Child (CRC). Further measures adopted at policy and programme levels include the National Action Plan on the Elimination of the Worst Forms of Child Labour (WFCL 2013-2015), finalization of the list of hazardous occupations for children, and the formulation of procedures, protocols and guidelines on the prevention of WFCL.

³ The eight Conventions identified by the ILO Governing Body as ‘fundamental’ are: Freedom of Association and Protection of the Right to organize Convention, 1948 (No. 87); Right to organize and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); and Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

⁴ The four Priority/Governance Conventions are: Labour Inspection Convention, 1947 (No. 81); Employment Policy Convention, 1964 (No. 122); Labour Inspection (Agriculture) Convention, 1969 (No. 129); Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Yet, child labour remains to be a serious problem in the country particularly in the urban areas. The latest data on child labour at national level comes from the Ethiopian Demographic and Health Survey (EDHS) 2011. Accordingly, children ages 5-14 who were engaged in economic activities constituted 27.4% (male 31.1% and female 23.5%) at national level⁵.

In spite of the efforts made to deal with the problem, ensuring the protection of children against exploitative practices continues to be a daunting challenge. Major contributory factors as indicated in NAP on the Elimination of WFCL include the inadequacy of relevant legislations, the weakness of law enforcement and labour inspection mechanisms, as well as the limited capacity of institutions established to protect children. The situation is further compounded by limited public awareness on the nature and extent of child labour. The challenge becomes even more serious in view of the lack of inter-agency and inter-sectoral coordination and collaboration at all levels to address the issue.

3.2. TRAFFICKING AND FORCED LABOUR

Reliable data on trafficking and forced labour in Ethiopia are not sufficiently available, largely due to the hidden nature of trafficking. Recent evidence, however, points to a sharp increase in labour migration of Ethiopian workers and with it, the incidence of trafficking for labour exploitation. As a result, the practice has increased in recent years and the youth are deceived and often coerced into migration without adequate protection from abuse and exploitation. It is estimated that women account for up to 98% of Ethiopian migrant workers, and are mostly engaged in domestic work. During 2009-2012, 359,162 labour migrants (female 335,780 and male 23,382) are reported to have accessed employment service and travelled through legal channels to Middle Eastern countries: Saudi Arabia, Kuwait, Dubai and Lebanon, among others (MoLSA, 2012).

The FDRE Constitution reads in Article 18(2) “No one shall be held in slavery or servitude. Trafficking in human beings for whatever purpose is prohibited”. The revised Criminal Code of 2005 has incorporated two specific Articles that deal with the issue of trafficking in persons and Employment Exchange Services Proclamation No.632/2009 prohibit and criminalize human trafficking for labour purpose and forced labour. Ethiopia has also ratified ILO Convention No 29, 1930, which constitutes the basis for ILO’s work on trafficking. In addition, other ILO Conventions No. 181 on Private Employment Agencies, 1997, instrumental as it regulates the recruitment practices; ILO Convention No. 111 on Discrimination (Employment and Occupation), 1958, as many women are particularly vulnerable to trafficking due to their unequal status; and ILO Convention No. 182 on Worst Forms of Child Labour, 1999 which expressly mentions trafficking of children as a worst form of child labour. Moreover, Ethiopia acceded to the two protocols supplementing the UN Convention against Transnational Organized Crime, namely the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (also known as the Palermo Protocol), and the Protocol against the Smuggling of Migrants by Land, Sea and Air. The Government established high level National Council chaired by the Deputy Prime Minister and National Anti-Trafficking Committee chaired by the Ministry of Labour and Social Affairs (MoLSA).

The persistence of labour migration and trafficking is perpetuated by the poverty situation in the country whereby many feel having no alternatives to migrating abroad for finding a job, by scattered legal provisions that fail to explicitly define trafficking as a criminal act, the proliferation of illegal employment agencies, the lack of awareness of communities and stakeholders, and most of all, the ignorance of the potential victims with regards to the risks of trafficking. In this connection, a broad

⁵ The survey defines child labour as (a) children 5-11 years who in the 7 days preceding the survey worked for someone who is not a member of the household with or without pay, or engaged in any other family work or did household chores for 28 hours or more; and (b) children 12-14 years who did the same type of work under the same conditions for 14 hours or more.

intervention gap, as identified by study conducted on trafficking in persons in 2011⁶, is the non-existence of a coherent migration policy in the country. Limitations involving inadequate labour market information systems on jobs at home and abroad, utilization of modern employment contracts, employment and vocational training, and effective monitoring of overseas PEAs representatives are seriously affecting the national efforts to combat trafficking. Other challenges relate to the prosecution of human trafficking. This is compounded by the tendencies in the society to encourage and tolerate labour migration and human trafficking, low level of reporting such cases, reluctance on the part of victims to testify and provide evidence about traffickers making it difficult to prosecute and convict the culprits, and the inadequate investigative skills on the part of law enforcement officials.

4. GENDER EQUALITY

Gender equality entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality is a fundamental value and cross-cutting issue for the ILO in its commitment to advancing opportunities for women and men to obtain decent and productive work. In 2009, the International Labour Conference concluded its discussion on “Gender equality at the heart of decent work” by reaffirming its commitment to advancing gender equality in the world of work.

The FDRE Constitution and the labour law emphasize gender equality in all areas of the labour administration system of the country. Article 42 (d) of the constitution clearly stipulates that women workers have the right to equal pay for equal work. Article 87 of the Labour proclamation states that women shall not be discriminated against as regards employment and payment, on the basis of their sex. In addition, a National Policy on Women was issued in 1993, with the objective of abolishing all discriminatory laws and regulations as well as creating enabling environment for the full participation of all members of the society in the socioeconomic and political sectors, with special focus on women. Besides, one of the strategic pillars of the GTP is addressing gender and youth issues in order to ensure equitable socioeconomic and political participation. In order to realize gender equality, the GTP sets out a clear strategy for gender mainstreaming in all sectors with accountability for addressing gender issues. In addition, list of prohibited work for young workers and women is finalized. Further action taken in the legal arena is Ethiopia’s ratification of the ILO Conventions: The Equal Remuneration Convention, 1951 (No. 100); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) which are core Conventions aimed at promoting equal opportunity and treatment in employment, and Maternity Protection Convention, 2000 (No. 183): this Convention has not been ratified by the country which is aimed at protecting rights for maternity pay, leave etc. All together, the policy and legal frameworks undoubtedly help in creating an enabling environment for promoting equality in employment and eliminating discrimination on any ground.

In regards to gender equality in employment, steps are being taken to promote nondiscrimination of job applicants and decent work for both sexes. In relation to this, there are currently encouraging trends in female participation in education and employed labour force. In addition, women are also being empowered to maximize their roles in labour administrations, industrial relations, the facilitation of working conditions, and thereby ascertain their rights and benefits through effective participation in collective bargaining exercise. As part of this process, gender mainstreaming manual was prepared by

⁶ “Trafficking in Persons Overseas for Labour Purposes: The Case of Ethiopian Domestic Workers”, ILO Country Office Addis Ababa in Collaboration with MoLSA, EEF, and CETU, 2011.

MoLSA in May 2012 in consultation with EEF, CETU and other relevant stakeholders. The main objective of the manual is to serve as a practical tool in prioritizing and incorporating gender issues in the labour sector.

Like in most developing countries, female labour force participation in Ethiopia is mainly in the informal sector that operates beyond the boundaries of labour legislations. The 2005 labour force survey shows that women occupy 65% and 35% of the informal and formal employment sectors in the urban settings respectively. Women's participation in the labour force has been extremely limited because their potentials were not duly valued. As a result, their economic participation has been restricted to what is traditionally referred to as 'women's domain', which is largely low skill and low wage work. Discrimination in hiring and retention processes, and sexual harassment and violence at work are some of the common problems encountered by working women. Women with disabilities face double discrimination because of being a women and having a disability.

The gender wage gap is used to measure and determine the differentials in earnings between working women and men, and reflects the extent to which women lag behind men in respect to participation and access to benefits in the labour force. Accordingly, the gender wage gap in 2005 was 38.8% (urban 48.3% and rural 27.1%), which shows a significant disparity. The 2009 and 2010 UEUS revealed that women's earnings from paid employment grew from 43.0% in 2009 to 44.7 % % in 2010. On the other hand, women's share in wage employment in the non-agricultural sector declined from 39.0% in 1999 to 16.7% in 2005 (NLFS). In urban areas, it declined from 39.5% in 1999 to 36.4% in 2005. The UEUS documented an increase from 39.6% in 2009 to 41.4% in 2010. During the same period, between the two surveys (1999 and 2005) a significant decrease of 24.3 % % was observed in the rural areas (from 37.7% to 13.44%) (Draft DWCPE, 2012). Women employment in industries is lower than that of men; the rate of female employment being 27.9%, and earning on average about 86% of what men earn. On the other hand, women are highly represented in the informal sector, comprising more than 60% of those engaged in the sector (UNDAF 2012-2015). The 2005 National Labour Force Survey reported that the rate of unemployment varies by sex, where urban unemployment was reported to be 27.2% for women as compared to 13.7% for men. The same holds true for rural unemployment where 4.6% of women and 0.9% of men were reported to be unemployed. In light of this, it is obvious that considerable efforts still need to be exerted to address gender inequalities and guarantee full participation for women in the labour sector.

5. SOCIAL DIALOGUE AND COLLECTIVE BARGAINING

ILO's working definition of social dialogue is centered on consensus building and the promotion of common interest through negotiation, consultative engagement or the exchange of information and views between government representatives, employers and workers. Within this framework, social dialogue is concerned with the rights of workers to engage in discussions with government authorities and employers on matters pertaining to work. Social dialogue can thus be used as an instrument to ensure conflict resolution, social equality and effective policy implementation. It serves the purpose of defending rights, promoting employment and securing work.

Recognizing the value of social dialogue in the world of work, Ethiopia has ratified relevant ILO conventions, namely: Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87), the Right to Organize and Bargain Collectively Convention, 1949 (No.98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No.144). The FDRE Constitution stipulates that "every person has the right to freedom of association for any cause or purpose ..." (Article 31). It grants employees the right to form associations to improve their conditions of employment including the right to form and join trade unions. Proclamation No.377/2003 provides for tripartite social dialogue on the basis of ILO conventions, to facilitate the involvement of employers' associations and

trade unions in the management and decision making processes of the labour administration system. A national Tripartite Advisory Board, established in October 2004, has been active in providing advisory opinion to MoLSA relating to employment services, working conditions, occupation safety and health and the implementation of the labour law.

As indicated in the draft DWCPE (2012), the size of membership in trade unions affiliated to CETU reached 405,000 workers in 2013. These are organized in 679 trade unions operating under CETU. Low union density is, in part, attributed to lack of favorable attitudes towards unionization on the part of certain employers. On the other hand, the membership of EEF has increased from 16 enterprises to 679 over the last 12 years. The distribution of membership in EEF by type of organization in 2010 was that the private sector comprised 51.4%, the public sector 35%, and association 14.6%.

The labour proclamation provides for collective bargaining arrangements. However, although a very small percentage of the labour force is covered by collective bargaining, still it forms an important feature of industrial relations in Ethiopia. This is manifested by the increase in the number of collective agreements signed from 22 in 1999 to 507 in 2010. Fluctuations are observed in the number of workers covered by collective agreements during the same period, which dropped to 19,721 in 2010 from 22,807 in 1999. Coverage rates of collective bargaining are generally low, whereas the rates are higher for male workers than for females (Draft DWCPE, 2012).

Social dialogue embraces all types of agreements, consultations and exchange of information. Yet, it is apparent that some employers do not seem to appreciate or consider trade unions as social partners who can collaborate in the promotion of industrial peace and productivity. Additionally, as it appears to be the case, social dialogue should not be restricted to conflict resolution and ad-hock collective bargaining mainly on wages and salaries. In fact, the aim of social dialogue is to foster cooperation between government and employers' and workers' organizations toward achieving the goal of social and economic progress, as well as consensus building and democratic involvement of those with vital stakes in the world of work. In respect to this, it is incumbent on all concerned partners in the labour sector to play their due roles to ensure that the practice of social dialogue is fully dynamic and vibrant. With respect to nurturing tripartite consultation systems at regional and sectoral levels, MoLSA in particular should assume the responsibility of strengthening the structures by way of providing secretarial support such as convening of meetings, taking minutes, following up on the implementation of decisions, as well as engaging in some research/gathering of information to ensure quality debates during deliberations.

5.1.LABOUR ADMINISTRATION

MoLSA and Bureau of Labour and Social Affairs (BoLSA) are entrusted with the powers and responsibilities to administer labour related issues at federal and regional levels respectively. Employment, employment exchange and labour inspection services are some of the most important activities that labour administration agencies are supposed to focus on. Tripartite Labour Advisory Board and Labour Relations Boards are also an integral part of the labour administration process. The Tripartite Labour Advisory Board consists of fifteen members whose main function is to advise the Minister on labour matters. While the Advisory Board operates at the federal level alone, the Labour Relations Boards, whose powers are to handle labour disputes, also function in the regions. The State Minister for Labour Affairs is responsible to oversee the activities of two directorates: The Directorate for Harmonious Industrial Relation and the Directorate for Employment Service Promotion.

Institutions have been put in place to resolve labour disputes depending on the type of cases (individual or collective). These institutions are regular courts and Labour Relation Boards. In cases of individual labour disputes, labour benches of the regular courts at the federal and regional levels are mandated to review the

disputes. As for collective labour disputes, these fall under the jurisdiction of Labour Relations Boards. Amicable dispute settlement through conciliation, when possible, is highly encouraged.

To support and strengthen the labour administration system, among other objectives, MoLSA has developed the country's LSDP. As indicated in the plan, the LSDP focuses on the collection and analysis of labour market information that enables harmonization between human resource supply and demand of the country. The labour market information is intended to be made available to policy makers, employers and job seekers, research and educational institutions by putting in place appropriate mechanisms of dissemination. In addition, the LSDP aims to facilitate access to job opportunities, and the resolution of labour disputes through bi-partite and tripartite consultations by expanding workplace cooperation and social dialogues. The LSDP further aims to promote the respect of rights and obligations, strengthen labour inspection services, improve working environment, occupation safety and health, enhance productivity and thereby support industrial development.

5.2. ROLES OF SOCIAL PARTNERS

Employers' and workers' organizations in Ethiopia actively participate in labour administration, the promotion of decent work and the formulation of DWCP. However, employers and workers' organizations are faced with financial and technical limitation in implementing the key elements of DWCP. It is therefore important to give consideration to the capacity needs of social partners in the development and implementation of DWCP, if the programme is to achieve the intended outcomes.

5.2.1. ETHIOPIAN EMPLOYERS FEDERATION

As a national umbrella organization, the Ethiopian Employers Federation (EEF) has a membership of individual employers and sectoral associations. The primary mission of EEF is to safeguard and defend the interests of employers and, by extension, the promotion of free enterprise in Ethiopia. EEF closely works with the government and CETU and promotes tripartism and social dialogue and plays a key role in the social and economic development of Ethiopia.

The priorities set out in the strategic plans of EEF (2009-2013) are:

- Continually enhance the role of EEF as the voice of employers and enterprises.
- Increase the number of EEF members threefold during the strategic plan period.
- Expand EEF membership to the SME sector.
- Strengthen and expand the financial base of EEF.
- Build and bolster the capacity of EEF so as to deliver efficient services.
- Promote corporate social responsibility.
- Initiate the development of public policy that promotes economic growth and prosperity in Ethiopia.
- Create synergy with other private sector and professional associations.

5.2.2. CONFEDERATION OF THE ETHIOPIAN TRADE UNIONS

Confederation of Ethiopian Trade Unions (CETU) is a national umbrella workers organization that consists of nine National Industrial Federations and 915 Basic Trade Unions. The organizational objectives of CETU are to ensure the solidarity of Ethiopian workers, to advocate the respect and protection of their rights and benefits, and promote their economic, social and cultural interests.

CETU's strategic plan (2011-2014) aims to improve decent work condition through the promotion of stability and security of work; safe work environment; social security; and social dialogue.

The strategic plan sets out the following areas of priorities:

- Undertaking the huge task of organizing workers to maintain their unity and protect their rights.
- Laying the ground for positive understanding and sense of cooperation between employers and workers, and unions and their members.
- Resolving industrial disputes through amicable means, and the provision of legal advice in the case of dispute settlement in the courts.
- Providing trainings and education for workers.
- Strengthening positive communication with international and national organizations.
- Boosting CETU's source of income.
- Exerting efforts for decent working environment.
- Reducing occupational hazards.
- Promoting social security.

ANNEX V: RESULTS FRAMEWORK

First preparation date:
Revision date:

12/02/2014

Results	Indicators and data sources	Critical assumptions and risks	Link to UNDAF outcomes and national development plans	Link to P&B outcomes	Link to regional agenda
CP priority 1: Improving implementation of international labour standards and social dialogue with emphasis on compliance and coverage.					
CP outcome 1 Relevant conventions on labour standards ratified, enforcement and implementation improved.	Indicator 1.2: Number of domesticated conventions.	Implementation of the ratified conventions and reporting continue to be high on the government agenda. Tripartite partners have the capacity to lobby for ratification of relevant convention and cooperate with other partners to fulfill the reporting obligations	GTP Pillar 3: Governance and Capacity Building UNDAF Outcome 1: By 2015, national 1. Proportion of accepted UPR Periodic reports by · Limited coordination UN Agencies actors have enhanced capacity to promote, protect and enjoy human rights and accessibility to efficient and accountable justice systems, as enshrined in the Constitution and in-line with international and regional instruments, standards and norms	Outcome 18: International labour standards are ratified and applied.	Improving governance in the world of work and the labour market
	Data source: MOLSA administrative records				
CP outcome 2: Harmonious labour relations strengthened through social dialogue.	Indicator 2.1: Number of social dialogue forums established.	Willingness and capacity of of the tripartite to establish the social dialogue platforms	GTP Pillar 3: Governance and Capacity Building UNDAF Outcome 1: By 2015, national 1. Proportion of accepted UPR Periodic reports by · Limited coordination UN Agencies actors have enhanced capacity to promote, protect and enjoy human rights and accessibility to efficient and accountable justice systems, as enshrined in the Constitution and in-line with international and regional instruments, standards and norms	Outcome 12: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relation	Improving governance in the world of work and the labour market
	Data source: MOLSA administrative records				
	Indicator 2.2: Number of MOU signed.				
	Data source: MOLSA administrative records				

CP Outcome 3: Conducive environment created for the elimination of worst forms of child labour (WFCL).	Indicator 3.1 Number of workplaces declared child labour free.	The Government and the donor community continue to avail resource to address WFCL. The Government, the employers' and the workers' organizations as well as other stakeholders continue to collaborate to implement national action plan. Resource and capacity of the implementing partners is available.	GTP Pillar 4: Women, Youth and Children, UNDAF Outcome 2 By 2015 women, youth and children are increasingly protected and rehabilitated from abuse, violence and exploitation.	Outcome 16: Child labour is eliminated, with priority given to the worst forms	Improving governance in the world of work and the labour market
	Data source: Survey				
CP priority 2: Promoting decent employment for poverty reduction.					
CP Outcome 4 Policies and programmes on employment intensive investment programme (EIIP), entrepreneurship, business and cooperative development developed and implemented for decent job creation.	Indicator 4.1: Number of decent jobs created.	Funds are available to implement EIIP programmes. There is a growing interest especially the main target groups, for entrepreneurship education, business and cooperative development. The donors continue to appreciate the objective of job creation as a means to attain the GTP and provide support for the ILO and its tripartite partners.	GTP Pillar 1: Sustainable Economic Growth and Risk Reduction, UNDAF Outcome 2 By 2015, a private sector-led Ethiopian manufacturing and service industries, especially small and medium enterprises, sustainably improved their competitiveness and employment creation potentials.	Outcome 1; More women and men have access to productive employment decent work and income opportunities	Full and productive employment and enterprise development
	Data source: ERA reports				
CP Outcome 5: Barriers to decent employment addressed, with particular emphasis given to women, youth and persons with disabilities.	Indicator 5.1: No of women, youth, migrant workers and persons with disabilities supported to have decent employment opportunities.	Stable political and economic environment, Cooperating partners are willing to support (financially and technically) the target group to create decent employment opportunities. Social partners remain committed to support the target group	GTP Pillar 4: Women, Youth and Children UNDAF Outcome 1 By 2015, women and youth are increasingly participating in decision making and benefiting from livelihood opportunities and targeted social services.	Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth	Full and productive employment and enterprise development
	Data source: MoCYA and MoLSA annual reports, Project reports				

CP Priority 3: Improving Social Protection for Sustainable Development					
CP outcome 6: Improved safe and healthy work environment.	Indicator 6.1: Number of workplaces complied with OSH standards	Government and the social partners remain committed Government and allocate resource for OSH. The donor community is willing to provide support to improve OSH environment.		Outcome 6: workers and enterprises benefit from improved safety and health conditions at work	Social protection for all
	Data source: MOLSA, EEF and CETU				
	Indicator 6.2: Workplace information system established				
	Data source: MOLSA administrative records				
CP Outcome 7: Enhanced HIV/AIDS response at workplaces	Indicator 7.1 Number of HIV and AIDS workplaces programmes implemented. Data source: Survey	HIV and AIDS issues continue to attract the Government's, the donor community's the UN's and the private sector's attention and focus. Tackling the HIV and AIDS issue at the workplace is will continue to be the priority. MOLSA, the workers' and employers' organizations have the required capacity to lead the issue of HIV and AIDS at the workplace	Pillar 2: Basic Social Services UNDAF Outcome 2: All in need have improved HIV prevention, treatment, care and support by 2015.	Outcome 8: The world of work responds effectively to the HIV/AIDS epidemic	Social protection for all
CP Outcome 8: National Social Protection coverage improved.	Indicator 8.1 No of NSP strategy and programmes in place Data source: NSSP	Sustained interest of government in promoting social protection. The political and macro-economic situation remains stable. Willingness and commitment from all stakeholders	GTP Pillar 1: Sustainable Economic Growth and Risk Reduction UNDAF Outcome 3: BY 2015 national and subnational institutions start rolling out a minimum package of social protection in accordance with a legislated and funded national action plan.	Outcome 4: More people have access to better-managed and more gender-equitable social security benefits	Social protection for all
CP Outcome 9: Improved implementation of labour migration.	Indicator 9.1: Number of complaints reduced. Data source: MOLSA administrative records, Project report Indicator: No of certified migrant domestic workers Data source: MOLSA administrative records, Project report	Protecting migrant workers remain high the government and all relevant stakeholders agenda in the origin and destination countries. Continued cooperation and partnership with destination countries. Political stability of the destination countries	GTP Pillar 4: Women, Youth and Children UNDAF Outcome 1 By 2015, women and youth are increasingly participating in decision making and benefiting from livelihood opportunities and targeted social services.	Outcome 7: More migrant workers are protected and more migrant workers have accessto productive employment and decent work	Improving governance in the world of work and the labour market

Memorandum of Understanding

Between

The International Labour Organization, and

The Ministry of Labour and Social Affairs of the F.D.R.E.,

The Ethiopian Employers Federation, and

The Confederation of Ethiopian Trade Unions

WHEREAS, the Government of Ethiopia, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the ILO Country Office for Ethiopia and Somalia (referred collectively as the Parties), wish to collaborate in order to promote and advance Decent Work in Ethiopia.

Recalling Article 40 of the ILO Constitution, according to which the ILO shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes and recalling also the applicability of the Host Country Agreements entered into between the Government of the Federal Democratic Republic of Ethiopia and the International Labour Organization on 8 September 1997 and its Amendment of 7 September 2005 and the applicability of the Standard Technical Assistance/Cooperation Agreements (STAA) of 15 March 1958.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme 2014/15 (DWCP). The following are agreed as priorities of the DWCP:
 - I. Improving implementation of international labour standards and social dialogue with emphasis on compliance and coverage;
 - II. Promoting decent employment for poverty reduction; and
 - III. Improving social protection for sustainable development
2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. For DWCP-related activities the Government agrees to apply to the ILO, its property, funds and assets, its officials and any person participating in ILO Activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, and to exempt the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.

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4.

- I. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
- II. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.
- III. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail.
- IV. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.
- V. This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.


For and on behalf of
The Government of Ethiopia

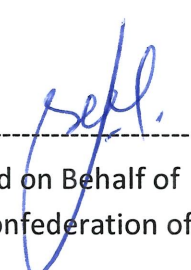
Abdulfatah Abdullahi
Minister




For and on behalf of
The Ethiopian Employers Federation

TADELE W. A. A.
President




For and on Behalf of
The Confederation of Ethiopian Trade Unions

Zerihun A. Mengesha
Vice President of CETU




For and on behalf of
The International Labour Organization

