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MINISTRY OF LABOR
AND SKILLS



International
Labour
Organization



100 years
with Ethiopia
1923-2023-2022-2022



CELEBRATING ETHIOPIA'S 100TH ANNIVERSARY OF ILO MEMBERSHIP AND NATIONAL LABOUR CONFERENCE

“ADVANCING SOCIAL JUSTICE
THROUGH SOCIAL DIALOGUE AND
ENHANCED PRODUCTIVITY”

December
4-6, 2023

TRIPARTITE CENTENARY DECLARATION ON THE OCCASION OF CELEBRATING ETHIOPIA'S 100TH ANNIVERSARY OF ILO MEMBERSHIP AND NATIONAL LABOUR CONFERENCE

04 – 06 December 2023

Addis Ababa, Ethiopia



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Tripartite Centenary Declaration on the occasion of Celebrating Ethiopia's 100th Anniversary of ILO Membership and National Labour Conference

04 – 06 December 2023

“Advancing Social Justice through the Promotion of Social Dialogue and Enhanced Productivity”

Preamble

Ethiopia proudly marks its 100th anniversary of ILO membership, symbolizing a century-long commitment to advancing social justice, decent work, and inclusive development. As the first African nation to join the ILO, Ethiopia's journey has been characterized by a rich history, cultural diversity, and transformative development. This commemoration serves as a momentous occasion to celebrate achievements, recognize tripartite contributions, and reaffirm the commitment to social justice, equitable opportunities, and inclusive development.

Over the past century, Ethiopia's labour administration system has undergone significant evolution, embracing progressive reforms that safeguard workers' rights, promote gender equality, and enhance labour standards. The nation's dedication to the ILO's founding principles of social and economic justice has been a driving force behind the pursuit of decent work and sustainable livelihoods. This celebration not only marks Ethiopia's enduring partnership with the ILO but also inspires other nations in the pursuit of social dialogue, empowerment, and harmonious industrial relations.

Ethiopia's tripartite partners hosted the 2023 Centenary celebration and National Labour Conference from December 4-6 in Addis Ababa, underscoring Ethiopia's commitment to tripartism and social dialogue to ensure decent work and social justice. The centenary celebration and the National Labour Conference were presided over by H.E Ms. Muferihat Kamil, Minister of Labour and Skills, in the presence of Ms. Fanfan Rwanyindo Kayirangwa, Assistant Director-General and Regional Director for Africa at the International Labour Organization (ILO), Mr. Kassahun Follo, President of the Confederation of Ethiopian Trade Unions (CETU), Engineer Getahun Hussien - President, Confederation of Ethiopian Employers Federation (CEEF), Mr. Dawit Moges - President, Confederation of Ethiopian Employers Association (CEEA), Dr. Ramiz Alakbarov, UN Resident Coordinator in Ethiopia, and Mr. Alexio Musindo, ILO Country Director. Participants included senior government officials and labour officials from all regions of Ethiopia, representatives of trade unions and employers' organisations, academia, and other key stakeholders.

The participants:

- ▶ Acknowledged Ethiopia's unwavering dedication to the principles and objectives of the ILO since joining in 1923, contributing to the global and regional efforts to promote social justice and decent work for all.
- ▶ Recognized Ethiopia's commitment to fostering social dialogue and tripartite consultations involving the government, employers, and workers, which plays a crucial role in shaping labour policies and promoting inclusive economic growth.
- ▶ Commended Ethiopia for its continuous efforts in developing and ensuring the implementation of labour laws, policies, and regulations to ensure fair and equitable treatment of workers, fostering a conducive environment for decent work.
- ▶ Acknowledged that ensuring decent work and social justice is one of the means to ensure productivity and competitiveness in the local and global market.
- ▶ Highlighted the challenges faced in achieving full and productive employment, the right to organize, social protection, and occupational safety and health.
- ▶ Highlighted the existing opportunities to ensure decent working conditions through social dialogue and ensuring compliance with labour laws and international labour standards.
- ▶ Recalled the importance of strengthening skill anticipation and entrepreneurship.
- ▶ Acknowledged the existing capacity and willingness to transform labour administration in the country.
- ▶ Recognized the prevalence of decent work deficits, especially in the informal economy.
- ▶ Agreed that the minimum wage is an important tool for protecting workers and ensuring a decent standard of living for workers and their families, contributing to higher productivity, stimulating consumption, and ensuring industrial peace.
- ▶ Recognized gender gaps and discrimination in the world of work.

After extensive deliberation, the participants made the following recommendations to promote social justice, decent work, and enhanced productivity in Ethiopia.

▶ Legal and policy framework

- Ratify conventions C190, C131, C189, C97 and C143 considering the country's development needs and social partners demands.
- Review existing policies and programmes considering the ratified conventions.
- Establish a minimum wage-setting system.

▶ Institutional capacity building

- Strengthen capacity for the full application and reporting of ratified conventions and labour law.
- Strengthen labour administration institutions at national and regional levels to automate services, modernize workflows, and enhance the implementation of legal and policy frameworks.
- Enhance workers' and employers' organizations to broaden their membership base and coverage.



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- Improve occupational safety and health (OSH) and labour inspection services by fostering partnerships with universities and TVTs, as well as outsourcing labour inspection and specialized OSH services.
- Reinforce labour market information systems to provide accurate and timely data for informed decision-making and evidence-based policy development.
- Develop national data of Employers Organization members and trade Union Members
- Enhance labour migration governance by implementing evidence-based policies, improving migrants' qualifications and skills, extending social protection benefits, involving social partners, and facilitating safe, regular, and orderly labour migration.
- Strengthen digital transformation and demand driven TVET.
- Reinforce skills and social protection for refugees.
- Enhance the preparedness to the upcoming era of AI.

► **Social Dialogue and tripartism**

- Enhance social dialogue and productivity dialogue at various levels to foster collaboration among employers, workers, and the government.
- Strengthen tripartite labour advisory boards at the national level and establish regional tripartite labour advisory boards for effective tripartite dialogue.

► **Gender Equality and non-discrimination**

- Ensure gender equality, non-discrimination and provide day-care facilities to facilitate equal participation of women and men in the world of work.

► **Advocacy and Awareness Raising**

- Ensure harmonious industrial relations and industrial peace through building industrial culture, advanced social dialogue.
- Create awareness about labour law and international labour standards ratified by Ethiopia using different innovative approaches.
- Evidence-based advocacy to respond proactively to workplace implications of new global developments, AI, and natural disasters, that influence the world of work.
- The need for regulated migration

► **Partnership and Collaboration**

- Strengthen collaboration and partnership for resource mobilization.
- Strengthen public-private partnerships in skill development leverages the expertise of both sectors, contributing to a skilled and adaptable workforce.

Implementation and follow-up

- The participants agreed that the proposed recommendations to be an integral part of the Ethiopian Decent Work Country Programme 2021-2025. In addition, there should be regular reviews on the implementation by tripartite using the existing systems such as annual labour sector review and social partners annual reviews meetings.



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Tripartite partners committed to advance social justice in Ethiopia for the next 100 years by unveiling a Commemorative Plaque!

