



International  
Labour  
Organization



100 years  
with Ethiopia

1923-2023 • ፲፱፻፳፫-፳፻፳፫

— CELEBRATING —  
★  
100  
YEARS  
★ ANNIVERSARY —









International  
Labour  
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ADVANCING SOCIAL JUSTICE  
& PROMOTING DECENT WORK IN  
**ETHIOPIA**

—★CELEBRATING★—  
**100**  
YEARS  
★ANNIVERSARY★

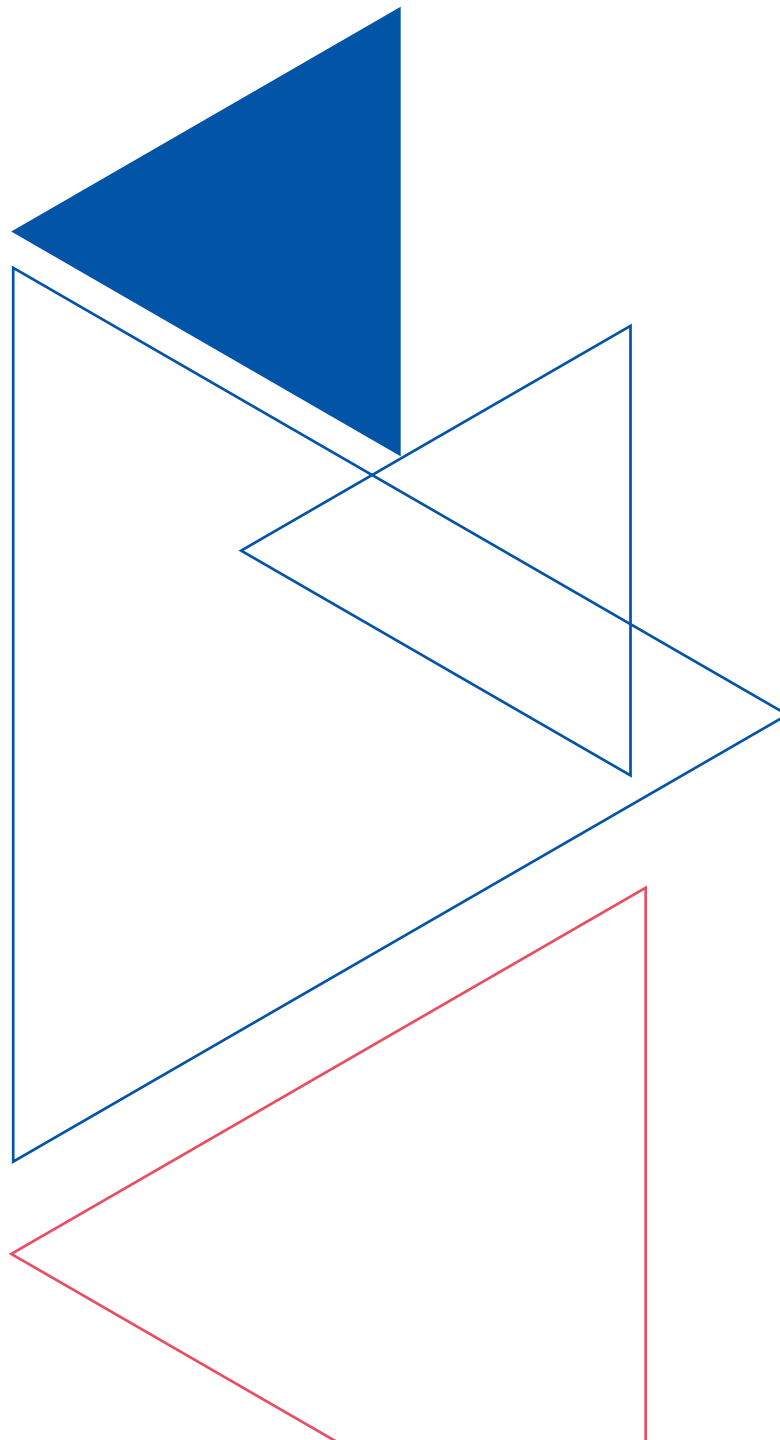




**International  
Labour  
Organization**

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YEARS

Advancing Social Justice  
& Promoting Decent Work in  
Ethiopia





**Mr. Alexio Musindo**

*Director, ILO Country Office  
for Ethiopia, Djibouti, Somalia,  
Sudan and South Sudan and  
Special Representative  
to the AU and ECA*



## MESSAGE FROM THE DIRECTOR

Dear esteemed readers,

It is a great pleasure for all of us to be part of this important milestone, as we celebrate Ethiopia's 100 years of ILO membership. This milestone not only marks a century of Ethiopia's active participation in the international community but also signifies the nation's unwavering commitment to the principles and values upheld by the International Labour Organisation.

Ethiopia's journey as a member of the ILO begun on 28<sup>th</sup> of September 1923 when the nation officially joined our organization and has been an active participant in the organization's efforts to promote decent work and social justice ever since.

Ethiopia's 100 years of membership with the ILO is a testament to the country's commitment to promoting social justice, human rights, and sustainable development through decent work. The ILO's technical assistance on top of the commitments by our tripartite partners have contributed significantly to Ethiopia's progress in improving working conditions, promoting social inclusion, and advancing sustainable development.

As we celebrate this momentous occasion, it is important to reflect on the achievements and challenges of the past century. We must acknowledge the progress made while also recognizing the work that lies ahead. Ethiopia remains committed to upholding the principles and values enshrined in the constitution of this esteemed organization.

Ethiopia's ratification of 23 ILO Conventions including the 9 fundamental ones is a good testament for the nation's commitment to the ILO agenda as manifested in the international labour standards.

Despite the country's progress in improving labour standards and promoting decent work, many challenges remain, particularly for women and girls, domestic workers, migrant workers, and forcibly displaced persons.





Yet, with the continued support of the ILO and other stakeholders, Ethiopia is well-positioned to make further progress in the decades ahead.

That's one of the biggest reasons we needed to publish this history book that highlights key milestones in our century-old partnership to reflect on the successes and evaluate the challenges. This will also be a turning point where we envisage on how we want to cooperate for the next century to advance social justice and promote decent work for all Ethiopians.

This book is only to kindle a spark on the significant milestones in the last century starting from the genesis of Ethiopia's membership up to today as we implement the latest Decent Work Country Programme for Ethiopia. Hence, we believe it helps readers to dig more and understand the details of our cooperation.

On behalf of the ILO Country Office in Addis Ababa, I extend my heartfelt gratitude to all our constituents and partners in Ethiopia for their support, collaboration, and friendship over the past century. It is through our collective efforts that we have been able to make a positive impact on the lives of millions in this country.

In conclusion, let us use this momentous occasion as an opportunity to renew our commitment to the ideals enshrined in the ILO constitution.

Thank you.





**H.E. Ms. Muferihat Kamil**

*Minister, Ministry of Labour and Skills in Ethiopia*

## የሥራና ክህሎት ሚኒስቴር ሚኒስትር የክብርት መፈረሃት ካሚል መልክነት

የሥራና ክህሎት ሚኒስቴር የአሠሪና ሠራተኛ ግንኙነትን በማሻሻል ምርታማነትን ለማረጋገጥ እየተገበራቸው የሚገኙ የሪፎርም ሥራዎች መሰረታዊ የእሳቤ ለውጥ ማምጣትን መነሻ ያደርጋሉ። በአሠሪና ሠራተኞች መካከል ለዘመናት የሰፈነውን የጨቋኝ ተጨቋኝ ትርክት በመቀየር ምርታማነትን ማዕከል ያደረገ ግንኙነት እንዲኖር ማስቻልም የሚኒስቴር መ/ቤቱ በዘርፉ እየተገበረ የሚገኛቸው የሪፎርም ሥራዎች ዋነኛ ማጠንጠኛ ነው።

በዚህ መልኩ የተቀረፁትን የሪፎርም ሃሳቦች ተግባራዊነት ከማረጋገጥ አንፃርም አዲስ የኢንዱስትሪ ባህል መገንባት እንደሚያስፈልግም በፅኑ እናምናለን። በመሆኑም ብቁ ክህሎት ያላቸው፣ በአገር ውስጥም ሆነ በዓለም አቀፍ ደረጃ ተወዳዳሪ የሆኑና አገር ወዳድ ሠራተኞችን በማፍራት የኢንዱስትሪውን ሠላም ለማረጋገጥ የሚያስችሉ ዘርፈ ብዙ ዕቅዶች በሪፎርም ሥራዎቻችን ውስጥ ተካተዋል።

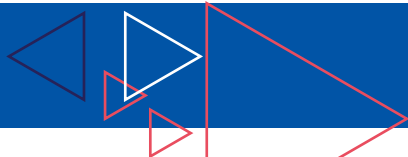
በሌላ በኩል ግጭትንና አለመግባባትን ብቻ ሳይሆን አምራችነትንና ትጋትን መለያው አድርጎ የወሰደ፣ ሰው ተኮር እና ምርታማነትን ማዕከል ያደረገ የምክክር ስርዓትን በመዘርጋት ላይ እንገኛለን። የምክክር መድረኮቹ ጊዜያዊ ግጭትንና አለመግባባትን በመፍታት ላይ ብቻ ሳይወሰኑ የአመለካከት ለውጥን ለማምጣት፣ አቅም ለመገነባባትና በመጨረሻም ምርታማነትን ለማረጋገጥ በሚያስችል መልኩ አሠሪዎች ከአሠሪዎች ጋር እንዲሁም ሠራተኞች እርስ በእርሳቸው ውጤታማ በሆነ መልኩ ማካሄድ እንዲችሉ ተደርገው ተቀርፀዋል።

አዲሱ የዘርፉ እሳቤ መሰረት ሠራተኞች በአብዛኛው ከሚስተዋለው መብት ተኮር ከሆነው አመለካከት ወጥተው አዳዲስ የፈጠራና የኢኮኖሚኒን ሃሳብን በማከል ምርታማነታቸውን የሚያሳድጉበት አስተሳሰብ እንዲገነቡ፣ አካላዊ፣ አእምሮዊ ስሜታዊና መንፈሳዊ ብቃቶችን እንዲያዳብሩ በማስቻል ላይ ያተኮራል።

የሥራ ላይ ደህንነትና ጤንነትን በተመለከተ የምናደርገውን ክትትልና ቁጥጥርም ሚኒስቴር መ/ቤታችን ያለማውን የሥራ ገበያ መረጃ ሥርዓትን በመጠቀም የሚከናወን ይሆናል። ይህ ሥርዓት የዓለም የሥራ ድርጅት (ILO) የሙያ ላይ ደህንነትና ጤንነትን አስመልክቶ ያስቀመጣቸውን መስፈርቶች መሰረት አድርጎ ይከናወናል። አሁን ያለብንን የባለሙያዎች አጥረትን ለመቅረፍም ከቴክኒክና ሙያ ተቋማት ጋር በመተባበር ባለሙያዎችን ለማሰልጠን የሚያስችል ቅድመ ዝግጅት እያደረግን እንገኛለን።

ጤናማ የአሠሪና ሠራተኛ ግንኙነት የኢንዱስትሪ መሰረተ ልማት የግንባታ ሒደቱን በማፋጠን የሀገራችን ኢኮኖሚያዊ ብልፅግና በማረጋገጥ በኩል ጉልህ ድርሻ እንዳለው እናምናለን። በዚህ መልኩ የሚገለፀውን ግዙፍ አገራዊ ተልዕኮ በብቃት ለመወጣት ከዓለም የሥራ ድርጅት (ILO)፣ ከአሠሪዎች ኮንፌዴሬሽንና ከሠራተኛ ማህበራት ጋር ያለን የጋራ ግንኙነት ለወደፊትም ተጠናክሮ ይቀጥላል። የዓለም የሥራ ድርጅት (ILO) ባለፉት አንድ መቶ ዓመታት በአገራችን ውጤታማ የአሠሪና ሠራተኛ ግንኙነት እንዲኖር ጉልህ አስተዋፅኦ እንዳበረከተ እሙን ነው። በቀጣይም ሚኒስቴር መ/ቤታችን የዘርፉን ውጤታማነት ለማረጋገጥ የቀረገቸውን የሪፎርም ሥራዎች በጥምረት በማሳካት የጋራ ድሎቻችንን የምናበሥርበት ቀን ሩቅ እንደማይሆን ያለኝን ፅኑ እምነት እገልጻለሁ!

አመሰግናለሁ!





Mr. Kassahun Folo

President, Confederation of  
Ethiopian Trade Unions  
(CETU)

## ▶ የኢትዮጵያ ሠራተኛ ማኅበራት ኮንፌዴሬሽን (ኢሠማኮ) ፕሬዝዳንት የክቡር አቶ ካሳሁን ፎሎ መልዕክት

በቅድሚያ ኢትዮጵያ በዓለም ሥራ ድርጅት (ILO) አባል ከሆኑ ቀደምት የአፍሪካ አገሮች አንዷ በመሆን ለምዕተ ዓመት የነበራትን ተሳትፎ የምታከብርበት የ100ኛ ዓመት ዋዜማ ላይ ይህን መልዕክት ለማስተላለፍ ታሪካዊ ዕድል በማግኘቴ የተሰማኝን ልባዊ ደስታ እየገለጽኩኝ እንኳን አደረሳችሁ አደረሰን ለማለት እወዳለሁ።

ምንም እንኳን የዓለም ሥራ ድርጅት ከተመሰረተበት ከ 1919 ጀምሮ የ187 አባል አገራት መንግስታትን፣ አሰሪዎችን እና ሠራተኞችን በጋራ የሚያገናኝ፣ የሥራ ድንጋጌዎችን የሚወስን፣ ፖሊሲዎችን የሚያገለግል፣ በሥራ ዓለም ለሁሉም የሠራተኛ ፈርጆች/ለወንዶች፣ ሴቶች፣ የአካል ጉዳተኞች... ወዘተ/ ምቹ ሥራን፣ ማኅበራዊ ፍትህን እና የሥራ ሁኔታዎችን የማሻሻል ተልዕኮ ያነገበ ብቸኛው የተባበሩት መንግስታት የሥራት-የሥራ ሔጀንሲ ቢሆንም በአገራችን ኢትዮጵያ ሠራተኛው ያለፈበት ውጣ ውረድ ግን የዚህን በጎ ነጸብራቅ የሚያሳይ ነበር ለማለት አይቻልም።

በ1923 ገና በጠዋቱ የዓለም ሥራ ድርጅትን የተቀላቀለችው ኢትዮጵያ ለኢንዱስትሪ ግንኙነት ተገቢውን ትኩረት የሰጠች አልነበረችም። በወቅቱ የሠራተኛው መደብ ለራሥ ወዳድ አሠሪዎች ብዝበዛ የተጋለጠ ነበር። ኢትዮጵያ በ1936 ፋብሪካዎችን ለመቆጣጠር ያወጣችው አዋጅ ቁጥር 58/1936 በማኅበር ስለመደራጀት፣ ስለሥራ ሁኔታዎች፣ የሥራ ክርክሮችን ስለሚወስኑበት ሥርዓት ምንም ዓይነት ድንጋጌ ያላካተተ ነበር። የዚያው አዋጅ አስፈጻሚ መሥሪያ ቤት የነበረው ንግድ እና ኢንዱስትሪ ሚኒስቴር አዋጁ በሁለንተናዊ መልኩ እንዲሻሻል ወይም በሌላ አዋጅ እንዲተካ እርምጃ ባለመውሰዱ የመብት ጥሰቱ የከፋበት ሠራተኞች መፍትሄ ለማግኘት ተደጋጋሚ አቤቱታ እና የሥራ ማቆም እርምጃ ለመውሰድ ግድ ሆኖባቸው በተለያዩ ተቋማት ድርጊቱን ሲፈጽሙ የነበሩ ስለመሆኑ ታሪክ ያስረዳል።

በኢንዱስትሪው ዕድገት የሠራተኛው ቁጥር በመጨመሩ አቤቱታውን እና የኢንዱስትሪ እርምጃው በዚያ መጠን እየሰፋ በመሄዱ እና ለመንግሥት ከቁጥጥር ውጪ ሆኖበት በ1952 ዓ.ም. የፍታብሔር ጎጣ ሲወጣ የሥራ ውልን፣ በማኅበር መደራጀትን፣ የኅብረት ስምምነትን፣ ደሞዝን፣ የሥራ ሰዓትን፣ የዓመት ፍቃድን፣ የወሊድ ፍቃድን እና ሌሎችንም የሥራ ሁኔታዎች በ16 አንቀጾች ከቁጥር 2512-2597 የተመለከቱትን ድንጋጌዎችን አጠቃሎ በመውጣቱ በአሠሪ እና በሠራተኛ ጉዳይ ላይ መንግስት የወሰደው እርምጃ ትክክለኛ ፈሩን ለመያዙ ፍንጭ ሰጠ ሆኖም፣ የሕጉን መሠረታዊ አስተሳሰብ በሚገባ ተረድቶ በባለቤትነት የሚያስፈጽም አካል ተለይቶ ባለመገለጹ ችግሮች እንዲባባሱ እና ሠራተኛው በብሶት እየገነፈለ የሥራ ማቆም እርምጃ መውሰድ ከዚያም አልፎ ከፀጥታ አስከባሪዎች ጋር ግጭቶች ተፈጥረው ለሞት የተዳረገበት አጋጣሚ ፈጥሮ ነበር።

ይህ በአንዲህ እያለ በ1953 ዓ.ም. የተደረገ የመፈንቅለ መንግስት ሙከራ በይበልጥ የሠራተኛው ንቃተ ኅሊና ከፍ እንዲል በማስቻሉ እና ጥያቄውን በስፋት ማፋፋሙ፣ በሌላውም የኅብረተሰብ ክፍል በመንግስት አመራር ላይ የሚታዩትን ጉድለቶች እና የፖለቲካ መብት ጥያቄዎች እየጎሉ በመምጣታቸው መንግስት አንዳንድ ለውጦች ለማድረግ በመገደዱ፣ ትኩረት ስቦ የነበረው የሠራተኛው ጉዳይ ኃላፊነት ለህዝባዊ ኑሮ ዕድገት እና ማኅበራዊ ጉዳይ ሚኒስቴር ሲሰጥ፣ ሚኒስቴሩ ኃላፊነትን ከመጀመሩ በፊት በኢንዱስትሪ ሚኒስቴር ተጀምሮ የነበረውን የአሠሪ እና









**Mr. Tadele Yimer**

*President, Confederation of  
Ethiopian Employers Association  
(CEEA)*

## ▶ የኢትዮጵያ አሠሪዎች ማኅበራት ኮንፌዴሬሽን (ኢአፌ) ፕሬዝዳንት የክቡር አቶ ታደሰ ዩመር መልዕክት

በቅድሚያ ለአባል ፌዴሬሽኖቻችን፣ ለመላው የኢትዮጵያ አሠሪዎች እና ሠራተኞች፣ ለሥራው ዓለም ተዋንያን እና አጋሮች ሁሉ ኢትዮጵያ አገራችን የዓለም ሥራ ድርጅት /International Labour Organization - ILO/ አባል የሆነችበት የ100ኛ ዓመት በተለያዩ ዝግጅት ለሚከበርበት ቀን **እንኳን አደረጋችሁ /አደረሱ/ እያልኩ የደስታ መግለጫ መልዕክቴን በኢትዮጵያ አሠሪዎች ማኅበራት ኮንፌዴሬሽን** እና በራሴ ሥም ለማስተላለፍ እወዳለሁ።

ለሰው ልጆች እልቂት እና ለሀብት ውድመት ምክንያት የሆነው አንደኛ የዓለም ጦርነት ያበቃበት ስምምነት አካል ሆኖ የተቋቋመው የዓለም የሥራ ድርጅት የሠራተኛውን መብት እና ጥቅም ስርዓት በተዘረጋለት አግባብ የማስከበር እና የኢንዱስትሪ ሰላም እንዲሰፍን የማስቸል ዕውቅ ተልዕኮ ይዞ መነሳቱን ከመቶ ዓመት በላይ ከተጓዘበት የጥረት መንገድ ለመረዳት አያዳግትም። ድርጅቱ ገና ከመነሻው በአባል አገራት እንዲተገበሩ ፋና ወጊ ጅምር አድርጎ ያወጣቸው ድንጋጌዎች የሥራ ሰዓትን፣ ሥራ አጥነትን፣ የወላጅ እናቶች መብት ጥበቃን፣ የሴቶችን የሌሊት የሥራ ሰዓትን፣ የወጣቶች የምሽት ሥራ እና አነስተኛ ዕድሜን የሚመለከቱ ሲሆን እንደ አብነት በቀዳሚነታቸው ይጠቀሳሉ። እነዚህ ድንጋጌዎች ዛሬ የሥራው ዓለም ከደረሰበት የስኬት ከፍታ እና ምጥቀት ጠንካራ መሠረት እና ጥርጊያ መንገድ ሆነው ማገልገላቸውን ስንመለከት ለዓለም ሥራ ድርጅት ዘላቂ ጥረት ከብር አንሰጣለን። ድርጅቱ የሚያወጣቸው ኮንፌንሽኖች እና ስታንዳርዶች፣ የአሠራር መርኖዎች እና የሚያደርገው ቀጣይነት ያለው ዘርፈ ብዙ ድጋፍ ሠራተኛውን እና አሠሪውን መንግስትን እና አገርን አብዝቶ የሚጠቅም በመሆኑ በአጋርነቱ ኩራት እየተሰማን በጋራ የመሥራት ብርታታችን ይጨምራል።

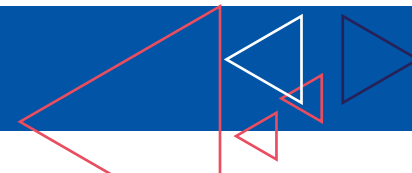
የዓለም ሥራ ድርጅት የአጋርነቱ ዓይነተኛ መግለጫ የሆኑ ተግባራትን በአገራችን ሲያከናውን በመቆየቱ እና በዚህ የጥረት መንገድ ላይ በመገኘቱ እና መሰማማገጡን። በኢትዮጵያ የሥራ ቦታዎች የመብት ደኅንነት እና ጤነት እንዲጠበቅ፣ በአሠሪ እና ሠራተኛ መካከል ጤናማ የሥራ ግንኙነት እንዲፈጠር፣ የሥራ ገበያ መረጃ እና የሥራ ስምሪት አገልግሎት ተደራሽ እንዲሆን፣ በሁለትዮሽ እና በሦስትዮሽ አሠራር ውስጥ ማኅበራዊ ምክክር እንዲዳብር እና አስተማማኝ የኢንዱስትሪ ሰላም እንዲሰፍን ብርቱ ጥረት አድርጓል። የሥራ ዕድል በሰፊው እንዲፈጠር እና የሥራ ባህል እንዲያድግ፣ የሥራ ደረጃዎች እንዲጠበቁ፣ በሥራ ቦታ ኤችአይቪ/ኤድስን የመከላከል ሥራዎች እንዲጠናከሩ፣ የህጻናት ጉልበት ብዝበዛ ከሥራው ዓለም እንዲወገድ፣ ግንዛቤ በሁሉም ዘንድ እንዲሰርጽ፣ የሠራተኛው ማኅበራዊ ዋስትና እንዲረጋገጥ በሥራው ዓለም ውስጥ ማኅበራዊ ፍትኅ እንዲሰፍን ILO በቀጣይነት ሲሰራ መቆየቱን ማስተዋላችንን ስንመሰክር በጠንካራ አጋርነቱ እየኩራን ነው። የኢትዮጵያ አሠሪዎች በየክልሉ እየተዘዋወርን በአሠሪ ማኅበራት ስናደራጅ ላደረገልን መሉ ድጋፍ ምንጊዜም የማይረሳ አጋርነት ነው።

አገራችን ኢትዮጵያ ገና ከጅምሩ የዓለም ሥራ ድርጅትን መልካም አያያዝ ተመልክታ ከአፍሪካ በቀዳሚነት እና በብቸኝነት እና በአባልነት በጠዋቱ መቀላቀሏ የአለፈውን ትውልድ ብልህነት የሚያሳይ ነው ብለን እናምናለን። ተከታታይ ትውልድ በሚመክርበት ዓለም አቀፍ መድረክ ላይ ልጆቻቸው በመስራች አባልነት እንድንገኝ ስላደረጉ አባቶቻችንን እና መሠላማናለን። ኢትዮጵያ የILO አባል የሆነችበት አንድ መቶኛ ዓመት በዓል ሲከበር የተመጣበት እና የተደረሰበት ጉዞ የሚታሰብበት፣ እንዲሁም ከሥራው ዓለም ፈጣን ግስጋሴ አንጻር መጪውን ጊዜ አሻግሮ መመልከት የሚቻልበት እና የታለመለትን ግብ የሚመታ እንዲሆን ከልብ እመኛለሁ።

እመሰግናለሁ!

ፈጣሪ አገራችንን ይባርክ!

ታደላ ይመር የኢ.አ.ማ.ኮ. ፕሬዝዳንት





Mr. Dawit Moges

President, Ethiopian Employers' Federation (EEF)

## የኢትዮጵያ አሠሪዎች ፌዴሬሽን (ኢአፌ) ፕሬዝዳንት የክቡር ኦቶ ዳዊት ሞገስ መልዕክት

ከሁሉ በማስቀደም ኢትዮጵያ የዓለም ሥራ ድርጅት (ILO) አባል የሆነችበት 100ኛ ዓመት ለሚከበርበት ቀን እንኳን አደረሳችሁ እያልኩ ለፌዴሬሽናችን አባል ማኅበራት፣ ለመላው የአገራችን አሠሪዎች እና ሠራተኞች፣ በሥራ ዓለም ውስጥ የአጋርነት ፊት አውራሪ ለሆነው ILO የደስታ መግለጫ መልዕክቱን በኢትዮጵያ አሠሪዎች ፌዴሬሽን እና በራሴ ስም ሳስተላልፍ ልዩ ደስታ እንደሚሰማኝ ለመግለጽ አወዳለሁ። ደስታዬን ልዩ የሚያደርገው ተጨባጭ ምክንያት ደግሞ የዓለም ሥራ ድርጅት በአገራችን የሠራው ድምጽ በመሆን ረዥም ርቀት ለተጓዘው አንጋፋው የኢትዮጵያ አሠሪዎች ፌዴሬሽን የምንጊዜም አጋር በመሆን ከ70 ዓመታት በላይ አገር ጠቀም ተግባራትን ሲያከናውን መቆየቱ ነው። ዛሬም መደበኛ የአጋርነት ተግባራትን ከሚያከናውንበት ጥረት ጎን ለጎን የሥራውን ዓለም ቀዳሚ ባለቤቶች እና ባለድርሻ አካላትን በማስተባበር የ100ኛ ዓመት ክብረ በዓል በማዘጋጀቱ ከልብ የምናመሰግነው ባርኔጣችንን በማንሳት ነው። የበዓሉ መከበር በዘርፉ ከዛሬ የበለጠ ውጤት እንዲያመጣ የሥራ መነቃቃት የሚፈጥር ዘርፈ ብዙ ፋይዳ ስላለው አሠሪዎች ከፍተኛ ደስታ ይሰማናል።

ILO ሥራ በዓለም አቀፍ ደረጃ ደርዝ እየያዘ በሰው ልጆች አኗኗር ላይ የተፋጠነ ለውጥ እንዲያመጣ ብርቱ ጥረት ያደረገ እና ተከታታይ ሥኬት እያስመዘገበ የተራመደ መሆኑን ስናስተውል ለተግባሩ ሁሉ ክብር እንሰጣለን። ኢትዮጵያም የድርጅቱ አባል የሆነችው ገና በጠዋቱ ስለሆነ ድርሻዋን እያበረከተች በጋራ በመጓዝ እንሆ ለመቶ ዓመታት ዘልቃለች። ታሪክ የመጣበትን እና የትናንት አሻራዎችን ስናጤን ኢትዮጵያ በዚያን ጊዜ ከአፍሪካ አህጉር ብቸኛዋ እና ቀዳሚዋ የILO አባል አገር እንደነበረች መጠናቸው የበዛ ተግባራትን ከአሠሪዎች፣ ከሠራተኞች እና ከመንግሥት አስፈጻሚ አካላት ጋር እያከናወነ ተልዕኮውን የተወጣበት ዘርፍ ሰፊ ነው። ከኢትዮጵያ አሠሪዎች ፌዴሬሽን ጋር በመተባበር ካከናወናቸው የቅርብ ጊዜ ተግባራት እንኳ ለአብነት ያህል ብንጠቅስ አያሌ ጉዳዮችን ለመመልከት ያስችለናል።

አሠሪዎች ሥራን በዕውቀት እና በግንዛቤ የመምራት ክፍሎች ካዳበሩ የአሠሪ እና ሠራተኛ ግንኙነት ይበልጥ ጤናማ እንዲሆን እና የኢንዱስትሪ ዘላቂ ሰላም እንዲሰፍን ያስችላል የሚለውን ጉዳይ ታሳቢ በማድረግ እና ቅድሚያ ትኩረት በመስጠት የፌዴሬሽናችን የበርድ አባላት እና ባለሙያዎቻችን በድርጅቱ የውጭ አገር ማሰልጠኛ ተቋማት እንዲሠለጥኑ አድርጓል። በአገር ውስጥ በሚካሄደው ሥልጠናም አባሎቻችን ለሥራው ዓለም የሚበጅ ዕውቀት እንዲገቡ እና የግንዛቤ አድማሳቸው እንዲሰፋ እና አቅማቸው እንዲገነባ አስችሏል። ፌዴሬሽናችን የአሠሪ ማኅበራትን ለማደራጀት ሲንቀሳቀስ ቀጣይ ድጋፍ አድርጓል። ከውጭ አገር ኤክስፐርቶች እያስመጣ በሎጊስቲክ እና በኢኮኖሚ ላይ ሥልጠና ሰጥቷል። በሁሉም ዘርፍ የፋይናንስ እና የቴክኒክ ድጋፍ አድርጓል። በህጻናት ጉልበት ብዝበዛ እና በህገወጥ የሰዎች ዝውውር፣ በሥነ ፆታ እና በHIV AIDS ዙሪያ ጥናት እየተካሄደ ሥልጠና ሲሰጥ ሁሉ ሙሉ ድጋፍ አድርጓል። በሥራው ዓለም ውስጥ መልካም የሥራ ድባብ እንዲፈጣር ያለመታከት ሠርቷል ብንል ገላጭ ማጠቃለያ ይሆናል። በቀጣይ መልቲ ሻርናል ኢንተርፕራይዝ በህጻናት ጉልበት ብዝበዛ፣ በሙያ ደህንነት እና ጤንነት፣ በማኅበራዊ ምክክር፣ በነጻ ስለመደራጀት ከአሠሪዎች የሚጠበቀውን በሚመለከት ባወጡት ዲክላራሲዮን ላይ በጋራ ለመሥራት ዝግጅታችንን ባጠናቀቅንበት ደረጃ ላይ መገኘታችን የድርጅቱን የምንጊዜም አጋርነት ያሳያል።

ይህ የአቅም ግንባታ ጥረት እና የዕውቀት ሽግግር የዛሬውን ችግር ለመፍታት ብቻ ሳያበቃ መጪውን የኢንዱስትሪ ዘመን ለማስተናገድ የሚችል አገራዊ አቅም እንዲፈጠር ሰፊ ድርሻ የሚያበረክት በመሆኑ ILOን እናመሰግናለን። በመጨረሻም የኢትዮጵያ አሠሪዎች ፌዴሬሽን በዓለም ሥራ ድርጅት የተዘጋጀው የ100ኛ ዓመት ክብረ በዓል የታለመለትን ግብ እንዲመታ ከልብ ይመኛል። ፌዴሬሽናችን ከILO ጋር የበለጠ ለመስራት ዝግጁ መሆኑን አረጋግጣለሁ።

አመሠግናለሁ!

ፈጣሪ አገራችንን ይባርክ!

ዳዊት ሞገስ

የኢአፌ ፕሬዝዳንት





**Eng. Getahun Hussien**

*President, Confederation of  
Ethiopian Employers Federation  
(CEEFF)*



## **MESSAGE FROM THE PRESIDENT OF THE CONFEDERATION OF ETHIOPIA EMPLOYERS' FEDERATION (CEEFF)**

The origin and growth of the Federation of Employers of Ethiopia is closely related with the parallel development of the Trade Unions in the country.

Accordingly, the imperial regime issued a labour relations decree, Decree No.49/1962 and recognized labour unions and employers' associations for the first time in the history of Ethiopian labour movement. This in turn resulted in the birth of the Ethiopian Employers' Union on 11 April 1964.

However, the Proclamation No. 64/1975 with the coming into power of the Socialist "Derg regime" denied the rights of employers to organize.

With the downfall of the "Derg regime," the employers rights to organize and freedom of association have been ensured by Labour Proclamation No. 42/1993.

Therefore, the Ethiopian Employers Federation (EEF) was established in May 1997 due to the enabling legal environment that encourages freedom of association and workplace cooperation in the country. The then President of EEF was H.E Roberto Yakona.

After a long journey, the present Confederation of Ethiopian Employers' Federations (CEEFF) became into being as an apex organization after the merger of the Ethiopian Employers Confederation (EEC) and the Ethiopian Industry Employers Confederation (EIEC) that took place on 1<sup>st</sup> October 2020, with the facilitation and support of the Government, ACTEMP, ILO Country Office in Addis Ababa and the NHO/NORAD.

Accordingly, CEEFF became a super employers organization comprising various Federations organized around regions and sectors throughout the country.

CEEFF as an umbrella organization representing employers and business in Ethiopia aims at:

- Promoting and protecting the common interests of employers engaged in different sectors;





- Bringing unified views and opinions of employers on labour related issues to government
- Advancing decent work and social justice;
- Maintaining healthy and stable industrial relations;
- Ensuring safety and health at workplace and working environment
- Undertaking studies on labour issues and disseminating relevant and up-to-date information related to labour management relations, collective bargaining, etc., members and other stakeholders, as appropriate;
- Offering legal and advisory services concerning various aspects of labour issues to its members
- Representing members in the national, regional and international forums on labour and related matters
- Strengthening organizational and technical capacity of members through training and other forms of supports
- Taking necessary measures as regards to Corporate Social Responsibility (CSR) in Ethiopia

To this effect, CEEF is committed to be a strong, independent and well-functioning body that efficiently and effectively serves for the collective needs and interests of its members through social dialogue with the goal to ensure sustainable and Inclusive growth, poverty reduction, and advancing decent jobs and social justice by building resilient and sustainable enterprises in Ethiopia.

CEEF is an active member of International Employers Organization (IOE), Business Africa and partner of many other organizations including the ILO.

With this backdrop, CEEF is closely and collaboratively working with national, regional and global partners (such as government, workers organizations, International Labour Organization (ILO), International Organization of Employer: (IOE), Business Africa, the East African Employers Organization (EAEO), etc.) towards achieving decent work and social justice.

**Eng. Getahun**

*the president of confederation of Ethiopia Employers' federation (CEEF)*



**H.E Dr. Ergogie Tesfaye**

Minister - Ministry of Women and Social Affairs (MoWSA)

## የሴቶችና ማህበራዊ ጉዳይ ሚኒስቴር ሚኒስትር የክብርት ዶ/ር ኤርጎጌ ተስፋዬ መልክክት

### እንኳን ለዓለም የስራ ድርጅት መቶኛ ዓመት በሰላም አደረስን!!!

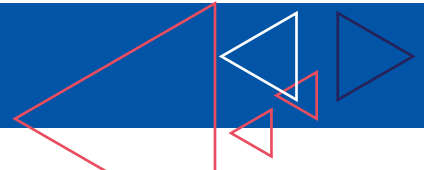
ዓለም አቀፍ የሥራ ድርጅት (ILO)፣ የተባበሩት መንግሥታት ድርጅት ብቸኛው የሰስትዮሽ ማለትም የመንግሥትን፣ የሠራተኛና የአሰሪ ተወካዮችን የሚያገናኝ እ.ኤ.አ በ1919 የሰላም ስምምነት መሠረት ትብብርን ለማሻሻል ያለመና የዓለም አቀፍ የሥራ ደረጃዎችን፣ ፖሊሲዎችን እና ፕሮግራሞችን የማዘጋጀት ኃላፊነት የተሰጠው ተቋም በመሆኑና ኢትዮጵያም ከአፍሪካ አገሮች ቀድሞ የኮንቬንሽኑ ስምምነት አባል ከሆነች 100ኛ ዓመት ስለሆነ በራሴ፣ በሴቶችና ማህበራዊ ጉዳይ ሚኒስቴር ስም እንኳን ደስ አለን እንኳን አደረስን ለማለት እወዳለሁ።

በዚህ አመት ዓለም አቀፍ የሥራ ድርጅት ማህበራዊ ፍትህንና ሰላማዊ የስራ ቦታን ማስፈን በሚል መሪ ሃሳብ 100ኛ አመቱን ያከብራል። ማህበራዊ ፍትህ እና ሰላማዊ የስራ ቦታን ወይም ሰላማዊ ኢንዱስትሪን በማስፈን አባል ሀገራት በስራ ላይ ያሉትን መሰረታዊ መብቶች እና መርሆች ማክበር፣ ማስተዋወቅ እና ተግባራዊ ማድረግ ይጠበቅባቸዋል።

የመደራጀት ነፃነት እና የጋራ ድርድር መብትን ውጤታማ አውቅና መስጠት ሁሉንም ዓይነት የግዳጅ ወይም የግዴታ ስራዎች ማስወገድ፣ የሕፃናት ጉልበት ብዝበዛና የሴቶችን መብት ጥሰት አስራሮችን ማስወገድ መሰረታዊ ጉዳይ ነው። በተጨማሪም በቴክኖሎጂ የተደገፈ በኢኮኖሚ ውስጥ ለአረንጓዴ ሥራ ፈጠራ ምቹ ሁኔታን መፍጠር እና የሰው ኃይልን ማዘጋጀት ለድርጅቶች ወቅታዊ ትኩረት የሚሰጡ አቅጣጫዎች ናቸው።

ቀደም ሲል ሠራተኛና ማህበራዊ ጉዳይ ሚኒስቴር በነበረ ወቅት ሚኒስቴር መ/ቤት በሚኒስትርነት ስመራ ቆይቼ አሁን ግን በአዲሱ አደረጃጀት የሴቶችና ማህበራዊ ጉዳይ ሚኒስቴር ሚኒስትር ስሆን ከዓለም አቀፍ የሥራ ድርጅት ጋር አሁንም ሆነ በቀጣይ በርካታ ስራዎችን ለመስራት ስምምነቶችን የተፈራረምን ሲሆን በስራ ቦታ በሴቶችና ህፃናት ላይ እየደረሱ ያሉትን አሉታዊ ተግባራት ለማስወገድ ከድርጅቱ ጋር በቅርበት እንደምንሰራ እየገለፅሁ በያዝነው ዓመት ኢትዮጵያ በ1923 የዓለም የሥራ ድርጅት ከአፍሪካ ቀዳሚ ሆና አባል የሆነችበትን 100ኛ ዓመት ስናከብር ከፍተኛ ደስታ ይሰማኛል። በዓሉ በቀጣይ በውጤት የታጀበና የምንፈልገውን ለውጥ ለማየት ብርታት እንዲሆንን እመኛለሁ።

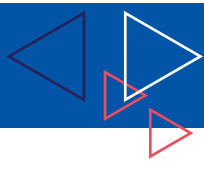
አመሰግናለሁ!







*Official launch of the Centenary Celebrations.  
ILO headquarters, Geneva, 22 January 2019*



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# International Labour Organization

## HISTORY OF THE ILO

As the ILO celebrates its 100th anniversary in 2019, it is timely to reflect on the many life-changing events which are linked to the ten decades of the ILO history.

The Organization has played a role at key historical junctures – the Great Depression, decolonization, the creation of Solidarność in Poland, the victory over apartheid in South Africa – and today in the building of an ethical and productive framework for a fair globalization.

The International Labour Organization was created in 1919 by Part XIII of the Versailles Peace Treaty ending World War I. It grew out of nineteenth-century labour and social movements which culminated in widespread demands for social justice and higher living standards for the world's working people.

The Constitution of the ILO was drafted in early 1919 by the Labour Commission, chaired by Samuel Gompers, Head of the American Federation of Labour (AFL) in the United States. It was composed of representatives from nine countries: Belgium, Cuba, Czechoslovakia, France, Italy, Japan, Poland, the United Kingdom and the United States.

The ILO moved to Geneva in the summer of 1920, with France's Albert Thomas as its first Director. Nine International Labour Conventions and 10 Recommendations were adopted in less than two years. These standards covered key issues, including:

- hours of work,
- maternity protection,
- minimum age, and
- unemployment,
- night work for women,
- night work for young persons.

*"There is no Communism or Marxism, but representative democracy and social justice in a well-planned economy."*

Fidel Castro

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In 1946, after the demise of the League of Nations, the ILO became the first specialized agency associated with the United Nations. The original membership of forty-five countries in 1919 has grown to 121 in 1971.

In structure, the ILO is unique among world organizations in that the representatives of the workers and of the employers have an equal voice with those of governments in formulating its policies.

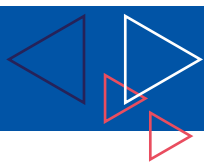
The ILO has three major tasks, the first of which is the adoption of international labour standards, called Conventions and Recommendations, for implementation by member states. A second major task is that of technical cooperation to assist developing nations. Third, standard-setting and technical cooperation are bolstered by an extensive research, training, education, and publications program. The ILO is a major source of publications and documentation on labour and social matters. It has established two specialized educational institutions: the International Institute for Labour Studies in Geneva, and the International Center for Advanced Technical and Vocational Training in Turin, Italy.

## THE ILO IN ETHIOPIA



Ethiopia, the second most populous country in Sub-Saharan Africa joined the International Labour Organization (ILO) on September 28, 1923, making it one of the early African countries to become a member of the organization. Ethiopia's membership in the ILO reflects the country's commitment to promoting social justice, decent work, and inclusive development both within the country and at the global level. The membership provides Ethiopia with a platform to actively engage in shaping labour-related policies and initiatives and contribute to the broader goal of creating a fair and sustainable world of work. Ethiopia has ratified 23 Conventions including the 8 Fundamental Conventions. Out of the 23 Conventions ratified by Ethiopia, 22 are in force and 1 Convention has been denounced.

Decent Work remains a feature of contemporary labour markets in Ethiopia. The ILO in Ethiopia supports programme priorities identified by the constituents, including the promotion of decent employment for poverty reduction, the enhancement of labour market governance, and the improvement of social protection for sustainable development.



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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale



## TWO OF THE FOUNDING FATHERS OF THE ORGANISATION OF AFRICAN UNITY (OAU)

1963

*Ethiopia's H.I.M Emperor Haile Selassie (right) and Ghana's Kwame Nkrumah (left) ...*

*"Overcoming poverty is not a task of charity, it is an act of justice."*

Nelson Mandela, former President of South Africa, Nobel Peace Prize laureate in 1993

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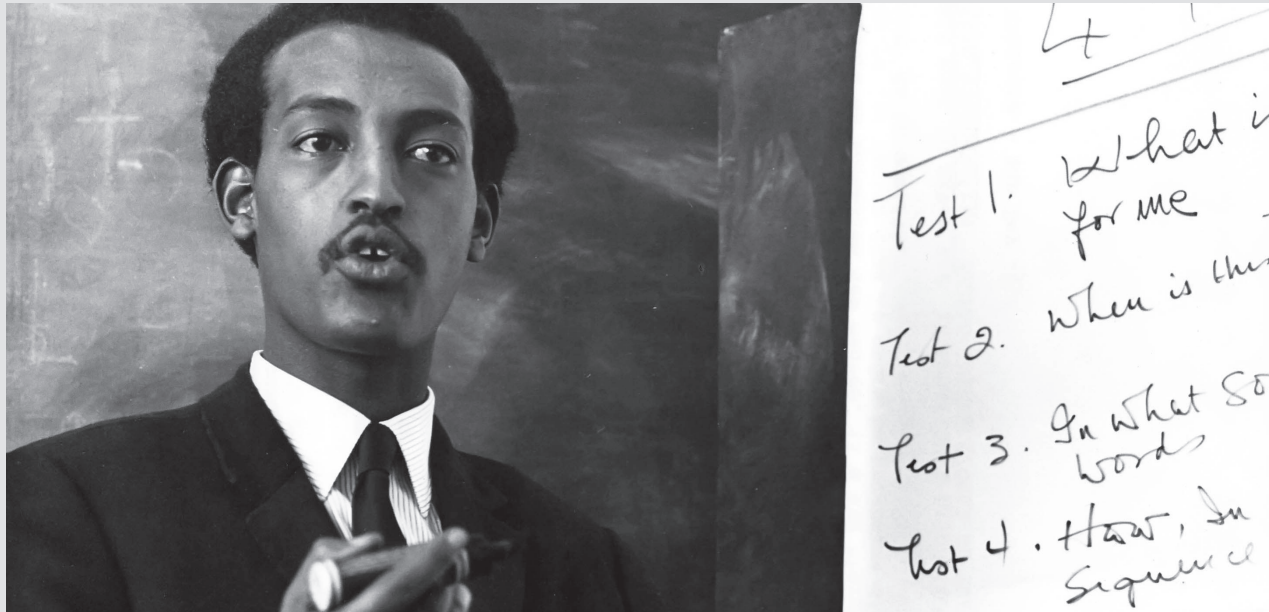




# 1924

## RAS TAFARI WITH EDWARD PHELAN ON A VISIT TO THE FIRST ILO BUILDING (NOW THE ICRC) ON 8 AUGUST 1924

Forty years and a lot of history separate the photo above and the one below. Ras Tafari Makonnen, regent and heir to the throne of Ethiopia, secured his country's admission to the League of Nations in September 1923. The following year he toured Europe and paid a visit to the ILO where he was received by Edward Phelan, Chief of the Diplomatic Division. Six years later, on 2 November 1930, he was crowned Emperor Haile Selassie I. After the Italian invasion of Ethiopia in 1935, he spent five years in exile, mainly in England. During that period he addressed the General Assembly of the League of Nations – the only head of state ever to do so – but his stirring speech and pleas for help for his war-torn country went largely unheeded. There is no doubt, however, that his worldwide travels, at that time and later, considerably raised the international image of his country.



*The Centre for Ethiopian Management in Addis Ababa, with the help of the ILO, provides training courses for management staff, offers consultancy and advisory services to government, public utilities and private firms. Mr. Menassi Zewdie, after training in sales force development at the Centre for Ethiopian Management, is leading a group of company sales executives as part of his company's strong "Ethiopianisation" campaign.*

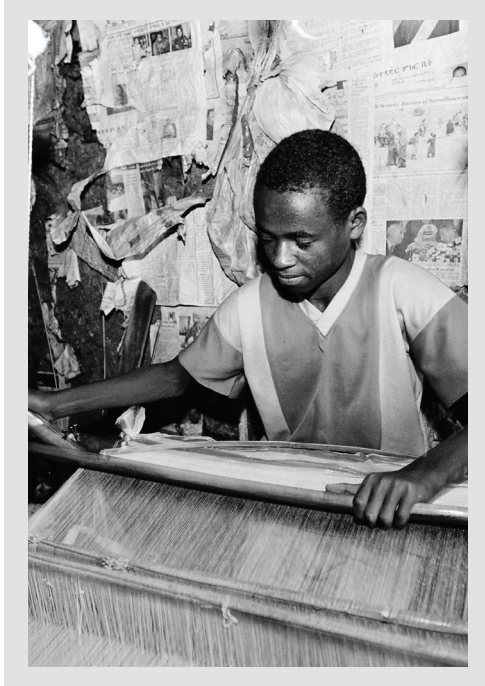
*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

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# 1931

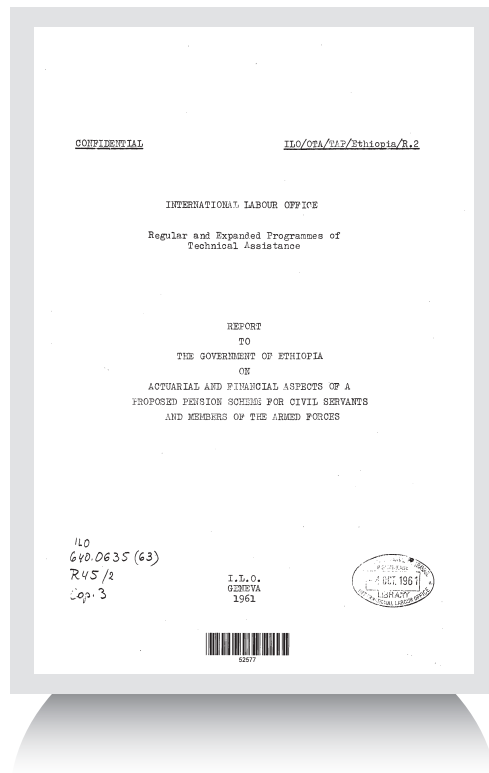
## LABOUR IN ABYSSINIA

*By Marcel GRIAULE*

From about his seventh year the child begins to make himself useful. Unless he is meant to be a student (and this is fairly frequent in well-to-do families), he helps his elders so far as his strength allows. Girls are trained to work in the house, boys to life in the fields. Boys usually look after the cattle or the crops, according to the season.

The adult male works at the principal occupation by which the family lives. The head of the family, besides taking his share of this employment—but often only the most intricate part of it—exercises authority and general supervision over the family community.

The old man, who is always held in great respect, does no hard work. In some provinces, such as Wollo, he watches over the country from the hillocks which are numerous on the high plateaux. He reprimands negligent shepherds or boys in charge of crops, and warns the village of anything serious which takes place in the neighbourhood, fire, plundering, etc.



# 1961

## ACTUARIAL AND FINANCIAL ASPECTS OF A PROPOSED PENSION SCHEME FOR CIVIL SERVANTS AND MEMBERS OF THE ARMED FORCES

At the request of the Imperial Ethiopian Government, the International Labour Office has, within the framework of its Regular and Expanded Programmes of Technical Assistance, granted technical assistance by an actuary for a period of six months to make an actuarial analysis of the financial implications of a proposed pension scheme for civil servants and members of the armed forces.

*"Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for the identity and worth of cultures and peoples."*

Rigoberta Menchú, Guatemalan human rights activist, Nobel Peace Prize laureate in 1992

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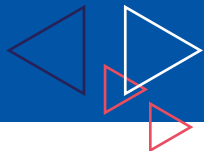




# 1961

## THE VOCATIONAL REHABILITATION AND EMPLOYMENT OF DISABLED PERSONS AND RELATED ACTIVITIES

In December 1959 the Government of Ethiopia requested technical assistance from the International Labour Office in the field of the technical training and rehabilitation of the blind. The request, made on behalf of the H.I.M. Haile Selassie I Foundation, was for two experts. The first was required for two months to undertake a general survey of existing problems concerning the blind; the second for a period of not less than one year to advise on the establishment of a pilot centre for the training and rehabilitation of the blind in Addis Ababa together with pilot mobile units in rural areas for the same purpose.



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*"Without food, man can live at most but a few weeks; without it, all other components of social justice are meaningless."*

Norman Borlaug



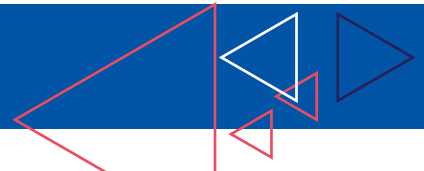
*1962, ILO experts teach managers and staff from cooperatives to package coffee, Madagascar.*

*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II

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## የቀን ሞያተኞች የሥራ ሰዓት በፓርላማ

ስለ መሬት ግብርና አሥራት እከ  
ፋፊል በሕግ የተወሰነው ጊዜ እንዲ  
ሻል ከአንድ የሕዝብ እንደራሴ ቀርቦ  
ነበረው ሐሳብ፤ የሕግ መምሪያ ምክር  
ቴት ሚያዝያ 30 ቀን ባደረገው ጉባኤ  
ዑሳኔ ከሰጠባቸው ልዩ ልዩ ጉዳዮች  
አንዱ ነው።



ል ነርሶች ዲፕሎም ሲሰጡ።

ምክር ቤቱ ስለዚህ ጉዳይ የቀረበ  
ውን ሐሳብ ወደፊት እንዲመከርበት  
በድምፅ ብልጫ ዘግቶ አልፎታል።  
ስለ 1956 ዓ ም በጀት ማሻሻያ የቀ  
ረበውን ሐሳብ ካዳመጠ በኋላ፤ የባ  
ጀት ከሚታዩ ጉዳዩን አጥንቶ እንዲያ  
ቀርብ ውሳኔ ሰጥቷል።

ከዚህ ቀጥሎ ምክር ቤቱ የተወያየ  
በት ጉዳይ፤ ስለ ቀን ሞያተኞች የሥራ  
ሰዓትና በትርፍ ጊዜያቸው ለሚያከና  
ውኑት ሥራ ሲከፈላቸው ስለሚገባው  
አበል አወሳሰን ነበር። ይህንንም ሐሳብ  
ጉባኤው ከተመካከረበት በኋላ እንዲ  
ዘጋ አድርጎታል።

በ1937 ዓ ም ስለ ማዘጋጃ ቤቶች  
አቋም የወጣው አዋጅ እንዲሻሻል የቀ  
ረበውም ሐሳብ ከተደመጠ በኋላ ጉዳዩ  
በከሚታዩ ተጠንቶ እንዲቀርብ ተወ  
ስኗል።

◀ 1963

## WORKING HOURS OF DAILY PROFESSIONALS IN PARLIAMENT

Matters discussed by Ethiopian Parliament;

This article was about the working hours of day labourers and the allowances they should be paid for their overtime. The proposal was closed after the council deliberated on it.

## የሠራተኞች ማኅበር አባሎች ቁጥር 70,000 ሊደርስ ነው ።

የኢትዮጵያ ሠራተኞች ድርጅት አንድነት ማኅበር ፣ ባለው የሥራ ፕላን መሠረት ፣ በአንድ ዓመት ዕድሜው ስፋት በትንሹ ከ70.000 ያላነሱ አባሎች ሊኖሩ እንደሚችሉ ፣ የማኅበሩ ፕሬዝ



አስፋ ወሰን ለክቡር ፕሬዝዳንት ግብዣ ላይ ጽዋቸውን እንዳነሡ ።

ዴንት አቶ አብርሃም መኰንን አስታውቋል ።

የሠራተኞች ድርጅት አንድነት ማኅበር በሕግ ታውቆ መቋቋሙን ሰምተናል። የማኅበሩ ዓላማና ተግባር ምንድን ነው ? ተብሎ ከሪፖርተራችን ለቀረበ ላቸው ጥያቄ ፣ አቶ አብርሃም መኰንን ቀጥሎ የተመለከተውን መልስ ሰጥቶል ።

«የማኅበሩ ዓላማና ተግባር ፣ በኢትዮጵያ የሚገኙትን ሠራተኞች የኤኮኖሚ፣የሞራልና የማኅበራዊ ኑሮ ሁኔታ በጠቅላላው ማሻሻልና ተቀጥረው የሚሠሩትንም ሆነ ሥራ የሌላቸውን ሠራተኞች መርዳት ነው ። ከዚህም በቀር ከማኅበሩ ዓላማ ጋር ተመሳሳይ ዓላማ ያላቸውን ድርጅቶች ሁሉ ይረዳል ።

የሠራተኞችን ድርጅቶች አቋም የተሟላ አድርጎ ፣ ድርጅቱ ለሠራተኞች አንድነት ማኅበር በቂ ሁኖ እንዲገኝ አስፈላጊውን ሁሉ ያደርጋል ። የማኅበሩን ዓላማዎች ከግቡ ለማድረስ፣ለማስከበር ፣ ማኅበሩ አስፈላጊና ተገቢ መስሎ የታየውን ሕጋዊ እርምጃ ሁሉ ለመፈጸምና እንዲፈጸም ለመፍቀድ ተከታቱን በ፪ኛው ገጽ በ፳ኛው ዓምድ ተመልከት

◀ 1963

**THE NUMBER OF MEMBERS OF THE LABOUR UNION IS ABOUT TO REACH 70,000**

The aim and task of the association is to improve the economic, moral and social conditions of the workers in Ethiopia as a whole and to help both employed and unemployed workers. In addition, it helps all organizations that have similar goals to the goals of the association.

*The president of the association Mr. Abraham Mekonnen*





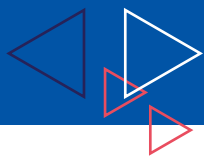
1964

## HANDICRAFTS AND SMALL-SCALE INDUSTRIES

**THE IMPERIAL GOVERNMENT OF ETHIOPIA REQUESTED THE ILO TO SEND AN EXPERT FOR THREE MONTHS TO EXAMINE THE SOCIAL AND ECONOMIC CONDITIONS IN WHICH HANDICRAFTS AND SMALL-SCALE INDUSTRIES WERE DEVELOPING.**

The task assigned to the expert was to carry out a social, technical and economic investigation into the present situation of handicrafts and small-scale industries with particular reference to the following points:

- a) an examination of the role played by handicrafts and small-scale industries in the general economic development of the country;
- b) an analysis of the Government's policies in this field;
- c) an examination of the situation of handicrafts and small-scale industries in the country as a whole, with a view to deciding what steps should be taken to assist their development and to analysing the living and working conditions of craftsmen and workers;
- d) an examination of the problems raised by the vocational training of craftsmen and specialised workers and by the allowance of credit for handicrafts and small-scale industries;
- e) recommendations to the Government pointing out ways in which the development of handicrafts and small-scale industries may be encouraged, and a general plan of action.

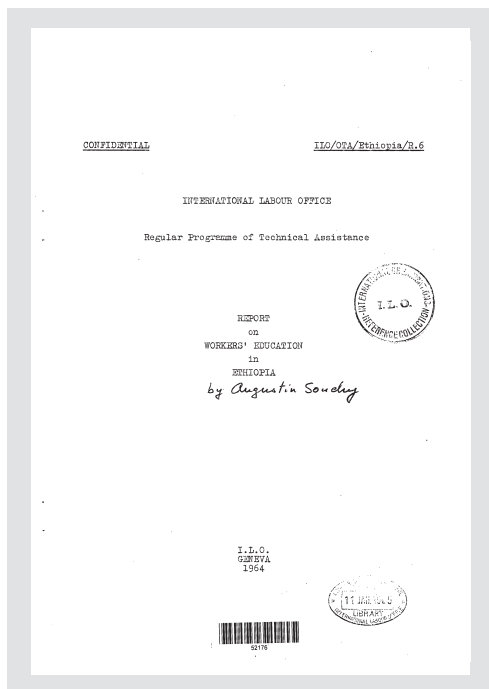


**100**  
YEARS

Advancing Social Justice  
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Ethiopia

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller



1964

**WORKERS' EDUCATION IN ETHIOPIA***By Augustin Souchy*

In response to a request on 28 August 1963 by the President of the Confederation of Ethiopian Labour Unions (C.E.L.U.), subsequently endorsed by the Government of Ethiopia, the International Labour Office agreed to provide the services of a workers' education expert, with the following terms of reference:

1. to make a preliminary survey of workers' educational needs in Ethiopia based on an analysis of social and economic problems confronting the labour movement as a whole;
2. to help organise and run one or more training courses for selected trade union officers and workers' educationists with a view to enabling them to organise and teach in future programmes of workers' education; and
3. in consultation with the trade unions and workers' educational bodies, to recommend plans for the continuing development of workers' education in Ethiopia.

To carry out this assignment, the Director-General of the International Labour Office designated Mr. Augustin Souchy, a workers' education expert who has had long experience in trade union training and workers' education schemes in several countries, and who had just completed a similar advisory mission for the I.L.O. in Honduras.

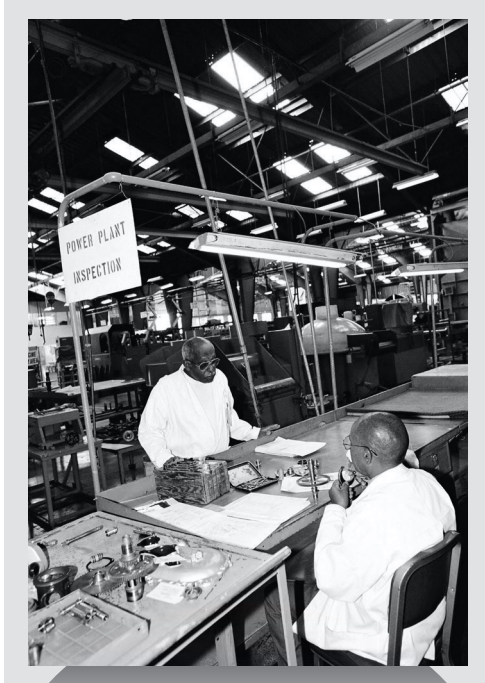
The expert carried out his mission in Ethiopia from 18 January to 25 April 1964, working in collaboration with the President and members of the Confederation of Ethiopian Labour Unions and in conjunction with leading officials of the Department of Labour of the Ministry of National Community Development.

*"There is no Communism or Marxism, but representative democracy and social justice in a well-planned economy."*

Fidel Castro

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1963

**LABOUR POLICY IN ETHIOPIA***by Georg Graf VON BAUDISSION*

*The African “summit conference” at Addis Ababa in May 1963 once more aroused world public interest in Ethiopia, whose role as host and unifying factor indeed deserves attention and respect. It may therefore now be attractive to explore some internal developments that are not unrelated to the Government’s recent external success. The present article on the country’s labour and social problems, and the attempts being made to solve them, will perhaps contribute towards such an undertaking.*



# 1964

## EMPEROR HAILE SELASSIE AND HIS TWO GRANDSONS ON HIS FIRST VISIT TO THE UMBRELLA FACTORY, ADDIS ABABA

**November 1964. ILO experts, Edgar Marland and Naoyuki Niwano, are on the right of the picture.**

From umbrellas, they branched out into the manufacture of flags for state occasions and then into transistor radio batteries. The factory was nationalized during the socialist Derg regime. It is still in existence, although struggling to survive as a state-owned enterprise facing stiff competition from cheaper imported goods from China.

Haile Selassie was to pay several more visits to the ILO, notably for its 50<sup>th</sup> anniversary celebration in 1969. He was deposed by a military coup in September 1974 and died a year later at the age of 83.

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

**100**  
YEARS

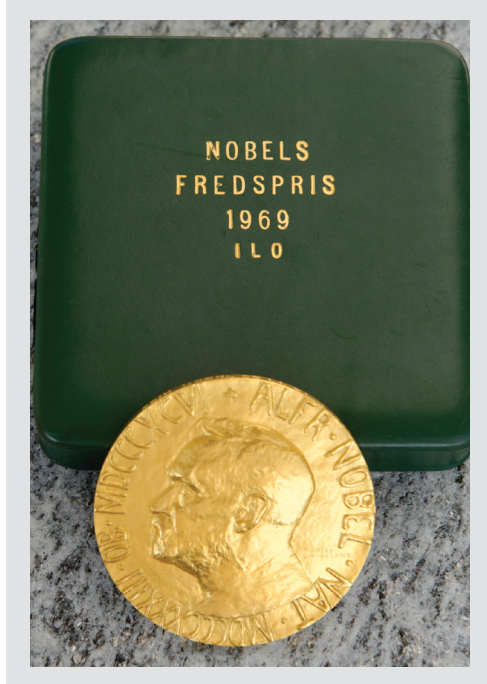
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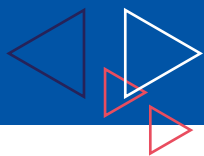


# 1969

## NOBEL PEACE PRIZE

The 1969 Nobel Peace Prize was awarded to the United Nations agency International Labour Organization (founded in 1919) "for creating international legislation insuring certain norms for working conditions in every country." The agency became the ninth organization awarded with a Nobel Prize.

1969, back of the Nobel Peace Prize coin. ILO Director-General David A. Morse received the 1969 Nobel Peace Prize on behalf of the ILO from Aase Lionaes, Chairman of the Nobel Committee of the Norwegian Parliament, in the Aula of the University of Oslo on the 10th of December.



**100**  
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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale





## 1969

"The development of labour movement within Ethiopia offers a second example of the new spirit which today marks the nation. Unionization requires joint and organized deliberation and action by men who may have neither family, nor religion, nor tribe, nor neighbourhood in common, but who have, notwithstanding, been able to come together to identify their common interests, and to agree upon effective programs to advance those interests. This is the new attitude which must be encouraged; the communal as opposed to the individual approach, the spirit of working together that all may benefit".

**(His Imperial Majesty Haile Selessie I, on the opening day of the Ethiopian Parliament on November 2, 1969).**

*Special Issue on the occasion of the 7th C.E.L.U. Anniversary and the Inauguration of its New Headquarters, APRIL 9, 1970*

*"We are all implicated when we allow other people to be mistreated. An absence of compassion can corrupt the decency of a community, a state, a nation."*

Bryan Stevenson

**100**  
YEARS

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Ethiopia



# 20

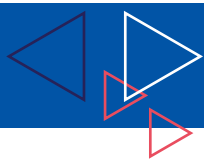


## 1970

"The promotion of industrial peace and harmony through good labour relation, creates condition for social stability and economic growth. Progressive Labour policy can only be implemented through effective social and labour legislation and the ultimate introduction of social security measures will create a society free from fears of hazards Known and unknown."

**His Excellency Ato Getahun Tessema**

*Former Minister, Ministry of National Community Development & Social Affairs.*

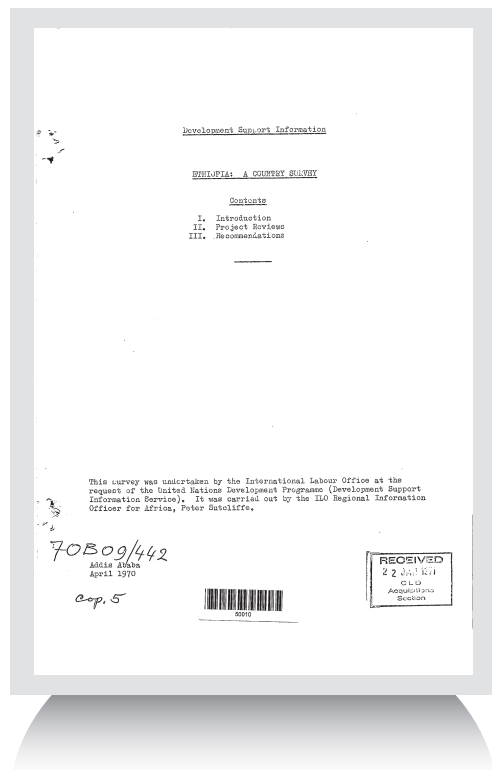


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YEARS

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*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II



# 1970

## ETHIOPIA; NO TURNING BACK

*By ILO Regional Information Officer for Africa, Peter Sutcliffe*

Contrasts indicate that there is a dynamic element at work in Ethiopia. Outside influences have awakened the latent capacities of the Ethiopian people and a profound transformation has begun. Some traditional institutions and practices, clearly obsolete, have already vanished; others have been adapted to changing circumstances, while some have tenaciously resisted either elimination or evolution. But Ethiopia, after its centuries of isolation, is now firmly planted in the modern world and there can be no turning back.

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

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# 22

## AFRICA & THE ILO

The present age has been called ***“the century of the common man”***. And in the history of this age the International Labour Organisation can with justification claim an honourable place as a guardian of social justice, defender of human freedoms and champion of human dignity.

Generous recognition of the Organisation’s achievements on behalf of the common man came in 1969 as the ILO celebrated its 50th anniversary, culminating in the award of the Nobel Peace Prize. Men and women from every continent and on every continent joined in the celebrations. They demonstrated vividly one of the most striking developments in the life of the ILO, namely that from an organisation born from the ruin of what was essentially a European war it has grown into a universal body whose impact is felt in every corner of the globe. Survival as an organisation during the turbulent years of this half-century is in itself an achievement. Yet the ILO has done more than merely survive; it has flourished, and has done so by virtue of its unique tripartite character, its universality, and its persistence in standing firm for standards which are themselves universal, for all men and for all times.

An observer from an earlier period of ILO history would have been struck by the number of African faces in the throng of delegates and guests attending last year’s 50th anniversary conference of the ILO in Geneva. Nearly one-third of the member-States represented were African. Three African Heads of State addressed the assembly--Emperor Haile Selassie I and the Presidents of Cameroon and Zambia. Their presence was indicative of the role now played by African in the affairs of the ILO, and of the contribution the ILO is making to the development of independent Africa.

The rapid growth in two-way traffic between Africa and the ILO, reflecting as it does the expanding involvement of Africa in world affairs, is a dramatic feature of recent ILO history. The

*by Peter Sutcliffe, Regional Information Officer for Africa, International Labour Office*

Organisation began its life with only two African member States, to be joined by Ethiopia in 1923; it completed its first half-century with Africa occupying a prominent place in its concerns and programmes, no less than 34 African states entering into membership in the last 17 years of that period. The final major event in the ILO’s anniversary year calendar was its African Regional Conference.

Although most African member States are relative newcomers to the ILO, the Organisation is no newcomer to Africa. It has been active in the continent since the early 1920s and in several important areas the contribution of the ILO to African progress over the years can be traced clearly. Let us note some of them.

Firstly, half a century ago forced labour and inhuman labour recruitment practices were common. *oda1* / they have all disappeared, and the ILO has played a leading part in their eradication. ILO Conventions in this field, in particular the Forced Labour Convention, 1957, are now in force in virtually the whole continent. As ILO Principal Deputy Director-General C. W. Jenks has pointed out: ***“In half a century the ILO standards as the common law of Africa have replaced the heritage of slavery and forced labour as the curse of Africa”***.

Secondly, the ILO has spearheaded the development of labour legislation in Africa as the legal framework protecting the rights and freedoms of the common man and primary instrument for the improvement of working conditions. The labour law of several African countries is, indeed, closely modeled on the International Labour Code, the ILO having been invited to advise directly upon its formulation.

Thirdly, the ILO has helped build effective labour administrations - ministries handling the complex issues of labour and social affairs which must comprise the backbone of any national endeavour to promote economic growth in a climate of harmony and



co-operation and to translate that growth into social progress. Labour administrations, as the instrument of social policy, have an increasingly key role to play in Africa as elsewhere as modernisation of the economy gathers momentum; the ILO is continuing without pause its assistance in advising on their development and training their personnel, and is pressing for the upgrading of their status to a position compatible with their heavy responsibilities.

Fourthly, social security is taking root in Africa as an essential concomitant of economic development. Here, too, the ILO has been a pioneer, and continues to render advisory assistance in developing and extending social security systems at this crucial time. When traditional forms of collective responsibility through tribe, family and village are being eroded by the pressures of urban life and industrialisation.

Fifthly, the ILO has played its part in the growth of trade unions and employers organisations in a continent where, 50 years ago, hardly any existed. This role is of course a limited one: none but the workers themselves can unite to form a trade union movement, none but the employers themselves can elect to create their professional organisation. But the ILO, as the only world forum in which labour & employers meet on common ground, with its protective standards governing freedom of association, the right to organize and collective bargaining, has helped create the conditions in which organised labour and employers can thrive and can carry out their responsibilities not only to their members but more widely to the nation and to society, as partners central to the development process.

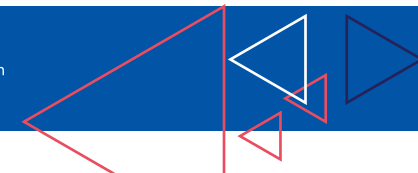
All these are significant changes. They demonstrate that independent Africa is deeply committed to the balanced economic and social progress that finds expression in this aims, purposes and programmes of the International Labour Organisation, and to the fundamental human rights which the ILO upholds. They

indicate, too, that the ILO can be found, to some degree, in virtually every important element of the drive for justice, equality, dignity and economic security which is sweeping the continent today.

In speaking of social justice - the central concern of the ILO - one cannot ignore the denial of human rights that is imposed upon millions of Africans by the policy of *apartheid* in South Africa. A policy in which the development of an individual's personality depends solely upon the colour of his skin is repugnant to the ILO; it is utterly in conflict with the ILO's basic principles. ILO Director-General David A. Morse has described *apartheid*, and similar discriminatory policies being pursued in Rhodesia, as "a matter of deepest concern to Africa, indeed to the whole world, not only because of the humiliation and injustice that they inflict on millions of African workers but because they tend to keep alive throughout the world a resentment in race relationships which, unless curbed and finally eliminated, will threaten world peace and stability".

As far back as 1961 the International Labour Conference declared that the continued membership of South Africa in the ILO was inconsistent with the aims and purposes of the Organisation. South Africa subsequently notified its withdrawal from the Organisation. In 1964 the Conference unanimously adopted a Declaration concerning the Policy of *Apartheid*, condemning this policy and calling upon the South African Government to renounce *apartheid* and to eliminate discrimination in employment and occupation. The Conference also approved an ILO Programme for the Elimination of *Apartheid* in Labour Matters.

This action has not changed the situation within South Africa. Indeed, Mr. Morse had to report last year "an intensification of the most objectionable aspects of those policies".



The ILO reports have, however, helped to impress on international opinion the danger of *apartheid* and the need for constructive proposals if a peaceful solution is to be found. "It was careful study of these reports which led to unequivocal condemnation of *apartheid* and racial discrimination" an Assistant Secretary General of the Organisation of African Unity stated recently. "The reports form the most complete series of the great work of the ILO in pursuing the improvement of living conditions".

One valuable service the ILO reports have rendered is to reveal how serious the repercussions of the policy of «separate development» have been on the general economic and manpower situation in South Africa.

They have also highlighted the increasing extent to which the whole concept of *apartheid* is being questioned within South Africa itself, both as a moral issue and as a matter of practical politics. "This trend alone," Mr. Morse points out, "could well be of considerable long-term significance for the evolution of the situation there".

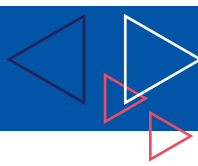
We have examined in outline a little of the ILO's past in Africa. What of the present and the future? Above all, what can Africa seek to accomplish through the ILO in the years ahead?

First, the present. We have seen how dramatically African participation has increased in recent years. This increase is not only in membership, but significantly also in the African contribution to "running" the Organisation in the Governing Body and its committees, in the annual Conference and in setting the pace for policy and programmes in Africa through the Regional Advisory Committee and the Regional Conference. Increasing numbers of Africans, too are now serving in the ILO secretariat up to the highest levels. The ILO Regional Office for Africa, in Addis Ababa, and six of the seven Area Offices in Africa, are directed by Africans.

Parallel to all these developments has come a more intensified presence of the ILO in Africa through a decentralisation of administration and technical services and a rapid increase in technical co-operation activity. ILO expenditure in technical assistance has risen from 2.7 per cent of total resources in 1952 to some 40 per cent today. Some 300 international experts are serving in a wide range of technical co-operation projects four times more than a decade ago.

Looking to the future, it is likely that the volume of technical assistance furnished to Africa by the ILO will continue to grow, subject to the availability of resources. Other trends that will surely continue are the increased participation of workers' and employers' organisations in development projects, a closer relationship of technical aid to national and sub-regional development objectives and improved co-ordination of assistance programme both in the beneficiary country and among aid-providing agencies. In this latter respect the ILO African Regional Conference in December proposed the establishment of a national tripartite coordinating and consultative body in each country to integrate all technical assistance activities into national development programmes a body that should be linked to economic planning machinery and be fully responsive to the social purposes of economic growth.

These steps toward taking a comprehensive view of all economic development activity and establishing patterns of organisation and administration that will rationalize the entire technical co-operation process with emphasis on co-operation - can be regarded as essential to the success of the United Nations Second Development Decade now beginning. Within this context, too, comes the ILO's major programme orientation for the new Development Decade, and longer: the World Employment Programme, a global strategy to help break down global problem.



In a great many parts of Africa, as in the developing world at large, the growth of unemployment and underemployment has already reached serious proportions. It will become even more serious, as population expands, unless vigorous and concerted efforts are made to alleviate it. No less than 32 million young workers, it is estimated, will enter the labour market in Africa during this decade. Action to attain the highest possible levels of productive employment must be taken. This action, stated the African Regional Conference, is "of the greatest urgency and a matter that warrants the highest priority"

In adopting the African component of the World Employment Programme - the Jobs and Skills Programme for Africa - the Conference spelled out a broad pattern of action required to accelerate the creation of productive jobs and the development of manpower skills. Attainment of these objectives, it urged, should first be accepted by each African country as "a major political aim and as a firm and lasting commitment". The Conference outlined action to be desired at the level of policy, in the fields of investment education and training, rural development, industrial technology, and others. Workers and employers should participate in a high-level unit in each country to develop, stimulate and co-ordinate measures to create productive employment. The assistance of industrialised countries and of international and regional organisations concerned was called for.

The ILO is now in contact with several African governments in order to help establish pioneer projects within the framework of the World Employment Programme. Such projects are already advancing in Asia and Latin America with the backing of an impressive number of national, regional and international bodies. A team of employment and training experts will be made available in Africa by the ILO, and existing and new technical co-operation projects will as may be appropriate be geared to action in support of the Programme.

No-one concerned, least of all the ILO and its African constituents, has any illusion that the task involved will be other than long and arduous. But none deny that the effort must be made if "development" is to mean something worthwhile in the lives of a great many more people. To the unemployed, talk of development comes as a mockery of his plight. As Manfred Halpern has observed: "For the great majority of peasants, the benefits of the modern age can be summed up by saying that it has become harder to die. As a result, more peasants are probably kept alive to suffer misery than ever before in history"

Such a situation is intolerable. The World Employment Programme, indeed to total work of the ILO, will not alone change it. But it is designed to continue, more vigorously the relentless hammering away at the walls of injustice and inequality until, in concert with other inexorable forces, they crumble. It has been done before; evils such as slavery, child labour and racial domination which not very long ago were considered immutable, have been changed, often within living memory. It is not too much to expect that the collective will and resources of man-kind can eradicate injustices that still persist.

That is basically what the development effort is all about. That will continue to be the motivating force of the International Labour Organisation in Africa, and throughout the world, in the years to come.

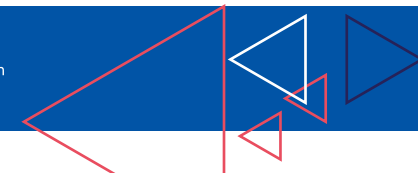
*From the special Issue, on the occasion of the 7<sup>th</sup> C.E.L.U. Anniversary and the Inauguration of its New Headquarters, APRIL 9, 1970*

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Helen Keller

100  
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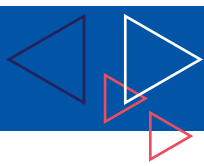
by **Yemane Araya**  
*Director, Department of  
 Labour Relation, Ministry  
 of National Community  
 Development and Social  
 Affairs.*

## TRIPARTITISM IN LABOUR RELATIONS

Ethiopia, like most of her sister African nations, is a developing country engaged in the struggle for economic and social development. As is apparent in most African countries, in Ethiopia too, skills are in short supply, industry is thinly spread, agriculture is in need of modernisation and progress is checked by low productivity, widespread illiteracy and difficulties stemming from deeply rooted social and cultural traditions. If the cry for further development is to be answered, it is imperative that we venture in an all-embracing mobilisation of our resources aimed at opening up a new era of economic and social progress.

The government is struggling with these problems in varying degrees. In one way or another, it is committed to development objectives, as the raising of the national income, improving the standard of living of the people, increasing employment opportunities and the like. It is true that the principal responsibility for deciding and carrying out economic and social policies rests with the government. Yet, it must be remembered that economic and social development, is an all-embracing process requiring national efforts involving all the people in the country. Success lies not only in the dynamic and impartial leadership of governments but also in the active participation of interested groups. As the Director-General of the International Labour Office aptly stated, "while the enjoyment of fundamental freedoms, security and conditions of work and life appropriate to self-fulfillment is an essential prerequisite for the attainment of real dignity, in the final analysis it is when the individual plays an active part in improving his own condition and that of others that his dignity finds its fullest expression. This active participation is in itself also a useful apprenticeship in the demands and responsibilities of the exercise of power, while at the same time stimulates initiative". In this spirit, labour unions and employers' associations have a vital role to play. They have the responsibility for giving their support to all genuine measures for the economic and social development of the country and to attune their policies to the national needs and interests.

It is true that governments, labour union and employers' associations share a common interest on several issues like the raising of the national income, the improvement of standards of living, the raising of productivity etc. Yet they frequently hold divergent view or interests in the sharing of the fruits of economic development, in the determination of priorities and in the means and methods of achieving social & economic development. In such instances, unions have the task of representing the special views and interests of their members and of ensuring that in carrying out plans for economic





and social development their governments do not restrict the legitimate rights of members and such plans are free from unjustified compulsions and are always subject to democratic control. The orderly harmonisation of divergent interests, that is, the desire for rapid economic development on the one hand and the maintenance of the rights and interests of workers and employers, on the other hand, lie at the very core of industrial relations. If development objectives are to demand and deserve full national support and participation, it is imperative that such harmonisation be maintained in equity and in justice.

Secondly, industrial strife is incompatible with the efforts being undertaken for economic development and may be contrary to the public interest. There can hardly be industrial prosperity without industrial peace. The two are correlated factors. In the social and economic development of any nation, labour is as important a factor for raising the standard of living of the people and promoting a contented life as are raw materials for industrial and agricultural development. However, it must be noted that unlike other assets, labour is not a commodity but is made of human beings with feelings and aspirations. It is a vital factor which can mar or accelerate the industrial progress of a nation. It is possible, that labour, in seeking attainment of a higher standard of living may clash with employers, thus resulting in industrial disputes which may not only weaken its own movement but may also hurt the national economy and through their effects on production, have adverse repercussions on workers' living standards. Thus, if a country is to achieve its cherished objectives of development and it is imperative that an industrial peace based on social justice be maintained at all times. In the noble effort to produce a bigger cake for everyone, employers and workers should join the government, not as adversaries but as partners for progress. They must respond to the challenge and the

opportunity to act for the good, not of the few alone, but of the many. Then and only then, can the spirit of tripartitism find its fullest expression. It is in this spirit of partnership that the Ethiopian government invited the Confederation of Ethiopian Labour Unions and the Ethiopian Employers' Federation to appoint their representatives to the Labour Relations Board, the Labour Standards advisory Board, the Employment Advisory Board and Manpower Advisory Board. Such a consultative machinery will ensure the necessary understanding and cooperation and ultimately a constructive set of labour relationships since a lot depends on the degree of mutual confidence and respect between management and labour and on the manner in which effective communication is maintained.

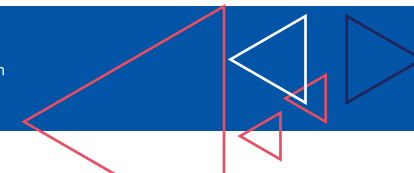
Unionism is a new concept in Ethiopia. Union members are unfamiliar with the forms of social organisation implied in the employer-worker relationship. The labour force is mostly unskilled. There is an acute shortage of qualified union leaders. On the other hand, some employers still hold to the long discarded notion that "organized labor stands for the law of physical force, either actual or a threat featuring a mob power, knowing no master except its free will ... as a result the rights and interests of the labouring man will be protected and cared for, not by labour agitators, but by the men to whom God in His infinite wisdom has given the control of the property interests of the country." In such situations and with such notions, the participation of employers and workers might not have the desired efficacy. Yet the activities of both the Confederation of Ethiopian Labour Unions and the Ethiopian Employers' Federation in the field of labour education during the last few years is slowly and steadily changing the situation. Both employers and workers are slowly realizing their rights and their obligations to the community which is enabling them to play a positive and vital role in the social and economic development of the country.

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

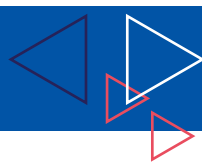
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YEARS

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The government on its part realizes that a prosperous and contented labour is a prime necessity for the peaceful industrial and agricultural development of the nation. With this objective in mind, the government will spare no efforts, to provide a just and fair deal both for labour and capital, to create conditions in which both employers and union can work in harmony each in the interest of the other and both in the interest of the country. Such tripartite cooperation based on such principles cannot but result in enormous benefits, wide spread in application and enduring in character, and at the same time provide tremendous impetus for economic and social development.

*From the special Issue, on the occasion of the 7<sup>th</sup> C.E.L.U. Anniversary and the Inauguration of its New Headquarters, APRIL 9, 1970*



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*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II





H.I.M. Emperor Haile Selassie Visiting the Addis Ababa University

# 30



## 1971

### EMPLOYERS' AND WORKERS' ORGANISATIONS

Employers' and workers' organisations are of comparatively recent vintage in Ethiopia. In 1947 the Prance-Ethiopian Railway Workers' Union was formed. Soon after the promulgation of the Labour Relations Decree of 1962, which with every minor modification was confirmed and continued by the enactment of the Labour Relations Proclamation of 1963, there came a vitalised Ethiopian labour movement. Almost contemporaneously the Confederation of Ethiopian Labour Unio (OCLU) made its advent; and four years later, the Federation of Ethiopian Employers (FEE) was established.

As of March 1971, there were some 132 labour unions in Ethiopia, virtually all of which were affiliated with CELU union members, numbered between 65,000 and 70,000. Some 34 collective agreements were in force, covering between 20,000 and 25,000 employees. Collective agreements did not extend in scope beyond a single enterprise. At the same time, 108 employers in Ethiopia were affiliated with FEE. They employed between 55,000 and 65,000 workers. It is thus apparent that many employees represented by unions were not covered by collective agreement, and that many employers represented by an employers' association were not parties to such agreements.

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*"Without food, man can live at most but a few weeks; without it, all other components of social justice are meaningless."*

Norman Borlaug



## LABOURS LEGISLATION

Set out below is the legislation which forms the main body of labour law in Ethiopia:

The Revised Constitution of 1955 (Article 47), guaranteeing every Ethiopian subject the right, in connection with engaging in any occupation, to form or join associations "in accordance with the law".

The Labour Relations Proclamation, No. 210 of 1963 (formerly the Labour Relations Decree No. 49 of 1962) dealing, inter alia, with the powers of the Minister, including his authority to set minimum labour conditions, the jurisdiction of the Labour Relations Board, registration of labour unions and employers' associations, collective bargaining the recognition of certain fundamental rights and obligations of labour and management and the proscription of "unfair labour" and other "forbidden" practices.

The Minimum Labour Conditions Regulations No. 302 of 1964, setting certain minimum labour conditions under the authority granted the Minister by the Labour Relations Proclamation.

The Civil Code of 1960 (Articles 2512-2609), containing numerous provisions (many in the form of minimum labour conditions) relating to the employer-employee relationship and the contractual rights an obligation arising there from (including collective agreements and dismissal questions).

The Eritrean Employment Act, No. 5. of 1958 (Eritrean Gazette), a comprehensive labour code covering a wide

range of subjects, the applicability of which, in whole or in various parts, became open to question with the incorporation of Eritrea into the Ethiopian Empire.

The Labour Standards Proclamation No. 232 of 1966 providing for occupational safety, health and welfare, containing other protection for workers and establishing the tripartite Labour Standards Advisory Board.

The Penal Code of 1957, proscribing strikes by public servants and the use of unlawful means in connection with certain kinds of labour objectives.

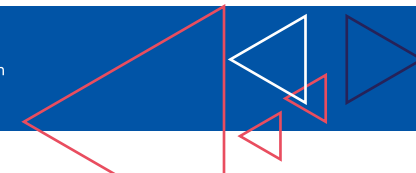
The Labour Inspection order No. 37, of 1964, creating within the Ministry a Labour Inspection Service with numerous functions pertaining to labour matters.

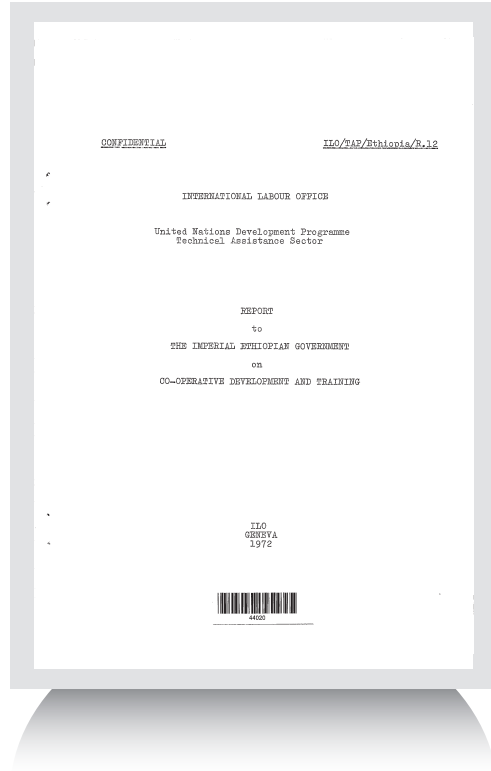
The Public Employment Administration Order, No. 26, of 1962 providing for employment services throughout the empire, and requiring work permits for foreigners and the licensing of private employment agencies.

The Central Personnel Agency and Public Service Order, No. 23 of 1961, amended, and implementing Regulations, establishing a civil service commission defining "public servants" and generally regulating the hiring and employment of public servants.

The Public Servants Pension Decree, No. 46, of 1961, providing, in regard to public servants, for retirement, incapacity, and survivors' pensions.

The Public Holidays and Sunday Observance Proclamation, No. 151, of 1956, designating public holidays on which people may not do gainful work, subject however to necessary exceptions.





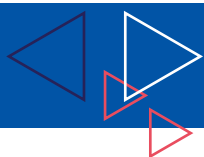
1972

## CO-OPERATIVE DEVELOPMENT AND TRAINING

The Imperial Ethiopian Government requested the ILO provide, under the United Nations Development Programs Technical Assistance Sector, the services of an expert in Co-operative Development and Training. The Director General designated Mr. A.M. Dyer to Undertake this mission. The assignment was for one year in the first instance, but at the request of the Imperial Ethiopian Government was extended by annual renewals for a further five years. The expert assumed his duties on 3 November 1965 and completed them on 31 December 1971.

The terms of reference of the expert were set out as follows:

- a) to advise and assist the Government in implementing the new cooperative law (which in fact did not exist at the time of the expert's arrival in Ethiopia);
- b) to advise and assist in the preparation and execution of training programs for staff of the Co-operative Department and personnel and officers of co-operative societies;
- c) to advise co-operatives on questions of management, administration, and working methods;
- d) to give advice and assistance for the general establishment and development of the cooperative movement,



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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale

1972

## ROUND TABLE ON THE ROLE OF EMPLOYERS' ORGANISATIONS IN ENGLISH-SPEAKING AFRICAN COUNTRIES (ADDIS ABABA 3-13 OCTOBER 1972)

*Federation of Employers of Ethiopia*

Submitted by: Michael Seyoum, Senior Assistant Secretary General and Kiros G.Yohannes, Assistant Secretary General

The origin and growth of the Federation of Employers of Ethiopia is closely correlated with the parallel development of Trade Unions in Ethiopia though Ethiopia was a member of the International Labour Organisation for many years its first tripartite delegation to this international body was sent only in June 1963. By that year the trade unions had already started their organising activities, and had, formed their central office. The employers on the other hand were yet unrecognised and had to be called upon by the government to have their representative nominated for the tripartite delegation to the ILO.

In 1962, the first labour law in Ethiopia, the Labour Relations Decree was enacted legalizing the rights of Association or both workers and employers. With the issuance of this law and the growing tendency of organized labour, the employers felt the need for a strong organization of their own, free and independent of any government intervention.

The need for such an organization also stemmed from the desire of employers to have an institution that would provide them with guidance and assistance, bring their concerted, views to the attention of the government, and represent them both on the international levels, of Employers of Ethiopia was organised and officially registered under that name on March 17, 1964.

Membership in the Federation is "open to any duly registered Association, Federation, Organisation or other bodies of employers in Ethiopia and individual firms or companies employing regular full-time employees." Public enterprises established by statute or charter of the government are also eligible for membership.

*"Overcoming poverty is not a task of charity, it is an act of justice."*

Nelson Mandela, former President of South Africa, Nobel Peace Prize laureate in 1993

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YEARS

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INTERNATIONAL LABOUR OFFICE  
BUREAU INTERNATIONAL DU TRAVAIL  
OFICINA INTERNACIONAL DEL TRABAJO

25/10/1975  
139th Session

GOVERNING BODY  
CONSEIL D'ADMINISTRATION  
CONSEJO DE ADMINISTRACION

Geneva,  
19-21 November 1975

Twenty-second item on the agenda

REPORT OF THE DIRECTOR-GENERAL  
First Supplementary Report

Arrest and detention of Mr. Beyene Solomon, Deputy Worker Member of the Governing Body, and of other Trade Union Leaders in Ethiopia

1. At the 136th (May 1975) Session of the Governing Body the Director-General gave an oral account of the steps thus far taken by the Office with regard to the arrest and detention of Mr. Beyene Solomon, Deputy Worker Member of the Governing Body, and his two colleagues in the former leadership of the Confederation of Ethiopian Labour Unions (CELU).
2. On 13 June 1975 the Director-General had a meeting with the Government delegate of Ethiopia attending the Conference, informed him of his concern and that of the Governing Body at the continuing detention of Mr. Solomon and his associates, and expressed the hope that the issue would be favourably resolved by the Government of Ethiopia before the November 1975 session of the Governing Body.
3. On 8 October 1975 Mr. Bolin, Deputy Director-General, called on the Ethiopian Ambassador to the United Nations and its specialized agencies in Geneva and, through him, conveyed once more to the Government of Ethiopia the very grave concern of the ILO at the prolonged detention without trial of Beyene Solomon and his associates.
4. On 14 October 1975 the Director-General sent a telegram to the Chairman of the Provisional Military Administrative Council in Addis Ababa. The telegram was worded as follows: "More than one year has passed since I first had occasion to express the concern of the ILO and myself at the detention of Beyene Solomon, Deputy Worker Member of the ILO Governing Body, at the forthcoming November 1975 session of the Governing Body. The Committee on Freedom of Association will be examining a complaint lodged by the International Confederation of Free Trade Unions (ICFTU) on respect for the detention of Beyene Solomon. I therefore earnestly appeal to your Excellency to provide me prior to first November with a firm assurance that Beyene Solomon will be released or submitted as well as his colleagues in former CELU to a fair and impartial trial at an early date in line with the principles consistently upheld by the International Labour Organization."
5. On 3 November 1975 the Director-General received the following dated reply from the Government of Ethiopia: "We your office of 14th October concerning Beyene Solomon and his colleagues stop would like to assure you that Beyene and colleagues cases have been forwarded to the prosecutor of the special court martial stop result of trial would be communicated as soon as the information is made public stop Beyene Terefe, Minister of Labour and Social Affairs."

1975

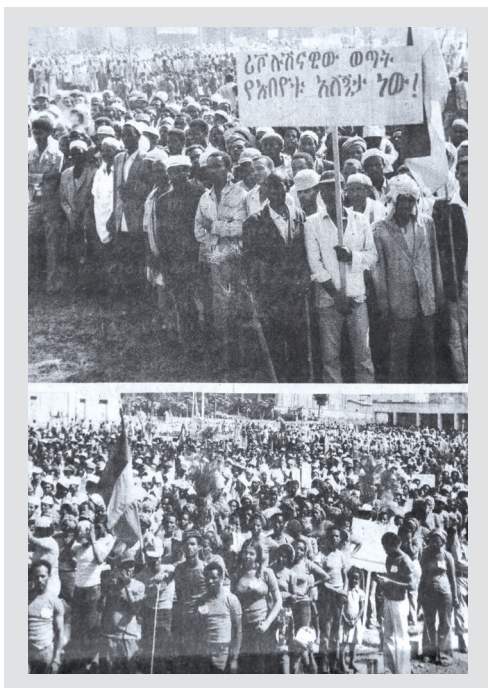
## ARREST AND DETENTION OF MR. BEYENE SOLOMON, DEPUTY WORKER MEMBER OF THE GOVERNING BODY, AND OF OTHER TRADE UNION LEADERS IN ETHIOPIA

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1975

## SOCIAL POLICY AND LABOUR LEGISLATION

*Labour Proclamation 1975*

A new Labour Proclamation was announced by the Ethiopian Government on 6 December 1975 and went into effect on the same date. The main topics covered by the Proclamation are employment, conditions of work, the formation of trade unions, collective agreements, and the settlement of trade disputes.

A system of employment exchanges is set up. Every job seeker over 18 years of age must register at the employment office in his locality, if one exists. Under-takings must report job vacancies to the employment office in the locality; they are to employ workers only through the employment office, unless the employment office does not send the required worker within 15 days of receipt of the vacancy notification, or unless no employment office exists in the locality.

*"Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for the identity and worth of cultures and peoples."*

Rigoberta Menchú, Guatemalan human rights activist, Nobel Peace Prize laureate in 1992

**100**  
YEARS

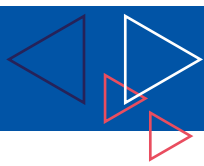
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1977

**FARMERS' ASSOCIATION SET UP**

On 17 September 1977 the Government of Ethiopia issued a Proclamation (No. 130) establishing the All-Ethiopia Peasant Association (AEPA). The AEPA consists of some 20,000 local peasant associations with about 8 million Members.

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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale



# 1978

## JOB EVALUATION AND CLASSIFICATION FOR THE ETHIOPIAN SUGAR CORPORATION

*ILO, Geneva*

The Ethiopian Sugar Corporation has for some time been considering the introduction of a job evaluation and position classification plan as a basis for reforming its wage and salary structure.

In view of the relative lack of experience in the Corporation with the necessary techniques and procedures, a request was made, through the Ministry of Industry, and with the support of the planning Commission, for assistance from the ILO.

The assistance, financed under a funds-in-trust arrangement, was to begin with a first phase of one month during which an ILO expert was to consider the feasibility of various approaches to introducing job evaluation in the Corporation and to prepare a detailed plan of work for its subsequent implementation.

*"We are all implicated when we allow other people to be mistreated. An absence of compassion can corrupt the decency of a community, a state, a nation."*

Bryan Stevenson

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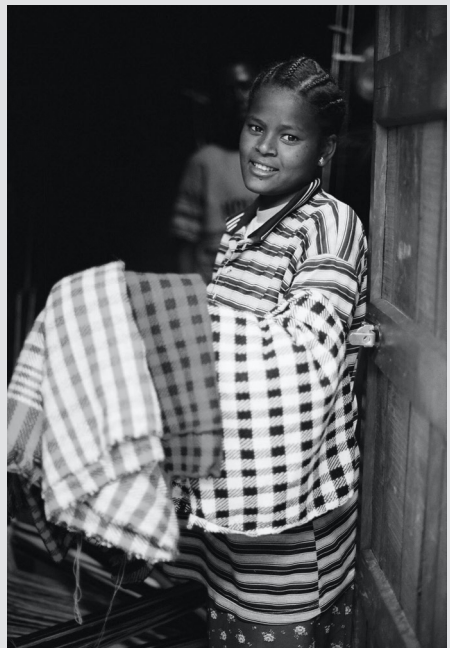
“*Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that has made it possible for evil to triumph.*”

H.I.M. Emperor Haileselassie I





# 40



## 1982

### TECHNICAL MEMORANDUM TO THE GOVERNMENT OF ETHIOPIA ON THE DEVELOPMENT OF A GARMENT FACTORY FOR DISABLED PERSONS

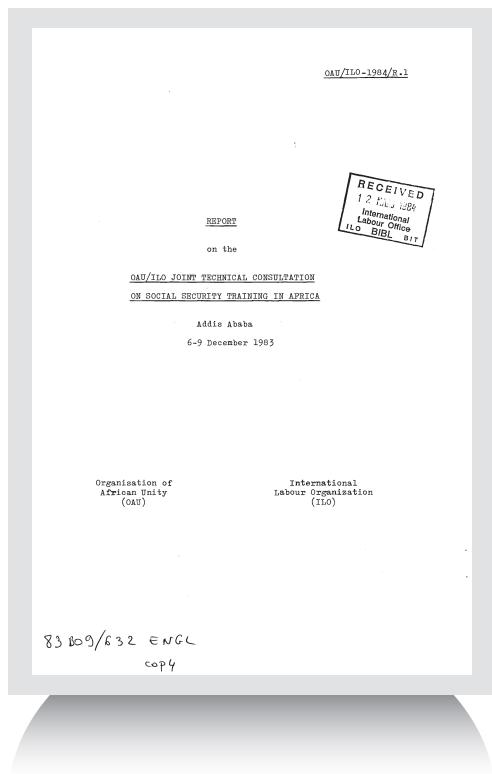
The Proposal for the Nazareth Garment Factory for Disabled Persons was conceived in 1974. In 1979 the ILO assigned Mrs. Doris Dina, a German, as consultant for the design and planning of the factory under the UNDP ILO project ETH/75/043 for a period of three months. The factory is to employ disabled in the production of fashionable clothes for children and adolescents. Subsequently, the expert was reappointed in May 1981 for a period of six months to effect the necessary preparations according to the original plans. Three further short extensions of contract (total of four and one—half months) were financed under the ILO Regular Budget during 1982.

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*"Until the great mass of the people shall be filled with the sense of responsibility  
for each other's welfare, social justice can never be attained."*

Helen Keller



1983

## THE OAU/ILO JOINT TECHNICAL CONSULTATION ON SOCIAL SECURITY TRAINING IN AFRICA, ADDIS ABABA, 6-9 DECEMBER 1983.

### Report

1. The Organisation of African Unity (OAU) and the International Labour Organisation (ILO) held an OAU/ILO Joint Technical Consultation on Social Security Training in Africa in Addis Ababa from 6-9 December.
2. The meeting was attended by 45 delegates from 30 African countries, together with two consultants representing the Employers' and Workers' organisations respectively.
3. Observers were also present from the following international, regional and national organisations: International Social Security Association (ISSA), Economic Commission for Africa (ECA), Arab Labour Organisation (ALO), the Common African and Mauritian Organisation (OCAM), All Ethiopian Trade Unions (on behalf of the Organisation of African Trade Union Unity), Centre National d'Etudes supérieures de sécurité sociale de Saint-Etienne (France) (CNESSS).



# 1984

## INTERNATIONAL WORKERS' DAY WAS CELEBRATED WITH A GRAND CEREMONY

Comrade Chairman Mengestu Hailemariam confirmed that we are fully determined to move to the next level of development in order to achieve prosperity based on equality, just as we were able to win victories that were never even attempted in the previous revolution.





◀ 1984  
MAY DAY

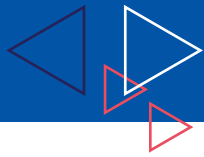
*World Labour's Day is celebrated by the labourers of the world. May Day commemorates the struggle of the world's labourers to free themselves from the exploitation of capital; It is a day to remember the bitter victories they have achieved against exploitation and oppression and to express their global support to the struggling labourers.*



# 1985

## POLICIES AND PROJECTS FOR RURAL EMPLOYMENT PROMOTION IN AFRICA

The ILO's Jobs and Skills Programme for Africa (JASPA) organised a Regional Workshop on Policies and Projects for Rural Employment Promotion in Africa from 14 to 18 October, 1985 in Addis Ababa, Ethiopia.

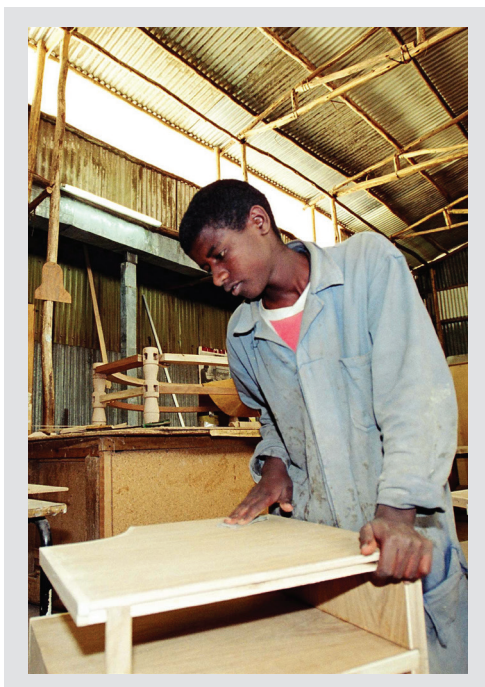


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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale



# 1986

## YOUTH EMPLOYMENT AND YOUTH EMPLOYMENT PROGRAMMES IN ANGLOPHONE AFRICAN COUNTRIES

There are many factors that contribute to the growing problem of youth unemployment in sub-Saharan Africa. Five different types of measures can be adopted for alleviating the problem of youth employment:

- i. absorption of the educated youth in the modern sector, whereby the government plays the role of “employer of last resort”;
- ii. attempts to decrease the supply of labour through early retirement schemes or through an extension of the schooling system and the legal working age;
- iii. incentives for youth to settle as self-employed, mainly through agricultural settlement schemes;
- iv. school curricula reforms and job training programmes and
- v. financial incentives for enterprises that recruit youngsters, in the form of wage subsidies or tax rebates.

*“Overcoming poverty is not a task of charity, it is an act of justice.”*

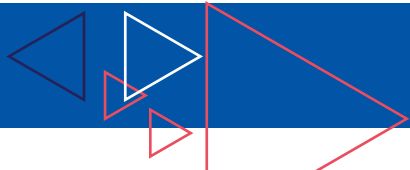
Nelson Mandela, former President of South Africa, Nobel Peace Prize laureate in 1993

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*1990-06-08, ILC 77<sup>th</sup> Session - The Session of the International Labour Conference played host to Nelson Mandela, at the time Deputy President of the African National Congress (ANC). On that occasion, Mandela paid tribute to ILO for fighting against apartheid.*



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*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II



## LABOR FORCE

Ethiopia's first and only national census, conducted in 1984, put the population at 42 million, which made Ethiopia the third most populous country in Africa, after Egypt and Nigeria. The census also showed that by 1994 Ethiopia's population would reach 56 million. According to World Bank projections, Ethiopia will have a population of 66 million by the year 2000 (other estimates suggested that the population would be more than 67 million).

The 1984 census indicated that 46.6 percent of the population consisted of children under fifteen years of age, which indicated a relatively high rate of dependence on the working population for education, health, and social services. Such a high dependency rate often is characteristic of a country in transition from a subsistence to a monetized economy. Because of limited investment resources in the modern sector, not all the working-age population can be absorbed, with the result that unemployment can become a growing social and economic problem for an economy in transition.

The 1988/89 economically active labor force was estimated to be 21 million, of which 19.3 million were in rural areas and 1.7 million in urban areas. Estimates of the labor force's annual growth ranged from 1.8 to 2.9 percent.

The labor force's occupational distribution showed that in 1990 some 80 percent of the labor force worked in agriculture, 8 percent in industry, and 12 percent in services. These figures had changed slightly from the 1965 figures of 86, 5, and 9 percent, respectively. Thus, while agriculture's proportionate share of the labor force fell, the other two sectors gained. This trend reflects a modernizing society that is diversifying its economy by expanding secondary and tertiary sectors.

## UNEMPLOYMENT

Based on the Ministry of Labor surveys and numerous other analyses, a general assessment of unemployment in Ethiopia can be made. According to the Ministry of Labor, the unemployment rate increased 11.5 percent annually during the 1979-88 period; by 1987/88 there were 715,065 registered unemployed workers in thirty-six major towns. Of those registered, 134,117 ultimately found jobs, leaving the remaining 580,948 unemployed. The urban labor force totaled 1.7 million in 1988/89. The Ministry of Labor indicated that the government employed 523,000 of these workers. The rest relied on private employment or self-employment for their livelihood.

According to the government, rural unemployment was virtually nonexistent. A 1981/82 rural labor survey revealed that 97.5 percent of the rural labor force worked, 2.4 percent did not work because of social reasons, and 0.1 percent had been unemployed during the previous twelve months. However, it is important to note that unemployment, as conventionally defined, records only part of the story; it leaves out disguised unemployment and underemployment, which were prevalent in both urban and rural areas. For instance, the same rural labor force survey found that 50 percent of those working were unpaid family workers. What is important about unemployment in Ethiopia is that with an expansion of the labor force, the public sector—with an already swollen payroll and acute budgetary problems—was unlikely to absorb more than a tiny fraction of those entering the labor market.

*Ethiopia a country study,  
Federal Research Division Library of Congress  
Edited by Thomas P. Ofcansky and LaVerle Berry*

July 1991

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare,  
social justice can never be attained."*

Helen Keller

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Ethiopia

# 48

## LABOUR UNIONS

*Federal Research Division Library of Congress, Edited by Thomas P. Ofcansky and LaVerle Berry - July 1991*

The 1955 constitution guaranteed the right to form workers' associations. However, it was not until 1962 that the Ethiopian government issued the Labour Relations Decree, which authorized trade unions. In April 1963, the imperial authorities recognized the Confederation of Ethiopian Labour Unions (CELU), which represented twenty-two industrial labour groups. By 1973 CELU had 167 affiliates with approximately 80,000 members, which represented only about 30 percent of all eligible workers.

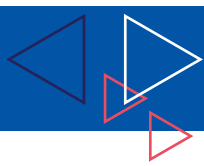
CELU never evolved into a national federation of unions. Instead, it remained an association of labour groups organized at the local level. The absence of a national constituency, coupled with other problems such as corruption, embezzlement, election fraud, ethnic and regional discrimination, and inadequate finances, prevented CELU from challenging the status quo in the industrial sector. Nevertheless, CELU sponsored several labour protests and strikes during the first decade of its existence. After 1972 CELU became more militant as drought and famine caused the death of up to 200,000 people. The government responded by using force to crush labour protests, strikes, and demonstrations.

Although many of its members supported the overthrow of Haile Selassie, CELU was the first labour organization to reject the military junta and to demand the creation of a people's government. On May 19, 1975, the Derg temporarily closed CELU headquarters on the grounds that the union needed to be reorganized. Furthermore, the military authorities asserted that workers should elect their future leaders according to the aims and objectives of Ethiopian socialism. This order did not rescind traditional workers' rights, such as the right to organize freely, to strike, and to bargain collectively over wages and working conditions. Rather, it sought to control the political activities of the CELU leadership. As expected, CELU rejected these actions and continued to demand democratic changes and civilian rights. In January 1977, the Derg replaced CELU (abolished December 1975) with the All-Ethiopia Trade Union (AETU). The AETU had 1,341 local chapters, known as workers' associations, with a total

membership of 287,000. The new union thus was twice as large as CELU had ever been. The government maintained that the AETU's purpose was to educate workers about the need to contribute their share to national development by increasing productivity and building socialism.

In 1978 the government replaced the AETU executive committee after charging it with political sabotage, abuse of authority, and failure to abide by the rules of democratic centralism. In 1982 a further restructuring of the AETU occurred when Addis Ababa issued the Trade Unions' Organization Proclamation. An uncompromising Marxist-Leninist document, this proclamation emphasized the need "to enable workers to discharge their historical responsibility in building the national economy by handling with care the instruments of production as their produce, and by enhancing the production and proper distribution of goods and services." A series of meetings and elections culminated in a national congress in June 1982, at which the government replaced the leadership of the AETU. In 1986 the government relabeled the AETU the Ethiopia Trade Union (ETU).

In 1983/84 the AETU claimed a membership of 313,434. The organization included nine industrial groups, the largest of which was manufacturing, which had accounted for 29.2 percent of the membership in 1982/83, followed by agriculture, forestry, and fishing with 26.6 percent, services with 15.1 percent, transportation with 8.1 percent, construction with 8.0 percent, trade with 6.2 percent, utilities with 3.7 percent, finance with 2.4 percent, and mining with 0.7 percent. A total of 35.6 percent of the members lived in Addis Ababa and another 18.0 percent in Shewa. Eritrea and Tigray accounted for no more than 7.5 percent of the total membership. By the late 1980s, the AETU had failed to regain the activist reputation its predecessors had won in the 1970s. According to one observer, this political quiescence probably indicated that the government had successfully coopted the trade unions.



100  
YEARS

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*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II

## WAGES AND PRICES

Prior to the revolution, the Central Personnel Agency formulated and regulated wage policies. At the time of the military takeover, there was no minimum wage law; wages and salaries depended much on demand. There was, however, some legislation that defined pay scales. For instance, Notice 49 of 1972 defined pay scales and details regarding incremental steps for civil servants. Similarly, the Ethiopian Workers Commission had developed pay-scale guidelines based on skill, experience, and employment. In 1974 CELU asked for a 3 birr daily minimum wage, which the imperial government eventually granted.

After the revolution, the government's policy was to control wage growth to reduce pay scales. For parastatal and public enterprise workers earning 650 birr or less per month (real income, i.e., income adjusted for inflation) and civil servants earning 600 birr or less per month, the government allowed incremental pay increases. But for those above these cutoff points, there was a general salary freeze. However, promotions sometimes provided a worker a raise over the cutoff levels.

Given inflation, the salary freeze affected the real income of many workers. For instance, the starting salary of a science graduate in 1975 was 600 birr per month. In 1984 the real monthly income of a science graduate had dropped to 239 birr. Similarly, the highest civil servant's maximum salary in 1975 was 1,440 birr per month; the real monthly income of the same civil servant in 1984 was 573 birr.

Data on real wages of manufacturing workers and the behavior of price indexes provide further evidence of worsening living standards after the revolution. In 1985/86 the average real monthly income of an industrial worker was 65.6 percent of the 1974/75 level. The general trend shows that real income fell as consumer prices continued to increase. The retail price index for Addis Ababa rose from 375.2 in 1980/81 (1963 = 100) to 480.0 in 1987/88. This rise in the retail price index included increases in the cost of food

(27 percent), household items (38 percent), and transportation (17 percent).

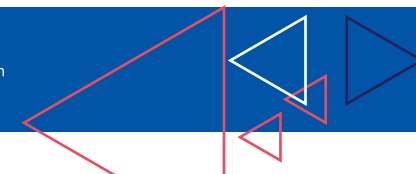
Price increases mainly affected urban wage earners on fixed incomes, as purchases of necessities used larger portions of their pay. The government's wage freeze and the controls it placed on job transfers and changes made it difficult for most urban wage earners to improve their living standards. The freeze on wages and job changes also reduced productivity.

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

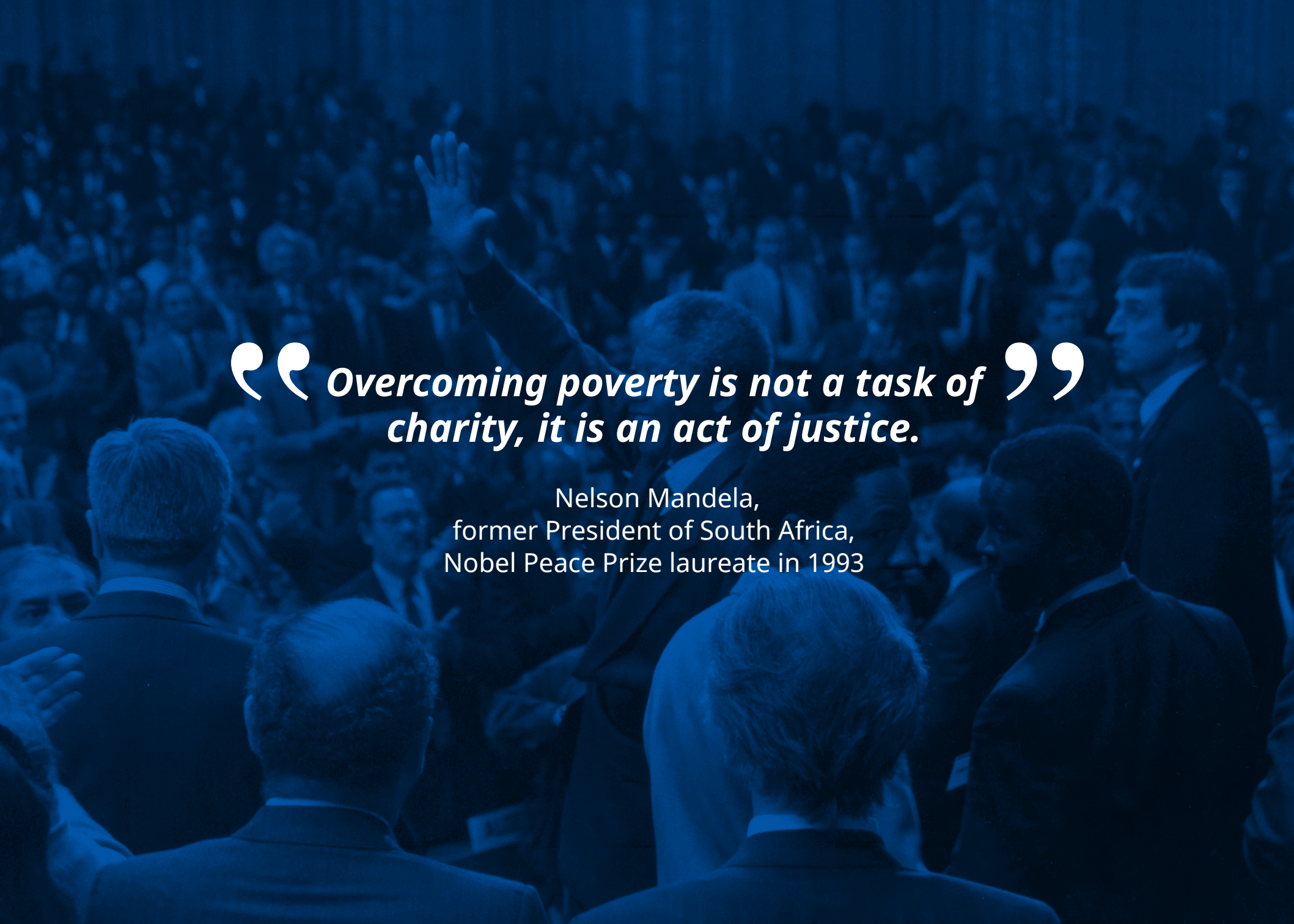
Helen Keller

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A blue-tinted photograph of Nelson Mandela waving to a large crowd. He is in the center, wearing a suit, with his right arm raised. The crowd is dense and fills the background and foreground. The image has a monochromatic blue color scheme.

*“Overcoming poverty is not a task of  
charity, it is an act of justice.”*

Nelson Mandela,  
former President of South Africa,  
Nobel Peace Prize laureate in 1993





# 1994/95

## WORK-RELATED HEALTH PROBLEMS OF WOMEN IN ETHIOPIAN MANUFACTURING INDUSTRIES

In 1994/95, the Working Conditions and Environment Research Team of the Ministry of Labour & Social Affairs conducted a survey, with the aim of improving women's working conditions and combating occupational health risks in occupations and industries in which women predominate. The survey focused exclusively on the living and working conditions of 589 randomly selected women employed in 28 manufacturing industries in Addis Ababa and its vicinity.

Data were collected during working hours, using an individually administered and well-designed standard questionnaire. An ILO checklist from 1990, "Higher Productivity and a Better Place of Work", was used to map out hazards in each of the 28 manufacturing industries.

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

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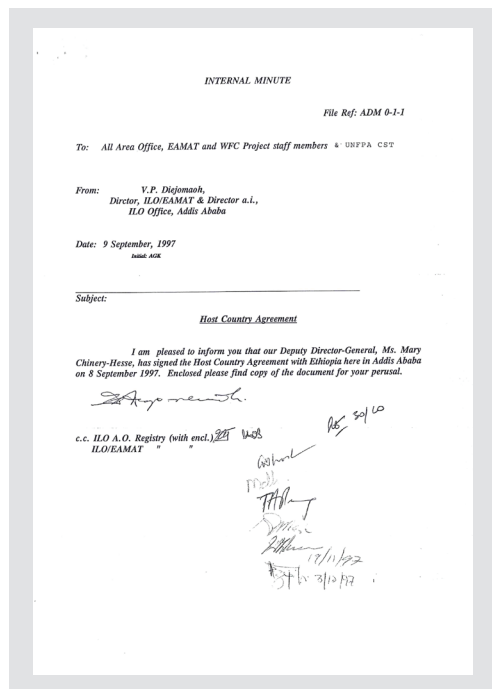
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# 1995

## EQUAL RIGHTS TO WOMEN

Ethiopia adopted a new constitution that came into effect on August 21, 1995. The constitution guarantees equal rights to women in all spheres of society, including access to education and employment. The constitution also provides for affirmative action to enable women to bridge the gap created between them and men by a discriminatory culture, outlook, laws and practices. The country has a National Women's Policy, in effect since 1993, with the objective of encouraging equitable participation of women in the political, social and economic life of the country. "The policy aims to institutionalize the political, economic and social rights of women by creating appropriate structures in Government offices and institutions so that public policies and interventions are gender-sensitive and can ensure equitable development for all Ethiopians." Though some improvements have been observed in the situation of women over the past couple of years, especially in the field of education, much more still needs to be done to address the issue of gender equality and discrimination in the country.



# 1997

## AGREEMENT BETWEEN THE GOVERNMENT OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA AND THE INTERNATIONAL LABOUR ORGANIZATION CONCERNING THE OFFICE OF THE ORGANIZATION IN ADDIS ABABA

**8 September, 1997 at 15:00 hours, in Addis Ababa**

**WHEREAS** it has been agreed between the Parties that the Agreement of 10 December 1964 should now be updated to take account of the evolution in the functions assigned to the Office, without prejudice to more favorable treatment which may be granted in the light of the practice followed for other International Organizations in Addis Ababa,

*"Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for the identity and worth of cultures and peoples."*

Rigoberta Menchú, Guatemalan human rights activist, Nobel Peace Prize laureate in 1992

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YEARS

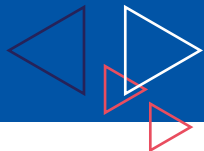
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# 1998

## THE GLOBAL MARCH AGAINST CHILD LABOUR

In 1998, a grassroots movement called the Global March against Child Labour brought together NGOs, trade unions, teachers, and children, under the leadership of Kailash Satyarthi to demand an end to child labour. They marched through Africa, Asia, North and Latin America, and Europe, where their final destination was the International Labour Conference in Geneva. This march was significant because at that time the ILO was discussing a possible new Convention against the worst forms of child labour. So great was the impact of the marching children that it contributed to it becoming the fastest ratified Convention in the history of ILO.



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*"Another essential to a universal and durable peace is social justice."*

Arthur Henderson, former leader of the UK Labour Party, Nobel Peace Prize laureate in 1934





## 2003

### ETHIOPIA TO WORK OUT NEW LABOUR LAW

During a meeting with Lord William Brett, chairman of the Governing Body of the International Labour Organization (ILO), PM. Meles Zenawi said the law was amended in order to comply it with the rules and regulations of international labour law.

*"We are all implicated when we allow other people to be mistreated. An absence of compassion can corrupt the decency of a community, a state, a nation."*

Bryan Stevenson

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Juan Somavia (left), ILO Director-General and Meles Zenawi (right), Prime Minister of the Federal Democratic Republic of Ethiopia. ILO XIth African Regional Meeting. Addis Ababa. 24 April 2007.







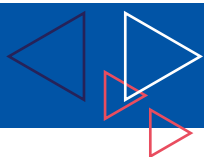


## 2009

### ILO LAUNCHES THIRD CALL FOR PROPOSALS TO PROMOTE COOPERATIVES IN AFRICA

The International Labour Organization (ILO) announced the launch of a third call for proposals to promote cooperatives through the Cooperative Facility for Africa programme.

13 April 2009



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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale





# 60

## 2012

### GREEN AND FAIR: COOPERATIVES IN ETHIOPIA

By their very nature, cooperatives can balance economic, environmental, and social needs. The ILO showcased some of its successful experiences in this field at the United Nations Conference on Sustainable Development (Rio+20). One of them involves more than 200,000 coffee producers and almost 200 cooperatives in Ethiopia.

When an ILO mission arrived in Ethiopia in 1993 to introduce a newly-launched cooperative reform and human resource development programme, it found a country with hundreds of thousands of displaced people and demobilized soldiers.

It also found a weakened economy, food insecurity, rampant unemployment and a cooperative movement.

This movement was among those bearing the scars from the previous 14 years. Based on past experience, cooperatives were perceived as socialist institutions and instruments of state oppression.

Nineteen years later, all that has changed.

The Oromia Coffee Farmers' Cooperative Union (OCFCU) exemplifies how agricultural cooperatives improve their members' capacity to access global markets, as well as their income and social conditions.

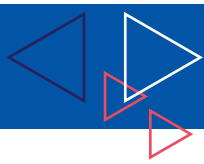
OCFCU exports coffee to the European Union (EU), the United States and Australia. All in all, more than 200,000 coffee producers and around 200 cooperatives are involved throughout the country.

It has negotiated fair trade deals with coffee dealers in some of the EU countries, set up coffee shops in the United Kingdom, Germany, Japan and Canada and is vigorously promoting organic coffee farming for added value.

A key objective is to improve the sustainability of the coffee industry by supporting biodiversity, enhancing soil health through the use of organic compost and to promote environmental protection – all issues which will be on the table at the Rio+20 conference.

From Oromia to the rest of Ethiopia and beyond

Oromia's coffee is organic, and forest-grown, and no herbicides, insecticides nor chemical fertilizers are used in its production. By working together, farmer members are able to pool their resources. This democratic system benefits individual farmer members and their communities. Harvesting is carried out by hand. Supervision and inspection are undertaken once a year by BCS Öko-Garantie, a private agency implementing EU-Regulations on organic production.



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*"Without food, man can live at most but a few weeks; without it, all other components of social justice are meaningless."*

Norman Borlaug



As a producer of fair trade coffee, OCFCU is able to use the Fairtrade Premium and its social fund to finance community development programmes. It has already funded 28 education, eight health, and 36 clean water projects, as well as the construction of a bridge and the improvement of electrical supply. The OCFCU has also recently created its own members' bank, which extends credit for much-needed pre-harvest financing. What's more, it is promoting eco-tourism in the coffee growing areas as well. The experience from Oromia is being replicated in the rest of Ethiopia, where a rapid development of the cooperative movement is taking place.



*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II

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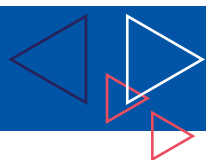


# 2019

## BUILDING INCLUSIVE MARKETS FOR REFUGEE AND HOST COMMUNITIES: A CASE STUDY OF THE ILO-UNHCR APPROACH TO INCLUSIVE MARKET SYSTEMS (AIMS) IN JIJIGA, ETHIOPIA

This case study provides an overview of the ILO's Approach to Inclusive Markets (AIMS) and explains how the approach was implemented in a pilot project working in the livestock sector in Jijiga, Ethiopia. AIMS is based on market systems development (or M4P) principles and adopts a push-pull framework to devise an effective intervention strategy that promotes the economic inclusion of forcibly displaced and hosting communities in selected value chains and sectors. As such, AIMS works to bridge the humanitarian-development nexus and facilitates sustainable solutions to economic inclusion. This document provides an easy-to-read introduction to AIMS and offers guiding principles and concrete examples for practitioners who are interested to learn more about market-based livelihoods for refugees and host communities.

International Labour Organization; Office of the United Nations High Commissioner for Refugees



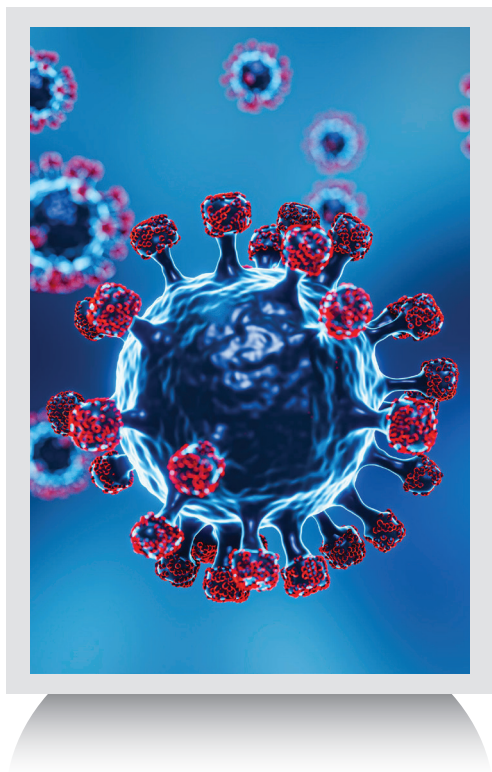
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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale





# 2019

## COVID-19

The world of work is being profoundly affected by the global COVID-19 virus pandemic. In addition to the threat to public health, economic and social disruptions threaten the livelihoods and well-being of millions of workers and their families. These negative economic and public health shocks are reverberating in Ethiopia, and in particular in the country's garment and textile sector.

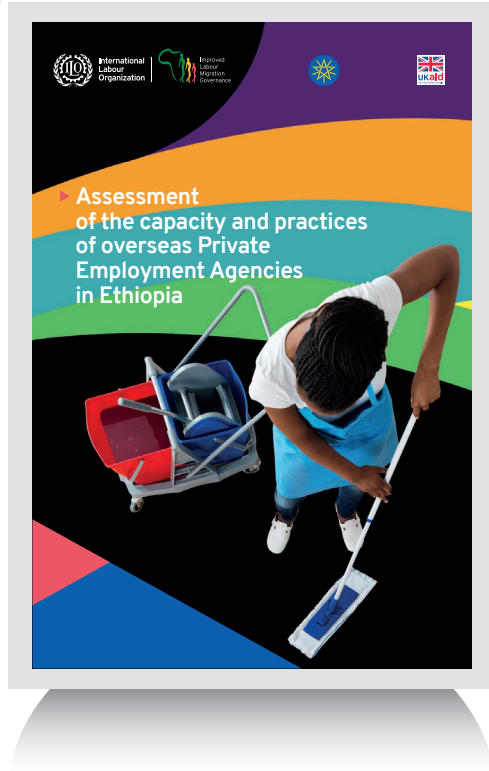
The International Labour Organization and its coordinated Programme in the Ethiopia apparel and textile sector, 'SIRAYE', played an active role in ensuring the safety of individuals and the sustainability of businesses. Better Work, Vision Zero, SCORE, and key ILO technical departments provided comprehensive support to the industry.

*"Overcoming poverty is not a task of charity, it is an act of justice."*

Nelson Mandela, former President of South Africa, Nobel Peace Prize laureate in 1993

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2022

## THE CAPACITY AND PRACTICES OF OVERSEAS PRIVATE EMPLOYMENT AGENCIES IN ETHIOPIA

For much of the past decade Ethiopia has experienced significant levels of economic growth. Yet, despite its progress, the country still struggles to meet the employment demands of its young population, three million of whom enter the labour market each year searching for new opportunities. According to the Labour Force and Migration Survey conducted by the Central Statistics Agency and the IOM in 2021, the rate of domestic unemployment was 8.0%, a figure likely to grow due to the knock-on effects of the COVID-19 pandemic that has shaken key sectors such as manufacturing, construction and tourism. Responding to this reality, each year thousands of Ethiopian citizens make the decision to leave the country in search of employment opportunities abroad, making Ethiopia one of the leading labour-sending countries in the world.

The promotion of overseas employment opportunities and the safeguarding of the rights of migrant workers requires improvement in the procedures and practices of all the actors involved, in Ethiopia as well as in countries of destination. The Ethiopian government has long been aware of such risks and has taken steps to strengthen regulatory frameworks and improve institutional processes in coordination with international agents such as the ILO and destination country governments. Ethiopia was one of the first countries in the region to ratify the 1997 Private Employment Agencies Convention (No. 181) in 1999 and has worked to build up a strong domestic legal framework based upon its key provisions in the decades since then.

2022

## ILO PROSPECTS IN ETHIOPIA AT A GLANCE

*Forced displacement in Ethiopia*

Ethiopia maintains an open-door policy for refugees seeking protection within its territory and has a long-standing history of hosting them. According to the latest data, Ethiopia is host to 837,533 refugees. The majority are from South Sudan (47 per cent), while the remainder originate from Somalia (27 per cent), Eritrea (19 per cent), Sudan (6 per cent), Yemen (0.3 per cent) and elsewhere (1.2 per cent) (UNHCR, 2022). Children, women, persons with disabilities (PWD) and the elderly constitute around 80 per cent of the overall refugee population.

As a result of local conflicts, inter-communal violence, natural disasters and impacts of climate change, there are also 4,239,636 internally displaced people (IDP) in Ethiopia, which is an emerging challenge in addition to the refugee response (IOM, 2021).

In efforts to alleviate the additional pressure on host communities and to reinforce inclusion, the government is beginning to roll out the Refugee Proclamation revised in 2019. The new Act, described as one of Africa's most progressive refugee laws, allows refugees to obtain work permits, access primary education and financial services, such as banking.

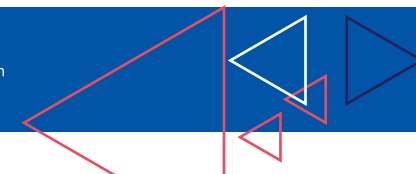
The Partnership for Improving Prospects for forcibly displaced persons and Host Communities (PROSPECTS) Partnership is a unique four-year partnership (2019–2023), spearheaded by the Government of the Netherlands, that brings together the International Finance Corporation (IFC), the International Labour Organization (ILO), the UN Refugee Agency (UNHCR), the UN Children's Fund (UNICEF) and the World Bank (WB). The Partnership aims to support the transition from humanitarian to development-centred assistance, which can address long-term challenges and the combined needs of the host and refugee communities and accelerate sustainable solutions to build more inclusive, cohesive and productive societies.

*"We are all implicated when we allow other people to be mistreated. An absence of compassion can corrupt the decency of a community, a state, a nation."*

Bryan Stevenson



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## ስለ ሴቶች እና ማህበራዊ ጉዳይ ሚኒስቴር በጥቂት

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## የሰራ እና ክህሎት ሚኒስቴር

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የቀድሞ ሠራተኛና ማህበራዊ ጉዳይ ሚኒስቴር፡-

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- የመንግሥት ጉዳዮችን

በማካተት በሦስትዮሽ ማለትም ከመንግሥት፣ ከአሠሪዎች እና ከሠራተኞች ተወካዮች ጋር በቅንጅት የመንግሥትን ኃላፊነት፣ የአሰሪዎችን ኃላፊነትና ግዴታ በሚመለከት እንዲሁም የሠራተኛ መብትና ግዴታ በሚመለከት የሚሠራ ተቋም ነበር።

## በአሰሪና ሰራተኛ ዘርፍ (Labour Sector)

የአሰሪና ሠራተኛ አዋጅ፣ የብሔራዊ መዳደሪያ ህንጻትና ጤንነት ፖሊሲና ስትራቴጂ፣ ብሔራዊ የውጭ ሃገር ሥራ ስምሪት ፖሊሲና ስትራቴጂ፣ ብሔራዊ የማህበራዊ ጥበቃ ፖሊሲና ስትራቴጂ እና የአካል ጉዳተኛ ሰራተኞች የሥራ ስምሪት አዋጅ በሥራ ቦታ እንዲፈፀም መከታተልና መደገፍ አፈፃፀሙንም ለሚመከታቸው ሪፖርት ማድረግ ነው።

እንዲሁም ኢትዮጵያ ያፀደቀቻቸውን የዓለም ሥራ ድርጅት 23 ስምምነቶች (ILO Conventions) አፈፃፀሙን መከታተል በሥራ ቦታ ተግባራዊ እንዲሆኑ አሠሪዎችን መደገፍ አቅም መገንባትና የሥራ ሁኔታዎችን መቆጣጠር እና በሠራተኞች በኩልም የሠራተኞች የሥራ ሁኔታ ከአደጋ ነፃ መሆኑን መከታተል፣ መደገፍና መቆጣጠር ይገኙበታል።

በተለይ የሠራተኞች ቅጥር፣ የሠራተኞች ደመወዝና ጥቅማጥቅም፣ በማህበር የመደራጀት መብት፣ የሠራተኞች ማህበራዊ ጥበቃ እንዲሁም በአሠሪና ሠራተኞች መካከል የሚፈጠረውን አለመግባባት በሰላማዊ መንገድ በማህበራዊ ምክክር ስለሚፈቱበት ሥርዓት መዘርጋትና ይህንንም በሦስትዮሽ አማካሪ ቦርድ በመመካከር በመከታተል ሰላማዊ የኢንዱስትሪ ግንኙነት ተፈጥሮ ድርጅቶች ጥራት ያለውን ምርት እንዲያመርቱና ምርታማ በመሆን በገበያ ተወዳዳሪ እንዲሆኑ የሚሠራ የሚኒስቴር መ/ቤት ነው።

የዓለም ሥራ ድርጅት ስምምነቶች ሀገራዊ የአፈፃፀም ሪፖርትም ለዓለም ሥራ ድርጅት ወቅቱን ጠብቆ ሪፖርት ይደረጋል፤ በሚሰጠውም ግብረ መልስ መሠረት ቀጣይ የማስተካከያ ስራዎችም ይሠራሉ።

እንደዚሁም ሃገራችን ያላፀደቀቻቸው የዓለም ሥራ ድርጅት ስምምነቶች ለሃገራችን የሚሰጡት ፋይዳ ከሃገራችን ሁኔታ ጋር ተያይዞ እየተጠና በህዝብ ተወካዮች ምክር ቤት እንዲፀድቅና ተግባራዊ እንዲሆን ይደረጋል።

ከዓለም ሥራ ድርጅት ጋር ብዙ ስራዎችን ሠርተናል፤ አሁንም እየሰራን ነው። ቀደም ሲል የአሠሪና ሠራተኛ ዘርፍ ከማህበራዊ ጉዳይ ተለይቶ ሳይወጣ በፊት ለሃገራችን ጠቃሚ ስራዎች ሠርተናል። ለመጥቀስ ያክል፡-

## የኮሮና ቫይረስ ወረርሽኝን በተመለከተ

- የኮሮና ቫይረስ ወረርሽኝ ጊዜ አሠሪዎችንና ሠራተኞችን ከኮሮና ቫይረስ ጥቃት ለመከላከል የመከላከያ ፕሮቶኮሎች ተዘጋጅተው በሥራ ላይ እንዲዉሉ በማድረግ ዜጎቻችንን ከአደጋ ለመከላከል ተችሏል።
- በኮሮና ቫይረስ ምክንያት ድርጅቶች ለስራቸው የአቅርቦት እጥረትና የገበያ እጥረት ስለነበር ድርጅቶች እንዳይዘጉ፣ ድርጅቶች ከተዘጉ ደግሞ ሠራተኞች ከሥራ ዓለም ስሚገለሉ፣ ሥራ አጥነት እንዳይመጣ፣ ሠራተኞችና ቤተሰቦቻቸው በገቢ እጥረት የማህበራዊ ችግር እንዳይፈጠር ከዓለም ስራ ድርጅት ጋር በመሆን የድጎማ የድጋፍ እርዳታ በማፈላለግ ከጀርመን መንግስት 4.5 ሚሊዮን ብር እርዳታ (Wage Subsidy) በማግኘት ለሃገር ውስጥ 46 የጨርቃጨርቅና አልባሳት ድርጅቶች ድጋፍ በማድረግ፣ ድርጅቶችንና ሰራተኞችን ከዚህ መጥፎ ጊዜ ለመታደግ ችለናል። ድጋፉም ለእያንዳንዱ ድርጅት ሠራተኞች የአምስት ወራት



ደመወዝ በመክፈል ድርጅቶች ለሰራተኞች ይከፍሉት የነበረው ከፍተኛ ለድርጅቱ ድጋግ ሆኖ ሥራው ሳይቋረጥ እንዲቀጥል ከጀርመን መንግሥትና ከዓለም ሥራ ድርጅት ጋር በተደረገው ስምምነት በመፈጸም በሥራ ላይ ያሉ ዜጎችን ከገቢ እጦትና ሥራ ከማጣት ለመታደግ ተችሏል።

## ሃገራዊ ሞቹ የሥራ ፕሮግራም (Decent Work Country Program) 2021-2025

ሚኒስትር መ/ቤቱን በመራሀብት ጊዜ ከዓለም የስራ ድርጅት ጋር እንዲሁም የአሠራሮችንና ሠራተኞችን ተወካዮች በማካተት የአምስት ዓመት ሃገራዊ ምቹ የሥራ ፕሮግራም ማለትም እ.ኤ.አ. ከ2021-2025 የሚያገለግል ተቀርቦ በሥራ ላይ ይገኛል። የምቹ ሥራ ዓላማም፡-

- በሥራ ቦታ የሰራተኞች የመደራጀት መብት እንዲከበር፤
- ፍትሃዊ የሆነ የሥራ ቅጥር እንዲፈጸምና በቅጥር ላይ አድሎ እንዳይፈጸም፤
- ለሠራተኞች የማህበራዊ ጥበቃ እንዲደረግ፤ እና
- በሥራ ቦታ የሚፈጠሩ አለመግባባቶች በማህበራዊ መክከር እንዲፈቱ ናቸው።

ፕሮግራሙም በእነዚህ ዓላማዎች ዙሪያ ያጠነጠኑ ናቸው።

## ሃገራዊ የሠራተኛና ማህበራዊ ጉዳይ ሥራዎች ዳሰሳ ጥናት

በወቅቱ የሠራተኛና ማህበራዊ ጉዳይ ሚኒስቴር የተጣለበት የሥራ ኃላፊነቶች በየመ/ቤቶቹ የተበታተኑ መሆኑን በመረዳት በሃገር ደረጃ የአሠራርና ሠራተኛ ዘርፍ እና የማህበራዊ ጥበቃ ዘርፍ በሃገር ደረጃ አደረጃጀቱ፣ አፈፃፀሙ ማለትም የፖሊስ፣ የሕጎች፣ የስምምነቶች፣ ወዘተ ሥራዎች ተግምግመው ጠንካራና ደካማ ጎኖችን በመለየት አሁን ለተፈጠረው አደረጃጀት (MoLS & MoWSA) ትልቁን አስተዋፅኦ አድርጓል። ጥናቱንም የዓለም አቀፍ የሥራ ድርጅት በገንዘብና በዕውቀት ደግፏል።

## ከስደት ጋር ተያይዞ

የቀድሞው የሠራተኛና ማህበራዊ ጉዳይ ሚኒስቴር ከዓለም የሥራ ድርጅት ጋር ከስደትና ከስደት ተመላሽ ዜጎች ጋር ተያይዞ የሠራቸው ስራዎችም የሚከተሉት ናቸው።

## ➤ የአቅም ግንባታ ሥልጠናና በተመለከተ፡-

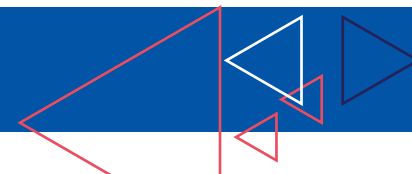
የውጭ አገር ሥራ ሥምሪትን አስመልክቶ የአፈፃፀምን አቅም ለመገንባት ለበላይ ኃላፊዎች፣ ለባለሙያዎችና በመካከኛው ምስራቅ አረብ አገራት ለሚገኙ የኢትዮጵያ ዲሞክራሲያዊ ሚኒስቴሮች፤

ጉዳዩ በቀጥታ ለሚመለከታቸው ባለድርሻ አካላት በሕጎች፣ መመሪያዎችና በቅንጅት ሥራዎች ላይ እንዲሁም ሕጋዊና ደህንነቱ የተጠበቀ የሠራተኛ የምልመላ ስርዓትን ለመዘርጋት የሚያስችል ሥልጠና ለውጭ አገር ሥራ ስምሪት ፈፃሚዎችና ለባለሙያዎች እንደዚሁም ከውጭ አገር የሥራ ስምሪት በሚመለከት ከተቀባይ ሃገራት ጋር የሁለትዮሽ ስምምነት ለማድረግ የሚያስችል የመደራደር ስልትን በተመለከተ ሥልጠና ተሰጥቷል።

## ➤ ተቋማዊ አቅምን ማሳደግ በተመለከተ

የዓለም የሥራ ድርጅት (ILO) በመ/ቤቱ ተቋማዊ አቅም ግንባታ ውስጥ የሚከተሉትን ድጋፎች አድርጓል።

- ✓ የውጭ አገር ሥራ ስምሪት የመረጃ ቋትን ስርዓት መዘርጋት፤
- ✓ የተለያዩ የውጭ አገር ሥራ ስምሪትን የሚያሳልጡ ማኑዋሎችን የማዘጋጀት ሥራ፤
- ✓ የአገር ውስጥ ሥራ ስምሪት ኤጀንሲዎች ያላቸውን ክፍተት አስመልክቶ ጥናት በማድረግ መመሪያ የማዘጋጀት፤
- ✓ የውጭ አገር ሥራ ስምሪት ኤጀንሲዎች የሥነ ምግባር መመሪያ የማዘጋጀት፤
- ✓ ወደ ውጭ አገር ለሥራ የሚሄዱ ዜጎችን ብቁና ተወዳዳሪ ለማድረግ የካሪኩለም፣ የአሠልጣኞች ማሰልጠኛ ማኑዋል የማዘጋጀት፤
- ✓ የተወሰኑ የሙያና ቴክኒክ ተቋማትን በማሰልጠኛ መሳሪያ ድጋፍ የማድረግ፤
- ✓ ለመ/ቤቱ የተለያዩ የአቅም ግንባታ ድጋፎችን የማድረግ ሥራ፤



## ➤ የውጭ አገር ሥራ ሰሞራትን በተመለከተ

- ✓ የተዘጋጀውን የህግ ማሻሻያ ወደ እንግሊዘኛ የመተርጎም ሥራ፤

## ➤ ኮንፈረንሶችን የማዘጋጀት ሥራን በተመለከተ

- ✓ አገር አቀፍ የሌበር ኮንፈረንስ የማዘጋጀት፤
- ✓ ሕገወጥ የሰዎች ዝውውርን አስመልክቶ ብሕራዊ የንቅናቄ መድረክ የማዘጋጀት፤

## ➤ ከሳዑዲ ተመላሽ ዜጎችን መቀበልና ማቋቋምን በተመለከተ

- ✓ ከስደት የተመለሱትን የመልሶ ማቋቋም ማኑዋል ማዘጋጀት፤
- ✓ የተለያዩ የአቅም ግንባታ ስልጠናዎችን ለተመላሾች መስጠት፤
- ✓ ለተመላሾች ማሰልጠኛነት የሚያገለግሉ ማኑዋሎችን የማዘጋጀት፤
- ✓ ለተመላሾች ቀጥታ የገንዘብ ድጋፍና በኢኮኖሚ ራሳቸውን እንዲችሉ የማቋቋም ሥራን በጋራ በመሆን፤ በቅንጅትና በትብብር ለመስራት ተችሏል።

## በማህበራዊ ጥበቃ

- የዓለም የስራ ድርጅት በማህበራዊ ዘርፍ ዓመታዊ የጋራ ጉባኤዎች ላይ የፋይናንስ ድጋፍ በማድረግ፤ ከግብንት 15-16 ቀን 2015 ዓ.ም ድረስ በከፍተኛ ደረጃ “ማህበራዊ ጥበቃ ለሃገር ግንባታ በኢትዮጵያ” በሚል መሪ ቃል የተካሄደውና የድርጊት ጥሪ በማውጣት የተጠናቀቀው የብሔራዊ የማህበራዊ ጥበቃ ኮንፈረንስ በሙያ እና በፋይናንስ አግዟል።
- የሚካሄዱ የማህበራዊ ጥበቃ ፕሮግራሞች አካል ጉዳተኞችን ያካተቱ እንዲሆኑ በተለይም በገጠርና በከተማ ልማታዊ ሴፍቲኔት ፕሮግራሞች የበለጠ ተሳታፊ እና አካታች እንዲሆኑ ከመ/ቤታችን እና ከኢትዮጵያ አካል ጉዳተኞች ማህበራት ፌዴሬሽን ጋር በመተባበር ለሚመለከታው አካላት ስልጠናዎች እና የግንዛቤ መድረኮችን በማዘጋጀት የአቅም ግንባታ ስራዎች ላይ ድጋፍ አድርጓል።
- በማህበራዊ ጥበቃ መረጃ አሰባሰብ እና አጠቃቀም ላይ የተለያዩ የቴክኒክ ድጋፎች አድርጓል።

## የዓለም ሥራ ድርጅት (ILO) ከሴቶችና ማሕበራዊ ጉዳይ ሚኒስቴር ጋር በአሁን ጊዜ ከፍተኛ የስራ ግንኙነት የሚያደርግ ሲሆን ማሳያዎቹ የሚከተሉት ናቸው።

- በሥራ ቦታ የሴቶችን መብት በሚመለከት ከፍተኛ ሥራ ከሚኒስቴር መ/ቤታችን ጋር እየሠራ ሲሆን እነዚህም፡-
- ✓ የተለያዩ ስምምነቶች ፀድቀው በሥራ ላይ እንዲውሉ ማለትም የእናትነት ጥበቃ (Maternal Protection Convention)፤ የቤት ሠራተኞች (Domestic Workers Convention) እና ጥቃትና ትንኮሳ (Violence and Harassment Conventions) ስምምነቶች ናቸው። በእነዚህ ዙሪያ ለሕግ አውጪው፤ ለፖሊስ አውጭውና ለፈጻሚዎች የግንዛቤ ሥልጠና በመስጠት ድርጅቱ በመደገፍ ላይ ይገኛል።
- ✓ እንደዚሁም በሥራ ቦታ አሠሪዎች በሥራ ቅጥር ጊዜ በእርግዝና ምክንያት በቅጥር ላይ ተፅእኖ እንዳያደርጉ ግንዛቤ በማስጨበጥ ድጋፍ ያደርጋል።
- ✓ በስራ ቦታ የሴቶች ላይ እየደረሱ ያሉትን የአድሎዎዎች በጥናት በመለየት በመደገፍ ላይ ነው።

## የዓለም ሥራ ድርጅት /አይኤልኤ/ በኢትዮጵያ የመጣውን እና እያመጣ ያለው ተጽዕኖ

የዓለም የሥራ ድርጅት በሃገራችን ላይ ከፍተኛ አዎንታዊ ተፅዕኖ በማድረግ ላይ ይገኛል። ለማሳያነትም፡-

- ሠራተኞች በነፃነት ተደራጅተው ለመብታቸው እንዲታገሉና ዴሞክራሲያዊ ሥርዓት በሃገራችን ለመጥንባት አዎንታዊ ተፅዕኖ በማድረግ ላይ ነው።
- የሴቶች መብት ጉዳይ ትልቅ ቦታ እንዲይዝ እያደረገ ነው።
- አሠሪዎች መብታቸውንና ግዴታቸውን እንዲገነዘቡ በማድረግ የሰው መብት በተጣሰ የስራ ቦታ የተመረተ ምርት ወይም የተሰጠ አገልግሎት በገበያ ተወዳዳሪ እንደማይሆን በማስረጃ የሠራተኛ መብት እንዲጠብቁ ተፅዕኖ እያደረገ ነው።
- የአሠሪና ሠራተኛ ጉዳይ የኢኮኖሚ ዕድገት ጉዳይ እንደሆነ በሃገራችን እያሰረጸ ነው።
- በአጠቃላይ ሰብአዊ መብት መከበር ትልቅ ዋጋ እንዳለው ከዓለም ሥራ ድርጅት ትምህርት እየተወሰደ ነው።

## በአገራችን የለው የሥራ ባህል

በሃገራችን የሥራ ባህል ጠንካራ ነው ብሎ መውሰድ አይቻልም። ሥራ እያለ፣ ተፈጥሮ የሰጠው ዕድል እያለ፣ ወዘተ ረሃብና ድህነት ይታያል። ሥራ አጥነት ይስተዋላል። ለዚህ ደግሞ ስንፍና፣ የአመለካከት ችግር፣ ከሌላ ጠባቂነት፣ ወዘተ ናቸው። በዚህ ዙሪያ ብዙ ሥራ ይጠይቀናል።

## የሥራ ባህላችንን የተሻለ እና ስኬታማ ለማድረግ ከመንግስት እና ከሠራተኛ የሚጠበቀው

የሥራ ባህላችንን ለማሳደግ ከሁሉም ወገን ጥረት ያስፈልጋል።

### ከመንግሥት አንፃር

- የሥራን ክብርነት በሥርዓተ ትምህርት በማካተት ማስተማር፤
- ሥራ ዜጎች መፍጠር እንዲችሉ በተለያዩ ደረጃዎችና ላሉት ዜጎች ለደረጃቸው የሚመጥን ሥልጠና መስጠት፤
- ስራ ለመፍጠርና ለመስራት የሚያስችል ፋይናንስ ሥርዓት መዘርጋት፤
- በገጠር ላሉ አርሶ አደር ዜጎች መሬት እንዲያገኙ ማድረግና ለስራቸው መነሻ ገንዘብ በብድር ማቅረብ፤
- የግል ባለሀብቱ ኢንቨስት እንዲያደርግና የውጭ ባለሀብት ለመሳብ በአጠቃላይ ሃገራዊ ሁኔታዎችን ማመቻቸት፤
- ሰፊ የመንግሥት እርሻዎችን ማስፋፋትና ዜጎችን ማሰማራት፤ ወዘተ ይጠበቃል።

### ከሠራተኛ አንፃር

- አሠሪዎች ድርጅት ሲያቋቁሙ የሥራ ዕድል ለሠራተኞች እየፈጠሩላቸው መሆኑን ተረድተው መሥራትና ባለሀብቱን ሳቢ ለመሆን ሠራተኞች የሥራ ባህላቸውን ማሳደግ ይኖርባቸዋል።
- ሠራተኞች ስራ መናቅ አይገባቸውም።
- ሠራተኞች የባለሀብቱ ድርጅት በጋራ ገቢ የሚቋደሱበት መሆኑን አውቀው ድርጅቱን ሊንከባከቡ ይገባል።

- ሠራተኞች በሥራ ቦታ ስለመብታቸው ብቻ ሳይሆን ስለግዴታቸውም ማወቅ ይጠበቅባቸዋል።
- ሠራተኞች በዕውቀትና ክህሎት ራሳቸውን በማብቃት ለተሸለ ሥራ ሊተጉ ይገባል።

## የዓለም ስራ ድርጅት /አይ.ኤል.ኤ/ በኢትዮጵያ አገልግሎት መስጠት ከጀመረ አንድ መቶ አመታት ሆኖታል። በዓል አስመልክቶ፡-

ኢትዮጵያ በ1923 የዓለም የሥራ ድርጅት አባል በመሆን ከአፍሪካ የመጀመሪያ ነች። አባል የሆነችበት ዛሬ 100 ዓመት ሆኖ ከአፍሪካ በተለየ ሁኔታ አባል የሆንንበትን የመቶ ዓመት በማክበር ከአህጉሩ ቀዳሚ በመሆናችንና ታሪካችንን በመድገማችን ከፍተኛ ደስታ ይሰማኛል። ከአፍሪካ ቅኝ ባለመገዛታችን ለአፍሪካ ሃገራት ነፃነት የታገልን ሕዝቦችና ቢጋን አፍሪካንዝም ግንባር ቀደም ሆነን በዚህም የመሪ ቦታ በመያዛችን በሃገሬ ክብር ይሰማኛል።

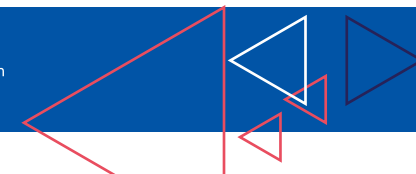
## እንኳን ለዓለም የስራ ድርጅት መቶኛ ዓመት በሰላም አደረስን!

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained."*

Helen Keller

100  
YEARS

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Ethiopia





## ◀ 2023

A significant commitment was reached on September 22, 2023, during a historic event held at the Confederation of Ethiopian Trade Union (CETU) headquarters in Addis Ababa. The first Union-to-Union Signing Ceremony among African countries, jointly organised by CETU and the Federation of Somali Trade Unions (FESTU), with the support of the ILO marked a vital step towards enhancing the protection of migrant workers' rights.

The MOU was signed by their representatives Mr. Kassahun Folo and Omar Faruk Osman, at the CETU head office, with the presence of Mr Alexio Musindo, Director, ILO Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and Special Representative to AU, EAC.







# 2023

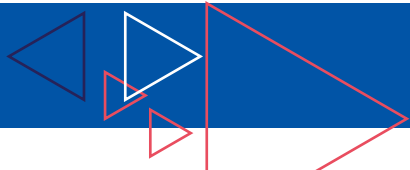
ILO and its tripartite constituents launched a Decent Work Country Program for Ethiopia



◀ 2023

## ADVANCING DIGITALISATION FOR IMPROVED LABOUR MIGRATION GOVERNANCE IN ETHIOPIA

*On June 7<sup>th</sup>, 2023, Mr. Alexio Musindo, Director of the International Labour Organization (ILO) in Addis Ababa handed over Biometric readers and IT equipment to H.E. Ato Asegid Getachew, State Minister, of the Ministry of Labour and Skills. The ILO procured IT equipment, namely, webcam, android tablet, iPad tablet, laptop computers, backup 4G connectivity dongles, printers, backup local server and biometric reader to ensure the effective functioning and accessibility of appropriate infrastructure required to collect data for the E-LMIS system in Ethiopia.*



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*"Another essential to a universal and durable peace is social justice."*

Arthur Henderson, former leader of the UK Labour Party, Nobel Peace Prize laureate in 1934





# 2023

## EXECUTIVES OF THE CONFEDERATION OF ETHIOPIAN TRADE UNIONS MET WITH PRIME MINISTER DR. ABIY AHMED AND DISCUSSED ABOUT CREATING GOOD WORKING RELATIONS.

Apr. 2023

Ato Kasahun Folo, president of CETU, reminded that the confederation has been making extensive efforts to coordinate the leaders of the federations and the leaders of the grassroots trade unions so that the rights and benefits of the workers are respected according to the law, and efforts have been made to find answers to the main demands of the workers that have been getting worse recently.

Accordingly, the Supreme Council of the Confederation of Ethiopian Trade Unions /CETU/ on April 6, 2023. In the 50th regular meeting of 2015 on the eve of the celebration of the International Labour's Day /May Day/, the main questions of the workers that have not been answered in a way that can be resolved, according to the decision to celebrate it in a peaceful demonstration, as completed the appropriate preparations to celebrate it. They say that the history of the celebration not being celebrated due to the prohibition of the Addis Ababa City Administration Security Bureau is a recent memory.

*"Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for the identity and worth of cultures and peoples."*

Rigoberta Menchú, Guatemalan human rights activist, Nobel Peace Prize laureate in 1992

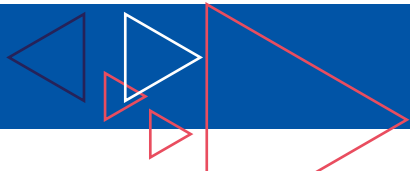
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*At the third national skill competition, the Prime Minister of Ethiopia and Minister of Labour and Skills visiting the creative works of inventors*



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*"Revolution is about the need to re-evolve political, economic and social justice and power back into the hands of the people, preferably through legislation and policies that make human sense. That's what revolution is about. Revolution is not about shootouts."*

Bobby Seale



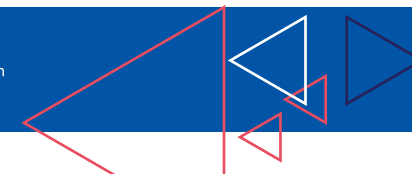
*H.E Ms. Muferiat Kamil, Minister of Labor and Skill with Mr. Alexio Musindo, the Country Director of the ILO Country Office for Ethiopia, Djibouti, Sudan, South Sudan and Somalia*

*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II

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# 78

## ILO LIAISON OFFICE WITH THE ECONOMIC COMMISSION FOR AFRICA, ADDIS ABABA (15 APRIL 1964 – DGI 219)

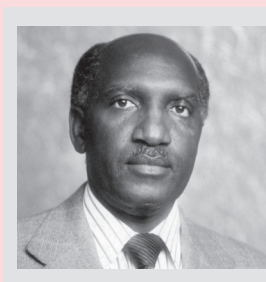


*Jean Reynaud  
(Director),  
15 April 1964*

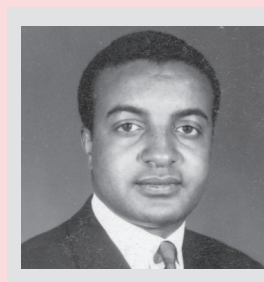
### EAST AFRICAN FIELD OFFICE AND LIAISON OFFICE WITH E.C.A., ADDIS ABABA

*Jean Reynaud  
(Director),  
1 July 1965*

## ILO OFFICE IN ADDIS ABABA (2/173: 1 JANUARY 1990)



*Eldad Mpyisi  
(Director),  
February 1990*



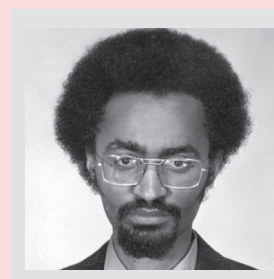
*Hailu Telahun,  
February 1993*



*Mahmoud Ourabah  
(Director),  
1 October 1995*



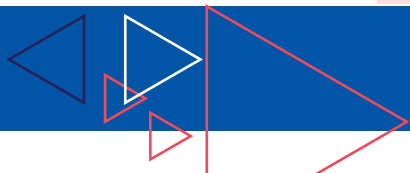
*Vremudia Diejomaoh,  
(Director),  
1 October 1997*



*Assefa Bequele,  
(Director),  
29 May 2000*



*Kodjo Michel Gozo  
(Director),  
2 January 2002*



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*"Social justice cannot be attained by violence. Violence kills what it intends to create."*

Pope John Paul II



**ILO EAST AFRICA MDT (ILO/EAMAT),  
ADDIS ABABA (2/192: 1 JULY 1993)**



*Vremudia Diejomaoh,  
(Director),  
1 April 1993*

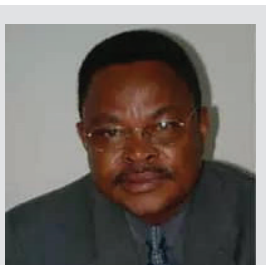


*Assefa Bequele,  
(Director),  
29 May 2000*

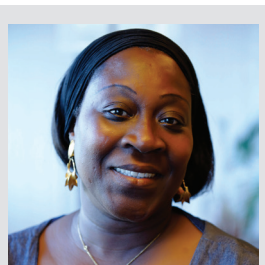


*Kodjo Michel Gozo  
(Director),  
2 January 2002*

**ILO SUBREGIONAL OFFICE FOR EAST AFRICA,  
SRO-ADDIS ABABA, (1 APRIL 2003)**



*Kodjo Michel Gozo  
(Director),  
2 January 2002*



*Alice Ouedraogo  
(Director),  
1 June 2006*



*George Okutho  
(Director),  
1 September 2008*

**ILO COUNTRY OFFICE FOR  
ETHIOPIA, DJIBOUTI, SOMALIA,  
SUDAN AND SOUTH SUDAN, AND  
SPECIAL REPRESENTATIVE  
TO THE AU AND THE ECA  
(CO-ADDIS ABABA)**



*Alexio Musindo  
(Director),  
1 January 2019*

*"Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare,  
social justice can never be attained."*

Helen Keller









ཁྱེད་ཀྱི་རྒྱལ་ཁབ་ - རྒྱལ་ཁབ་  
 1923 - 2023









### **ILO Country Office - Addis Ababa**

ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan, and South Sudan, and Special Representative to the AU and the ECA

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