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Key Note Address of the launching programme of Industrial Relation for Decent Work and Sustainable Development of Textile and Garment Industry in Ethiopia

February 4, 2016
Addis Ababa
Honorable George Okutho

Honorable Guests

Ladies and Gentlemen

It is indeed a great honor and pleasure for me to make a key note address in this launching programme of Industrial Relation for Decent Work and Sustainable Development of Textile and Garment Industry in Ethiopia.

Honorable Guests

Ladies and Gentlemen

Industrial relation refers to processes related to the world of work such as the organization of work, employment of contracts, human resources management, employment relation conflict management and employee attitudes and behaviors at work. Industrial relation is often described as being limited to rules of conduct that govern labour managers in their representation and bargaining.

Recognizing value of industrial relation is the world of work, Ethiopia has ratified relevant ILO convention that promotes industrial relations. Supporting legal and institutional frameworks are also set out in our constitution and the labour law. There is also a national tripartite advisory board established as per the law. This and other structures facilitate for the involvement of employers association and trade unions in the management decision making process of labour administration system.
In this regard, The Ethiopian Employers’ Federation believes that creating peaceful industrial relation at national, regional and firm level is one of the major areas that every employer and employee should strive to achieve, since it is one of the factors that boost productivity and increase job opportunities. The Federation is also playing a significant role in contributing to the growth of the economy through intervention and efforts that support the creation of industrial peace and conducive environment for investment. In this connection, employment opportunities have been created in the manufacturing, agriculture, construction and service sectors. In order to sustain this situation EEF is participating in drafting and implementing policy issues of the private sector because when operating in a business friendly environment firms will be successful in producing first class goods and services, increasing jobs and developing new technologies.

**Honorable International and Government Officials**

**Ladies and Gentlemen**

This project aims to contribute to the development of socially sustainable textile and garment industry. The emerging textile and garment industries are generating a new dynamism in the development of manufacturing sector, which attracts foreign direct investment and create jobs. If well managed and governed the industry will pave the foundation for the country’s industrialization across economic sectors and contribute to the declared goal of the pro poor development. At national level, the project facilitates social dialogue among multiple stakeholders in improving productivity and competitiveness of the textile and garment industry as well as improving labour law, wage policy, labour inspection, social dialogue, collective bargaining and
dispute settlement. At regional and sectoral level, the project will assist labour administration in strengthening their capacity of labour inspection, social dialogue and dispute settlement and also build employers, workers and their organizations in developing sound industrial relations, social dialogue practices and thereby improve wages and working conditions which in turn will have positive effect on productivity. At factory level it will provide demand driven capacity building to improve productivity and strengthen labour relation in full respect of ILO principles. The project is also aligned with the second Development and Transformation Plan.

In this regard, let me assure you that the Ethiopian Employers’ Federations will work hand in hand with its partners and exert its maximum efforts to achieve the objectives of the project.

Finally I would like to thank the ILO for all its efforts made to materialize the project and SIDA for funding the Project.

Thank you