



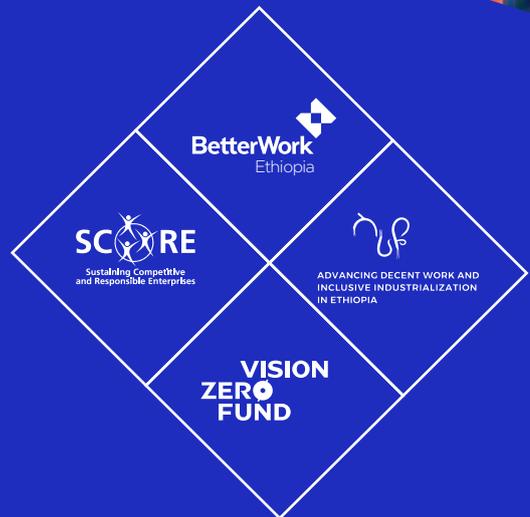
International  
Labour  
Organization



ADVANCING DECENT WORK AND  
INCLUSIVE INDUSTRIALIZATION  
IN ETHIOPIA



# 2021 Highlights



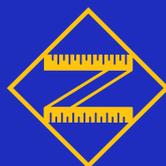
# Improved compliance with national labour law and international labour standards



**49**

**Factories  
Registered**

Better Work Ethiopia (BWE) has expanded its factory registration from 42 in 2020 to 49 in 2021, despite the challenging circumstances caused by COVID-19 .



**30**

**Assessments  
Conducted**

30 unannounced assessments were conducted in factories identifying different non-compliances concerning OSH practices, working hours, overtime, and other issues.



**238**

**Advisory  
Sessions**

238 advisory sessions were conducted to support factories in their improvement process.



**63**

**Training  
Sessions**

Better Work Ethiopia organized 63 sessions (both classroom and virtual sessions) on 15 training topics, engaging a total of 1,429 (942 Female) middle level managers, line supervisors, team leaders, HR and production managers and operators.



**5**

**Industry  
Seminars**

5 industry seminars were organized where 158 (41 Female) participants took part.



**35**

**OSH  
Committees**

35 OSH committees were established (with more than 50% women participation) in the BWE registered factories, where 28 of them are registered at Bureaus of Labour .

# Improved Productivity and Competitiveness

## ▶ Factory Coverage

29 → 60

32 enterprises were supported by SCORE training and advisory services, increasing the total number of supported factories since 2019 to 60. As a result of the support, absenteeism decreased in three factories by 40% and machine downtime was reduced from 59,113 minutes to 12,116 minutes.

2,480



2,480 men and women benefited from SCORE training and advisory services

8%

Of the total enterprises, 8% are fully owned by women and 65% by men. The rest are owned jointly by women and men.



## ▶ Capacity Building

8 → 37

The number of qualified SCORE trainers increased from 8 in 2019 to 37 in 2021, out of which 32% are women trainers

## ▶ Sector Diversification

SIRAYE programme created strong collaboration with the Ethiopian Horticulture Producer and Exporters Association (EHPEA). EHPEA implemented SCORE, including occupational safety and health, in four enterprises employing 2,735 workers, majority of whom are women.

32 PICC Committees

The number of Productivity Improvement Consultative Committees (PICCs) increased to 32 in 2021. The number of members in each PICC ranges between 8 and 12 with women accounting for 57%. The participation of workers in PICC groups enhanced workplace cooperation, reduced absenteeism, reduced exposure to work related accidents and grievance, and increased employee morale and sense of belonging.

# Gender Highlights



## ▶ Gender Strategy

SIRAYE has finalised a Gender Equality and Inclusion Strategy and Action Plan. This strategy aids in promoting gender equality and opportunities for the empowerment of female workers in the industry. The strategy will guide SIRAYE's gender interventions and create ownership among programme team members. It will also establish mechanisms for disaggregated data collection and ensure gender sensitive reporting.

## ▶ Ensuring Women's Participation

The delivery of training with SIRAYE programme is designed in a way that ensures for more women to take part. A total of 1,400 managers, supervisors and workers trained on different topics in 2021. About 72% of the participants were women. The training sessions help women workers learn new skills, practices and knowledge that improve their personal and work lives.

## ▶ Women Leadership Development Programme

SIRAYE has launched a women leadership development programme that combines technical and soft skill training, coupled with a three-month in-factory mentorship. A total of 74 women operators, line leaders and trainee supervisors were trained. As a result, 56.5% of the trained workers are in the pipeline to be promoted to the next higher position.

## ▶ Mainstreaming Gender

SCORE training materials were revised with the core aim of mainstreaming gender in the modules. A Gender assessment was conducted at the Ethiopian Kaizen Institute (EKI) to assess the level of gender integration in the organization's policies and strategies, HR policy and practices, and existing gender expertise and competence.

# Workers' Organizations



SIRAYE programme understands the importance of building and maintaining strong relationship with workers' organization to promote sound industrial relation, freedom of association and social dialogue. The programme continues to deliver support on capacity building, creating convening platform and producing and disseminating visual materials.

- ▶ Support provided to Industrial Federation of Textile, Leather and Garment Workers' Trade Unions (IFLGWTU) to organize 8 new trade unions in garment and textile factories with 4,100 workers (2,640 female).
- ▶ Capacity of basic trade union leaders built on the key issues of Labour Law, OSH and Life skill development. A total of 26 participants (11 Female) from 18 factories basic trade unions participated in these trainings.
- ▶ To promote freedom of association and social dialogue, SIRAYE provided support to the Confederation of Ethiopian Trade Union (CETU) in designing and disseminating promotional materials.



## COVID-19 Response

With the financial support of the programme, the IFLGWTU has procured and distributed different PPE materials such as sanitizer, liquid and bar soap, and masks. The beneficiaries were 26 basic trade unions located around Addis Ababa. Awareness creation posters on Covid- 19 prevention in a workplace were designed and distributed.

# Working with the Government

## ▶ Setting Minimum Wage



The programme continues to support the Ministry of Labour and Skills in providing technical support in the journey of establishing a minimum wage. To date, the technical support has resulted in the drafting regulation to establish a minimum wage advisory board. Furthermore, in collaboration with the ITC and the Ministry of Labour and Skills, virtual training on sustainable wage policy is being provided. The training provides practical guidance for creating effective policy formulation.



## ▶ Strengthening Labour Inspection



**144**  
Factories Inspected

**22**  
Labour Inspectors Trained

A total of 144 workplaces were inspected with the financial support from the programme. Some 22 (4 female and 18 male) labour inspectors trained and certified on basic international labour inspection training. Experience was shared between Better Work team and five bureaus of labour inspectors on Better Work service model with a specific focus on assessment, advisory and engagement with brands.

## ▶ Strengthening Dispute Prevention and Settlement



**60**  
Judges Trained

**32**  
Labour Relations Board Members Trained

A total of 60 judges from Federal First Instance Court Labour benches participated in advanced training courses on International Labour standard, mediation and Conciliation. The training was designed and implemented in collaboration with ILO international training centre. Legal aid center established in Hawassa in collaboration with Hawassa University. Capacity of 32 labour relation board members/experts built on mediation services and OSH legal provisions and Child Labour issues in collaboration with Hawassa University.

## ▶ Partnership

High-level discussion conducted with Ministry of Planning and Development to influence productivity and competitiveness agenda of the country based on the SCORE learning. The Ethiopian Kaizen Institute capacity built to implement SCORE training and advisory services. 20 factories supported through the partnership with EKI.

# Improving OSH

---

Three rounds of multi stakeholder industry seminars were conducted in Hawassa, Addis Ababa and Oromia to address major Occupational Safety and Health (OSH) deficits. The seminar focused on the discussion of major OSH noncompliance issues factories are facing and managed to develop road map that indicates the major roles of key government organs and company representatives that proposed sustainable strategy to address OSH issues at sectoral and national level. The programme facilitated hosting of Occupational Safety and Health day (OSH Day) celebrations by MoLSA and Addis Ababa BoLSA.

---

## ▶ Wage Subsidy

Since the launch of the wage subsidy- job retention programme in June, 2021, a total of 14,336 workers from 46 domestic factories benefited from the program. The programme aims to reduce the vulnerability of textile and garment workers to the direct and indirect socio-economic impact of Covid-19. As per the benefits package, the basic salaries of workers for five consecutive months starting from August 30, 2021, were paid through bank transfer to workers' bank accounts. In addition, workers' income tax and pension contributions were transferred to the respective government entities' accounts directly.



158

Top and middle level management representatives (41 female) participated in 5 industry seminars

## ▶ Working with Employers' Organizations and Private Sector

The programme facilitated linkages between employers' organizations and investors' associations to foster partnership through industry seminars designed and delivered both virtually and in person. Support was provided for ETGAMA to develop its strategic plan.



In addition to the knowledge and skills we have acquired through these trainings, I wanted to emphasise the importance of such training in attracting foreign investors into the country. As most foreign investors are guided by the principles of international labour laws and standards, it is critical that we align ourselves with those standards and trainings like this plays a huge role.

**Yonathan Abebe**  
Judge, Federal Labour bench



The training for the academic community is vital to enhance our skills and motivate us to conduct research and participate in community service calls and provide free legal aid services.

**Mr. Abera Argo**  
Academic staff



Before the training, I was working as trainee supervisor and I believed in shouting and being serious. After the training, I understand that problems can be solved professionally. The training also helps us protect ourselves from sexual harassment, improve our self-confidence and be successful.

**Trained Woman leader**  
Ashton Apparel Factory



BWE assessment and advisory services have contributed to better opportunities for our factory. The factory was able to improve its compliance level after working on the improvement plan following the BWE assessment.

**Manager of a local factory**



The achievements in building ownership of the activities from the Kaizen Institute is positive for future expansion of the work. The Institute was initially reluctant to engage in the programme but it is now a big supporter...

**Consultant**



Whenever I faced unwelcome conduct of sexual nature, I use to think it was because of the way I dress or behave, so I was very conscious not to attract any attention. I am very happy I received this training. I now understand that it is not my fault and I know how to protect myself from unwelcome behavior.

**Alemeshet, Operator in a Factory**



The rejection rate is now at its minimum. It was high before our involvement with Better Work . Quality has improved and workers are more aware about improving quality.

**Factory Manager**

# About Siraye

With an initial focus on the garment and textile industries, the ILO in collaboration with tripartite partners has developed a comprehensive and coordinated programme to promote Decent Work and Inclusive Industrialization in Ethiopia. The overarching development goal of the programme is to see improved respect of workers' rights leading to greater incomes and compensation, and enhanced safety, equality, voice, and representation. The programme also aims to lift Industrial productivity and competitiveness to enable a global competitive textile and garment sector and encourage accountable and transparent government institutions.

The programme brings together ILO's key departments and global programmes such as Better Work, Vision Zero Fund, SCORE, LABADMIN/OSH and INWORK to promote sound industrial relations, strengthen enterprise level practices, build labour inspectorate capacity, and, ultimately, provide a blueprint for the roll-out of decent work practices into other industries.



**ADVANCING DECENT WORK AND  
INCLUSIVE INDUSTRIALIZATION  
IN ETHIOPIA**

## Contact Information

Dawit@ilo.org OR kidist@ilo.org

[www.ilo.org/siraye](http://www.ilo.org/siraye)