



International
Labour
Organization



ADVANCING DECENT WORK AND
INCLUSIVE INDUSTRIALIZATION
IN ETHIOPIA



► SIRAYE : Quarterly Newsletter

January 6, 2020

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's strategy 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.

Programme Intervention

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 rollout of decent work practices into other industries.

HIGHLIGHTS



COVID-19- IMPACT ON THE INDUSTRY

Following reports of confirmed cases, the government of Ethiopia have been enforcing rules and procedures to help prevent the spread of COVID-19 Virus. To protect industry park community and public health, the Ethiopian Industry Park Development Cooperation (IPDC) notified each company in the industry parks to immediately put in place public health emergency measures as per the World Health Organization (WHO) guidelines and provide reliable information and awareness creation to workers in factory through various communication channel and training.

The ILO is working closely with the Ministry of Labour and Social Affairs , Investors' Association, brands and factories to provide support to manage the crisis.



Some of the measures taken by IPDC to protect workers and community from exposure to COVID – 19 virus includes;

- Banning any visit to the industrial parks by visitors and non-staffer,
- Two weeks self-quarantine to anyone traveling to industry park,
- Form a COVID-19 task-force and command room at each factory shed and IPDC branch.

Factories are also taking initiatives to lessen the exposure risks either by shutting down their sheds or putting in place preventive measures such as social distancing in the factories and cafeteria, measuring temperature upon arrival and posting learning material within the factory.



By bringing together key stakeholders in the garment and textile industry under one roof, the labour round table facilitated a dialogue among Ministry of Labour and Social Affairs, Bureaus of Labour and Social Affairs from 5 Regional States, Workers' and Employers' Organizations, global unions, brands and relevant stakeholders operating in the sector.



LABOUR ROUND TABLE

A labour round table organized by the International Labour Organization (ILO) in partnership with its tripartite partners was held from Feb 26-27, 2020 in Addis Ababa, Ethiopia to discuss issues of social dialogue, freedom of association and collective bargaining.



"WE ALL BELIEVE THAT FREEDOM OF ASSOCIATION IS A FUNDAMENTAL RIGHT THAT IS NOT UP FOR NEGOTIATION"

workers' and managers' representatives emphasized.

Following the two-day round table, a task force encompassing workers' employers' and Government representatives is established to develop action points and shape the way forward.



FACTORY LEVEL UPDATE

To date a total of 29 factories have been registered to be part of the integrated and coordinated Siraye programme on advancing decent work and inclusive industrialization in Ethiopia.

Advisory Visits

A total of 121 advisory visits have been conducted in registered factories. As part of the Better Work intervention model, initial advisory are conducted to coach the factories so they create or work with an existing bipartite or worker/ management committee to discuss and resolve workplace issues on a regular ongoing basis. Factories are also coached to self diagnose where they need support to meet international Labour Standards and Ethiopian laws.

Regular advisory visits have been conducted focusing on promoting social dialogue through Occupational safety and Health (OSH) labour management committees by introducing the joint implementation of self-diagnostic tools. This resulted in regular joint meeting between management and workers representative.

As a result of the advisory service to registered factories, 13 OSH committees , 3 PICC Committees, 1 trade union and 1 Labour management committee have been formed.

Industry Seminar

Industrial seminars continue to be conducted in Addis Ababa, Hawassa , Mekele, Adama and Kombolcha. For new and potential factories, the seminars focuses on introducing the programme to factories including the service model and the registration processes.

For registered factories awaiting assessment, the seminars are tailored to introduce factories to the content of the Compliance Assessment Tool (CAT) that stems from the national labour law and international labour standards and the overall assessment process. In addition, industry seminars are also carried out to discuss improvement plans, root cause analysis and progress reports; and effective use of BW portal system including granting third party access.





PROGRESS



29

Factories
registered
22 FDI, 7
domestic

35,769

Workers



31,419

Women



4350

Men



121

Advisory
visits



717

Workers and
managers
trained



22

Factories
assessed

Assessments

A total of 22 unannounced assessments against International Labour Standards and National Labour Law have been conducted. Based on the assessment findings, the enterprise advisors are supporting the factories in developing comprehensive improvement plan and progress tracking mechanism.

Demand driven trainings

Inline with request from factories, demand driven trainings have been provided to target factories. A total of 717 factory workers and managers (495 Female, 222 male) have been trained on revised labour law, intercultural communication, work place corporation, supervisory skills training, soft skills training, worker's right and responsibilities and work place communication.



PRODUCTIVITY

The SCORE Programme was piloted in Ethiopia from July - November 2019 and has achieved the following results*:



The SCORE productivity intervention in Ethiopia have continued providing services to new factories. With the support of SCORE trainers, two domestic factories started implementing improvement plan jointly developed with the productivity improvement consultative committees (PICCs) established in each enterprise.

Pilot factories supported in 2019 continue receiving monthly advisory services from the Siraye team to ensure continuous improvement. PICC members in each factory started implementing activities in other production lines and departments by following the pilot line.

In the next quarter (April – June 2020), the SCORE programme has a plan to reach out to a minimum of five additional factories located in Addis Ababa, Mekelle and Hawassa industrial parks. There is also a plan to engage private and government intuitions in SCORE service delivery. To this end, a total of 19 potential candidates from four institutions have been identified to participate in national ToT programme. The ToT was scheduled to take place during the last week of March, but postponed due to the unexpected breakout of COVID-19.

NATIONAL LEVEL UPDATE

TECHNICAL WORKING GROUP(TWG) MEETING:

With the intention of ensuring national ownership of Siraye programme, a Programme Advisory Committee (PAC) and Technical Working Group (TWG) have been established in 2019. The members of the PAC and TWG have different level of understanding of the sector in general and the project in particular.

The Technical Working Group meeting took place on February 4, 2020. The meeting discussed the programmes progress report, key areas to be discussed by the project steering committee and approved the programme activities for the first 6 month of 2020.

As part of its mandate, the technical working group will ensure participation of stakeholders in the programme implementation, monitoring and evaluation. The TWG will be chaired by MOLSA.

The Siraye programme is guided by the Program Advisory Committee (PAC), which is chaired by MOLSA. The PAC is the highest decision-making body of the program and is expected to play important role in building collaboration, commitment and support for the programme ensuring that national constituents have full ownership of the development intervention in Ethiopia.

SHARED RESPONSIBILITY MODEL FOR A SAFER GLOBAL SUPPLY CHAIN:

As a follow-up from High-level round table discussion event on Shared Responsibility Model for a Safer Global Supply Chain (GSCs) organized by the ILO in Addis Ababa, the Siraye Programme under the Vision Zero Fund (VZF) component commissioned a consultation survey to understand the most effective way in which the VZF can implement a Shared Responsibility Model to address the root causes of the most serious Occupational Safety and Health (OSH) deficits in GSCs. In so doing, the ILO conducted one-to-one consultation meeting between the with 12 stakeholder's who were part of the round table event to develop a policy brief on the application of shared responsibility approaches in Ethiopia.

The discussion focused on necessary next steps needed for a garment industry to ensure Ethiopia with good OSH performance (or a garment industry with minimal OSH risks and accidents) and the role that different stakeholders can play in reaching such a vision and collaboration.

Initial findings of the document have been drafted and discussed internally with the global VZF team. The document comes up with concrete recommendations that serves as a blueprint for implementing the model at country level.



NATIONAL LEVEL UPDATE

OSH CAPACITY NEEDS ASSESSMENT:

With the aim of developing and strengthen capacity of OSH structures within the garment and textil industry, Siraye programme team have finalized mapping out capacity needs and demand of factory managers, OSH committees and OSH officers.

ESTABLISHMENT OF OSH INSTITUTE:

Following government's request to the ILO for the provision of technical and financial assistance in establishing the Ethiopia National Institute for Occupational safety and Health, and in the quest of fulfilling governments agenda of the GTPII, the ILO CO Addis office working with Siraye Programme / VZF facilitated a scoping mission undertaken by LAB/ ADIM OSH Senior Specialist ILO Head Quarters and two other specialists from the National Institute on Occupational Health (NIOHS) in South Africa. The team has produced a Road Map for the Ministry of Labour and Social Affairs outlining the next steps that can be undertaken in the formation of a National OSH Institute in Ethiopia.

EMPLOYMENT INJURY INSURANCE (EII) IT MAPPING:

Results of the assessment conducted by Siraye programme team on the F.D.R.E Private Organization's Employees Social Security Agency (POESSA) IT and administrative process have been presented back to the agency. following this, POESSA would convene internal discussion to look at the recommendations to prioritize improvement areas and prepare action plans for implementation in collaboration with the ILO Siraye programme team.

PUBLIC SERVANTS' SOCIAL SECURITY AGENCY (PSSSA):

Siraye programme commissioned an assessment on the current information management system; looking at the information technology and operational processes managements in PSSSA. This work have been commissioned as part of the programme objective to design and implement an information management system for contribution collection, and claims management of Employment Injury Insurance (EII). The result of the assessment is planned to be finalized and shared with in the next few weeks.

LABOUR INSPECTORS VIRTUAL CLASSROOM:

With the aim of converting the ITC training modules for labour inspectors into a virtual classroom, Siraye programme met with BoLSA and MoLSA to discuss what procedure is needed to contextualize the materials in a way that fits the Ethiopian need. As a result, a task team is formed with one representative from each BOLSA and MoLSA to review the modules jointly with the ILO. Once the content of these modules are finalized it will be converted into a virtual classroom.



NATIONAL LEVEL UPDATE

LABOUR INSPECTION ACTION MANAGEMENT SYSTEM: (LIACTIONS)

Siraye programme is in the process of designing labour inspection information and knowledge management system for Ethiopia. In doing so, work have been done to identify, map, and validate procedural workflow of labour inspectorate team under the peaceful industrial relation directorates of the MOLSA and five BOLSA's (Addis Ababa, Amhara, Oromia, SNNPR and Tigray).

Currently, Siraye programme has finalized the mapping report and conducted the Labour Inspection Procedure Workflows Validation Workshop to review the primary workflows for working conditions and OSH. In addition to serving as the blueprint for LIActionS, the validated version will serve as a practical procedural manual for labour inspectors.

M&E

IMPACT ASSESSMENT:

In collaboration with external research consultants namely School of Oriental and African Studies (SOAS) and Econinsight, Siraye programme have been undertaking preparatory activities this quarter. As a result, Impact assessment TORs with specific deliverables is prepared and submitted to the programme. Subsequent rollout of the assessment is expected by next quarter.

ANNUAL REPORT :

Siraye's programme annual report is due to be finalized by April. The report will look through all the learning gathered from the inception of the programme including the assessment reports of all assessed factories.



MEDIA COVERAGE: GARMENT & TEXTILE

2020-03-30

[The True Cost Of Brands Not Paying For Orders During The COVID-19 Crisis](#)

2020-03-29

[H&M agrees to pay for cancelled orders](#)

2020-03-27

[Coordinated response can protect African garments industry from coronavirus fallout](#)

2020-03-09

[Ethiopia, the next front of sourcing in the light of the coronavirus crisis](#)

2020-02-24

[Chinese-built industrial parks help propel Ethiopia's economic growth, competitiveness](#)

2020-02-04

[Angry workers spurn Ethiopia's 'industrial revolution'](#)

2020-01-09

[China's 2nd Largest Textile Company To Set Up Plant in Ethiopia](#)

Contact Information

Dawit@ilo.org OR Kidist@ilo.org

Visit our webpage

www.ilo.org/siraye



International
Labour
Organization