



International  
Labour  
Organization



ADVANCING DECENT WORK AND  
INCLUSIVE INDUSTRIALIZATION  
IN ETHIOPIA



# ▶ SIRAYE : Quarterly Newsletter

July, 2021

## 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

## 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

## Disney includes Ethiopia as one of their sourcing hub for Disney-branded products

July 1, 2021



Effective July 15, 2021 Ethiopia is Permitted with ILS Audits for the sourcing of Disney-branded products, under the following conditions:

- Licensees and vendors participate in the Better Work Ethiopia program.
- Each Facility participates in the Better Work Ethiopia program. [READ MORE](#)



## ADA Visit SIRAYE programme in Bole Lemi Industrial Park

July 9, 2021

Representatives from the Austrian Development Agency (ADA) conducted a factory visit to SIRAYE programme factory located at Bole Lemi. During their visit, the team met with the factory manager, and spent some time observing and talking to some of the beneficiaries of ILO's SIRAYE factory level intervention. They also participated in the COVID-OSH and Emergency preparedness training which was delivered by Addis Ababa Bureau of Labour and Social Affairs.



ADA representative meeting management team from one of the BWE registered factory

## The ILO and its tripartite constituents launched a Decent Work Country Program (2021-2025) for Ethiopia

June 3, 2021



DW country programme MOU signing ceremony

The Ministry of Labour and Social Affairs (MoLSA) of the Federal Democratic Republic of Ethiopia together with the Confederation of Ethiopian Trade Union (CETU) & Confederation of Ethiopian Employers Federations (CEEF) colourfully launched the Decent Work Country Program (DWCP, 2021 – 2025) for Ethiopia with the support of the International Labor Organization (ILO) in Addis Ababa. [READ MORE](#)



Women leadership training participants in Hawassa

## Eight factories enrolled in the wage subsidy programme

The Siraye programme is implementing a job retention project as part of a COVID-19 crisis emergency assistance programme to the textile and garment sector in Ethiopia. The project aims at reducing the vulnerability of textile and garment workers to the direct and indirect socio-economic impacts of COVID-19, as well as factories to continue to operate retaining their workforce and, ultimately, at building a more sustainable and resilient social protection system.

The benefit package covers eligible workers' gross salaries for 3 months. The eligible employers will continue to pay for workers' overtime, transport, house allowance or any other fringe benefits, as well as the employer's share of social security contribution. The remaining factories documents are being assessed, and the result will be announced. For more information about the project and how to apply, please visit [https:// saving-jobs.org/](https://saving-jobs.org/)

## WOMEN EMPOWERMENT LEADERSHIP TRAINING AND MENTORING PROGRAMME COMMENCED

With the aim providing the textile and garment factory women workers with required skills and knowledge to perform more senior roles/ supervisory positions, the SIRAYE programme launched a training and mentorship programme in registered factories. Selected women workers will go through a 3 month technical training by Better Work and SCORE training officers and will be matched with mentors in leadership position from their factories. The intervention intends to create a pool of trained women workers with supervisory skills and offer career progression opportunity for women in the industry.



Training participants: on Risk management, Emergency preparedness and Response plan

### **Improving occupational safety and health in small and medium size enterprises**

A new training resource kit for “Improving occupational safety and health in small and medium-sized enterprises” is now available online. It is comprised of a Participants’ handbook, a Trainers guide, and a presentation. The training materials were developed jointly by LABADMIN/OSH specialists, the VZF secretariat, and SCORE, in collaboration with Better Work and the ILO Ethiopia SIRAYE programme.

Download the resource [here](#), [here](#) and [here](#)



### **Building constituents capacity: Risk Management, Emergency Preparedness and Response Plans in the context of Covid-19**

May 17-19, 2021

A three days capacity building training provided to Constituents on Risk Management, Emergency Preparedness and Response Plans in the context of Covid-19. The primary objective of the training was to ensure that constituents have the right capacity to protect employers, workers, and their families from the direct and indirect health risks of COVID-19 and those workplaces are not impacted negatively by further outbreaks. The training covered topics on Covid-19, Risk Assessment, Monitoring and Reviewing Risks, Preparedness and Response Plans and Covid-19 Prevention and Contact Tracing at Workplaces. Participants drafted action plans for improving their workplaces and cascading the trainings to their organizations and regional structures. The action plan will serve as a monitoring tool to follow-up and support training outreach to all relevant stakeholders at regional level.



### **Expanding our services**

Beyond the Textile and garment factory, SCORE has partnered with Ethiopian Kaizen Institute to introduce new module on productivity and quality improvement modules, Business Continuity Planning (BCP) and Occupational Safety and Health. EKI is working with 20 factories from various sectors to implement SCORE services. Similar support has been provided to the Ethiopian Horticulture Producers and Exporters Association (EHPEA) and the Ethiopian Textile Industry Development Institute (ETIDI) with a priority to help them implement training and enterprise level advisory services on productivity and quality improvement, BCP and OSH.

# FACTORY LEVEL INTERVENTION

## WHERE WE WORK



BetterWork Ethiopia continues to provide advisory visits, factory assessment and training for workers and managers. To date, 47 factories have enrolled to the Better Work programme and 53,883 workers have benefited from the intervention. ▶

Training provided by Better Work include . Basic Rights and Responsibilities of workers Supervisory Skills Training, Women empowerment leadership training, Sexual Harassment prevention training (for middle level managers and supervisors). ▶ ToT on Sexual Harassment prevention training, Workplace cooperation training, Basic rights and responsibilities and workplace communication training, Soft Skills training for operators (workplace communication, workplace harassment and working time), Tot: Generic and subject specific, intercultural communication training, Workplace coaching and mentoring

SCORE is working hand in hand with Better Work Ethiopia to provide standard training on productivity, quality, workplace cooperation and lean production techniques. In addition to the training mentioned above, Better work and SCORE developed human resource management manual and ToT for SCORE trainers.

In collaboration with Vision Zero Fund/ LabAdmin, the SCORE trainers are now providing Occupational Safety and Health (OSH) training and advisory in 19 enterprises.

SCORE beneficiaries can now get additional training and coaching support on Factory Improvement Tool sets (FIT). FIT is training tool developed by the ILO for garment manufactures. Most of the topics in FIT are complementary to SCORE training topics and bring additional values for enterprises. FIT has been provided to 9 garment factories.



# Achievements



**47**  
Factories  
registered to BWE  
32 FDI, 15 Local

**53883**  
Workers  
benefited



**47082**  
Women



**6801**  
Men



**376**  
Advisory  
visits



**2365**  
Workers  
trained



**29**  
Factories  
assessed



**33**  
OSH committees  
formed



**33**  
Progress reports  
published



**40**  
Factories benefited  
from SCORE training.



**12**  
Factories getting  
comprehensive  
support (both BW and  
SCORE intervention)

# Media Coverage: Garment and Textile

May 6: [A Walk-Through Union to Build an Integrated Industrial Park](#)

June 13: [PVH promises transparency with new corporate responsibility report](#)

June 11: [PVH Recaps a Year of Circular Designs and Diversity Initiatives](#)

June 18: Ethiopia: [Debre Berhan Started Enjoying the Blessings of Industrial Park](#)

June 29: [Bole-Lemi industrial park secures over \\$44Mn from export](#)

June 30: [Adama Industrial Park Generates 7.7 Mln Usd](#)

July 10: [In Africa, foreign firms are often disconnected from local ones](#)

July 12: [DESPITE LOW INCOME, INDUSTRIAL PARKS WORKERS REMAIN HOPEFUL](#)

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