



# Decent Work

## in the Garment sector In Ethiopia

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## The project in Ethiopia

- ▶ Inspired by and based on a similar project in Indonesia
- ▶ Funded by Mondiaal FNV (part of the FNV Dutch trade union confederation)
- ▶ Carried out by WageIndicator with a team of researchers / PhD students from Addis Abeba University together with Industrial Federation of Textile, Leather and Garment Workers' Trade Union (IFTLGWTU) - Confederation of Ethiopian Trade Unions (CETU)
- ▶ Phase 1: Jan 2018 - Dec 2020
- ▶ **Phase 2: Apr 2021 - Mar 2023**
- ▶ **Regions involved: Addis Abeba, Oromia, Hawassa (Southern region)**
- ▶ **Data published in [Mywage.org/Ethiopia](https://mywage.org/Ethiopia)**

## The Project Flow / Steps

### 1. Factory identification



**Trade Union** and WageIndicator team.

### 2. Data collection - 1st wave



Surveys run by the WageIndicator team with HR managers / workers. Cost of Living survey with people living in the region

### 3. Data-driven Social Dialogue



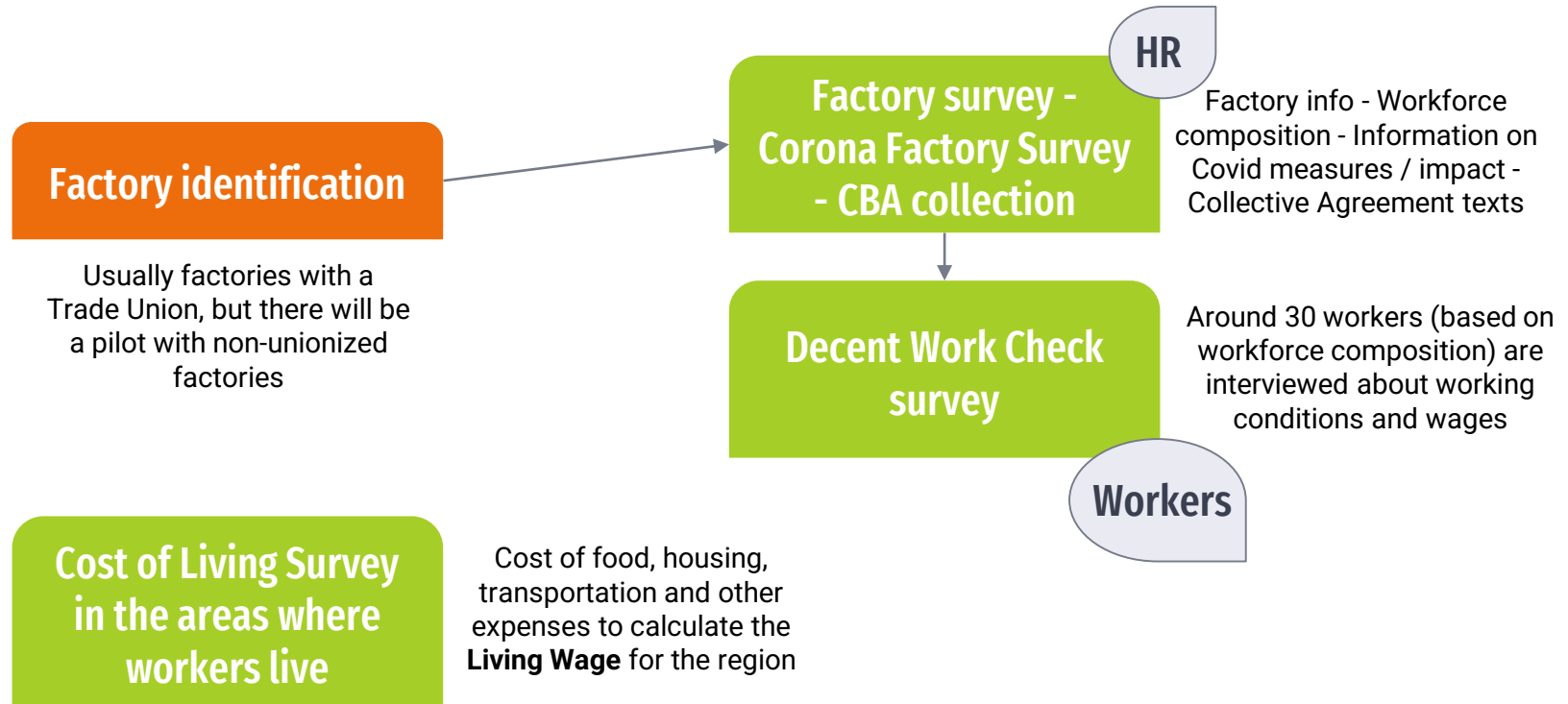
Organized by the Trade Union with the HR/CEO of the factory and the team from the Federation, led with **data-assistance** of the WageIndicator team

### 4. Data collection - 2nd wave



Surveys run by the WageIndicator team to check **improvements**

# The Project Flow / Steps 1-2: Factory Identification and 1st Wave of Data Collection



# The Project Flow / Steps 1-2: Factory Identification and 1st Wave of Data Collection

## DATA

The factory page with the results is shared with both the HR/CEO of the factory and the Trade Union well ahead of the social dialogue meeting.

### FACTORY PAGES:

<https://mywage.org/ethiopia/labour-law/garment-factories>

#### EMPLOYMENT SECURITY

The employer provides written employment contracts

23 compliant 8 non compliant  
(74%)



Average compliance rate of all surveyed factories: 89%

The employer pays severance pay to a worker on contract termination (without worker's fault)

16 compliant 6 non compliant  
(72%)



Average compliance rate of all surveyed factories: 67%



# The Project Flow / Steps 1-2: Factory Identification and 1st Wave of Data Collection

## DATA

**WAGES:** <https://mywage.org/ethiopia/labour-law/garment-factories/data-visuals-changes-in-factories>

### Jobs and Salaries\*

Occupation	Total number of surveys	Median Hourly wage	Median Monthly wage
Sample maker	4	Br11.00	Br2,250.00
Sewing machine operator	5	Br9.00	Br1,870.00
Tailor	9	Br8.00	Br1,797.00
Ironing machine operator	6	Br7.50	Br1,614.50
Grand Total	24	Br9.00	Br1,800.00



## The Project Flow / Step 3: Data-driven Social Dialogue

DATA

Social Dialogue

Data is presented, each topic is discussed and solutions are proposed and reported. It is agreed when changes are expected.

Participants from:

- Textile Federation
- basic union (workers' representatives)
- Bureau of Labour & Social Affairs (not always)
- factory management (HR manager)



## The Project Flow / Step 4: 2nd Wave of Data Collection

Decent Work Check  
survey - 2nd wave



Check for  
IMPROVEMENTS

Workers are interviewed again after the agreed amount of time (at least 2 months later).

### WORKING HOURS

In the company, workers are not forced to work more than 60 hours per week under threat of penalty

19 compliant 0 non compliant  
(100%)

(wave started on 2019-12-31)



Average compliance rate of all surveyed factories: 91%

previous score for this factory

11 compliant 4 non compliant  
(73%)

(initial wave)





## The Project Results in Phase 1



### PHASE 1:

**13 CBAs** collected, annotated and published

**15000** prices collected in the three regions

**1910** workers from **61** factories interviewed

**33** social dialogue meetings held

Recorded in 18 factories (30% of the total), and agreed in six more factories, which altogether makes 39% of the factories involved. This means an **improvement of working conditions for more than 17000** workers in the garment sector.

**Better Working Conditions**

**Wage Increase**

Agreed in four social dialogues, recorded in **16 factories** (26% of the total)

# The Project Results in Phase 1



## Wage Increase



Median monthly wage variation from wave 1 to wave 2 of the Decent Work Check survey (N: 1875 workers who reported their wage). Phase 1 of the project (2018-2020).



## Challenges

*Some of the challenges we had/have to face in Ethiopia:*

- 1. Instability of Ethiopia's economy. Inflation in 2021 has been of 25%, so capturing prices with the Cost of Living survey is challenging. We try to overcome this by collecting prices ongoing and updating the Living Wage quarterly.*
- 1. Fear of surveys and consequent social dialogues by some CEOs / HR managers, as they fear of workers' rights' awareness and salary increase demand. We try to have a transparent conversations with factory CEOs and HRs, underlining how compliance is beneficial for all, and how data can be a way for them to spot specific issues which can sometimes be easy to implement (for example, health and safety training).*
- 1. Many factories have to face the impact of Ethiopia's removal from the African Growth and Opportunity Act (AGOA), which cannot be solved in a social dialogue, but we try.*

## Special thought

A special thought goes to the project manager, Birhanu Mekonnen. Without him and his precious work, this would not have been possible.



# Good to know:

## Factory Pages

<https://mywage.org/ethiopia/labour-law/garment-factories>

## Survey results in visuals

<https://mywage.org/ethiopia/labour-law/garment-factories/data-visuals-changes-in-factories>

## Project page (phase 2)

<https://wageindicator.org/Wageindicatorfoundation/projects/how-decent-is-my-factory-phase-2>

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THANK YOU FOR LISTENING!