



# Decent Work Check In Ethiopia

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# Introduction

- ▶ Ethiopia is 2<sup>nd</sup> most populated in Africa
- ▶ Transform economy: **Agriculture** → **Industry**.
- ▶ **Until 1991** -only **19** factories
- ▶ Priority to the **textile industry**.
- ▶ In addition to the **private industries**, Gov't built **13 Industry parks** & created > **83000** jobs.

# The Project Flow / Steps – Decent Work

## 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

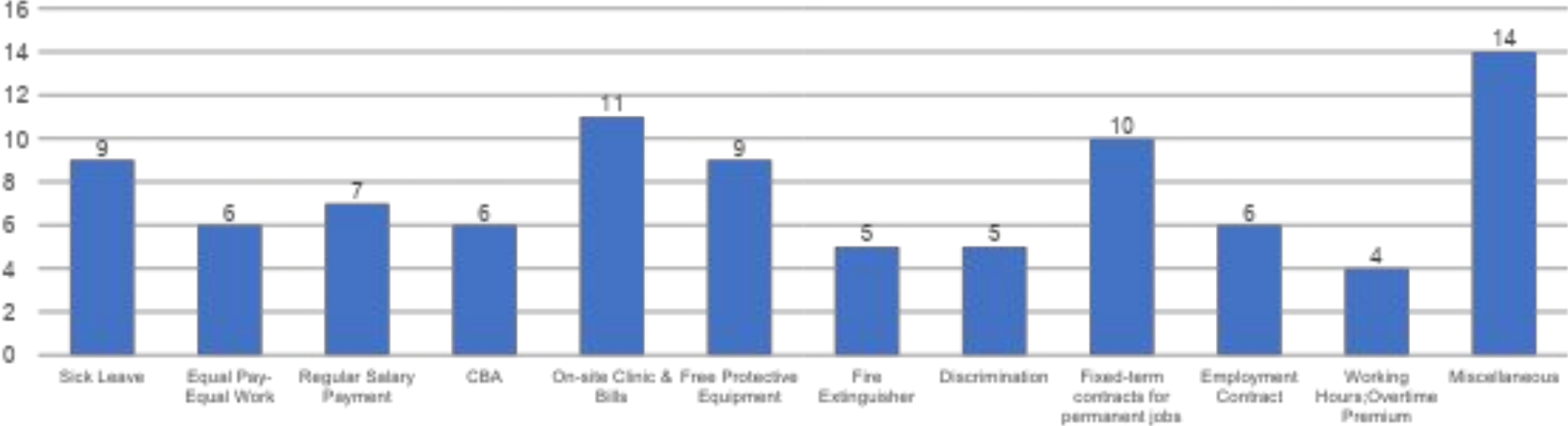


Surveys run by the WageIndicator team to check **improvements**

# Decent Work Check Participants

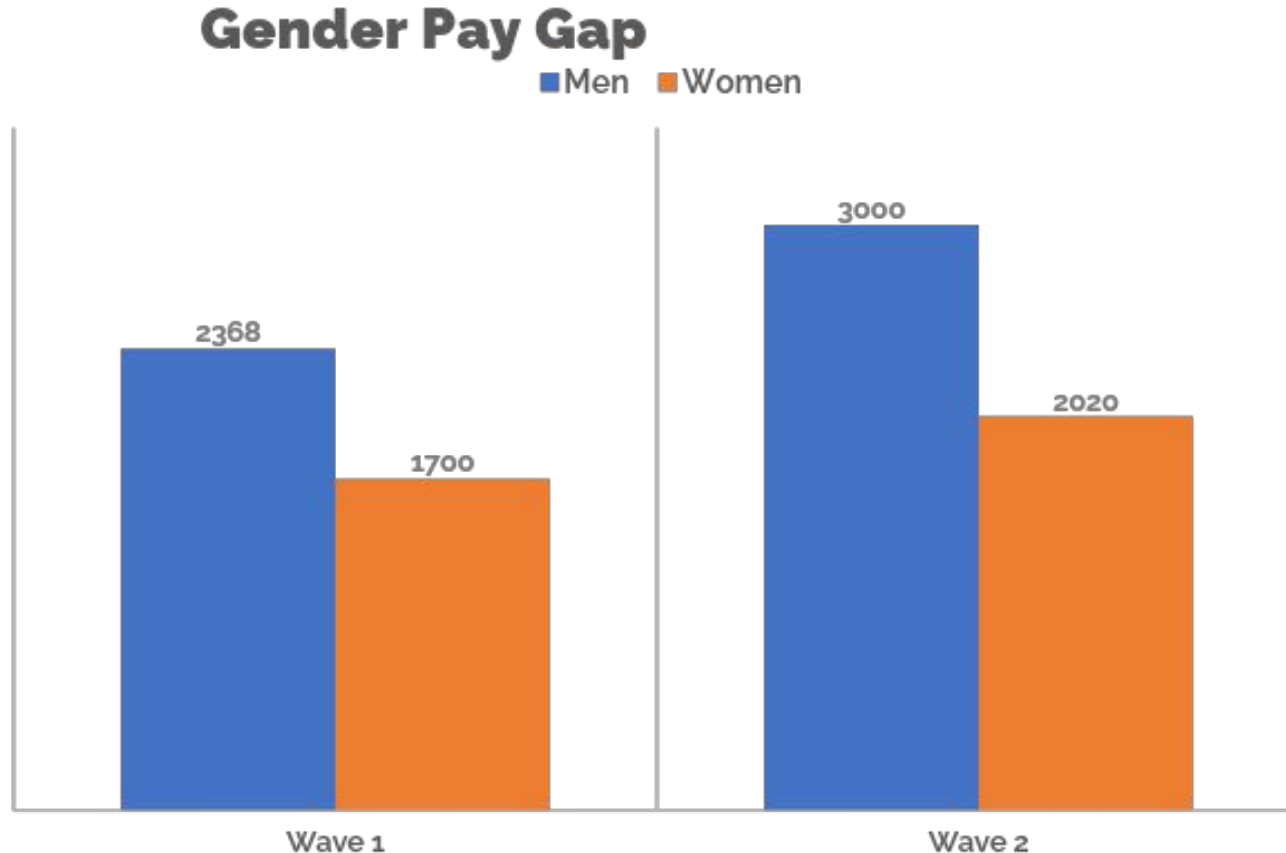
- ▶ Project period: - 5 Years January 2018 – January 2023
- ▶ Total 68 textile & garment factories observed
- ▶ Total 2319 workers interviewed (70% female - 30% male)

# DWC: Improvement Areas After Social Dialogue



Source: WageIndicator Decent Work Check Survey – 2018-2022

# Average wages in factories with 2 waves (in Birr) - gender split



Source: WageIndicator Decent Work Check Survey – 2018-2022

## Wave 1

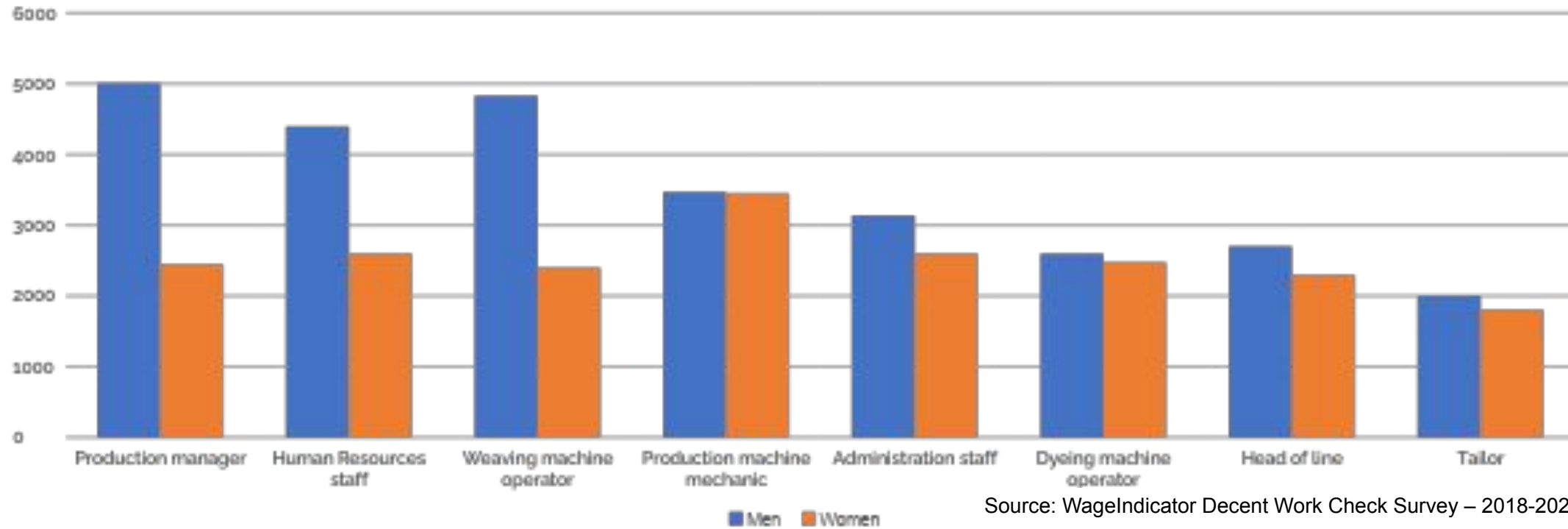
- ▶ 22 factories considered
- ▶ 267 Women
- ▶ 101 Men considered

## Wave 2

- ▶ 22 factories considered
- ▶ 304 Women
- ▶ 162 Men considered

□ Wages are per month

# Average wages in some specific occupations (in Birr) - gender split



- ▶ Wages are per month
- ▶ 22 factories considered and only in wave 2
- ▶ Only occupations with at least four respondents per gender are considered

# Major Problems in the Sector

## 1. Huge gender gap

- ▷ Employment and pay gap
- ▷ Gender equality

## 2. Safety Problems:

- ▷ FPE
- ▷ Health Facilities

## 3. Freedom to Organize

- ▷ Right to strike
- ▷ CBA

## 4. Absence of Minimum Wage

## 5. Workers Lack of Awareness of

- ▷ Rights
- ▷ Labor law, Conventions

## 6. Poor Government Attention



# Challenges: DWC

- *Fear of **surveys & social dialogues & their consequences.***
- *Unorganized employees (Absence of TU)*
- ***Lack of awareness of labor law, conventions, policies & CBA***
- *Expulsion from AGOA*
- *International & National Crisis*
- *Skyrocketing living cost challenged smaller wages.*
- *Reduced FDI*
- *Foreign currency Shortage*
- *Traditional leadership Practices*

# Future

*WI-Ethiopia Team would like to: -*

- Expand the DWC to other untapped areas.*
- Conduct a monitoring and evaluation assessments*
- Address the Gender Pay Gap issue in social dialogue meetings*
- Expand the DWC and SD to other factories such as PP factories.*
- Impact the government to set minimum wages*
- Research why national Labour laws and international conventions are not obeyed.*
- See better working environments where rights and privileges (CBA) of employees are respected.*

## 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!