

DECENT WORK FOR WOMEN WORKERS IN ETHIOPIA – EIDHR/2015/371-331



European Instrument for democracy and human rights (EIDHR)
Country-Based support scheme (CBSS) Ethiopia

- **ISCOS Marche onlus - Coordinator**
- **CETU**
- **ISCOS Emilia Romagna onlus**

Location: *ETHIOPIA*

Amhara, Oromia, Southern Nation, Nationalities and Peoples, Regions

Time frame: *30 Months - 01 March 2016/ 31 August 2018*

The Project follow the
Decent Work Agenda



**combine economic
growth with social
justice and
environmental ecology**



- **The right to employment:** the possibility of access for all to productive and fairly remunerated work
- **Respect for labor rights and therefore for trade union rights,** particularly the right of association and Collective Bargaining
- **Social protection** (Social Security, Pensions, etc.), income protection and preservation of health
- **Social dialogue,** to regulate the specific interests of the main actors in the world of work and to research the possible convergences

Gender equality and non-discrimination are considered cross-cutting issues for the achievement of this objectives

Objectives of the project

OVERALL OBJECTIVE



To promote and support the social participation and the rights of women workers employed in major flower growers, textile and leather/hide processing



SPECIFIC OBJECTIVES



Protecting the dignity of women workers

and

Strengthen the capacities of Confederation Ethiopian Trade Unions

in promoting decent work

and

implement gender policies, with special attention to Contractual rights, OHS-occupational health and safety, Social protection and defense of women workers from harrasment and sexual abuse



EXPECTED RESULTS

R 1- INCREASED AWARENESS AMONG WOMEN OF THEIR RIGHTS, BOTH AS HUMAN BEINGS AND AS WORKERS

- ✓ At least 360 workers attend to Labor Law, OHS and Gender Policy Courses
- ✓ At least 2.000 women workers attend to Companies' Assemblies
- ✓ 10% increase of membership of women workers to Base Trade Union

EXPECTED RESULTS

R2 - CETU WILL REINFORCE HIS ORGANIZATIONAL AND BARGAINING CAPACITY

- ✓ At least n. 50, among Executives, Cadres and Delegates at regional level, trained and refreshed
- ✓ At least n. 7 Negotiating Tables established
- ✓ Number and kind of company platform agreements drafted and signed

EXPECTED RESULTS

R3 - LET THE UNION KNOW ABOUT THE REAL WORKING CONDITIONS OF WOMEN AND GIRLS WORKERS

- ✓ Availability of statistical and qualitative data, by gender, from the Research

EXPECTED RESULTS

R4 - EMPOWER WOMEN AS LEADERS AND MEMBERS OF BASE UNION AND AS PROTAGONIST IN IMPROVING THEIR CONDITIONS OF LIFE AND WORK

- ✓ At least n. 15 Women's Committee established at company level
- ✓ % of women presence in Base Unions interested by the project reach the level of at least 25%

EXPECTED RESULTS

R5 - THE CONTRACTUAL RIGHTS, STANDARDS OF HEALTH AND SAFETY, EQUAL OPPORTUNITIES ARE MORE REFLECTED IN ACTUAL WORKING CONDITIONS

- ✓ 30% of the interested Companies applies the rules of health and safety to protect workers and environment
- ✓ 30% of involved Companies introduces the Codes of Conduct
- ✓ Decrease of salary gap between workers women and men
- ✓ Number of women victims of abuses moved to adequate workplaces

MAIN ACTIVITIES

- **For Workers**

Implementation of ***n. 12 Training Courses*** on Contract and Labor Law, OSH and Gender Policy in the workplace (n. 4 for each topic) + ***n. 20 Company Assemblies*** on the same issue. Establishment and/or strengthening of ***n. 15 Women's Committees*** within the Company Unions

- **For Executives, Managers and Delegates of CETU**

Total of ***n. 30 Days of Training/Refreshment/Study*** (10 days for each Region) on Decent Work, Gender Policy, OHS, Collective Bargaining, Social Dialogue and Social Protection

- **For Social Dialogue Actors**

A specific ***Research*** to raise awareness of real working conditions of women workers in flowers growers, textile and leather/hide processing firms and creation of ***n. 7 Tables of Negotiation*** and Consultation at enterprise level

ACTIVITIES and OUTPUTS

- ***WORKERS' COURSES***

Implementation of ***n. 14 Training Courses for 429 participants : 272 Women and 157 Men***

n. 5 on Contr., Labor Law, CBA - Tot. participants 149 w (98 W + 51 M)
n. 5 on OSH - Tot. participants 150 w (105 W + 45 M)
n. 4 on Gender Policy - Tot. participants 130 w (69 W + 61 M)

Oromia: n. 6 Courses (190 W) - ***Amhara***: n. 5 Courses (149 W) - ***SNNP***: n. 3 Courses (90 W)

Trainees Company: Tot n. 32: – n. 16 Oromia – n. 11 Amhara – n. 5 SNNP

Companies: n. 6 / Agriculture (45 w) - n. 12 / Flower (177 w) - n. 8 / Leather (52 w) - n. 6 / Textile (155 w)

Training courses on Contract, Labor Law, Decent work, Bargaining

Training courses on Contract, Labor Law, Decent work, Bargaining											
	N. Workers participants			Trade union member		Age of participants		Employed		Previous training	
	Women	Men	Total	Yes	No	<=35 y	>35 y	Full time	Part time	Yes	No
I Year	34	25	59	48	11	23	36	56	3	20	39
II Year	64	26	90	81	9	50	40	86	4	34	56
Total participants	98	51	149	129	20	73	76	142	7	54	95
%	66%	34%		87%	13%	49%	51%	95%	5%	36%	64%



01 - Labor Law_Modjo_27-30 Jun 16



09 - Labor Law_Hawassa_31 May-3 Jun 17



13 - Labor Law_Bahir Dar_23-26 Jan 18

General training of workers on OHS - Occupational Health and Safety

General training of workers on OHS - Occupational Health and Safety											
	N. Workers participants			Trade union members		Age of participants		Employed		Previous training	
	Women	Men	Total	Yes	No	<=35 y	>35 y	Full time	Part time	Yes	No
I Year	64	26	90	86	4	27	63	81	9	52	38
II Year	41	19	60	53	7	39	21	56	4	22	38
Total participants	105	45	150	139	11	66	84	137	13	74	76
%	70%	30%		93%	7%	44%	56%	91%	9%	49%	51%



3 - OSH_Kombolcha_19-22 Sept 16



6 - OSH_Arba Minch _07-10 Feb17



OSHA
Occupational Safety and Health
The Department of Labour
The Occupational Safety and Health Division
The Occupational Safety and Health Division
The Occupational Safety and Health Division

14 - OSH_Zeway_02-05 Apr 18

Training Courses on Gender Policy in the workplaces

Training Courses on Gender Policy in the workplaces											
	N. Workers participants			Trade union members		Age of participants		Employed		Previous training	
	Women	Men	Total	Yes	No	<=35 y	>35 y	Full time	Part time	Yes	No
I Year	15	15	30	21	9	6	24	30	0	6	24
II Year	54	46	100	84	16	54	46	97	3	26	74
Total particip.	69	61	130	105	25	60	70	127	3	32	98
%	53%	47%		81%	19%	46%	54%	98%	2%	25%	75%



07 - Gender Policy_Bahir Dar_28-31 Mar 17



11 - Gender Policy_Hawassa_25-28 Jul 17



12 - Gender Policy_Zeway_16-19 Aug 17

ACTIVITIES and OUTPUTS

- **COMPANIES' ASSEMBLIES**

Implementation of *n. 25 Companies' Assembly for 2.387 participants*
2.060 Women and 327 Men

	N. Women	N. Men	Total
I YEAR	971	141	1.112
II YEAR	1.089	186	1.275
TOTAL	2.060	327	2.387

Oromia: n. 17 Companies - **Amhara:** n. 3 Companies - **SNNP:** n. 5 Companies

Companies: n. 12 Agriculture-Flower; n. 9 Textile; n. 4 Leather-Tannery



05 - Ethio Cutting Flower_Koka_21 Oct. 2016



12 - Arba Minch Textile_Arba Minch_11 Feb. 2017



13 - Bahirdar Textile_Bahir Dar_17 Apr. 2017

ASSEMBLIES - MEETINGS CALENDAR 2st YEAR

N	Date	Place	Region	Name of Company	Sector	N. Workers			N. Participants			Participation rate %		
						Women	Men	Total	Women	Men	Total	Women	Men	Total
13	01 Apr 2017	Bahir Dar	Amhara	Bahirdar Textile	Textile	602	804	1.406	57	29	86	9,47	3,61	6,12
14	19 Apr 2017	Modjo	Oromia	Modjo Tannery	Leather	111	148	259	39	21	60	35,14	14,19	23,17
15	20 Apr 2017	Koka/Ajersa	Oromia	Ethiopian Tannery	Leather	250	445	695	59	15	74	23,60	3,37	10,65
16	26 Apr 2017	Kombolcha	Amhara	Kombolcha Textile	Textile	725	883	1.608	72	39	111	9,93	4,42	6,90
17	04 Aug 2017	Debreberhan	Amhara	Debreberhan Blanket	Textile	207	213	420	123	7	130	59,42	3,29	30,95
18	24 Aug 2017	Modjo	Oromia	Friendship Tannery	Leather	918	612	1.530	86	8	94	9,37	1,31	6,14
19	16 Feb 2018	Nazreth	Oromia	PLCY Addis Textile	Textile	560	140	700	89	0	89	15,89	0,00	12,71
20	19 Feb 2018	Debre Zeyit	Oromia	Kanoria Africa Text. PLC	Textile	615	109	724	48	9	57	7,80	8,26	7,87
21	28 Feb 2018	Hawassa	SNNP	Jittu Farm	Horticulture	141	129	270	76	58	134	53,90	44,96	49,63
22	11 May 2018	Debre Zeyit	Oromia	Blue Nile Txt	Textile	500	322	822	154	0	154	30,80	0,00	18,73
23	12 May 2018	Koka	Oromia	Florence Flower	Flower	520	130	650	73	0	73	14,04	0,00	11,23
24	13 Jul 2018	Holeta	Oromia	Ethio Agrisafe	Flower	270	167	437	153	0	153	56,67	0,00	35,01
25	13 Jul 2018	Nazreth	Oromia	Gonda PP	Textile	258	72	330	60		60	23,26	0,00	18,18
				TOTAL II YEAR		5.677	4.174	9.851	1.089	186	1.275	19,18%	4,46%	12,94%

4/8/2017



17 – Debreberhan Blanket_Debre Berhan_04 Aug. 2017



18 - Friendship Tannery_Modjo_24 Aug. 2017



19 – PLCY ADDIS TXT_Nazreth_16 Feb. 2018

ASSEMBLIES

N	ASSEMBLIES	N. Workers			N. Participants			Participation rate %		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
12	TOTAL I YEAR	14.298	4.361	18.659	971	141	1.112	6,79%	3,23%	5,96%
13	TOTAL II YEAR	5.677	4.174	9.851	1.089	186	1.275	19,18%	4,46%	12,94%
25	TOTAL GENERAL	19.975	8.535	28.510	2.060	327	2.387	10,31%	3,83%	8,37%



20 – Kanoria Africa Txt_Debre Zeyit_19 Feb. 2018



21 - Jittu Farm_Hawassa_28 Feb. 2018



22 – Blue Nile Textile_Debre Zeyit_11 May 2018



23 – Florence Flower_Koka_12 May 2018



ACTIVITIES and OUTPUTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

Implementation of n. 30 Days of Training / Refreshment / Study for the benefit of about 60 trade unionists and regional delegates

In each of three interested regions - Oromia, Amhara and SNNP - a 10-day Training course has been completed

- n. 4 days on Contract, Labor Law, CBA
- n. 3 days on OSH at workplace
- n. 3 days on Gender Issue and Social Dialogue

ACTIVITIES and OUTPUTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

CONTRACT, LABOUR LAW, BARGAINING

- ***SNNP: ARBA MINCH – 07_10 November 2017 (Tot. part. N. 20)***
- ***AMHARA: KOMBOLCHA – 14_17 November 2017 (Tot. part. N. 20)***
- ***OROMIA: ADAMA – 20_23 November 2017 (Tot. part. N. 20)***

Trainers: Mr. Asnake Demisie (CETU) – Mr. Luigi Lama (CISL Italy)



04 – TU Leaders – Labour Law & C.B._Arba Minch_07-10 Nov 2017



04 – TU Leaders – Labour Law & C.B._Arba Minch_07-10 Nov 2017



05 – TU Leaders – Labour Law & C.B._Kombolcha_14-17 Nov. 2017

Double Tree Hotel



05 – TU Leaders – Labour Law & C.B._Kombolcha_14-17 Nov. 2017



The Confederation of Ethiopian trade unions (CETU) in
Collaboration with EE, ISCOS Marche sales & ILO/UNESCO Centre for Technical Education
Trade Union Leader's training on labour law & Collective
Bargaining for Decent Work

06 – TU Leaders – Labour Law & CBA_Adama_20-23 Nov. 2017



06 – TU Leaders – Labour Law & C.B._Adama_20-23 Nov. 2017

ACTIVITIES and OUTPUTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

VISIT to CISL (ITALY) by Ato K. FOLLO and Mrs R. AYELE

Program:

- 25_26 Sept 17: Florence_ Days of training at the CISL National Studies Center
- 27 Sept 17: Bologna_ Seminar with Executive Committees of CISL Marche and CISL Emilia Romagna
- 28 Sept 17: Rome_ Meeting with the Secretary General of CISL, Mrs. Anna Maria Furlan
- 29 Sept 17: Florence_ Day of training at the CISL National Studies Center



Bologna_ 27 Sep. 2017_Seminar with CISL Marche and CISL Emilia Romagna



Bologna_ 27 Sep. 2017_Seminar with CISL Marche and CISL Emilia Romagna

ACTIVITIES and OUTPUTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

OSH – OCCUPATIONAL SAFETY AND HEALTH

- ***AMHARA: KOMBOLCHA – 06_08 December 2017 (Tot. part. N. 19)***
- ***OROMIA: ZEWAY – 12_14 December 2017 (Tot. part. N. 19)***
- ***SNNP: HAWASSA – 14_16 December 2017 (Tot. part. N. 20)***

Trainers: Mr. Demis Wendefereu (CETU) – Mr. Alessandro Vicini and Mr. Marco Lai (CISL Italy)



07 – TU Leaders – OSH_Kombolcha_06-08 Dec. 2017



07 – TU Leaders – OSH_Kombolcha_06-08 Dec. 2017



07 – TU Leaders – OSH_Kombolcha_06-08 Dec. 2017



08 – TU Leaders – OSH_Zeway_12-14 Dec. 2017



08 – TU Leaders – OSH_Zeway_12-14 Dec. 2017



09 – TU Leaders – OSH_Hawassa_14-16 Dec. 2017



09 – TU Leaders – OSH_Hawassa_14-16 Dec. 2017



09 – TU Leaders – OSH_Hawassa_14-16 Dec. 2017



09 – TU Leaders – OSH_Hawassa_14-16 Dec. 2017

ACTIVITIES and OUTPUTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

GENDER MAINSTREAMING AND SOCIAL DIALOGUE

- ***OROMIA: MODJO – 07_09 June 2017 (Tot. part. N. 19)***
- ***AMHARA: DEBRE BERHAN – 30 Aug_01 Sept 2017 (Tot. part. N. 19)***
- ***SNNP: HAWASSA – 19_21 October 2017 (Tot. part. N. 20)***

Trainers: Mrs. Rahel Ayele(CETU) – Mrs. Meseret Shiferaw (KOTEBE University), Mr. Tefera Tilahun (Industrial Relation Prof.), Mrs. Mestawot Adefirs (BOLSA), Mr. Bekele Dadamo (BOLSA), Mrs Woinshet H/Mariam (Ministry of Culture and Tourism), Mr. Kassa Seyoum (BOLSA)



01 – TU Leaders – Gender Issue – Social Dialogue_Modjo_07-09 Jun. 2017



01 – TU Leaders – Gender Issue – Social Dialogue_Modjo_07-09 Jun. 2017



02 – TU Leaders – Gender Issue – Social Dialogue_Debre Berhan_30 Aug-01 Sep. 2017



02 – TU Leaders – Gender Issue – Social Dialogue_Debre Berhan_30 Aug-01 Sep. 2017

Participants		TU Executives and Leaders - SSNP Courses						
N°		Name Surname	Age	Sex	Study Level	Company	Sector	Base Union Role in Company
1	3/3	Zarfe Hebo	31	Female	6	Green Mark Flower	Flower	Chairman/Vice chairman
2	3/3	Amagnesh Assfa	45	Female	12+1	Arba Minch Textile Factory	Textile	Chairman/Vice chairman
3	2/3	Bekelch Tafesse	48	Female	10+2	Arba Minch Textile Factory	Textile	Cashier
4	1/3	Temegnu Said	36	Male	12+2	Arba Minch Farm Ginnery	Agriculture	Secretary
5	3/3	Degefu Desta	58	Male	10	Abaya Farm Amibara Bus. Group	Agriculture	Chairman/Vice chairman
6	3/3	Aman Mustafà	27	Male	10	Jittu Horticulture	Agriculture	Chairman/Vice chairman
7	3/3	Yehuwalwark Kebede	36	Female	12	Hawassa Textile Share Company	Textile	Secretary
8	3/3	Yosef Moke	39	Male	8	Klaver Flower	Flower	Accountant/Cashier/Auditor
9	2/3	Alemayehu Namaro	27	Male	10	Green Mark Flower	Flower	Secretary
10	2/3	Tadios Solomon	49	Male	12	Arba Minch Farm Ginnery	Agriculture	Chairman/Vice chairman
11	2/3	Sileshi Tadesse	46	Male	10	Arba Minch Textile Factory	Textile	Secretary
12	3/3	Berihanu Ejegu	39	Male	10	Sylie Agro	Agriculture	Chairman/Vice chairman
13	2/3	Asmalech Gida	36	Female	10	Arba Minch Textile Factory	Textile	Secretary
14	2/3	Tenagne Mekuria	44	Female	Diploma	Hawassa Textile Share Company	Textile	Accountant/Cashier/Auditor
15	3/3	Samrawit Kassa	29	Female	BSC	Jittu Horticulture	Agriculture	Accountant/Cashier/Auditor
16	2/3	Tirunesh Arega Wolde	31	Female	4	Arba Minch Textile Factory	Textile	Accountant/Cashier/Auditor
17	3/3	Girma Moges	35	Male	12+2	Hawassa Textile Share Company	Textile	Training Officer
18	2/3	Aselefech Birru	29	Female	Diploma	Jittu Horticulture	Agriculture	Chairman/Vice chairman
19	2/3	Aster G./Madinin	35	Female	12	Hawassa Textile Share Company	Textile	Chairman/Vice chairman
20	3/3	Mesaye Ture	22	Female	10	Hawassa Textile Factory	Textile	Secretary
21	3/3	Getachu Tewolde	57	Male	6	Arba Minch Amibara Farm	Agriculture	Chairman/Vice chairman
22	2/3	Zebidar Zekiyos	35	Female	10+3	Abaya Farm Amibara Bus. Group	Agriculture	Secretary
23	3/3	Eywale Waya	47	Male	9	Arba Minch Textile Factory	Textile	Secretary
24	3/3	Akiber Eka	34	Male	10+3	Abaya Farm Amibara Bus. Group	Agriculture	Chairman/Vice chairman
	3/3	N° 13	GREEN MARK FLOWER (2) - ARBA MINCH TEXTILE FCT (6) - ARBA MINCH FARM GINNERY (2) - ABAYA FARM AMIBARA (3) - JTTU HORTICULTURE (3) - AWASSA TEXTILE SHARE COMPANY (4) - KLAVER FLOWER (1) SYLIE AGRO (1) - HAWASSA TEXTILE FACTORY (1) - ARBA MINCH AMIBARA FARM (1)					
	2/3	N° 10						
	1/3	N° 01						



03 – TU Leaders – Gender Issue – Social Dialogue_Hawassa_19-21 Oct. 2017



03 – TU Leaders – Gender Issue – Social Dialogue_Hawassa_19-21 Oct. 2017

ACTIVITIES and OUTPUTS

Research

Research on the situation of working women in the Ethiopian flower growers, textile & leather companies

- It represents one of the most important activities as it allows CETU and the Social Dialogue actors to have a reliable database and information and therefore a clear reference framework on the situation of working women, to plan the proposals to be put in place and then overcome the critical issues and problems encountered
- It was implemented by a team composed of 2 Researchers (1 Italian, 1 Ethiopian), the Project manager and 21 Interviewers trained ad hoc
- It lasted 9 months (from April to December 2016): 6 months to interview the workers + 3 months for the data entry and analysis and preparation of the Report
- The 12-page SURVEY QUESTIONNAIRE contained 158 questions with closed and open answers on 18 Topics



Hawassa Research – 06_10 June 2016

Hawassa Research – 06_10 June 2016



ACTIVITIES and OUTPUTS

Research

It involved 500 workers from 20 Companies

<i>Sector</i>	<i>Flower</i>	<i>Textile</i>	<i>Leather</i>	<i>Total</i>
Number of factories	8	6	6	20
Number of women workers	160	120	120	400
Number of male workers	40	30	30	100
Total number of workers	200	150	150	500

Amhara: 3 companies (2 textiles, 1 leather processing)

Oromia: 13 companies (6 flowers, 5 leather processing, 2 textiles)

SNNP: 4 companies (2 flowers, 2 textiles)



Debrezeyt Research – 28 Sep. 2016



Debrezeyt Research – 28 Sep. 2016

COMPANIES INTERESTED BY RESEARCH

N°	Company's Name	Sector	Venue	Region	Number of Workers		
					Male	Female	Total
1	KOMBOLCHA TEXTILE	Textile	Kombolcha	Amhara	883	725	1.608
2	KOMBOLCHA TANNERY	Leather	Kombolcha	Amhara	28	15	43
3	DEBRE BERHAN BLANKET TEXTILE	Textile	Debre Berhan	Amhara	213	207	420
4	BAHIRDAR TEXTILE FACTORY	Textile	Bahir Dar	Amhara	804	602	1.406
5	FRIENDSHIP TANNERY	Leather	Modjo	Oromia	612	918	1.530
6	EAST AFRICA TANNERY	Leather	Modjo	Oromia	68	42	110
7	MODJO TANNERY SHARE	Leather	Modjo	Oromia	148	111	259
8	DESA PLANT FARM	Plants	Koka Ejersa	Oromia	191	385	576
9	ETHIO CUTTING FLOWER	Flower	Koka	Oromia	279	458	737
10	ZEWAY ROSES	Flower	Zeway	Oromia	320	960	1.280
11	HERBURG ROSE ZEWAY	Flower	Zeway	Oromia	120	1.080	1.200
12	AQ ROSES	Flower	Zeway	Oromia	300	900	1.200
13	GELAN LEATHER FACTORY	Leather	Modjo	Oromia	28	15	43
14	ETHIOPIAN TANNERY	Leather	Koka Ejersa	Oromia	445	250	695
15	SHER ETHIOPIA FLOWER	Flower	Zeway	Oromia	1.500	8.500	10.000
16	NAZRETH TAILOR TEXTILE	Textile	Nazreth	Oromia	151	950	1.101
17	BLUE NILE TEXTILE	Textile	Debre Zeyit	Oromia	322	500	822
18	GREEN MARK FLOWER	Horticulture	Hawassa	SNNP	70	250	320
19	KLAVER FLOWER	Flower	Hawassa	SNNP	225	295	520
20	HAWASSA TEXTILE	Textile	Hawassa	SNNP	584	221	805
21	ARBAMINCH TEXTILE	Textile	Arba Minch	SNNP	553	257	810
			Total		7.844	17.641	25.485



Nazreth and Koka Research – 30 May_04 Jun 2016



Nazreth and Koka Research – 30 May_04 Jun 2016



Nazreth and Koka Research – 30 May_04 Jun 2016



Nazreth and Koka Research – 30 May_04 Jun 2016



Nazreth and Koka Research – 30 May_04 Jun 2016

SURVEY QUESTIONNAIRE STRUCTURE

N°	TOPIC	N° QUESTIONS
1	Workforce Structure	15
2	General question about Job	8
3	Wage and Benefit	7
4	Working Hour	12
5	Employment pattern	3
6	Travel to Work	2
7	Labour relationship	4
8	Increase, Promotion and Career advancement	6
9	Rights at work	30
10	Collective disputes	6
11	Grievance	8
12	Health and Safety	17
13	Accidents at work	2
14	Sickness absence	2
15	Insurance Scheme	5
16	Maternity Protection	11
17	Retirement Scheme	4
18	Discrimination attitude, sexual harassment	16



Arba Minch Research – 22_26 Aug. 2016



Arba Minch Research – 22_26 Aug. 2016

RESULTS OF THE RESEARCH

In order to facilitate the reading of the results two markers were adopted: a numerical indicator where 0 corresponds to the best situation and 100 to the worst situation; and a chromatic indicator: green indicates a less critical situation while red is a more complicated situation.

Company	CBA	Code of Conduct	Written Contract	Salary and allowances	Work hours, days, overtime	Women and maternity
A	50	67	100	60	50	77
B	0	100	100	60	60	85
C	100	67	50	60	50	62
D	0	50	100	60	15	31
E	50	50	50	80	25	77
F	50	83	50	60	45	38
G	0	67	0	80	40	62
H	50	50	50	40	50	46
I	50	67	0	80	35	46
J	50	33	100	40	40	31
K	100	50	50	40	35	23
L	0	50	0	40	50	62
M	50	33	50	40	30	23
N	0	33	50	60	10	77
O	0	67	50	60	40	31
P	50	17	50	40	20	38
Q	50	17	50	0	30	54
R	0	33	50	20	30	46
S	0	50	0	60	30	31
T	50	17	0	20	20	46

RESULTS OF THE RESEARCH

In order to facilitate the reading of the results two markers were adopted: a numerical indicator where 0 corresponds to the best situation and 100 to the worst situation; and a chromatic indicator: green indicates a less critical situation while red is a more complicated situation.

Company	Harassment	Pension and retirement	Health and safety	Trade union	Training	Transport
A	100	33	44	59	86	33
B	60	67	81	53	57	33
C	60	67	41	41	43	67
D	80	67	75	59	43	100
E	0	67	63	41	57	100
F	60	33	66	59	86	33
G	60	67	69	71	57	67
H	20	67	72	47	71	33
I	60	33	34	29	57	67
J	0	33	53	47	57	67
K	0	33	34	29	57	67
L	60	33	22	65	29	100
M	40	67	66	29	57	33
N	60	33	41	29	14	100
O	40	0	53	35	71	33
P	40	0	53	41	57	67
Q	20	67	63	29	43	33
R	40	67	63	29	43	33
S	60	33	38	71	29	33
T	0	33	53	18	14	67



Nazreth and Koka Research – 30 May_04 Jun 2016

ACTIVITIES and OUTPUTS

Research

Research on the situation of working women in the Ethiopian flower growers, textile & leather companies

- The Validation Workshop of the Research of women worker's situation was held in Addis Ababa (c/o Hazzeman Hotel) on December 15th 2016. About 140 people were present: government representatives (Ministry of Social and Labor Affair, Ministry of Trade, Ministry of Women, Children and Youth Affairs, Labor Inspectors), Trade Union and Federation Executives, Exponents of the Ethiopian Employers Federation, representatives UNICEF, ILO, EU Delegation, representatives of Civil Society Organizations, Diplomats and officials of some embassies, TV and print journalists, etc. The initiative had a certain echo on the national media.
- The Research Report, initially published in English, has been distributed to the various participants. Subsequently, the Report was also published in Amharic and distributed to trade unionist and social dialogue actors.



Addis Abeba – 15 December 2016_ Validation Workhop on the Research



**The Confederation of Ethiopian Trade
Unions (CETU)**



**in collaboration with EU
Validation workshop on**

The Research of women Workers' situation

December 15/2016



Addis Abeba – 15 December 2016_ Validation Workhop on the Research



Addis Abeba – 15 December 2016_ Validation Workhop on the Research



Addis Abeba – 15 December 2016_ Validation Workhop on the Research

ACTIVITIES and OUTPUTS

Research

Research on the situation of working women in the ethiopian flower growers, textile & leather companies

At the following links are available the slides of the presentation and the full text (english version) of the Research

<https://iscosmarcheonlus.box.com/s/a6hkap6pf7xv6ia8aguapd8wj3fnqwmu>

<https://iscosmarcheonlus.box.com/s/jxfs17cu2dmjpnnde58m92wygzhv63bp>



Addis Abeba – 15 December 2016_ Validation Workhop on the Research



Addis Abeba – 15 December 2016_ Validation Workhop on the Research

ACTIVITIES and OUTPUTS

Women's Committees

WOMEN'S COMMITTEES						
N°	Company's Name	Sector	Number of Workers			Presence of Women's Committee and N° of people in the Executive Board
			Male	Female	Total	
1	KOMBOLCHA TEXTILE	Textile	883	725	1.608	WC newly established - Executive of 4 women
2	KOMBOLCHA TANNERY	Leather	28	15	43	WC newly established - Executive of 3 women
3	DEBRE BERHAN BLANKET	Textile	213	207	420	WC newly established - Executive of 3 women
4	BAHIRDAR TEXTILE FACTORY	Textile	804	602	1.406	WC newly established - Executive of 6 women
5	FRIENDSHIP TANNERY	Leather	612	918	1.530	WC newly established - Executive of 3 women
6	EAST AFRICA TANNERY	Leather	68	42	110	WC strengthened - Executive of 3 women
7	MODJO TANNERY	Leather	148	111	259	WC newly established - Executive of 4 women
8	DESA PLANT FARM	Plants	191	385	576	WC strengthened - Executive of 3 women
9	ETHIO CUTTING FLOWER	Flower	279	458	737	WC strengthened - Executive of 7 women + 2 men
10	ZEWAY ROSES	Flower	320	960	1.280	WC strengthened - Executive of 7 women + 1 man



Women's Committee _ Kombolcha Tannery



Women's Committee _ Gelan Leather Factory

8/2017



Women's Committee _ Debreberhan Blanket



Women's Committee _ AQ Roses



Women's Committee _ Zeway Roses

ACTIVITIES and OUTPUTS

Women's Committees

N°	Company's Name	Sector	Number of Workers			Presence of Women's Committee and N° of people in the Executive Board
			Male	Female	Total	
11	HERBURG ROSE	Flower	120	1.080	1.200	WC strengthened - Executive of 10 women + 3 men
12	AQ ROSES	Flower	300	900	1.200	WC strengthened - Executive of 11 women + 1 man
13	GELAN LEATHER FACTORY	Leather	28	15	43	WC newly established - Executive of 3 women
14	ETHIOPIAN TANNERY	Leather	445	250	695	WC newly established - Executive of 3 women
15	SHER ETHIOPIA FLOWER	Flower	1.500	8.500	10.000	WC strengthened - Executive of 4 women
16	NAZRETH TAILOR TEXTILE	Textile	151	950	1.101	WC strengthened - Executive of 4 women
17	GREEN MARK	Herbs	70	250	320	WC newly established - Executive of 5 women
18	KLAVER FLOWER	Flower	225	295	520	WC strengthened - Executive of 3 women
19	HAWASSA TEXTILE	Textile	584	221	805	WC newly established - Executive of 4 women
20	ARBAMINCH TEXTILE	Textile	553	257	810	WC newly established - Executive of 5 women
		Total	7.522	17.141	24.663	
						Tot. WC newly established = 11
						Tot. WC strengthened = 9



Women's Committee _ Ethio Cutting Flower



Women's Committee _ Herburg Roses



Women's Committee _ Green Mark Flower

ACTIVITIES and OUTPUTS

Bargaining Tables

The project has opened 9 Bargaining Tables in as many companies.

15,815 is the total number of workers affected by these negotiations: 2,539 Men and 12,276 Women.

ACTIVITIES and OUTPUTS

Bargaining Tables

N°	Company	Sector	Workers	Main specific problems to be negotiated
1	EAST AFRICA TANNERY	Leather	110	Office for Trade Union, Cafe for workers, Satisfactory salary scale, Safety materials appropriate and fulfill and quality
2	FRIENDSHIP TANNERY	Leather	1.530	Salary scale, Safety materials for all, Light work for pregnancy, Annual leave for woman equal to men, Pension procedures to be complete, Rest rooms for night work for women, Safety for machine, Different toilet for women and men, Safety Officer and Safety Committee, At least 3 months of maternity leave
3	MODJO TANNERY	Leather	259	Transport service for all workers, To provide safety materials for all women and men, Salary scale by negotiation with the owner, Light work for pregnancy women, To facilitate the good medical treatment, For appropriate penalties regarding salary, Rest rooming during over night for women workers



Bargaining Table_Zeway Roses

ACTIVITIES and OUTPUTS

Bargaining Tables

N°	Company	Sector	Workers	Main specific problems to be negotiated
4	ETHIOPIAN LEATHER	Leather	695	Light work for pregnancy women, Appropriate spaces to change clothes and eat, Removal of chemicals near the canteen and changing rooms, Repair and manage toilet and showers appropriately, Provide standard safety materials for all women and men
5	SHER ETHIOPIA	Flower	10.000	Satisfactory salary scale, To build the Day care center
6	GREEN MARK	Herbs	320	To increase the basic salary from 500 Birr to 910 and continues it as working position, Strengthen the Trade Union, Light work for pregnancy women, To provide appropriate OSH device and training, Special treatment for chemical workers, Food service for workers by very low cost, To replace harvest women workers by men due to heavy load carried above 25 Kg

ACTIVITIES and OUTPUTS

Bargaining Tables

N°	Company	Sector	Workers	Main specific problems to be negotiated
7	ZEWAY ROSES	Flower	1.280	Contrast to Sexual harassment, Lengthening of the time allowed for breastfeeding, Appropriate OSH device and training even to be quality device, Wage treatment differentiated between experienced workers and new hires, Training courses for the workers, To give serious medical treatment/services, Establish a Day Care in a short time.
8	NAZRETH TAILOR TEXTILE	Textile	1.101	Appropriate spaces to change clothes and rest room, Access to various company Committees and exercise of trade union rights, Workers' permits for participation in training courses, Signature and implementation of the new CBA, Distribution of OSH devices, Well functioning toilets and showers, Scheduling meetings between management and workers to discuss problems.
9	KLAVER FLOWER	Flower	520	Distribution of protection devices and training for their use; Facilities for medical assistance by agreement with the government hospital, Cafe for workers, Satisfactory salary scale.
	3.539 Men + 12.276 Women	Total	15.815	

OUTCOMES and BEGINNING IMPACTS

So far we have analyzed the OUTPUTS, that are the Products/Activities of the project (Trainings, Assemblies, Women's Committees, etc.). Now we will analyze:

- **OUTCOMES: what did the beneficiaries** (Workers, Trade unions cadres, Women's Committees ,etc.) do with all they learned and received through the project?
- **IMPACT: Changes coming thanks to the project in the situation of beneficiaries** (has something changed in the situation of the working women and/or in the unions?)

*Many **Outcomes** were included in the ISCOS Annual Reports, but more were established during the evaluation of the external evaluator took place between 1 and 30 July. A list of **OUTCOMES and IMPACTS** was presented and discussed in the final verification **Stakeholders' Workshop** on 30 July in Addis Abeba*

OUTCOMES and BEGINNING IMPACTS

In a project, **OUTCOMES and IMPACT** (in this case beginning Impacts) have primary importance.

Here we will now show just some example of the many of **Outcomes and Impact** that we can find in the Documents, in the Interviews and in the Focus group, collected during the monitoring actions of the project and by the external evaluator, also through his field visits.

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Contract, Labor Law & Bargaining

Training was important to build self-confidence:

- "I saw them change after learning to negotiate with employers: they are not too shy and they start to understand that they too have rights ..." (*CETU legal advisor and trainer*).
- The impact determined by the training is the real application of the Law at workplace: the training was able to convey to the workers the knowledge on the Labor Law, but also how to develop a relationship with Management (and sometimes with Labor Inspectors) so that the Law is effectively applied.

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Contract, Labor Law & Bargaining

It is possible to see in companies that the problems are usually faced in the first instance by the Women's Committee that interacts with the Union, and then negotiates with the company Management. In this way concrete results are obtained. Here are some examples.

- ✓ *Wage increases are now negotiated*
- ✓ *The illegal practice of imposing 7 days / work / week has been blocked*
- ✓ *In 17 out of 19 companies (1 went bankrupt), wage disparity between men and women for the same job roles and positions was abolished*

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Contract, Labor Law & Bargaining

In many companies, the compulsory maternity leave of 3 months was extended to a 4th month

- ✓ *Except for 1 case, all workers are enrolled in the Retirement system as foreseen by the Proclamation 715/2011*
- ✓ *In all the companies the workers are free to join the Trade Union*
- ✓ *Previously the lowest wage was 500 ETBs. Now, thank to negotiations, it is 900 ETB (Green Mark)*
- ✓ *A CBA is operating in all companies: in some cases it has been recently renovated, in others it is in the process of being renewed*

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Contract, Labor Law & Bargaining

In many companies there has been the pressing demand from the Women's Committes and the company Unions to include members of the company Management in the training courses, in order to allow for better industrial relations

OUTCOMES and BEGINNING IMPACTS

Workers' Training on OSH

- "The training gave us confidence to face the company management, even if sometimes the managers do not listen to us. We want more women (and men) trained to be stronger together "*(GelanLeather)*."
- "We always had to ask but after some time it became clear to the management that it has to provide safety devices to all workers, not just women" *(Kombolcha Tannery WC)*
- In these companies (*Kombolcha Txt, Desa Plant, Zeway Roses, Sher Ethiopia, Herburg Rose*) a periodic review of the state of health of workers assigned to the use of toxic substances was negotiated by the Women Committees.

OUTCOMES and BEGINNING IMPACTS

Workers' Training on OSH

- "Thanks to the training in OSH we now have and can use the safety devices" (*East Africa Tannery*)
- "Now we have personal protection, including warm clothes to work in the cold rooms" (*Zeway Roses*)
- "Finally we have access to the Health Center: women who have a problem come to us to access it" (*East Africa Tannery*)
- "Now we have various safety materials such as shoes, gloves, clothing, etc." (*Green Mark*)

	Company	Protocols and Codes of Conduct adopted
1	KOMBOLCHA TEXTILE	OCOTEX Standards, ENVIRONMENTAL Standards, WATER MANAGEMENT Standards; QUALITY MANAGEMENT System.
2	DEBRE BERHAN BLANKET TEXTILE	For the specific type of production, the company carries out the processing Water treatment
3	DESA PLANT FARM	EPHEA Silver Code
4	ETHIO CUTTING FLOWER	GRASP Code (GLOBALG.A.P. Risk-Assessment on Social Practice). The company intends to join FAIRTRADE
5	ZEWAY ROSES	Silver EPHEA Code and FAIRTRADE and MPS (Milieu Programma Sierteelt or Environmental Programme Floriculture) certification
6	HERBURG ROSE ZEWAY	Gold EPHEA Code and FAIRTRADE and MPS (Milieu Programma Sierteelt) certification (EPS - SQ)

	Company	Protocols and Codes of Conduct adopted
7	AQ ROSES	Silver EPHEA Code and FAIRTRADE and MPS (Milieu Programma Sierteelt) certification
8	ETHIOPIAN TANNERY	IMS Code (certification for toxic waste disposal and environmental certification + product quality certification)
9	SHER ETHIOPIA FLOWER	FAIRTRADE Code
10	NAZRETH TAILOR TEXTILE	GSV Certification, International Standard Certification, WKAP Certification
11	GREEN MARK FLOWER	GRASP Code (GLOBAL G.A.P. Risk-Assessment on Social Practice) and the NSF Code
12	KLAVER FLOWER	MPS (Milieu Programma Sierteelt or Environmental Programme Floriculture) - ECAS certification

OUTCOMES and BEGINNING IMPACTS

Workers' Training on OSH

"The positive thing about this project was that OSH in the 3 sectors involved (textiles, leather, flowers) is now at the top of the Agenda. It was a good experience that even in other countries - especially in trade unions - it sees safety and health as priorities. The Italian Trade Unions have supported us a lot ... "(*CETU OHS-trainer*)

"In fact, I see here and there an improvement in the basic safety in factories, thanks to the training of workers and the joint work between Women Committees and Base Unions. (*Textile Federation President*)

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Gender Policy

These courses have been particularly useful for Women's Committees for:

- Understanding the concept of equality between men and women
- Acquire trust in their capacity to intervene in difficult and complex situations with company Management (generally male) and with Base Unions

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Gender Policy

- Substantially, many more women are elected in the Executives of the Base Unions, Savings Circle, Joint Safety Committees, etc.
- In at least 5 companies, a Day Care for infants of working mothers was established.
- Women now know how to turn to the Women's Committees, which in turn involve the Base Unions and the CETU to find solutions to their concrete problems.

OUTCOMES and BEGINNING IMPACTS

Workers' Training on Gender Policy

Thanks to the training received, the women:

- they are able to help other colleagues to present problems to the company Management and, if necessary, to the Police (for ex. *in a case of sexual violence in Zeway Roses*)
- have established a Gender Committee which, in collaboration with the Company Base Union and the Women's Committee, has promoted the initiative "*Improve your Life here*" against the trafficking of human beings in Arab countries (*Herburg Rose*)



OUTCOMES and BEGINNING IMPACTS

Workers' Training on Gender Policy

- They are active in awareness-raising on family planning, HIV-AIDS and health controls ,etc.
- "Together we have organized a campaign against sexual harassment in the workplace "(*Herburg Rose W.C.*)
- "A very important thing that becomes increasingly common is that women do not do any more night shifts." (*President Textile Federation*)

OUTCOMES and BEGINNING IMPACTS

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OUTCOMES and BEGINNING IMPACTS

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- "A very important thing that becomes increasingly common is that women do not do any more night shifts." (*President Textile Federation*)

OUTCOMES and BEGINNING IMPACTS

Assemblies

- "This project has brought about a big change. The Women Committees have built awareness among their members and other workers. Thanks to constant pressure, the company Management is strongly encouraged to comply with the Law. I have seen that women now act on their own: they are motivated, confident and qualified to carry on their rights. This represents a big step forward "(*Agriculture Federation President*)
- "We have internal regulations that require 10% of our leaders to be women. The Assemblies offered the possibility to promote the election of female candidates (*CETU Legal Advisor and Trainer*)

OUTCOMES and BEGINNING IMPACTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

"Collaboration with the project leaders and ISCOS trainers was excellent. ISCOS is parallel to us, being part of the unions. We have learned a lot from ISCOS; international exchange is very important to generate new ideas. In 5 flower companies, the project has brought about many changes: Union leaders can now negotiate better with company Management, achieving immediate results. From another point of view, we have more than 200 Basic Unions affiliated to the Federation of Agriculture in more regions. Therefore there is still a lot of work to be done "*(Agriculture Federation President)*.

OUTCOMES and BEGINNING IMPACTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

- In our country, it is illegal to pay different salaries to women and men with the same job roles and functions. The women's committees and the trade unions consider the companies responsible for this situation: now they pay the same salaries "*(CETU Legal adviser and Trainer)*;
- "All in all, the exchange of solidarity with Italy (ISCOS, Trade Unions) has taught us a lot: direct exchanges that allow you to learn from your peers, sometimes they are much more important than theory." (*Textile Union President*)

OUTCOMES and BEGINNING IMPACTS

TRAINING AND REFRESHMENT OF TRADE UNIONIST

- "Thanks to ISCOS we have learned a lot, even at the CETU level" (*CETU President*)
- "Thanks to the simple and clear way in which CETU is that Italian trainers have transmitted their knowledge to us, we now know more and can negotiate with the Management" (*East Africa Tannery*)

OUTCOMES and BEGINNING IMPACTS

RESEARCH

- "Research has been an important starting point for us. At the confederal level we did not have such information. We still use it to set up our strategies. There were many shortcomings we are facing now. We need more." (*CETU President*).
- "Based on the results of the Research and the project, we want to organize a Special Campaign next year to strengthen women everywhere in the Unions. We have learned that in this way we will strengthen the Union. We are planning Women's Conferences in 2018/2019 throughout the country " (*CETU President*).

OUTCOMES and BEGINNING IMPACTS

BARGAINING TABLES

N°	Company	Sector	Workers	Content of the signed Agreements
1	EAST AFRICA TANNERY	Leather	110	Office for Trade Union, Cafe for workers, Satisfactory salary scale, Safety materials appropriate and fulfill and quality
2	FRIENDSHIP TANNERY	Leather	1.530	Salary scale, Safety materials for all, Light work for pregnancy, Annual leave for woman equal to men, Pension procedures to be complete, Rest rooms for night work for women, Safety for machine, Different toilet for women and men, Safety Officer and Safety Committee, At least 3 months of maternity leave
3	MODJO TANNERY	Leather	259	Transport service for all workers, To provide safety materials for all women and men, Salary scale by negotiation with the owner, Light work for pregnancy women, To facilitate the good medical treatment, For appropriate penalties regarding salary, Rest rooming during over night for women workers

OUTCOMES and BEGINNING IMPACTS

BARGAINING TABLES

N°	Company	Sector	Workers	Content of the signed Agreements
4	ETHIOPIAN LEATHER	Leather	695	Light work for pregnancy women, Appropriate spaces to change clothes and eat, Removal of chemicals near the canteen and changing rooms, Repair and manage toilet and showers appropriately, Provide standard safety materials for all women and men
5	SHER ETHIOPIA	Flower	10.000	Satisfactory salary scale, To build the Day care center
6	GREEN MARK	Herbs	320	To increase the basic salary from 500 Birr to 910 and continues it as working position, Strengthen the Trade Union, Light work for pregnancy women, To provide appropriate OSH device and training, Special treatment for chemical workers, Food service for workers by very low cost, To replace harvest women workers by men due to heavy load carried above 25 Kg

OUTCOMES and BEGINNING IMPACTS

BARGAINING TABLES

N°	Company	Sector	Workers	Content of the signed Agreements
7	ZEWAY ROSES	Flower	1.280	Contrast to Sexual harassment, Lengthening of the time allowed for breastfeeding, Appropriate OSH device and training even to be quality device, Wage treatment differentiated between experienced workers and new hires, Training courses for the workers, To give serious medical treatment/services, Establish a Day Care in a short time.
8	NAZRETH TAILOR TEXTILE	Textile	1.101	Appropriate spaces to change clothes and rest room, Access to various company Committees and exercise of trade union rights, Workers' permits for participation in training courses, Signature and implementation of the new CBA, Distribution of OSH devices, Well functioning toilets and showers, Scheduling meetings between management and workers to discuss problems.
9	KLAVER FLOWER	Flower	520	Distribution of protection devices and training for their use; Facilities for medical assistance by agreement with the government hospital, Cafe for workers, Satisfactory salary scale.

OUTCOMES and BEGINNING IMPACTS

Women's Committees

The 19 Women's Committees are one of the most important resources of the project.

- They are a body to whom working women can refer.
- They will convey the problems and look for a solution with the Trade Union and the company Management.
- They will promote meetings and provide suggestions on several issues i.e. health and safety.
- In some instances they will take advantage of the company radio (i.e. *Kombolcha Txt*) to raise awareness amongst workers.
- The W.C. will take advantage of the acquired skills, such as the bargaining skills, to engage with the managers.
- The W.C. will share with the other working women the skills acquired during the trainings and will support each other in order to participate in the Union's elections.....

OUTCOMES and BEGINNING IMPACTS

Women's Committees

Some of the Women's Committees members are well placed, even numerically, in the Executive Committees of the Base Unions

OUTCOMES and BEGINNING IMPACTS

Women's Committees

	<i>Name of Company</i>	<i>Composition of Executives Board of Trade Unions</i>	
1	KOMBOLCHA TEXTILE	Total 6 members: 5 men + 1 women (17%) (+ 3 Auditors - 2 M +1 W)	
2	KOMBOLCHA TANNERY	Total 4 members: 2 men + 2 women (50%) (+ 3 Auditors - M)	
3	DEBRE BERHAN BLANKET TEXTILE	Total 6 members: 5 men + 1 women (17%) (+ 3 Auditors - 2 M +1 W)	
4	BAHIRDAR TEXTILE FACTORY	Total 9 members: 7 men + 2 women (22%) (+ 3 Auditors - M)	
5	FRIENDSHIP TANNERY	Total 5 members, all men (+ 3 Auditors - M).	
6	EAST AFRICA TANNERY	Total 5 members: 2 men + 3 women (60%) (+ 3 Auditors -2 M+ 1 W)	
7	MODJO TANNERY SHARE COMPANY	Total 7 members: 6 men + 1 woman (15%) (+ 3 Auditors - M)	
8	DESA PLANT FARM	Total 5 members: 4 men +1 woman (20%) + 3 Auditors (2 M+ 1 W)	
9	ETHIO CUTTING FLOWER	Total 5 members, all men (+ 3 Auditors - M)	
10	ZEWAY ROSES	Total 8 members: 5 men + 3 woman (37,5%)	

OUTCOMES and BEGINNING IMPACTS

Women's Committees

	<i>Name of Company</i>	<i>Composition of Executives Board of Trade Unions</i>
11	HERBURG ROSE ZEWAY	Total 5 members: 4 men + 1 woman (20%) + 3 Auditors (2 men + 1 woman)
12	AQ ROSES	Total 5 members: 2 men + 3 woman (60%) + 3 Auditors (2 men + 1 woman)
13	GELAN LEATHER FACTORY	Total 5 members: 1 men + 4 woman (80%) + 3 Auditors (3 woman)
14	ETHIOPIAN TANNERY	Total 4 members: 3 men + 1 woman (25%) + 3 Auditors (3men)
15	SHER ETHIOPIA FLOWER	Total 8 members: 7 men + 1 woman (13%) + 3 Auditors (3men)
16	NAZRETH TAILOR TEXTILE	Total 5 members: 5 woman (100%) + 3 Auditors (3 woman)
17	BLUE NILE TEXTILE	Total 5 members: 4 men + 1 woman (20%) + 3 Auditors (1 men + 2 woman)
18	GREEN MARK FLOWER	Total 5 members: 3 men + 2 woman (40%) + 3 Auditors (2 men + 1 woman)
19	KLAVER FLOWER	Total 5 members: 4 men + 1 woman (20%) + 3 Auditors (3 men)
20	HAWASA TEXTILE	The company has failed

OUTCOMES and BEGINNING IMPACTS

Women's Committees

- “We were far from the Management: now we are better equipped” (*Gelan Leather W.C.*)
- Generally speaking, now Trade Unions (and Women's Committees) are better considered and respected by the companies touched by the project (*Textile Federation President*)
- We are satisfied of the Women's Committees work. In some instances W.C. can be more effective than the Base Unions. We want to expand the establishment of W.C. in other sectors and regions (*CETU President*)

OUTCOMES and BEGINNING IMPACTS

Women's Committees

- “First several women who got pregnant resigned and were not granted maternity leave, but later we managed for them to receive their 3 months leave payment” (*Kombolcha Tannery W.C.*)
- “We are connected with AQ Roses colleagues with whom we exchange ideas and plan together the things to be done ” (*Herburg Rose W.C.*)
- “Previously pregnant workers had to do heavy work in the field. Now no more” (*Green Mark W.C.*)
- We achieved a lot of things and are planning more: with Fair Trade money, we have a shop now with 40% discount; we are planning for housing for the handicapped; we are giving more training for newcomers. (*Herburg Rose W.C.*)



Herburg Rose_ Factory shop_



Herburg Rose_ Factory shop_

CLAIMS, CONCERNS, ISSUES (CC&I)

- The project has been subjected to a "*Fourth Generation Evaluation*" from an independent external evaluator.
- Focus of "*Fourth Generation Evaluation*" are **Interviews** and **Focus Groups** with the stakeholders throughout the process to ensure their participation and learning.
- The stakeholders they are fundamental in this type of evaluation as they negotiate together '*Claims, Concerns and Issues*'.

CLAIMS, CONCERNS, ISSUES (CC&I)

The use of Claims, Concerns and Issues *informing the process of the evaluation*. Practically:

- Consensus from stakeholders on "*Good Outcomes*" is a "**Claim**"
- Consensus from stakeholders on "*Need of to change something*" its a "**Concern**"
- When the judgments from stakeholders "*Differ or are not expressed*" we can say there is an "**Issue**" and there is the need of a further discussion amongst the stakeholders .

CLAIMS, CONCERNS, ISSUES (CC&I)

The Evaluation took place from 1 to 30 July 2018 and was based on:

- Desk study
- Interviews with CETU and ISCOS (via Skype)
- Conducting **Interviews** and **Focus Groups** with almost 60 different stakeholders in Ethiopia (field visit): this is the 'backbone' of the evaluation. (In practice the assessor has visited 7 companies representing of the 19 companies interested by the project (originally they were 20, but 1 failed)
- Drafting of a list of **Outcomes and Impacts** and then drafting of **Claims, Concerns and Issues (CC&I)**
- Final validation workshop with 20 Stakeholders, held in Addis on the 30th of July last.

CLAIMS, CONCERNS, ISSUES (CC&I)

From the final Seminar with the Stakeholders on the 30th of July the following '***Claims, Concerns and Issues***' emerged.

CLAIMS

(Based on consensus in the plenary)

- The **Outputs** of the project even exceed the 'promised' outputs in the original project document in all categories.
- Many **Outcomes** were included in the annual reports, but more were established during the evaluation.
- On top of that we have detected many **Beginning Impacts**, which is quite rare after only 30 months of a project: mostly in this phase only Outcomes can be seen.
- **Women's Committees** are in their great majority functioning well and have become a trustworthy spokesperson for the women in the 19 companies of the project.

CLAIMS

(Based on consensus in the plenary)

- The 14 different **Training Courses** on Gender, OSH, Labour Law and Bargaining suited the needs of the Committees and Base Unions very well. This is shown by the high amount of Outcome (people - mainly the women - are working on a day to day basis with the acquired knowledge and skills) as well as the many forms of Impact, after only 2,5 years.
- The 9 **Special Training** courses for **CETU Cadres** gave a high contribution to the understanding of the project by Union cadres and Management. The indicator therefore is the support Womens' Committees receive regularly from different layers within the Trade Union (CETU).

CLAIMS

(Based on consensus in the plenary)

- The **25 Assemblies** held in companies reached all together 2060 women and 327 men and contributed to the motivation of (women-) workers to communicate their issues with the Women's Committees and Base Unions.
- The **Strategy** of the project (starting with a **thorough Research** (in 2016) is well received, especially within the Union, shown by the fact that the Research report is still used to inform Union strategies.
- The International cooperation and solidarity between ISCOS and CETU worked well in a practical way: **exchange of views** was very fruitful and a learning experience.

CONCERNS

(Based on consensus in the plenary)

- Because of the use of foreign trainers, good translation became an issue. For an extension of the project this can become a problem because there is a lack of qualified translators.
- In a few instances, Base Unions and Women's Committees reported that support from the CETU was not always directly adequate, due to scarce staff in the Union.
- Some Women's Committees indicated that it is difficult to deal with Management if those are not responsive. A solution might be to include Management in the training sessions; now sometimes Women's Committees better know the Labor Laws than the Management...

CONCERNS

(Based on consensus in the plenary)

- Generally speaking, transport of (women) workers is a big issue in many companies: if harassment takes place it's mostly during commuting to the workplace.
- The generally speaking very low salaries for (women) workers (especially in the export sector like the rose farms) are a plight for the workers. Unfortunately, the establishment of a minimum wage has not come further yet, due to changes in the Government. This is CETU's number one issue for the coming year.

CONCERNS

(Based on consensus in the plenary)

- In some instances, Management does not allow Union activities, e.g. training within work time. This is a continuing struggle, even leading to Court cases sometimes
- Although there are successes in some companies, others still refuse to organise pregnancy check-ups, light work for pregnant women, a 4th month of maternity leave and space and time for breast feeding babies. Day care is still a dream in many companies (only 5 companies have it and some are considering it). And Day care brings about the problem of transport of mothers and babies in some cases. However, this is an issue to keep on fighting for.

ISSUES

(To be further taken up by the Organization)

This project being an '**example project**', the (efficiency) issue arises how to implement it in the (thousands of) other companies where CETU is active. Probably a next project can benefit from the '**Training of trainers**' approach, where at the same time more women trainers can be trained.

It was agreed during the Stakeholders meeting to consider this issue seriously in a follow-up project.

ISSUES

(To be further taken up by the Organization)

During the field visits, **Sexual harassment** was mentioned very few times, while in the Research report (from 2016) it was mentioned much more often. Is it so that this has changed, or do either the report or the field visits yield the wrong information?

As discussed in the Stakeholders meeting for a future research this is an important research question.

ISSUES

(To be further taken up by the Organization)

The process used by EU for the management of these projects is very cumbersome and therefore not very efficient. It sometimes leads to too much stress in the implementation.

Of course, it will be (too) difficult to change EU-regulations (as was discussed in the Stakeholders meeting). May be with support of the EU delegation some leeway can be found.

OUTCOME MATRIX

Nr.	Company	Women's Committee	OHS - Training	Gender Policy Training	Labor Law Training	T.U. CETU-Training	Assembly	Negotiation
1.	Kombolcha Textile							
2.	Kombolcha Tannery							
3.	East Africa Tannery							
4.	Gelan Leather							
5.	Zeway Roses							
6.	Herburg Rose							
7.	Green Mark Herbs							
Note:	Nrs. 1-7 visited; rest from Monitoring Reports							
8.	Debre Berhan Blanket							
9.	Bahirdar textile							
	Legend							
	Only Output		Beginning Impact					
	Output + some Outcome		More Impact					
	Considerable Outcome		Not known					

OUTCOME MATRIX

Nr.	Company	Women's Committee	OHS - Training	Gender Policy Training	Labor Law Training	T.U. CETU- Training	Assembly	Negotiation
10.	Friendship Tannery							
11.	Modjo Tannery							
12.	Desa Plant							
13.	Ethio Cutting Flower							
14.	AQ Roses							
15.	Ethiopian Tannery							
16.	Sher Ethiopia							
17.	Nazreth Textile							
18.	Blue Nile Textile							
19.	Klaver flower							
	Legend							
	Only Output		Beginning Impact					
	Output + some Outcome		More Impact					
	Considerable Outcome		Not known					

FINAL CONCLUSIONS

1. Strategy of the Project

The strategy of the Project can full-heartedly be qualified as successful: the combination of Research (also base-line), establishment of Women's Committees, Training, Seminars for CETU cadres, Assemblies, Social dialogue and ongoing support through the CETU 'layers' worked and can really be replicated in later extensions of the project.

FINAL CONCLUSIONS

2. Training

The training as organised together by CETU and ISCOS more than fulfilled its function: apart from passing on knowledge it was in practice an eye-opener for the trainees, who now could hold their Management responsible to obey existing laws, and even more, successfully bargain for (among others) better working conditions and salaries.

FINAL CONCLUSIONS

3. The Seminars / Platforms for CETU

The Seminars/ Platforms were successful: they contributed highly to understanding in the (predominantly male) CETU organisation of the objectives and positive results of the project. This way Women's Committees can now also appeal to the whole CETU organisation through the appropriate channels.

FINAL CONCLUSIONS

4. Women's Committees

This is the greatest asset of this project: Women's Committees in the 19 companies have become a '*force on its own*', that is to say the active women have an intrinsic motivation to move on beyond the limits of the action itself, which is the determining factor for sustainability of actions of this kind. Of course, there is always the danger of 'turnover', where women change jobs, also because the training they received. This is however inherent to capacity building as such, and in its turn, contributes to the propagation of the spirit of the action.

FINAL CONCLUSIONS

5. Bargaining Tables and Social Dialogue

This aspect of the project could probably in the future be developed further: the Negotiation Tables that took place were successful to a high extent in bringing improvements (*Beginning impact!*) for the women (and not only them) in the companies, but the 'sigh' for training of the Management in almost all visited companies is also telling: 'now we know more than the Management'. In a future project this need could be better researched and somewhere incorporated in the project.

FINAL CONCLUSIONS

6. Relevance

In a low-wage country like Ethiopia, where the average female worker earns 30 Euros a month (less than the official UN poverty line of 1.25 USD a day) the need for actions to provide decent work and decent payment for women workers is obvious.

FINAL CONCLUSIONS

7. Effectiveness

The project was highly effective in terms of strategy, reaching outcomes and more (beginning) impact than can be expected in 2,5 years of the lifetime of the action.

FINAL CONCLUSIONS

8. Efficiency

For this pilot-project the efficiency was more than sufficient. However, the administrative burden of the action could be less, and is something to find leeway for in the future. Also, efficiency-enhancing measures (like 'train the trainers') should be considered in future (extension) projects.

FINAL CONCLUSIONS

9. Sustainability

The intrinsic motivation (not only in the Women's Committees, but also in CETU as a whole) to 'claim your rights' is the best guarantee one can get for sustainable projects: also without a follow-up action these women in the 19 targeted companies will go on with their struggle for better working conditions. However, a pilot project like this, successful as it is, automatically entails the challenge of extension towards the other thousands of companies where women work under the same circumstances.



ISCOS
Marche *onlus*



We thank all those who
have worked and
contributed to the success
of this project!