December 2023
Addis Ababa, Ethiopia

DECENT WORK
HANDBOOK
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As it is well known, knowledge is cumulative. Without the past wisdom in collecting facts and information, no one can handle the present tasks. This handbook is prepared using the various International Labour Organization (ILO) conventions and Ethiopian government legislation. My acknowledgement goes to the staff of ActionAid who took part in reviewing and providing valuable comments in the preparation of the handbook.

While acknowledging the contributions of all mentioned, any errors or omissions found in the decent work handbook will remain to be the responsibility of the Consultant.

Abate Zewdu: Management Consultant
ActionAid is a global federation working in 45 countries to achieve social justice. In Ethiopia, ActionAid Ethiopia has been operating since 1989 to ensure gender justice, good governance, and poverty eradication.

ActionAid works to strengthen the capacity and agency of people living in poverty and exclusion, especially women, girls, and young people to demand their rights, build their resilience and ensure redistribution of power. We work with communities, people’s organizations, women’s and young people social movements, and other allies to overcome the structural causes and consequences of poverty and injustice. We connect the work we do at community level with broader efforts and struggles for justice at every level to make the greatest contribution towards a just, equitable and sustainable world.

Guided by human rights-based principles and approaches, we seek to shift and transform unequal power among people living in poverty through empowerment, solidarity, campaigning, and the generation of alternatives to ensure that every person can enjoy dignified life and freedom from all forms of oppression. We create platforms for collective action and solidarity by enabling people around the world to unite and contribute to social justice struggles. Around the world, we are rooted in the communities where we operate and responsibly uphold our primary accountability to the people we work with and all other stakeholders.

ActionAid Ethiopia is a member of ActionAid Federation that contributes to networked, unified and agile federation through fulfilling its multiple accountabilities as well as legacy.

Gender Justice, Good Governance, and Poverty Eradication are achieved through purposeful individual and collective action to shift unequal and unjust power whether it is hidden, visible or invisible, from household level to local, national, and international levels. Empowerment of people living in poverty (PLIP) and exclusion is crucial. People’s organization through their agencies is important to drive change that will transform power when led by Women, Girls and Young People and their allies committed to achieve justice, equity, and sustainability. ActionAid’s theory of change is embedded and underpinned by the Human Right Based Approach (HRBA) that inculcates Power analysis.

**VISION, MISSION, AND CORE VALUES of AAE**

**VISION**

A just, equitable and sustainable Ethiopia, in which every person enjoys the right to a life of dignity and freedom from poverty.

**MISSION**

To achieve Gender Justice, Good Governance and Poverty Eradication, by working with Women and Girls, people living in poverty and exclusion, their organizations, and supporters.
AAE with financial support of (NORAD) Norwegian Agency for Development Cooperation developed a three-year project lasting from Jan 2021- Dec 2023 in combatting child labor, human trafficking, and exploitation. It implemented the project in collaboration with four partners namely: Emmanuel Development Association (EDA), People, Health, and Environment Ethiopia Consortium (PHE-EC), Consortium of Ethiopian Human Rights Organizations (CEHRO) and Union of Ethiopian Women and Children’s Associations (UEWCA); and 3 sub-partners namely, Ethiopian Human Right Commission (EHRC), Ethiopian Labour Right Watch (ELWR), and Integrated Family Service Organization (IFSO). The location areas of the project are at national level (Addis Ababa), Amhara Region (South Wollo Zone, Harbu and Kutaber woredas) and the then SNNPRS now Central Ethiopia region (Hosana town and Soro woreda).

The overall goal of the project is to decrease the scale and prevalence of human trafficking and child labor in Ethiopia. Promoting decent work is one key area of the project as attention to respect and protection for the right to decent work are some of the growing concerns of the labor force in different sectors. The Government of Ethiopia accepted the Sustainable Development Goal (SDG) and committed to implement the Decent Work Country Program for Ethiopia (2021-2025).

Fundamental workers’ rights are part of the set of basic human rights and define a universal social basis of minimum standards in the world of work. The ILO Declaration on Fundamental Principles and Rights at Work covers the rights to freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

Freedom from discrimination is a fundamental human right and is essential for workers to choose their employment freely, to develop their potential to the full and to reap economic rewards on the basis of merit. Bringing equality to the workplace has significant economic benefits too. These fundamental principles and rights at work are considered to be the foundations for decent work, and all ILO member States are bound to respect them.

Research conducted by AAE focusing on agri-business, large-scale industries, and service sectors (ActionAid Ethiopia, 2022) revealed that business owners believe that the creation of opportunities is enough and consider the right to decent work and human rights of the labor force as a luxury. Some of the reasons for such failure could be knowledge and information gap. This handbook is prepared to address the information gap on different aspects of work important for decent work.

**ABBREVIATIONS**

AAE - ActionAid Ethiopia
CSO - Civil Society Organization
CSA - Central Statistical Agency of Ethiopia
DW - Decent Work
DWCP - Decent Work Country Program
ILO - International Labour Organization
MDG - Millennium Development Goal
OECD - Organization for Economic Co-operation and Development
PLIP - People Living in Poverty
SDG - Sustainable Development Goal
UN - United Nations
The terms used in the handbook have the following definitions exhibited in ILO’s decent work literature:

**Adequate earnings** mean employment yielding sufficient returns to labour to permit a worker and his/her dependents a level of consumption above the poverty line.

**Child labour** refers to work which may be hazardous or harmful to his/her education, health or wellbeing, a work that exposes the child to health, safety, and moral hazards and to physical, psychological, and emotional abuse and harm.

**Combining work, family, and personal life**: the amount of time a worker spends doing a job versus the amount of time a worker spends with families or pursuing personal interests and hobbies.

**Decent Work** means work that is productive and delivers a fair income, security in the workplace, social protection for families, freedom for people to express their concerns, organize and participate in decisions that affect their lives and equality of opportunity and treatment for all women and men.

**Decent hours** refer to working time arrangements that promote health and safety; be family-friendly; promote gender equality; advance the productivity and competitiveness of enterprises; and facilitate workers’ choice and influence over their hours of work.

**Employment practices** refer to the policies and practices of organizations in recruitment and selection, transfer, promotion, training, and discipline aspects of work.

**Equal opportunity and treatment in employment**: refer to nondiscrimination among workers on the basis of sex, religion, political outlook, ethnicity, marital status, nation, race, family responsibility, pregnancy, disablement or social status in relation to employment.

**Forced labour** - is the work one has to perform under threat of punishment such as forfeit of wages, dismissal, harassment, or violence without the worker’s voluntary decision or will.

**Flexible working hours** means a work arrangement that allows employees to choose the start and end time for their workday.

**Informal work**: Work that is not regulated by formal laws and characterized by small or undefined workplaces, unsafe and unhealthy working conditions, low levels of skills and productivity, low or irregular incomes, long working hours, and lack of access to information, markets, finance, training, and technology.

**Safe work environment**: a workplace free of accidents and health hazards for the workers to work.

**Social security**: encompasses all measures that provide income security to people in case of poverty, unemployment, sickness, disability, old age, loss of the breadwinner, as well as access to essential social services. Such access to essential social services comprises most importantly of access to health services as well as access to education and occupational training and retraining.

**Social dialogue**: Social dialogue deals with the rights of workers to engage in discussions with employers and authorities or government officials over matters pertaining to work.

**Stability and security of work**: it denotes long time tenure without much risk of termination of employment.
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This handbook contains information on decent work practice in Ethiopia. It presents concepts of decent work and the different aspects of work important to attain decent work. Its focus is mainly on employment in the formal sector where the Ethiopian Labour proclamation number 1156/2019 is applicable.

What is the purpose of this handbook?

This Decent Work handbook aims to build capacity among business organizations and employers, government bodies, employees and labour unions through increasing awareness and insight to promote decent work policies and practices. It gives them knowledge, which is the first step towards any improvement. It informs employees of their rights at the workplace while simultaneously enlightening employers about their obligations.

This decent work handbook is applicable as reference to business and employers, employees, labour unions, Civil Society Organization (CSO) and government, media and youth that help champion decent work implementation. The handbook intends to:

- Enable business leaders to be aware of their obligation to respect their employees' right to decent work.
- Inform employees particularly women and youth of their right to decent work and claim their rights while discharging their duties.
- Provide consumable information to labor union leaders to support their claims for the legal protection of their members.
- Provide CSOs and government actors with information on decent work to enhance their awareness and level of commitment toward realizing it.
- Inform media professionals to build their knowledge base on the matter.
- It is also valuable for those who wish to expand their understanding of decent work especially to young graduates joining the labour market.

Decent Work (DW) was initially introduced by the International Labour Organization (ILO) in 1999 to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equality, security and human dignity (ILO, 1999a, p. 3).

Subsequently, it has been adopted by UN as one of the measurements of Millennium Development Goals (MDGs). During the UN General Assembly in September 2015, decent work became one of the new 2030 Agenda for Sustainable Development (SDG). The importance of decent work in facilitating achievement of the Sustainable Development Goals is highlighted in Goal 8, to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”
**Ethiopia is one of the 193 countries that accepted the SDG.** With the aim of addressing the decent work agenda, the Ethiopian Government has developed and committed itself to implement the **Decent Work Country Program (DWCP)** covering the period of 2021-2025 with strategic priorities of:

1. All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.

2. All people in Ethiopia benefit from an inclusive, resilient, and sustainable economy.

3. All tripartite partners in Ethiopia and their constituents have increased engagement in industrial relations, social dialogue and tripartism.

4. All workers, employers and their representative organizations in Ethiopia advance the enjoyment of fundamental principles and rights at work.

Ethiopia is a member of ILO and has so far ratified 23 out of the 120 ILO conventions related with Employment and labour. The government of Ethiopia has also enacted several employment related laws. Relevant employment legislations include the following:

1. Constitution of the Federal Democratic Republic of Ethiopia, (1995). The Constitution ensures general principles of labour rights such as the right to organize, the right to strike, the right for maternity leave with full pay and the right of children to be protected from exploitative practices.


3. Labour Proclamation No.1156/2019

4. Social Health Insurance Proclamation No.690/2010

5. The Right to Employment of Persons with Disabilities Proclamation No. 568/2008

6. Federal Civil Servants Proclamation No.1064/2017


8. Public Servants’ Pension Proclamation No. 1267/2022

The employment in Ethiopia’s formal sector mainly covers two broad categories of employment relationship. These are private sector employment and employment in the public service. Employment in the public service sector is regulated by the Federal Civil Servants Proclamation No. 1064/2017 at the federal level and by regional civil service administrative instruments in the respective regions. These federal and regional instruments regulate the conditions of recruitment, promotion, separation, and other related issues for permanent employees of the state administration. However, judges, prosecutors, members of the armed forces and the police force have their respective special laws for regulation. The employment relation in the private sector is regulated by the Labour Proclamation. Employees of businesses including state-owned business enterprises and employees of Non-Government Organizations (NGOs) and Civil Society Organizations are within the sphere of the Labour Proclamation. Employees who undertake managerial functions in private enterprises and domestic workers are, however, excluded from its scope. Nonetheless, managerial employees and domestic workers who are excluded from the Labour Proclamation are still covered by the provisions of the Civil Code of 1960.
2.1 Defining Decent Work

The Ethiopian Decent Work Country Program 2021-2025 documents (2021) indicate that, though the country has ratified ILO conventions and proclaims the labour laws, compliance and enforcement is low. The weak compliance and enforcement of the laws and conventions are mainly attributed to poor organizational capacity, lack of awareness and labour laws on the part of workers, employers, and government institutions. To enhance awareness on decent work, it is essential to define the concept and understand the elements of decent work in line with Ethiopian legislation.

The concept of decent work as defined by ILO is as follows:

“Decent work refers to productive work in conditions of freedom, equity, security and human dignity. Decent work involves opportunities for work that is productive and delivers a fair income; provides security in the workplace and social protection for workers and their families; offers better prospects for personal development and encourages social integration; gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantees equal opportunities and equal treatment for all.”

ILO categorizes Decent Work into four components; namely Employment and work, Social Protection, Workers’ Rights and Social Dialogue. Job creation alone is not enough; rather they must be of acceptable quality. The definition of decent work contains six dimensions:

I  - Opportunity to work: creating jobs for all willing and able to work regardless of their level of skill.

II  - Productive work: work that provides a decent standard of living for themselves and their families.

III  - Freedom at work: respecting fundamental rights such as the freedom of choice and equality of treatment, freedom of association, protection from forced labour and child labour.

IV  - Equality at work: workplace that ensure no workplace discrimination based on gender, race, religion, etc.

V  - Security at work: workplace in safe and healthy conditions and free of arbitrary termination of employment.

VI  - Dignity at Work: absence of all forms of workplace physical, sexual, racial, psychological, verbal, or any other form of harassment.

The multifaceted nature of work is complex to understand and measure. Thus, ILO elaborated them into four components with ten elements that can be easily measured having different dimensions.

2.2 Elements of Decent Work and Ethiopian Context

The full awareness of decent work requires examining the ten elements of decent work in relation with Ethiopian employment legislation.
These elements include:

- Employment opportunities
- Adequate earnings and productive work
- Decent hours
- Combining work, family, and personal life
- Work that should be abolished
- Stability and security of work
- Equal opportunity and treatment in employment
- Safe work environment
- Social security
- Social dialogue

2.2.1 Employment Opportunities

The concept of decent work entails the existence of employment opportunities for all who are willing and able to work. Unemployment is the concern of many countries. Ethiopia also faces a challenge in creating adequate employment opportunities for ever increasing youth population.

Data from the Central Statistical Agency Labour and Migration Survey (2021) indicates that the unemployment rate for the country was 8.0%. The same data source also indicates female unemployment rate was 11.7% while male was 5% which is more than double at national level. Additionally, the data on youth unemployment in urban areas in 2021 was 23.1 % of which males were 15.9 % and females were 28.8 %.

This data shows there is high unemployment in Ethiopia (8%) as compared to world which was (6.2%) by 2021. There is also gender disparity where women were more unemployed. Youth unemployment is also high in urban areas and females are highly impacted.
The Right to Minimum Wage

With inflation reaching levels not seen in the last four decades in most countries and hitting disproportionately the most vulnerable, low-income households, minimum wages may become an even more important tool to protect the standard of living of low-paid workers (OECD, 2022).

As P. Belser, Senior Economist and Wages Specialist at ILO said, “Well designed minimum wage can contribute to overcoming poverty, reducing inequality and overcomes gender inequality in workplaces.”

The obligation to avoid arbitrary

The world today is shifting towards high returns for those investing in capital and away from labour, which result in increasing income inequality. The current patterns of growth tend to favor the better-off more than the poor. One of the measures to regulate and curve this income inequality is setting a minimum wage.

The obligation to pay wages on regular time

The Ethiopian Labour proclamation 1156 (2019) article 55 and 56 state employers are obliged to pay wages in cash on working day at the workplace unless otherwise agreed.

ILO Minimum wage Convention 131 (1970) emphasizes that minimum wage must cover the living expenses of the employee and his/her family members. Moreover, it must relate reasonably to the general level of wages earned and the living standard of other social groups. Though Ethiopia has not ratified the ILO Minimum wage convention, Labour Proclamation no 1156/2019 article 55 refer the establishment of a wage board to the Council of Ministers to set minimum wages and revising it based on studies which take into account the country’s economic development, labour market and other considerations. But it has not been done till this handbook was commissioned.

Several studies in Ethiopia suggest that the amount of salary and wage paid to employees is insufficient to cover their basic needs. AAE 2022 assessment revealed that women employed at industrial parks earn an average monthly wage of birr 1200(equivalent to USD 22). It was found that “a key informant from the study noted that her salary of 1200 ETB (US$22) wouldn’t even cover basic needs, adding that she frequently found herself on the receiving end of verbal abuse and insults by the manager.”

As a worker, you have the right:

- To earn at least the minimum wage set by the government, though not yet set in Ethiopia.
- To get your pay on regular basis (daily, weekly, monthly).
- Whenever you work overtime, get compensation.
- To get higher compensation whenever you work at night.
- To get higher pay whenever you work on public holidays.

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The obligation to pay wages on regular time

The obligation to pay wages on regular time: The ILO Regular pay & wage protection Conventions 95 (1949) and 117(1962) assert that wages must be paid regularly on a daily, weekly, fortnightly, or monthly basis. Accordingly, the Ethiopian Labour proclamation 1156 (2019) article 55 and 56 state employers are obliged to pay wages in cash on working day at the workplace unless otherwise agreed.
In case the date of payment (where already decided) falls on a weekly rest day or public holiday, the wages are paid on the preceding working day. Wages are paid directly to the worker or to the person authorized by the worker. Wages may be paid in kind, but it may not be more than 30% of the wages paid in cash.

2.2.3 Decent Hours

Reasonable hours of work are an element of decent employment. Regulated hours of work, daily and weekly rest periods and annual holidays help to ensure high productivity while safeguarding workers’ physical and mental health. To fulfill decent work criteria, working time should neither be excessive, nor insufficient. Regulations should ensure safety and health, enable people to enjoy family and personal life, promote gender equality, boost productivity and aid worker choice and influence over the time they spend working.

Some of the major challenges in decent hours include excessive hours of work and the need to protect workers’ health and safety by limiting working hours and providing adequate periods for rest and recuperation, including weekly rest, and paid annual leave - which are enshrined in international labour standards. Long working hours affect the health of workers resulting in increased stress, impaired mental health, headaches, increase in risk-inducing behavior and reduction in sociability time. The available data for 2013 shows that more than one-fifth (20.2%) of Ethiopians worked for at least 49 hours per week.

As a worker, you have the right:

- Not to work (at most) for more than 10 hours a day 60 hours a week
- To get at least 16 days annual leave after serving for a year
- To get rest period at least one day (24 hours) per week
- To get paid public holidays as per labour law

The Federal Constitution of 1995 provides that “workers have the right to reasonable limitation of working hours, to rest and to leisure” (article 42(2)). Accordingly, the maximum hours of work per day and per week have been fixed by the labour and civil service laws.

**Maximum Hours of Work**

Based on the Labour Proclamation article 61, Normal working week consists of eight hours per day and 48 hours per week. If the maximum weekly working hours are not exceeded, the maximum daily working hours can be extended to ten hours if and when circumstances require. These limits in working hours also apply to NGOs and state-owned business enterprises. For young workers between the ages of 15 and 18 years, normal working hours shall not exceed seven hours a day. A maximum of 39 hours per week is set for federal civil servants.

The Federal Constitution of 1995 provides that workers have the right to a reasonable periodic leave with pay (article 42(2)). In line with the constitutional stipulation, both labour and public service laws provide for paid annual leave. Furthermore, an agreement by a worker to waive his annual leave shall be null and void and annual leave cannot be converted into cash. It is only when the employee’s contract of employment is terminated that unutilized leave may be converted into cash and payable to the separated employee. The Ethiopian Labour Proclamation 1156 9(2019) articles 70, 73 and 77 allow weekly rest period, paid public holiday and paid annual leave respectively.

The available data for 2021 shows that the average weekly hours actually worked per person was 29.8 where it is 32.3 hours for men and 26.5 hours for women.
**Paid Vacation / Annual Leave**

Workers are entitled to 16 working days of paid annual leave on completion of one year of service plus one working day for every additional year of service.

**Public Holidays**

Workers are entitled to fully paid festival (public and religious) holidays. A worker assigned to work on public holiday is entitled to get 200% payment for each hour of work on a public holiday.

**Weekly Rest Days**

Workers are entitled to 24 consecutive hours of rest per week. Labour Law requires that the weekly rest day should be Sunday for all employees. If it is impossible to provide a weekly rest day on Sunday, due to nature of work, another day be substituted as weekly rest day. Weekly rest must include the period from 6 a.m. to the next 6 a.m.

Aa per the labour law, as a worker, you have the right:
- To get 3 consecutive days paid paternity leave
- To get up to 10 days unpaid leave during a year for serious family affairs
- To get 3 working days leave for make marriage and mourning.

A Woman worker has the right:
- To get free ante and post medical care.
- To be exempted from night duty and hazardous task during pregnancy
- To get at least four months maternity paid leave.
- To get protected from dismissal during pregnancy and maternity leave period.

**Combining work, family, and personal life**

The number of working hours and working hours shift are the most important factors in determining whether one’s work is compatible with family responsibilities and, more generally, with life outside work.

The ILO Convention on Workers with Family Responsibilities No. 156, (1981) calls on governments to ensure that working parents do not face discrimination in the workplace, for instance through adequate public childcare provision. Employers are encouraged to adopt family-friendly practices, for instance allowing flexible working hours, and may not terminate employment on the grounds of family responsibilities. Under the Convention on Maternity Protection No. 183, (2000), women's jobs are protected in the event that they take maternity leave.

Reconciling work and family (or personal) life is an issue of gender equity because in most societies, women bear a disproportionate responsibility for caring for children and other dependent relatives as well as for household work. Work schedule which does not take into account workers’ personal life and social affairs, such as long working hours, shift work, unsocial hours, night work, etc., create difficulties in work-life balance, and thereby results in work stress and decreases the level of productivity of workers. On the other hand, a flexible and workers social and personal life friendly work schedules enhances employees’ commitment towards the company and the job itself (Navajas-Romero et al., 2019).

As a result, balance between work and family time is becoming a concern for policy makers, employers, and employees. Hence, any work schedule that does not consider employees’ family affairs-unsocial or working conditions that reduce the work-family dynamism are some of the serious challenges.
The Labour Proclamation Articles 81 and 88 have provisions for balancing work, family and personal life and maternity protection.

**Leave for family Affairs**

A worker is entitled for paid three working days leave for marriage and mourning days. A worker also is entitled to leave without pay for up to five consecutive days (at most 2 times in a year) in the case of exceptional and serious family affairs or events.

**Paternity Leave**

A male employee is entitled to at least three (3) consecutive paternity leave days with full pay.

**No Harmful Work**

Article 87 of Labor Proclamation No.1156/2019 prohibits employment of women in types of work that is arduous or harmful to women’s health (whether they are pregnant or not). The Directive on activities Particularly Arduous or Harmful to Women’s Reproductive Health lists the jobs that women may not perform, including underground activities, cave excavations, and the spraying of pesticides. Similarly, pregnant women workers may not be asked to work overtime or night hours. A woman worker may be transferred to another place if her job is dangerous to her health or her pregnancy.

**Maternity Leave**

Female workers are entitled to fully paid maternity leave of 120 working days (30 days antenatal and 90 days postnatal). In addition to maternity leave, workers are also entitled to paid leave for medical examinations related to pregnancy and paid leave during pregnancy on recommendation of a medical doctor.

**Protection from Dismissals**

Article 87(6) of the labour proclamation 1156/2019 prohibits dismissal of a woman worker during the period of her pregnancy, maternity leave, and four months after her confinement. Pregnancy of a worker does not constitute the valid ground for termination of a worker’s contract.

**Right to Return to Same Position**

There is no explicit provision, which gives a female worker the right to return to same position after availing her maternity leave. However, because an employer can’t terminate a female worker on maternity leave, it gives an implied right to return to the same job/position.

**Flexible Work Option for Parents / Work-Life Balance**

No provisions could be in the law supporting work-life balance for parents or workers with family responsibilities.

International Conventions which require that child labour and forced labour should be abolished include the Minimum Age Convention 1973 (No.138), the Worst Forms of Child Labour Convention 1999 (No.182), the Forced Labour Convention 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957, (No. 105). Ethiopia has ratified all of these ILO conventions as well as the UN Convention on the Rights of the Child.
The Labour Proclamation 1156/2019 article 89 forbids the employment of children under the age of 15 years, while children aged 15-18 years are classified as young workers by the proclamation and are allowed to work in occupations which are considered to be non-hazardous and have no detrimental effect on their safety, health and developmental prospects.

**Minimum Age for Employment**

Minimum age for employment is set as 15 years.

**Minimum Age for Hazardous Work**

Minimum Age for Hazardous Work is set as 18 years. Workers between the ages of 15 to 18 years are classified as young workers. It is prohibited to employ young workers which endanger their life or health.

Hazardous activities in which young employees should not be engaged in have been listed in the Labour Proclamation. Most of these relate to lifting heavy weights, mining, power transmission lines and sewerage systems. Normal working hours for young people may not exceed seven hours per day. It is prohibited to employ young workers on night work between 10 p.m. and 6 a.m.; overtime work; weekly rest days; and public holidays.

It is forbidden for Employers to:

- Hire youth under 15 years of age.
- To assign youth between age 15 to 18 to hazardous work.
- To employ young workers on night work between 10 p.m. and 6 a.m.; overtime work; weekly rest days; and public holidays.
- To force a worker to stay on job against his will.
- Forced and compulsory labour.

“Children in Ethiopia are subjected to the worst forms of child labor, including forced labor in domestic work and commercial sexual exploitation. According to the results of a 2015 national child labor survey published in 2018, about 16 million children from the ages of 5 to 17 were engaged in child labor.”


**Prohibition on Forced and Compulsory Labour**

Forced Labour is prohibited under the Constitution and is a punishable offence under the Criminal Code. If a person compels another by intimidation, violence, fraud, or any other unlawful means to accept a particular employment or particular condition of employment, or to refuse or withhold his labour, with the object of imposing on an employer by force the acceptance or modification of terms of employment is punishable, upon complaint, with simple imprisonment of at least three months, or fine.

“Available information from Ethiopian human right report indicates that, some businesspersons allegedly exploited boys in forced labor in traditional weaving, construction, agriculture, and street vending; traffickers also exploited women and children in domestic servitude. Labor recruiters frequently targeted young persons from the country’s rural areas with false promises of a better life; increasingly, traffickers were replicating legitimate app-based recruitment tools to illegally recruit vulnerable populations and exploit them in forced labor.”

US Department of State, 2022 country reports on human right practice; Ethiopia
A per the labour law, as a worker, you have the right:

- To get 3 consecutive days paid paternity leave
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- To get 3 working days leave for make marriage and mourning.

A Woman worker has the right:

- To get free ante and post medical care.
- To be exempted from night duty and hazardous task during pregnancy
- To get at least four months maternity paid leave.
- To get protected from dismissal during pregnancy and maternity leave period.

**Freedom to Change Jobs and Right to Quit**

An employee cannot be forced to stay in a job against their will. As per proclamation 1156/2019 article 31 an employee is entitled to freely resign from employment without stating any reason for his action by providing prior notice of one month to the employer.

**Inhumane Working Conditions**

Working time may be extended beyond normal working hours of forty-eight hours per week and eight hours a day. However, overtime work may not exceed 4 hours in a day or 12 hours in a week. The maximum working hours inclusive of overtime hours are 60 hours a week (48 hours + 12 hours). A worker may not be compelled to work overtime except in case of accident (actual or expected), force majeure, urgent work, or substitution of absent workers assigned on work that runs continuously without interruption.

**Human Trafficking**

The Prevention and Suppression of Trafficking in Persons and Smuggling of Migrants prohibits trafficking in persons for the purpose of exploitation at the pretext of domestic or overseas employment. The definition for exploitation includes labour exploitation, forced labour or servitude. It is a punishable offence with rigorous imprisonment ranging from 15 to 25 years and with fine from Birr 150,000 to 300,000.

**Proclamation 1178/2020**

Is a Proclamation to provide for the Prevention and Suppression of Trafficking in Persons and the Smuggling of Persons, criminalized sex trafficking and labour trafficking. The law prescribed penalties of 7 - 15 years of imprisonment and a fine of 20,000 to 100,000 Ethiopian Birr for labour traffics and adult sex traffic and 10 to 20 years of imprisonment and a fine of 30,000 to 100,000 Birr for child sex trafficking.

There are numerous stories about human trafficking and exploitation which is typical for many Ethiopian women. A case of a woman returnee migrant from the Middle East, that faced labor exploitation is given as follows.

35-year-old Zinet, who decided to leave Ethiopia and take the route via Yemen just as the Covid-19 pandemic broke out, says of her experience: “I did not gain anything. I only came back with grief.” Zinet had not informed her family of her plans, but along the way she found out that her 15-year-old son was also making the journey by boat and through the Yemen, where they eventually became separated. Zinet describes her experience:

(The broker) left us in a war-torn area and we suffered a lot. There were corpses here and there and bullets flying everywhere. When they started shooting at us, we got scattered and surrendered. They took us to a prison for 23 days, and then to another prison for 8 days and finally they took us to Riyadh where again we stayed in prison.
After staying in prison for around 8 months, Zinet was released and returned to Ethiopia, but 2 months later, she found out that her son had died. Grief-stricken, she reflects on her experience:

“I would not advise my worst enemy to go there, let alone the people I love, because what's out there is terrible.”

According to the International Labour Organization, social stability refers to employees’ safety from changes in earned wages because of job loss. Employment security refers to the extent to which organizations provide stable employment to employees. The rise of non-standard jobs - contractual assignments, temporary agency and dispatched work, dependent self-employment, marginal part-time work - has heightened employees’ fears about job stability.

In fostering stability and security of work, employees should be provided with a written contract of employment; workers on fixed term contracts should not be hired for tasks of permanent nature; a reasonable probation period may be followed to assess the suitability of an employee and workers be paid severance allowance on termination of employment relationship.

Termination of employment in Ethiopia is not at the sole discretion of employers. The employer is required to show valid reasons for dismissals. The Labour Proclamation 1156/2019 article 27 provides grounds for termination associated with the employee’s conduct (serious misbehavior) that enable the employer to terminate employment without notice (article 27(1)).

In addition, the grounds for dismissal with notice (relating to the worker’s capacity or the operational requirements of the organization are listed in article 28 of the Labour Proclamation.

Written Employment

Individual employment contracts may be oral or in writing. A contract of employment is deemed to have been concluded for an indefinite period except for the contracts of definite period or piecework. The employment contract must be stipulated clearly and must not be concluded for the performance of unlawful or immoral activities.

Fixed Term Contracts

Article 10 of the labour proclamation prohibits hiring fixed term contract workers for jobs of a permanent nature.

Probation Period

In accordance with the Labour Proclamation 1156/2019 article 11, a probationary period is the initial period of execution of an employment contract to test the suitability of a worker to the assigned position.
Equal opportunity and treatment in employment

Respect for the rights of equal opportunity and treatment in employment is a fundamental aspect of decent work and embraces the elimination of all forms of discrimination regarding employment.

Minimum Age for Employment

The Labour Proclamation 1159/2019 article 40 provides for severance pay for a worker who has completed their probation. The amount of severance pay depends on the length of service and is payable at the following rates:

- 30 days’ wages for one year (as well as first year) of service (severance pay for workers with less than 1 year of service is calculated in proportion to the period of service);
- 10 days’ wages for every additional year of service after the first year (however, the total severance pay must not exceed 12 months’ wages);
- 60 days’ wages in addition to the above payments for workers who are terminated on grounds of redundancy.

Rights at work adopted by the International Labour Conference in 1998 may be considered as a statement of such rights. Discrimination at work implies the denial of equality of treatment and opportunity. ILO, Spotlight on Work Statistics no.12 (2023) confirms working-age women globally would like to work but 15.5% of them do not have a job reach compared with 10.5% of men.

This gender gap has remained almost unchanged for two decades (2005-2022). The same data source indicates that, the jobs gap is particularly severe in developing countries where the proportion of women unable to find a job reaches 24.9% in low-income countries.

The corresponding rate for men in the same category is 16.6%, a worryingly high level but significantly lower than that for women. Gender imbalances in decent work are not limited to access to employment. While vulnerable employment is widespread for both women and men, women tend to be overrepresented in certain types of vulnerable jobs. For instance, women are more likely to be helping in their households or in their relatives’ businesses rather than being in own-account work.
Action for Gender Justice, Good Governance, and Poverty Eradication!

It is unlawful for Employers to discriminate workers in employment (appointment, promotion, training, transfer) based on race, nation, nationality, or other social origin, color, sex, language, religion, political or other opinion, property, birth, disability or other status:

Women can’t be discriminated in matters of remuneration, on the grounds of sex.

It is unlawful for an employer or a managerial employee to commit sexual harassment or sexual assault at a workplace.

It is prohibited antiunion discrimination by employers.

Article 42(d) of the Constitution and labour proclamation 1156/2019 clearly indicates that women workers have the right to equal pay for equal work in Ethiopia. However, there remains significant gap between men and women in terms of their participation in different occupation. For instance, the 2023 global gender gap report indicates that in Ethiopia only 25.4% of senior officers and 34.3% of technical position are held by women.

Similarly in terms of income, there exists difference in women and men. CSA Labour force and Migration Survey (2012) data points out that the average amount of total payment per month for paid employee in Ethiopia is Birr 4,127. Males obtained higher monthly payment (4,556 Birr) than females (3,363 Birr): where women earn 73.8% of men’s income.

Non-Discrimination

An employer can’t discriminate against a worker in any aspect of employment (appointment, promotion, training, and transfer). In accordance with the Ethiopian Constitution (1995) article 25, all persons are equal before law and there can’t be any discrimination on the grounds of race, nation, nationality, or other social origin, colour, sex, language, religion, political or other opinion, property, birth, or other status. The Right to Employment of Persons with Disabilities Proclamation 568/2008 prohibits employment discrimination on the basis of disability. The Labour proclamation 1156 (2019) article 14 prohibits antiunion discrimination by employers and provides for reinstatement for workers fired for union activity. It is unlawful for an employer to discriminate between workers on the basis of nationality, sex, religion, political outlook, or any other conditions. It is not legitimate to terminate a worker on the ground of his nationality, sex, religion, political outlook, marital status, race, colour, family responsibility, and pregnancy.
Safe work environment

Safety and health at work are about ensuring conditions that preserve and promote workers’ physical and emotional well-being. Safe and healthy working conditions are in the interests of workers, employers, governments, and society in general. The ILO Convention on Occupational Safety and Health (No. 155), 1981 calls on governments to establish a national policy to prevent work-related diseases, injuries, and deaths by taking steps to minimize the hazards to which workers are exposed.

Though the legal framework exists, Ethiopia’s workplaces present all six broad types of hazards: physical, chemical, biological, radiological, ergonomic, and behavioral. Noise, dust, and exposure to chemicals are the most common, particularly in the flower industry. There is high level of workplace injuries, often leading to extended losses of productive working days.

Equal Choice of Profession

While women are protected from hazardous work especially the work that is arduous or harmful to their health. On the other hand, the Ethiopian Constitution says that “every Ethiopian has the right to choose his or her means of livelihood, occupation and profession”.

Equal Pay

The principle of equal remuneration for equal work is recognized by the Labour Proclamation 1156 (2019) article 14(b) women can’t be discriminated against, in matters of remuneration, on the grounds of sex.

Sexual Harassment

It is unlawful for an employer or a managerial employee to commit sexual harassment or sexual assault at a workplace. Similarly, workers are prohibited from engaging in sexual harassment or sexual assault at workplace.

The Labour Proclamation provides a higher amount of compensation for employees who are forced to terminate their contract, without notice, for reasons of sexual harassment and sexual violence. Contract termination by a worker on account of sexual harassment and sexual violence leads to three months of compensation payment. The Criminal Code also prohibits sexual harassment and prescribes simple imprisonment for the perpetrator.

As a worker, you have the right:
- To work in a place where it is safe and healthy.
- To get protective equipment and clothes free of cost.
- To get adequate health and safety training
- Require a worker to execute work, which is hazardous to his/her life.

An Employer is prohibited to:
- Require a worker to execute work, which is hazardous to his/her life.

Ethiopia has adopted the ILO convention on occupational safety and health and has several related articles in relation to safety and health. The Federal Constitution of 1995 stipulates that “all persons have the right to a clean and healthy environment” (article 44). The Labour Proclamation 1156/2019 article 92, points out the obligations of an employer to take all necessary measures to ensure that workplaces are safe, healthy, and free of any danger to ensure the wellbeing of workers.

Though the legal framework exists, Ethiopia’s workplaces present all six broad types of hazards: physical, chemical, biological, radiological, ergonomic, and behavioral. Noise, dust, and exposure to chemicals are the most common, particularly in the flower industry. There is high level of workplace injuries, often leading to extended losses of productive working days.
In accordance with the Labour Proclamation, every employee has the right to enjoy suitable measures of protection and safety & hygiene at work as the employer is required to take all necessary measures to safeguard the health & safety of workers. It is considered unlawful for an employer to require a worker to execute work, which is hazardous to his/her life. Medical examination of newly employed workers and those engaged in hazardous work, at the employer’s expense, is necessary. It is obligatory for an employer to establish an occupational safety and health committee in the organization.

Workers must also obey all health and safety instructions issued by the employer or by the competent authority and co-operate in the formulation of work rules to safeguard his/her health and safety, and to implement them.

Training

Employers are required to ensure that workers are properly instructed and informed about different hazards present at the workplace as well as precautions necessary to avoid accidents and injury to health. The employer must also instruct workers about the proper use of protective equipment.

### Social security

Society takes different measures to curb risks of life. Social protection goes beyond the more limited notion of security for work-related situations. Social protection, or social security, is a human right and is defined as the set of policies and programs designed to reduce and prevent poverty and vulnerability throughout the life cycle. The ILO Convention recognizes the need for social protection in the following categories, with a particular focus on the extent to which these and other forms of support are available to those living in poverty including health care benefits, sickness benefits, old age benefits, unemployment benefits, occupational injury benefits, family benefits, maternity benefits, invalidity benefits, and survivor’s benefits. Such guarantees should be provided to all residents and all children, as defined in national laws and regulations, and subject to existing international obligations.

Federal Constitution (1995) article 90(1) stipulates that policies shall aim to give social security coverage to all Ethiopians. The Public Servants’ Pension Proclamation No.1267/2022 regulates the public sector pension scheme which covers civil servants and state employees in enterprises. The Social Security Agency covering employees in private organizations is established according to the Private Organization Employees’ Pension Proclamation no 1268/2022.
Pension Rights

The Private Organization Employees’ Pension Proclamation No. 1268/2022 provides for both full and early pension. For full pension, a worker must have attained 60 years of age (same for women) with at least 10 years of contributions. Early pension is available for workers who have attained 55 years of age with at least 25 years of contributions.

Dependents’ / Survivors’ Benefit

The above laws provide for survivor benefit for dependents including widow, widower, children younger than 18 years of age (age 21 if disabled) and parents (if there are no surviving spouse or children).

Invalidity Benefits

The above laws provide for invalidity benefit in the case of non-occupational accident/injury/disease resulting in permanent invalidity.

Paid Sick Leave

The Labour Proclamation 1156/2019 article 86 provides for paid sick leave for up to 6 months for a worker completed the probation period. A worker is entitled to sick leave if he/she is incapable of working owing to the sickness other than resulting from occupational injury.

Medical Care

The Social Health Insurance Proclamation, passed in 2010, provides medical and health services to the workers. All workers are required to be a member of social health insurance scheme. Where a worker sustains employment injury, the employer has to cover the medical service expenses on general and specialized medical and surgical care, hospital and pharmaceutical care and any necessary prosthetic or orthopedic appliances.

Job Security

Employment of a sick worker is secure during the term of his sick leave.

Disability / Work Injury Benefit

A worker is entitled to disability benefits.

Effective social dialogue between government, employers and trade unions is required to secure the equitable participation of all employees in decent and productive work.
The ILO definition of social dialogue includes a variety of negotiations, consultations, and exchanges of information between representatives of government, employers, and workers on issues of common interest, relating to economic and social policy. It is a means to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security, and human dignity. As an instrument of good governance, social dialogue can contribute both to improving economic performance and competitiveness and to making society more stable and more equitable. The Labour Proclamation has provisions on freedom of association, freedom of collective bargaining and the right to strike and lock-out.

**Freedom to Join and Form a Union**

Constitution and labour law 1156/2019 article 117 provides for freedom of association and allows workers and employers to join and form unions. Prior authorization from the state or any other organ is not a requirement for the formation of associations. The minimum union membership requirement is ten employees. Under the current labour law, the formation of multiple unions is possible in an enterprise. Protection against anti-union discrimination is provided. Termination of employment due to union membership or leadership is unlawful and any employee terminated for this reason is entitled to reinstatement. Union leaders are entitled to union leave to conduct collective bargaining or to handle cases before labour tribunals representing their members.

**Freedom of Collective Bargaining**

Labour Proclamation 1156/2019 article 126 recognizes right to collective bargaining. The Labour Proclamation provides that once a trade union is registered by the appropriate organ, the employer is duty bound to meet and treat such a trade union.

In fact, there is a duty to bargain in good faith. Subject matters for collective bargaining range from conditions of work to broader social issues and participation in managerial functions.

**Right to Strike**

Right to strike is provided under the constitution and is regulated under the Labour Proclamation 1156/2019 article 158. There are certain enterprises (i.e. essential public service undertakings) in which strikes or lockouts are not allowed. The procedure to be followed to call a strike is also prescribed in Article 159 by the Labour Proclamation.

Although the constitution and law provide workers with the right to strike to protect their interests, the law contains detailed provisions prescribing extremely complex and time-consuming formalities that make legal strike actions prohibitively difficult. The law requires aggrieved workers to attempt to reconcile with employers before striking; it also includes a lengthy dispute settlement process. These provisions apply equally to an employer’s right to lock workers out. For a strike to be authorized, two-thirds of the workers must support such an action. If not referred to a court or labor relations board, the union retains the right to strike without resorting to either of these options, provided they give at least 10 days’ notice to the other party.

As a worker, you have the right:

- To serve as labour union member or leader in your workplace.
- To participate in collective bargaining at the workplace.
- To defend social and economic interests through strike.
1. AAE. People before profit. a policy Brief Why urgent action is needed to hold businesses accountable for respecting human rights available at https://actionaid.org/sites/default/files/publications/Ethiopia%20Policy%20Brief_online.pdf


18. US Department of State. 2022 country reports on human right practice; Ethiopia https://www.state.gov/reports/2022-country-reports-on-human-rights-practices/ethiopia


Annex: Gaps in ratifying and enforcing ILO international Labour Standards

International labour standards are legal instruments drawn up by the ILO's constituents (governments, employers and workers) and setting out basic principles and rights at work. They are either Conventions (or Protocols), which are legally binding international treaties that may be ratified by member states, or Recommendations, which serve as non-binding guidelines. The conventions are provided as classified as fundamental, governance and technical.

The ILO Governing Body had initially identified eight “fundamental” Conventions, covering subjects that were considered to be fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

The ILO Governing Body has also designated another four Conventions as governance (or priority) instruments, thereby encouraging member States to ratify them because of their importance for the functioning of the international labour standards system. The technical instruments deal with the implementation of the International Labour Standards. With regard to International Labour standards, Ethiopia has ratified 23 Conventions: out of which 9 of 10 Fundamental Conventions; 1 of 4 Governance Conventions (Priority) and 13 of 77 Technical Conventions. Out of 23 Conventions ratified by Ethiopia, of which 22 are in force, 1 Convention has been denounced.

Conventions Ratified By Ethiopia

The following table outline the ratified ILO conventions

<table>
<thead>
<tr>
<th>SN</th>
<th>Convention</th>
<th>Date</th>
<th>Status</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fundamental</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>C029 - Forced Labour Convention, 1930 (No. 29)</td>
<td>02 Sep 2003</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>C087 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>C100 - Equal Remuneration Convention, 1951 (No. 100)</td>
<td>24 Mar 1999</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>C105 - Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>24 Mar 1999</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>11 Jun 1966</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>C138 - Minimum Age Convention, 1973 (No. 138)</td>
<td>27 May 1999</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>C155 - Occupational Safety and Health Convention, 1981 (No. 155)</td>
<td>28 Jan 1991</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>02 Sep 2003</td>
<td>In Force</td>
<td></td>
</tr>
</tbody>
</table>
As a worker, you have the right:

- To serve as labour union member or leader in your workplace.
- To participate in collective bargaining at the workplace.
- To defend social and economic interests through strike.

### Conventions Ratified By Ethiopia

The following table outlines the ratified ILO conventions.

<table>
<thead>
<tr>
<th>Governance (Priority)</th>
<th>10 C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) Technical Instrument</th>
<th>02 Sep 2003</th>
<th>In Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 C002 - Unemployment Convention, 1919 (No. 2)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>12 C100 - Equal Remuneration Convention, 1951 (No. 100)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
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<tr>
<td>13 C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>14 C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>15 C080 - Final Articles Revision Convention, 1946 (No. 80)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>16 C088 - Employment Service Convention, 1948 (No. 88)</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
<tr>
<td>17 C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96) Has accepted the provisions of Part II</td>
<td>04 Jun 1963</td>
<td>In Force</td>
<td></td>
</tr>
</tbody>
</table>

| 11 C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)                            | 04 Jun 1963 | In Force |
| 12 C116 - Final Articles Revision Convention, 1961 (No. 116)                                      | 04 Jun 1963 | In Force |
| 13 C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)                          | 04 Jun 1963 | In Force |
| 14 C158 - Termination of Employment Convention, 1982 (No. 158)                                     | 04 Jun 1963 | In Force |
| 15 C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) | 04 Jun 1963 | In Force |
| 16 C181 - Private Employment Agencies Convention, 1997 (No. 181)                                | 24 Mar 1999 | In Force |
Conventions not ratified by Ethiopia

According to ILO database 58 List of conventions from fundamental, governance and technical instruments not ratified by Ethiopia are summarized as follows:

Fundamental


Governance

2. C081 - Labour Inspection Convention, 1947 (No. 81)
3. C122 - Employment Policy Convention, 1964 (No. 122)

Technical instrument

5. C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)
6. C077 - Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)
7. C078 - Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)
8. C094 - Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
9. C095 - Protection of Wages Convention, 1949 (No. 95)
10. C097 - Migration for Employment Convention (Revised), 1949 (No. 97)
11. C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
12. C110 - Plantations Convention, 1958 (No. 110)
13. C115 - Radiation Protection Convention, 1960 (No. 115)
15. C120 - Hygiene (Commerce and Offices) Convention, 1964 (No. 120)
17. C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)
18. C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
19. C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)
21. C135 - Workers' Representatives Convention, 1971 (No. 135)
22. C139 - Occupational Cancer Convention, 1974 (No. 139)
23. C140 - Paid Educational Leave Convention, 1974 (No. 140)
24. C141 - Rural Workers' Organizations Convention, 1975 (No. 141)
25. C142 - Human Resources Development Convention, 1975 (No. 142)
26. C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
28. C149 - Nursing Personnel Convention, 1977 (No. 149)
29. C150 - Labour Administration Convention, 1978 (No. 150)
30. C151 - Labour Relations (Public Service) Convention, 1978 (No. 151)
31. C152 - Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)
34. C160 - Labour Statistics Convention, 1985 (No. 160)
35. C161 - Occupational Health Services Convention, 1985 (No. 161)
36. C162 - Asbestos Convention, 1986 (No. 162)
37. C167 - Safety and Health in Construction Convention, 1988 (No. 167)
38. C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)
40. C170 - Chemicals Convention, 1990 (No. 170)
41. C171 - Night Work Convention, 1990 (No. 171)
42. C172 - Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)
43. C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
44. C174 - Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
45. C175 - Part-Time Work Convention, 1994 (No. 175)
46. C176 - Safety and Health in Mines Convention, 1995 (No. 176)
47. C177 - Home Work Convention, 1996 (No. 177)
48. C183 - Maternity Protection Convention, 2000 (No. 183)
49. C184 - Safety and Health in Agriculture Convention, 2001 (No. 184)
50. C185 - Seafarers' Identity Doc
51. C188 - Work in Fishing Convention, 2007 (No. 188)
52. C189 - Domestic Workers Convention, 2011 (No. 189)
53. C190 - Violence and Harassment Convention, 2019 (No. 190)
54. C191 - Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
55. P081 - Protocol of 1995 to the Labour Inspection Convention, 1947
56. P089 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
57. P110 - Protocol of 1982 to the Plantations Convention, 1958