

KEY FINDINGS OF THE REPORT

IMPROVING WORKER WELLBEING THROUGH SHARED RESPONSIBILITY IN ETHIOPIA'S GARMENT INDUSTRY



ETHIOPIA'S GARMENT AND TEXTILE SECTOR

 **200** factories operating in the country

Industry growth rate from 2013-2018 **51%** 

62.000 workers nationwide  **95%** of workers are women

6 Industrial Parks nationwide created **45.000 jobs**

The Hawassa Industrial Park is the biggest and employs **25.000 textile workers** (expected 60.000 at full capacity). It is expected to generate **USD 1 billion** in exports annually.

The top three destination countries of the exported textile and apparel products:



Germany **33%**



United States **20%**



Turkey **10%**

KEY FACTORS THAT AFFECT WORKER WELLBEING

1. WAGES AND HIGH COST OF LIVING

that impact the general living conditions of workers



2. DECENT HOUSING

necessity to plan for affordable housing to accommodate workers



3. FEMALE WORKERS' PERSONAL SAFETY

e.g. nightshifts, gender-based harassment and violence



4. HEALTH

e.g. access to sanitary facilities during working hours, chemicals handling, sexual and reproductive health



5. EDUCATION AND TRAINING

low awareness on occupational safety and health (OSH) and limited skills level



6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

lack of adequate worker representation



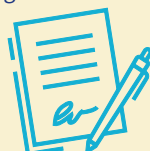
7. GRIEVANCE MECHANISMS

lack of transparency and efficiency



8. EMPLOYMENT CONTRACTS

often not available in local language and low awareness of rights



9. COMPLIANCE WITH LEGAL PROVISIONS ON OSH

general absence of OSH management systems and bipartite OSH committees



10. ENVIRONMENTAL AND SOCIAL GOVERNANCE CHALLENGES

e.g. groundwater levels not monitored; wastewater handling inadequate

